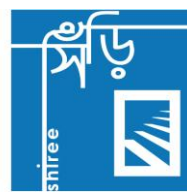


Report on the 8<sup>th</sup> Lesson Learning Workshop  
“Gender Mainstreaming and Application of Digital  
Technology”



February 4<sup>th</sup>-6<sup>th</sup>, 2013  
Barishal



Hosted by:  **Oxfam**

## **Objective**

The eight lesson learning workshop had a combined theme of “Gender Mainstreaming and Application of Digital Technology” and was hosted by Oxfam at Bangladesh Development Society in Barishal. Gender is central to Oxfam’s REE-CALL project, and in recent months Shiree has conducted a gender audit as part of a more in-depth gender mainstreaming initiative. The Oxfam Lesson Learning Workshop was therefore seen as the ideal place to present the findings from this audit, and have a wider discussion about gendered issues within the Shiree programme as a whole and how interventions could be improved by viewing activities through a “gender lens”. The CMS2 roll-out was the inspiration for the second theme which was centred on the application of digital technology, with M-Power presenting the CMS2 visualisation. Participating NGOs were also invited to present their own digital innovations. The opportunity was also taken for short presentations on the Manifesto for the Extreme Poor and changes to the shiree research process. The event brought together all Scale Fund NGOs, iDE and SCI’s TANISHA project from the Innovation Fund, as well as Shiree representatives.

## **Participating Organisations**

Oxfam, Concern Worldwide, Care Bangladesh, Dushtha Shasthya Kendra (DSK), NETZ Bangladesh, Practical Action Bangladesh, Save the Children, Uttaran, Caritas and iDE. A detailed list of all participants can be found in appendix 1.

## **Event Timetable**

### **Day 1 – 4th February, 2013**

1. Introductory presentation from Oxfam (REE-CALL project and other gender interventions)
2. Presentation from iDE
3. Presentation from TANISHA
4. Graduation from a Gendered Perspective
5. Introduction to Digital Innovations
6. Preparation for field visits

### **Day 2 – 5<sup>th</sup> February, 2013**

Field Visits had been scheduled for Day 2 but due to hartals the programme ran as follows:

1. Digitisation presentation -“Information System Strategy”
2. Cooperative Registration
3. Future Research Strategy
4. Manifesto for the EP
5. Private Sector Engagement

### **Day 3 – 6<sup>th</sup> February, 2012**

The third day was cancelled due to hartals.

## **Day 1 –Monday 4<sup>th</sup>, September, 2012**

### **Introduction**

Afroz Mahal, Programme Coordinator, Oxfam, welcomed all participants to the eight lesson learning workshop. She thanked all participants and began the introductions.

### **Welcome Speech**

M B Akhter, Programme Manager and Acting Country Director, Oxfam, formally welcomed all participants. He introduced the theme of gender and noted the relatively low participation of women at the LLW. He explained that the LLW provided a platform to reflect on work and help understand situations in the field. He requested constructive criticism from the participants as he felt this feedback would add value and allow ideas to be incorporated into Oxfam operations.

### **Speech from Colin**

Colin Risner, CEO OF Shiree, thanked Afroz for her hard work in organising the LLW and thanked everyone from attending. He congratulated Oxfam on their merging into Oxfam International and suggested that they take advantage of the significant numbers of SCI members present to learn lessons about the challenges of organisational integration. He also mentioned that this was the last of the first round of LLWs (i.e. all 9 Scale Fund NGOs have now hosted an LLW) and that suggestions were welcome as to how to take the LLW platform forward. He noted the presence of a number of the Shiree team and suggested that the participants use them as a resource if they had any questions or queries during the course of the LLW. Colin noted the Manifesto for the Extreme Poor and explained that Shiree is still looking to build momentum behind the initiative.

### **Speech from PD**

Md. Asadul Islam, Project Director, Shiree, said that he was happy to see the large participation. He noted that the government were concerned with the outcome of the Shiree project as if it was successful they would be looking to replicate it. He noted that as Phase 1 is now completed there are many lessons that have been learnt which need to be shared on a wider platform. He said that the partner NGOs could learn a lot through LLW to handle larger similar projects in the future. The mid-term review has now been completed by DFID and the GoB and the findings and recommendations will be disseminated through the LLW.

### **Introduction**

Afroz Mahal retook the floor and introduced the schedule of the LLW to all the participants.

### **Presentation from Oxfam**

M B Akhter introduced the work of the Oxfam REE-CALL project with a short presentation. The main points were:

- Situation Analysis
  - Gender relationships – sometimes women have more power, but in 99% of cases men can make women subordinate. All Oxfam programmes take structure, ideology and hierarchy into account.

- Culture of subordination – the way we are socialised makes us understand what we are capable of and justifies the power relationship. This is especially true at the household level and we need to understand this if we are to understand the social structure.
- Oxfam Beliefs
  - If we address the inequalities we can transform the country. However power is still an issue, so we need to give women power. This is not enough though – inequalities and power need to be addressed simultaneously. Female headed households do not have power, people from outside still try to control her e.g. relatives.
- How power works within structure
- The approach Oxfam follows
  - Mobilises to challenge roles, attitudes and practice that perpetuate inequality
  - Advocates for gender equal laws and policies – e.g. domestic violence.
  - Trials alternative development programs and advocacy based on gender equality
  - Allocates more resources for action on women’s right and gender equality – with additional money allocated from resources to address the issue
  - Engage men in the fight against gender equality – they are crucial for success as their outlook needs to be changed.
- What Oxfam would like to achieve
- Challenges
  - Women’s participation is not high enough – it is not easy to include them
  - Interventions must challenge men and women to change their beliefs about gender-specific roles
  - Human resources and capacity building
- Approach of REE-CALL
  - Women are the first victim of natural disasters - In the coastal area many women are living in the vulnerable areas while men have migrated to the cities to find work.
  - Women must have leadership and play an active role in the CBO’s. They must be able to discuss their own pain and struggles directly rather having someone advocating for them
  - It is also important to link women up directly with service providers
  - Women need to understand their rights and entitlements before they can access them
  - Currently the whole market is controlled by men who have the power – Oxfam are trying to introduce women to the market.
- Strategies Oxfam follows
- Oxfam interventions so far
  - Focusing on gender and women leadership, economic leadership and domestic violence

[The full presentation is available here](#)

## Comments

*Afroz Mahal, Oxfam* – Rather than just describing the project we tried to focus on the gender related aspects of it. If you are interested to see the details of the project please look at the project fact sheet we gave out at the beginning of the workshop.

*M B Akhter, Oxfam*– You will be able to understand more during the field visits. Please ask them questions regarding women during the field visits tomorrow and then you will be able to understand how we are doing.

*Abdul Khaleque, Uttaran* – The Presentation is mostly negative on gender and the country's improvement in last ten years. Access to markets and industry is purported to be low, but actually in the last ten years garments has really changed women's lives and also in the rural areas many more women are becoming involved in agriculture. I do not believe that 99% of decisions are made by men in households. I believe that mother's take serious decisions about children without the father having an input. In society the gender discrimination is still severe, but within the household level women are becoming more powerful. Things are also changing constantly in India and Pakistan in favour of women.

*Sheikh Traiquzzaman, Research Officer, Uttaran* - When we talk about gender mainstreaming I have found that we are usually talking about equality. However is this enough? Should we talk about gender equity – is it the same?

*Md. Muzzafar Ahmed, Programme Director, SCI* - With this mobile technology we know what is happening elsewhere. Perhaps we can get knowledge about markets spread further afield.

*Sonia Jesmin, Research Officer, SCI* - Most NGOs work with women only but we need to engage men more. In my experience we focus on women too much which causes controversy and men begin to feel jealous. Women start to dominate husbands which makes them think they're wives are becoming abusive due to involvement with NGO's. Men need to understand that their wives involvement with NGOs will also benefit them.

*M B Akhter, Oxfam* - With regard to Oxfam, yes more girls are enrolled in primary education, but what about secondary, tertiary and higher education. When the issue comes up regarding a daughter's involvement with a job, is she able to take her own decision and her own choice? In most of the cases this is not possible. We like women to be teachers but we do not like them to work with NGOs as they have to travel. We do not see women beyond the caring and productive role. In most of the cases education gives us an insight to change our roles and livelihoods but for women this is not the case – they take their decisions based on society and the family. We should not be happy with these small changes as progress will stop – we must always strive for the next indicator. It is good that females in the garment sector are getting some money and this is going back to the rural areas, but what happens beyond that? Does the money belong to the girls? In some areas women can enjoy the money they earn, but often the money goes to the families and when they get money they stop working. After Sidr we did one study to see the impact it had on the woman's life. We found that one woman had been left by her husband before Sidr. Afterwards, as a single woman, she received 1 lak 50,000 taka and her husband returned and renewed relationship. She thought it was

better to have a husband due to danger of being a single woman in a rural area, but after six months he took the money and left her. The controlling and dominating mentality of men causes this. When women do not provide food etc for men because they are away for training, the men become angry and think their wife has left them. Women have restricted ideas about what they are able to achieve – they think they can only progress to a certain level.

*Shazia Ahmed, Advocacy Manager, Shiree* - There is a need to be positive like Khaleque says, but we haven't come far enough to overly focus on the positive factors. However we need to understand what is positive in terms of our programme operations – what things have been effective? Have we been able to change attitudes? If we can identify effective practices then this is something that we can roll out and advocate to other people. What IGAs are effective for women? What SSNs do they need to know about and what can they access? Do they need training or do the government people need training.

- In terms of dowry and early marriage we need to discuss law enforcement. Some areas have been able to eliminate dowry and CARE has had some success. If we could understand how we could try and tackle this. Every day in the paper there is something about dowry violence
- Security – All women are vulnerable, even on the launch this security issue was strange for me
- Adolescent girls – what do they aspire towards? Their mothers have worked within the homes all their lives so who do they look up to? Could we generate role models for them?

*M B Akhter, Oxfam* - We are not trying to focus on negative issues but this is the practical reality of our society. One positive issue is that of crab collecting where out of 18,000 families, 3,000 are women. These women feel insecure and have to pay bribes but they still go. We have organised them into women's groups and now they can bargain and get more money for their crabs. We support them to improve the quality of the crab and negotiate with the government about their security. Also in Chili agriculture in the North the majority of farmers are women but they cannot go to market. We formed women's groups and got the more knowledgeable women to form business groups and cooperatives. We linked these with banks to collect money. We have never thought that women can be business people but two years later they are effectively organising themselves as enterprises. Nothing specific is needed for IGAs for women, but they do need special support.

*Matin Shardar, Team Leader, Setu project, Care* - Many strategies need some changes. It would be great if we had some innovative ideas regarding women which could contribute nationally

*Dr. Tofail Azad, Project Director, DSK* - If we look into CMS3 data we will find that there have been some dramatic changes to women's empowerment. Now women's savings have been increased. When asked about security, they have said that they feel more secure. This progress will be continued.

*M B Akhter, Oxfam* – If we target only women we cannot change the whole family dynamics, we have to target men also. If we talk about the market system we also need to consider men. Even in terms of population we are not 50-50 and this inequality is due to negligence and malnutrition of girls. Violence has lots of forms and they are discriminated against in many ways.

## **Presentation from iDE**

Abul Mannan, iDE, conducted a short introductory presentation on the work of iDE.

The main points were:

- iDE market approach, project highlights and key features
- WOTSHAB – implementation strategy. Focus on creating an individual business plan after suitable training and linking the beneficiary to markets to ensure their graduation from EP
- Linking producer groups to markets
  - Technology dissemination to increase productivity
  - Business plan
  - Market linkages to increase income
- Income increases against baseline
- Lesson Learned
  - Proposed innovative technology was not suitable for all BHH
  - Social inclusion (help of others) can allow aged and disabled BHHs to be included in micro business
  - Sac bag technology is suitable for vegetable cultivation in flood affected areas to mitigate lean period

## **Comments**

*Md, Asadul Islam, Shiree* - First IGAs are not always successful are there alternatives? You have disseminated only agricultural technology but are there any other aspects? To make BHHs successful we need to utilise their leisure time. Ground nuts and other value added products would help BHHs.

## **Presentations from TANISHA**

Mohammed Iqbal Azad did a short presentation on the activities of TANISHA in Barishal. The main points were:

- Goals and outputs – Including to get 900 adolescent girls starting their own IGAs and create a peer support system
- Beneficiaries – Primary beneficiaries but a further 1100 non-EP households to take part in education and peer groups
- Approach
  - community mobilization
  - peer education
  - asset transfer
- Overall achievements – A tough project as adolescent girls are a very sensitive section of the community given the social community
  - Many times our work has been stopped regarding issues raised by the community about the adolescent girls – we have learnt many ways about how to overcome these issues
- Girls interests and challenges
  - Girls like to make friends and learn about health, nutrition and how to run a business

- However they face jealousy, and have other responsibilities in terms of household chores and school activities. Their families are often not happy for them to attend the safe spaces.
- Lessons learned
  - Much community mobilization and participation is needed to contribute in quality performance of adolescent development programme
  - Safe spaces are useful for adolescent girls breathing space
  - Field officers and PMs need to understand local context, and organization strategy and practices

### **Comments**

*Sally Faulkner, Research Focal Point, Shiree* - You have mentioned that there were initially some problems getting the girl's parents and the community in general to support the project, but that you have learned a great deal in this area. You were not too specific about this so I would like to know how you managed to establish social acceptance within the community and at the household level.

*Mohammad Iqbal Azad, TANISHA* - We focus on beneficiary household initially but when the problem is raised we go for community, religious leaders etc to make them understand what we are trying to do – there needs to be adequate information, sharing of intentions etc.

*Anwar Chowdhury, CFO, Shiree* - How do the girls manage their education as well as their IGAs?

*Muzaffar Ahmed, SCI* - This is a household approach and so the household members are involved with the project. They can still go to school but they have a little bit of money so they are not as dependent. For example, one girl was given a sewing machine and stitches clothes in the evenings. In the daytime she still attends school. The IGA is secondary to education. We are encouraging girls to go to school rather than dropping out in favour of IGA. Around 75% of the girls are school going.

*Anwar Chowdhury, Shiree* - Are we prioritising IGA or education? If we do this right they should be able to earn money on top of their education. As an asset transfer programme we must emphasise importance of education

*Abdullah-Al-Harun, Senior Manager, SCI* - It is not possible to get 100% school attendance for a number of reasons. Some girls dropped out four years ago, and they are not willing or able to return now

*Abdul Khaleque, Uttaran* - Adolescent girls are going to be mothers. Sewing machines are operated inside so it is not good for women's development

*M B Akhter, Oxfam* - Khaleque is focusing on adolescent girls becoming mothers – we have already decided as a society what their role is, an ideological issue which will always cause problems going forward.



## Graduation from Gendered Perspective

After the presentations from the hosts, Colin Risner, CEO of Shree, and Marie Petterson, Shree, facilitated a session on gender mainstreaming. The session started with a presentation by Colin.

The main points were:

- The policy implementation gap – policy doesn't turn into action in the end and there are many ways through which good intentions do not lead to implementation.
- Within Shree do we monitor our commitments – have they evaporated, become invisible or been resisted?
- Women's empowerment vs. gender mainstreaming – the gender lens
- Balanced scorecard to conduct a gender audit within Shree in September – briefly discussed results of this audit

Marie then conducted a presentation entitled "Graduation from a Gender Perspective – Gender Mainstreaming for Shree Beneficiaries". This started with a group exercise to identify the main challenges to Gender Equality and Women's Empowerment which female beneficiaries continue to face. Four groups were created, with each focusing on one topic each, these were:

- Group 1) Dowry/early marriage
- Group 2) Sexual violence/abuse/harassment/eve-teasing
- Group 3) Access to education/job market/equal wages/business
- Group 4) Intra-HH differences of IGA/graduation

Each group was asked to answer the following questions:

1. What are NGOs currently doing?
2. Why does it continue?
3. What can NGOs do differently?

### Group 1 – Dowry and Early Marriage

#### 1. Awareness rising amongst target groups, UP chairman members

- Legal support – anything happens within the court they can give them support
- Sex education is necessary
- "Adolescents" also include boys
- Community managed wedding monitoring – to identify dowry, early marriages
- Birth certificates are important

#### 2.

- Security is one of the major problems – when male members seasonally migrate women and girls are left vulnerable and may get harassed
- Social norms – parents and community. Sometimes men like to marry the young girls, due to their virginity and the fact that they are easier to dominate, and this needs to be changed

#### 3.

- Alternative jobs
- Involve entire community

## Group 2 – Sexual violence, abuse, harassment, eve-teasing

1.

- Recently this issue has become more important
- No direct activities focused on this issue
- Discussed in various formal and informal meeting and discussions at the community/group/family level
- Some NGOs provide legal support to the victims

2.

- Lack of implementation of relevant laws
- Lack of knowledge about laws and existing legal facilities and support – often the victims are not keen to get the available support because of social norms

3.

- Advocate to include sexual education in primary education
- Revised NGO approach and integrate strategic needs – we need to research the right approach and implement at community level
- Ensure fair justice

*Dr. Tofail Azad, DSK* – Do we need to do this from primary level?

*Sonia Jesmin, SCI* – Yes, because in our country children suffer abuse from a young age but they do not know they are being abused

*Subash Gomes, Project Manager, Caritas* – At primary level we can introduce gender sensitivity but when they get older we can make this education ore focused on sexual issues

*Sheikh Tariquzzaman, Uttaran* – We should be specific when talking about abuse – physical or mental.

*Sonia Jesmin, SCI* – Families do not want to acknowledge that their children are being abused

## Group 3 - Access to education/job market/equal wages/business

1.

- Non-formal education
- Awareness and advocacy
- Access to job market – private sector engagement
- Equal wages – awareness and social mobilisation, special initiative in community and national level
- Access to business – capacity building and skill training, CBO

3.

- Business – breaking the mind set

## Group 4 – intra-HH/Gender differences of IGA/Graduation

1. Awareness raising, mobilisation, using traditional female friendly IGA (household based, sewing, tailoring), men go out of village for work, women stay in home or work from home

2. Social norms, power structures, NGOs don't want to take risks, non-cooperation from communities/husbands, not using gender lens
3. Innovative ways, new things/ideas, new IGA, HH division of labour, look of intra-HH differences, breaking traditions, decision-making power within HH

Marie, Shiree, wrapped up the session and handed out a gender questionnaire for all the NGOs to complete. M B Akhter, Oxfam, suggested that all participants thought about one lesson they had learnt and implement this over the next six months. Shazia Ahmed, Shiree, suggested that one thing this could be is Care's attempt to tackle early marriage by registering everyone's birth dates.

Colin, CEO, Shiree, asked participants to think of ways to utilize 100 mobile phones in a gender sensitive way. He then suggested all participants suggested female-friendly IGAs at the same time. These would be reported back on Wednesday after the field visits.

The presentation for this session is available here ([Presentation # 2](#) and [Presentation # 3](#))

### **Introduction to Digital Innovations**

Rubayat Khan, Co-founder and Director of M-Power, introduced the session on digital innovations. He noted that he had seen a lot of excitement about CMS2 as it has not been attempted anywhere else in the world. The main points of his introductory presentation were:

- What could be done with real time data
- Livestock intelligence at NETZ and MJSKS
- Mobile immunization surveillance with EPI
  - Gives an up to date roster of who has been vaccinated and who has not
  - Gives an aggregate picture of the situation on the ground to make strategic decisions
- CMS2 visualization functions
  - See overall trend in portfolio for strategic changes
  - Identify outlier households for targeted action
  - Monitoring field worker visits
  - See each household's details
  - See geographic distribution of households and conditions
  - Compare different subgroups' performance to identify underlying causes

He then gave a visualization demo to give the NGOs an idea of how they could use the data coming from CMS2.

*Colin Risner, Shiree* - We didn't develop CMS2 to enable you to monitor field officers, nor does it substitute for them. In fact it provides an additional tool for them.

*Rubayat Khan, M-Power* - You can already log in and use this data to make decisions. Only the geographical part is waiting to be developed. This empowers managers and field officers to do a better job. The mobile is a platform. Now they have it to collect CMS2 data they can also collect other data – other modules and applications can be added and these can be visualised in a similar

way. Many more things can be done on this to make it more valuable so think about how you can get the most of it to improve your programmes.

*Colin Risner, Shiree* – Real time information does not tell you everything you need to know about why someone's income/health has gone up or down, but it provides us with a starting point for further investigation. CMS3 tells us what proportion of people have graduated, but it won't tell us which households have graduated and which have not. CMS2 will tell us the same percentage, but will show us who they are and allow us to identify common characteristics between those beneficiaries that are or are not graduating. It will hence allow smart targeting of any supplemental support.

*Rubayat Khan, M-Power* - You can look at the differences between male and female households. Or check to see if a disabled household is doing worse than before. You can therefore get initial feedback on what is driving the changes. Once you start to play around with it, you will find out more things you can do with the data and then go back to the field.

*Abdul Khaleque, Uttaran* - How will he or she ensure that she gets accurate data?

*MB Akhter, Oxfam* - Do not have to collect all data every day e.g. SSNs

Vishal Ghadavi, YP, Shiree - Monthly collections of SSN's for example can be used as proof for Government to show who is not receiving them despite being entitled. We also collect information on what type of safety net is received.

*Anwar Chowdhury, Shiree* - Field staff need training and need to know why they are collecting the data. They must also enjoy doing it. This will help ensure they collect data accurately.

*Zakir Ahmed, Head of Haor Programme, Concern* - Can we use more indicators without affecting the current visualisation?

*Colin Risner, Shiree* - We recognise that field officers have many things to do and that there are constraints, but we kept the instrument short for this reason. Other data collection tools are used for different purposes. There is no limit to the number of applications that could be put on the phone e.g. female friendly IGA analysis so more indicators can be used. The principal is that field officers should collect CMS2 during their normal household visits.

*Rubayat Khan, M-Power* - Almost anything is possible on the phones. Livestock management for example, we have many different types of software available. We have some flyers available showing the type of projects we have worked on so far. The visualisation will be finished by the end of February but you can already use it to help make decisions.

[The M-Power presentation is available here](#)

## **Operational Issues with CMS2**

*Abdul Khaleque, Uttaran* - Phones are post-paid but this money is needed before as in December all the mobile phones stopped because the bill wasn't paid

*Abus Salam, Programme Manager, Shiree* – Shiree intends to visit all the NGOs to show how they can better implement CMS2

*Colin Risner, Shiree* – There were many things that we wanted to address in the LLW but there were too many things to cover. However we are hoping that we can address these issues in the Scale Fund Coordination meeting which will be held in Dhaka in the next couple of months.

## **NETZ presentation on livestock issues**

Munzurul gave a presentation on NETZ's mobile monitoring of livestock. The involved the registration of 240 farmers cattle within 15 days. Through this data NETZ got suggestions from our livestock experts which were implemented. However there were some problems. There were many network problems so data could not always be sent to the M-Power server. BHH's were also not always available and the field officers found it to be very time consuming. Overall it was found that the beneficiaries and non-beneficiaries benefited from the process, especially due their remoteness.

## **Save the Children presentation on Nobo Jibon Sharing**

SCI gave a presentation on their use of smart phones and digital innovations.

[The presentation is available here](#)

## **Day 2 – Tuesday 5<sup>th</sup> February, 2013**

Unfortunately due to a nation-wide hartal, the field visits on the second day were cancelled. The programme for Day Three was shifted forward to Day Two with some additions.

## **Re-cap on yesterday**

Colin Risner, Shiree, began by presenting an analysis of the ideas on gender coloured cards which had been given out the day before. Ideas for uses for the mobile phones included innovative gender friendly IGAs (8), base for research, e.g. 'Field level investigators' to call and do scoping for new innovations, give to CBOs to get access for market links, allow BHH to phone each other/help line, Bkash money transfer pilot, give to role model women. He then asked individuals what was one thing they remembered about the day before.

## **Digitisation presentation, "Information System Strategy"**

Colin Risner, Shiree, conducted a short presentation on Shiree's data and information system and how it could be used. He stressed that to maximise value of IS development the culture of jealously guarding information must be replaced with one of willingly sharing information. He noted that IT implementation involves both technical and social systems of an organisation, so for CMS2 to work also depends on organisation constraints. He said that 59,278 BHH CMS2 surveys were now completed and shared some comparison statistics of savings and the level of happiness, but stressed

that straight comparisons between NGOs was not the real intention of CMS2. He explained that all individual NGO data is anonymous, and NGOs shouldn't feel offended by negative data results because there is often an explanation. Although there will be no comparison of NGOs in public forums, each NGO will have the opportunity to breakdown their data to HH level and according to each indicator, can re-evaluate their logframe and failings.

*Munzurul, NETZ* - Correlation between savings and happiness?

*Abdul Khaleque, Uttaran* - Happiness will increase over time once productive assets increase  
*MD Akhter, Oxfam* - Savings culture has a clear link with knowledge and networking

*Colin Risner, Shiree* - Say we look at demand for surveying every BHH for every month and then analyse the capacity of NGO field staff. We either need to decrease demand or increase capacity (hire more field staff), or reduce frequency (less people, less frequently). By April/May 2013 we want to be able to categorize BHH according to appropriate CMS2 frequencies necessary (e.g. Some BHH only need to be surveyed bimonthly, quarterly or less often because they have "graduated" from extreme poverty)

### **Cooperative Registration**

Md. Asadul Islam, Shiree and Afsana Shakil, Upazilla Cooperatives Officer, discussed how registration of cooperatives can help gender mainstreaming. The PD noted that through learning from micro-finance we know that it is better to work in groups than individually. He explained that NGOs needed to provide BHH registration list to cooperatives, and keep records of NGO intervention and level of poverty of BHHs. If they are registered they might not benefit but there is a chance. He added that DSK was a primary example of what was required in this process and requested them to share findings with other NGOs

### **Comments**

*Dr. Tofil Ahmed, DSK* - Yes, cooperative linkages are an important area to improve, but still linkages do not have optimal impact. There are many barriers to registration and we need government cooperation. Money should be given to support cooperative set up enterprises for poor people.

*Abdul Khaleque, Uttaran* - Registration is not the issue, but how BHH can benefit and whether they do is key.

*Shazia Ahmed, Shiree* - What are benefits?

*Md. Asadul Islam* – It is value for money, because cooperatives organise money and it is invested and distributed between shareholders equally. All have equal rights. The implementing committee can be held accountable so money won't get lost or wasted as all transactions are made through the bank. Registration will also help sustainability and cooperatives will save/manage money as one body.

*Colin Risner, Shiree* - Cooperatives are a global movement! Are there any current costs involved for BHHs?

*Md. Asadul Islam, Shiree* - Some funding necessary for auditing, annual fees (800 taka).

Munzurul, NETZ - Is it mandatory for each NGO to get registered? Each NGO has its own logframe and graduation model according to shire agreement. However after end period of 3 years BHHs are not capable of working with cooperative group because they are still poor. Not all government officers are like our PD and are not sensitised to work with the EP.

*Dr. Tofail Azad, DSK*- Not necessary for all shiree BHH to be registered

*Md. Asadul Islam* - Matter very simple, whatever the agreement will continue, we are talking about completed phase 1 BHH, who have been given training for group formation. We will continue following up with these BHH

*Colin Risner, Shiree* – It is **not** mandatory for NGOs to register BHH in cooperative groups, but it is mandatory to have a good exit plan for sustainable graduation, and this is one possible institutional exit plan. It is potentially a great opportunity from being under the RDCD umbrella. Shiree BHHs are in a unique position with high-up access given our links into RDCD, which can overcome some of the barriers for government service provision. We need to explore constraints/opportunities and need full awareness of appropriateness for EP BHHS. It is interesting and positive that these, formerly extreme poor, households are now perceived as a resource that people and institutions are interested in getting engaged with – rather than being invisible and marginalized.

*Afsana Shakil, Uppazilla Cooperatives Officer, Barishal*

- Women and men equally join groups, 10 people per group, monthly meeting, mandatory to attend
- 4 people committee
- Annual audit, managing committee report
- Annual fee: 800 taka
- Registration process: photo ID card for everyone, service benefits, supply gas to BHH, community level meetings, committee member can make requests for communities,
- Cooperative does monitoring of communities
- Managing committee attends community meetings, get feedback on what to do better
- Give women tailors help with business, loan for more material, machinery, market linkage
- Help with financial support and advice for projects, businesses
- Shopkeeper support
- Central cooperative: 10 community level committees

### **Future Research Strategy**

Sally Faulkner, Shiree, gave a short presentation on the changes to the research strategy. She explained that proposals for phase 4 research projects would be designed in June with in-country support from Bath University. Data collection would take place over the following two months, with write-up taking place in September in Dhaka, again with in-country support. She requested that this

time be dedicated to this work. She also noted that a few key themes would be identified and the 12 papers would then be structured around these topics.

[The presentation is available here](#)

### **Manifesto for the EP**

Tareq Salahuddin, Communications Manager, Shiree, began by briefly presenting on where we currently are with the Manifesto and what has been done so far. He noted that it had been presented to APPG MPs, who welcomed the initiative, as well as being the focus of a roundtable discussion at the Daily Star. He noted that there was also an accompanying video made up of beneficiary voices specifying what they wanted to be included in the Manifesto. There have also been advertisements in Prothom Alo and in the Daily Star, along with discussions on ABC radio. Colin added that the CLP website has a strong endorsement of the EP manifesto and a link, and he requested that all NGOs link and promote the manifesto on their websites. Abdus Salam pointed out that all Field Officers were also consulted during CMS2 training and that many good recommendations came out of this.

[The presentation is available here](#)

Shazia Ahmed, Shiree, then discussed how the shiree team was planning on taking the Manifesto forward through courtyard session dialogues. She also said that the main outputs would be 2 one minute videos/10 photos/write up recommendations, by 1<sup>st</sup> March 1 2013 (see handout for session facilitator). She then distributed surveys to the NGOs asking them the following?

1. How has your NGO tackled manifesto challenges?
2. What relationship needed to be developed?
3. Was this solution successful/partially successful?
4. What is the evidence of success?
5. Is this solution sustainable?
6. What are the remaining obstacles to removing this challenge?

### **Private Sector Engagement**

Shazia Ahmed, Shiree, led a short discussion on private sector engagement.

1. G4S
2. Far East: primary level education, vocational training,
3. LAlteer
4. UCEP

[The presentation is available here](#)

- Shazia: request NGOs to ask BHHs for interest
- DSK: BHH not willing to take jobs when salaries are very low, below minimum wage
- Shazia: yes, need to advocate for minimum wage, if BHH are a little smarter and can speak English can become guards at embassies
- Jobs for male, female and family members



- Shazia: please give me numbers and names of BHH interested by March 2013, so can connect
- NGO: low salaries big problem, not sustainable
- Shazia: sent you all salary range, but yes, challenges to private sector jobs, wage is low and requires migration
- Oxfam, Zakia: are you also contacting other PS? Some businesses find it hard to recruit, and are prepared to pay higher salaries and localise jobs

### **Next LLW, October 2013: how to organise future agendas?**

A group discussion was initiated with the following key points:

- Maybe 3-4 similar NGOs can go together to organise workshop jointly, region-specific
- Need to rethink format
- It is currently confined within shiree' interventions, need to add to it from our non-shiree interventions. Also in light of upcoming elections, we need to think of outreach measures, lobbying GOB, think-tanks, bring in to workshops, thinker-implementer connection
- Shazia, Shiree - need proper documentation on key lessons learned to take home and implement, such as commitment to one gender strategy, innovative female-friendly IGA
- Colin, Shiree - Need outreach, need to be creative/innovative and include new catalysts, new organisations and the private sector. Will prepare Manifesto document and use for lobbying
- Need more shiree PMs to attend and Jamal

### **Closing Remarks**

Afroz Mahal, Oxfam thanked everyone for coming

*MB Akhter, Oxfam* – There has been a lot of discussions on gender. You have got an idea of our baseline and where we are now. During my presentation I was aggressive because I learned you need to be aggressive when trying to introduce gender mainstreaming in a masculine society.

As there was a hartal on Wednesday 6<sup>th</sup> February there was no opportunity for any field visits. The agenda for the next Scale Fund Coordination Meeting was then outlined to include the following:

- Cooperative registration update
- CMS 2 operational issues
- Nutrition component operational issues: budget, logistics

## Annex 1: Participant List

Sl. No.	Name	Organization
1	Colin	SHIREE
2	Anwar	
3	Rana	
4	Salam	
5	Vishal	
6	Shazia	
7	Shaveena	
8	Sally	
9	Marie	
10	Person from Mpower	
11	Asadul Haque	PD, EEP/SHIREE
12	Mizanur Rahman	CARE
13	Abdul Matin Shardar	
14	Mr. Masud Rana	
15	Subash A. Gomes	Caritas
16	Sayeed Hasan Raza	
17	Susmita Parvin	
18	Dr. Tofail Md. Alamgir Azad	DSK
19	Md. Abdul Baten	
20	Ms. Gitasree Ghosh	
21	Md. Shahjahan Hossain	NETZ
22	Md. Zamal Uddin	
23	Md. Munzurul Karim	
24	Abdul Hannan,	Concern WW
25	Zakir Ahmed Khan	
26	Mr. Abdus Salam	PAB
27	MR. Iqbal Hossain	
28	Mr. Nayyar Iqbal	SCI
29	Mr. Md. Muzaffar Ahmed	
30	Mr. Abdullah-Al-Harun	
31	Mr. Sonia Jesmin	
32	Representative from Nobo Jibon project	
33	Md. Abdul Khaleque	Uttaran
34	Mr. SK. Tariqzaman	
35	Mr. Dulal Chandra Biswas	
36	Md. Abdul Mannan	IDE
37	Md. Nur Alam	
38	Mohammad Iqbal azad	Tanisha-SCI

39	Md. Mahbubur Rahman	
40	M B Akhter	Oxfam
41	Zakia Haque	
42	Suman Das	
43	Jannat Noor	
44	Alip K Das	
45	Nasrin Sultana	
46	Afroz Mahal	
47	Mamunur Rashid	
48	Hoshnera Hasi	JN
49	Sahajahan Gazi	DDJ
50	Abdus Shukur	WF
51	Mizanur Rahman	WF
52	Ramproshad Saha	JN
53	Asaduzzaman	DDJ
54	AKM Robiul Islam	Oxfam
55	Maksuda Akter	
56	Giasuddin	
57	Anisul Haque	
58	Ferdous	