



WATER EXPERTISE AND TRAINING CENTRE

Report on Implementation of Social Organization Training Course

From 2 to 4 September 2013



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1. Summary

Training Title:	Social Organization
Training Course Duration:	3 days (2 – 4 September 2013)
Participants Trained:	21 Participants from different organizations.
Implementing Agency:	DACAAR WET Centre
Venue:	DACAAR Main Office Training Hall, Kabul
Funded by:	Norplan
Trainer:	Shekeb Shamal WET Centre Part-time Trainer, DACAAR

2. DACAAR Training Experience

DACAAR is non-governmental, humanitarian organization that supports sustainable development in Afghanistan through promoting the ability of local communities to decide upon and manage their own development process. Activities are implemented in co-operation with civil society organizations, the private sector and governmental institutions with a particular emphasis on poverty eradication and assistance toward the return and re-integration of internally displaced people.

In partnership with CAWST, one of DACAAR's key programs is as a Water Expertise and Training Centre to provide water and sanitation training to WASH stakeholders and technical consulting to newly forming or existing WASH programs.

3. Social Organization Training Course

This workshop introduced the theme of empowerment by providing participants with a framework on which to build their approach to the community and understand the concept of empowerment, social organisation and participation.

DACAAR has a proven module for Social Organisation and it was adapted for training of individuals and organizations working in water supply, sanitation, community development or health projects.

Training methods included group discussions and activities, group assignments and presentations, review questions, brainstorming and role play. Power point presentations supported the course material. Evaluation forms are used to evaluate the courses and further informal discussions are held to gauge the participants' feeling about the courses and try to get inputs from the participants on improving the course and for inputs for other possible courses to

be developed.

3.1 Goal of the Training Course

The goal of the training course is to encourage participants to appreciate, understand and adopt the values of community empowerment in their work delivering safe, sustainable water supplies to the people of Afghanistan.

3.2 Objectives of the Training Course

By the end of the course the participants should have gained the following:

- An understanding of the concept of empowerment, social organisation and participation.
- An ability to evaluate the degree of community participation in project implementation.
- An understanding of the role of field staff in the social organisation process.
- An understanding of the importance of community participation, including the importance and practice of community based well operation and maintenance systems.
- Basic skills for analyzing village-level political and social structures.
- Respect for and learning from the experience, skills and wisdom of village communities.
- The need to share the concepts of empowerment, social organization and participation with the community.
- Acquainted with the concept of development and the philosophy of development work through village organizations in the rural areas.

4. Logistics and Facilities

4.1 Training Hall

The training took place in DACAAR Training Hall, Main Office Kabul. The hall is air conditioned and furnished with chairs, tables, and training equipments.

4.2 Training Timeline

The training starting time was at 8:30 and the ending was at 15:00 with 15 minutes for tea break and one hour for lunch and prayer.

4.3 Training Equipment and Stationary

Laptop computer, flip chart paper, markers, colour cards, multimedia, white screen and stationary were used and provided by DACAAR WET Centre.

4.4 Transport and Food

DACAAR paid AFN 250/day for transportation cost of governmental participants only as well as provided refreshment and lunch for all participants during the training days.

5. Evaluation of the Training Course by the Participants

At the end of the training course an evaluation of training course by participants was carried out in order to gain the participants response to the material presented and the method of presentation.

A summary of the groups responses are as follows:

- The objectives of the courses were achieved.
- The participants felt that their future work would benefit from their participation in the course as the content was relevant to their jobs.
- The course introduced new ideas.
- The participants believed methods used to present the material were engaging and clear.
- The style of presentation, and friendly and open attitudes of the trainer, was appreciated.
- The learning environment was open and trusting.
- The participants suggested the courses should be followed up with other such training courses.

5.1 Evaluation of the Social Organization Training Course by the Participants (2 – 4 September 2011)

Areas Evaluated	Average of the Grading by the Participants				
	1: (Poor)	2: (Fair)	3: (Good)	4: (V. Good)	5: (Excellent)
The objective of the course were achieved	5				
The contents are relevant to the job	4.4				
The materials used in the training session were helpful	4.1				
The training methodologies used were participatory	5				
The trainers involved were friendly	5				
Learning environment was open and trustful	5				
Food and training room was	3.2				
Overall Organisation of the course was	4.5				

6. Comments of the Participants on the Training Course

- The topics taught were very good. We want engineering trainings in future for engineers
- Was good and had no problem.
- The trainer who conducted this training was talented.
- Thanks from DACAAR and hope to conduct such trainings in future.
- Thanks from DACAAR and its donor.

- If you increase the workshop days that will be good.
- All things were complete but the training room was small for group work.
- The translated training materials need some correction in spelling.
- The food was not interesting.

7. Participants List

In total there were 21 participants (19 male & 2 female) from government and NGOs in the training workshop. The table below provides the detail of the participants.

No	Name	Father's Name	Title	Organization	Location (City/Region)	Telephone	Email
1	Aziza	Aziz M.	Hygiene Education Trainer	MRRD	Kabul		azizafayaz@yahoo.com
2	Soraya	M. Sarwar	Water Quality Lab staff member	MRRD	Kabul		Eng.sorayaqrishi@yahoo.com
3	M. Mujtaba	Abdul Saboor	Water Quality Lab staff member	MRRD	Kabul	0787293167	
4	Smiullah			MRRD	Kabul		
5	Abdul Qayum	Samander	RuWatSIP staff member	MRRD	Kabul	0790701595	
6	Asadullah	Abdul Ghafar	RuWatSIP staff member	MRRD	Kabul	0788220427	
7	Abdul Malik	Sulaiman Qul	Staff of water sanitation	RRD	Faryab		Jawad.mohammadss@gmail.com
8	Ahmad Jawad	Abdullah	Manager of cap. Building	RRD	Faryab	0795443400	Jawad.mohammadss@gmail.com
9	M. Reza Mohammadi	M. Essa	Engineer	RRD	Bamyan		a_m.reza@yahoo.com
10	Hayatullah Saadat	Asadullah	Monitoring Officer	RCDC	Kabul	0788977206	Hsaadat32@yahoo.com
11	M. Hassan	M. Omar	Sponsorship coordinator	MPA	Kabul	0774050845	Hassan-Iman@yahoo.com
12	Fraidoon	Ghulam Sarwar	Project manager	RORA	Daykundy		Rora_org@yahoo.com
13	Abdul Munir "Munib"	Rasool Jan	Liaison officer	ZOA	Urozagan		9azi_a.munir@gmail.com
14	Najeebullah	M. Ajan	Engineer	DACAAR	Nangahar	0781527289	
15	Zabihullah	Abdul Ghalam	Field officer	DACAAR	Kabul	0791810922	
16	Naseer Ahmad	Habib Gul	Assistant Engineer	DACAAR	Takhar	0777785449	
17	Sohrab Kakar	Abdul Sabour	Trainer	DACAAR	Kabul	0796809050	sohrabkaker@yahoo.com
18	Ziauddin	Haji Gul	Field officer	DACAAR	Faryab	0791810935	Ziauddinazizi53@gmail.com
19	M. Sabir	M. Aman	Assistant Engineer	DACAAR	Balkh	0786355020	
20	Matiullah	Rahmatullah	Field officer	DACAAR	Faryab	0791810917	Northwest.fa@dacaar.org
21	Zahidullah	Saz Mohammad	Trainer	DACAAR	Kabul		zahidullah@dacaar.org

8. Conclusion

DACAAR felt that a good learning environment conducive to participatory learning prevailed throughout the training sessions. The participants were encouraged to share their ideas, knowledge and experiences. The trainer used several different participatory methods that proved successful. The content of the module proved useful to the participants, which maintained their interest. The relevant participants particularly found the training as very important for their work. The participants were also extremely appreciative of the handouts and attendance certificates and thankful for the work done to run the training course. The participants were all extremely attentive, cooperative, positive and appreciative of the course and this was seen as partly an indication of the years of lack of professional development. The participants will be able to use the skill and knowledge to improve their work performance on their job.

Many of the participants realized they were already using some of the ideas but were eager to explore further the concepts introduced. For those who had not previously been exposed to the information, they realized the value of the concepts and expressed an enthusiasm to make use of them.

9. Recommendations

- A follow-up course should be conducted for each topic to further develop the concepts.
- Participants felt the need to have more such trainings in the future.