

# Workshop Report

## Introduction

The RSP movement started in 1982 with the **Agha Khan Rural Support Program** and today it is operational in 105 union councils across the country. The principles of SM are unchanged. However, the strategies, the tools and the techniques of SM have substantially changed and will keep on changing in the coming days. The salient features of the current Social Mobilization strategies are:

- The three tiered approach of grassroots organisations.
- Use of PSC for systematically identify the poor families
- The concentrated scaling up of HH coverage from 10-20 % to 70 to 80 at UC level
- Use of community resource person (CRP) for social mobilisation

RSPN in consultation with partner RSPs developed the Social Mobilization Operational Manual 2009 in July 2009 incorporating these and other new approaches adopted by RSPs. In Nov-Dec. 2009, RSPN trained 46 staff of RSPs in ToT on implementing the new Social Mobilization Manual.

The workshop on Experience Sharing on Social Mobilization ToT was conducted on 24 and 25 March 2010 at Hill view Hotel Islamabad. A total of 20 people participated in the training: they were 5 from NRSP, 3 each from AKRSP and SRSP, 2 each from SRSO, PRSP, TRDP and BRSP, and 1 from AJKRSP.

### Training Objectives:

The workshop had the following objectives:

- To share experiences of the TOT graduates in implementing the SM manual 2009.
- To share the issues and problems and how the TOT Graduates addressed them and the results.
- To analyze the issues and to find their solutions.
- To develop the **Action Plan** for the future by RSP's for their respective regions.

## Day One

### Introductory Session

Introductory session of the training was coordinated by the facilitator. Participant's registration was completed and then the holy Qura'an verses were recited to mark the beginning of the workshop. Afterwards the coordinator gave an insight of the background and the objectives of the workshop to the participants. Participants introduced themselves to each other to build a healthy environment for the discussions. Beside that, to keep the trainees motivated, the facilitator asked the participants to tell one personal trait that starts with the first alphabet of their names. It gave them an opportunity to think about themselves. The facilitator noted down these traits on a flip chart and explained that each one of these personal traits (like modest, innovative, goal oriented, sympathetic, honest, simple, social etc) are important and necessary to lead a healthy and successful career. Finally the workshop norms were set and the facilitator summed up the session by saying that personal traits expressed by the participants are the values of the RSPs.

### Session 01: The dynamics of RSP Social Mobilisation

**Khaleel A. Tetlay**

In this Session Mr. Khaleel Ahmed Tetlay, the COO of RSPN, welcomed all the participants at the workshop and gave a thoughtful speech about the background and dynamics of RSP social mobilisation. The crux of his presentation was that the values and the principles of SM will remain the same but the strategies of SM are amendable along with new situations, opportunities and issues. It was briefly explained that with orthodox approaches reasonable percent of household coverage will never be achieved. And consolidation of COs into VDOs and LSOs at village and UC level are the cost effective measures of empowering the communities and an staggered exit strategy for RSPs. So RSP should not be hesitant in adopting the new approaches and innovative ideas as SM is a progressive and pragmatic approach. He also reiterated the fact that being a network of RSP's, RSPN is directed by RSP's in its strategies and programmes. Therefore RSPN facilitate and operationalise the new agreed practices of SM conceived and developed by RSP's.

### Session 02: An overview of the contents of the ToT on SM Manual

**M.A. Azizi**

This session was delivered by Mohammad Ali Azizi. He shared the main topics covered under the SM manual TOT held in Nov-Dec 2009. Participants were clarified about the implementation process of SM manual. Participant's views were collected about the issues or any difficulties while applying the techniques they learned in SM Operational Manual ToT and their issues were analyzed while grouping them under common themes.

This session helped the participants in having their views regarding their experiences on the SM Operational Manual training implementation.

## Group Work:

Participants were asked by the facilitator to split into 4 groups for a group work around the following questions:

- Had they started implementing trainings on SM Manual 2009
- If not, then why?
- If Yes, then what issues and problems they faced during implementation and how they resolved them

The groups presented their work in the plenary session.

The facilitator interactively synthesized the issues and grouped them under the following headings:

### Common Issues

- Work load on ToT graduates
- Time constraint: as the ToT completed in Nov/Dec 2009 and there was little time to do any training in 2009 as well as in the first quarter of 2010.
- Financial constraint: For some RSPs it was a non-budgeted item there was no money to do the training
- No assigned person: RSPs did not assign the task to the ToT graduates
- Lack of proper follow up by RSPN. ToT graduates of the view that without regular follow up by RSPN, RSPs will hardly take the agenda further
- Lack of proper communication: The RGM/DMs participants said that RSPN mainly communicated with their head offices but the message was not conveyed to them so they had no idea about the roll out plan of the ToT training

At the end, the day was interactively recapped by the facilitator.

## Day Two

### Review of Previous Day:

The day started with the verses of the Holy Qura'an. After that the review of the previous day was conducted interactively and queries raised by participants were responded.

### Group Work on way forward

Building on the previous days activities the participants were asked to form groups and come up with solutions to the common issues. More over each RSP participants were asked to develop their RSP specific draft action plans for the remaining 3 quarters of 2010 so that RSPN can share them with their higher management.

### Presentation and synthesis of group work

The groups made their presentations and the facilitator helped the plenary session to discuss and debate them further and to come up with common points given below.

#### Common Suggestions for way forward

- Roll out plans: Each RSP will have to make a proper roll out plan of the SM Manual Training to its field staff for the remaining three quarters of 2010.
- Budgetary Support: RSPs have to allocate enough resources to implement the training programme. RSPN should help out those RSPs who have no financial resources at hand for this specific activity.
- Back up Support of RSPN in training, especially in technical sessions like PSC and Village/UC level planning
- Proactive role of RSPN: RSPN should share the action plans developed by the workshop participants of each RSP with their higher management and also follow up on quarterly basis
- RSPs should mainstream the contents of the Manual in their OTW, Social Mobilisation training to staff and CRPs and village and UC level development planning trainings.
- Refresher course should be conducted from RSPN for the active ToT graduates
- RSPN should cc the messages to the relevant RGMs/DMs in future so that they take quick actions
- Keeping in view the rapidly scaling up of social mobilization programme, the number of existing ToT graduates would be not enough. Therefore, both RSPN and RSPs should develop more ToT graduates.

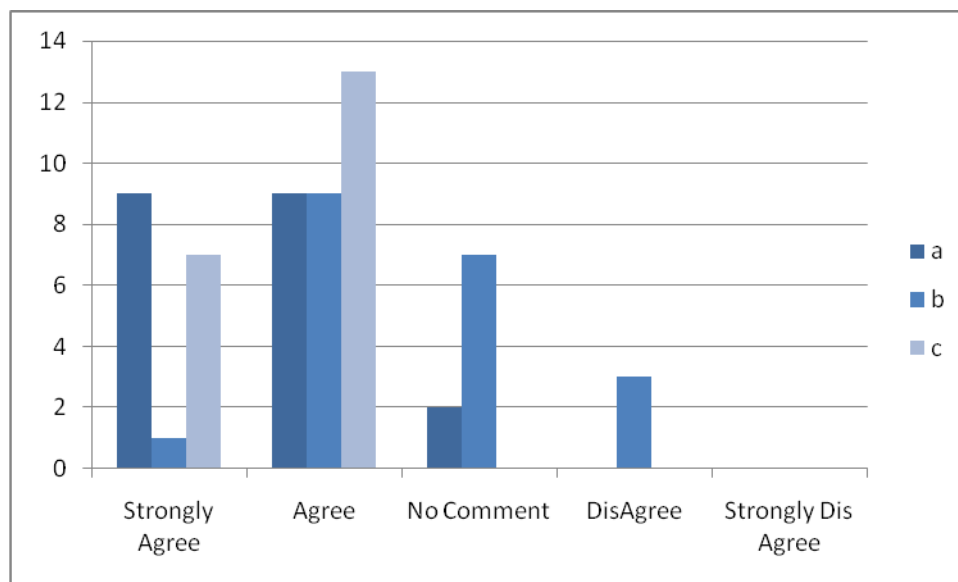
## Concluding Remarks:

Mr. Khaleel Ahmed Tetly honored the closing session of the workshop to have a look on the synthesis of the problems of the RSP's. Mr. Tetly gave a brief insight to the reason of conducting this workshop, which was to get the feedback from all the RSP's. He emphasized on the strong communication channels and for the database of LSO's. He assured that the valuable feedbacks of the participants will be taken in to account at RSPN level as well as it will be communicated and shared with the respective RSP management. This effort will hopefully direct in mainstreaming of this manual in SM process and institutional development of LSO's and resulting in sustainable LSO's network.

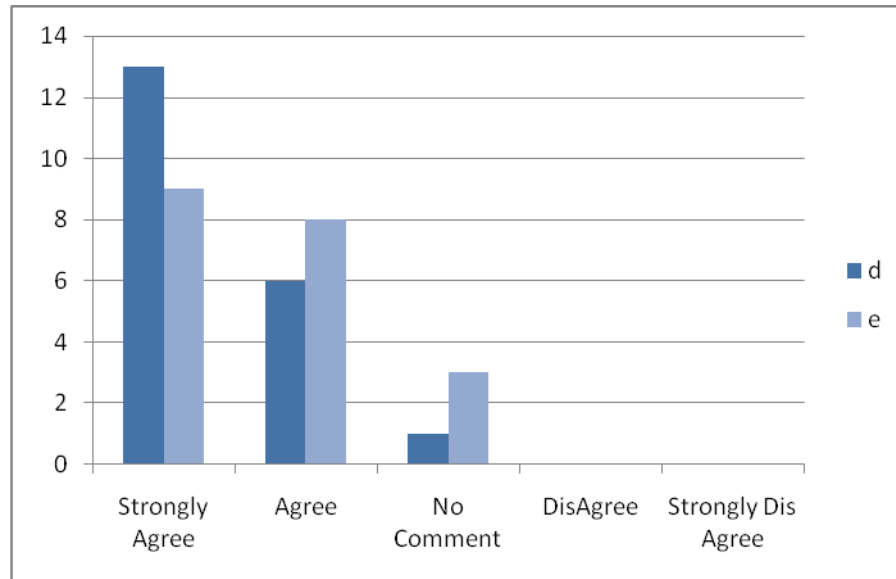
## Workshop evaluation

The workshop evaluation was carried out on a prescribed format with attributes of presentations, facilitations, training contents and participants' benefits and suggestion for further improvement in future. In general RSPN's effort was appreciated by most of the participants with some suggestions for improving timely communication. The graphic presentation of the evaluation is as under while evaluation form could be seen in the annexes.

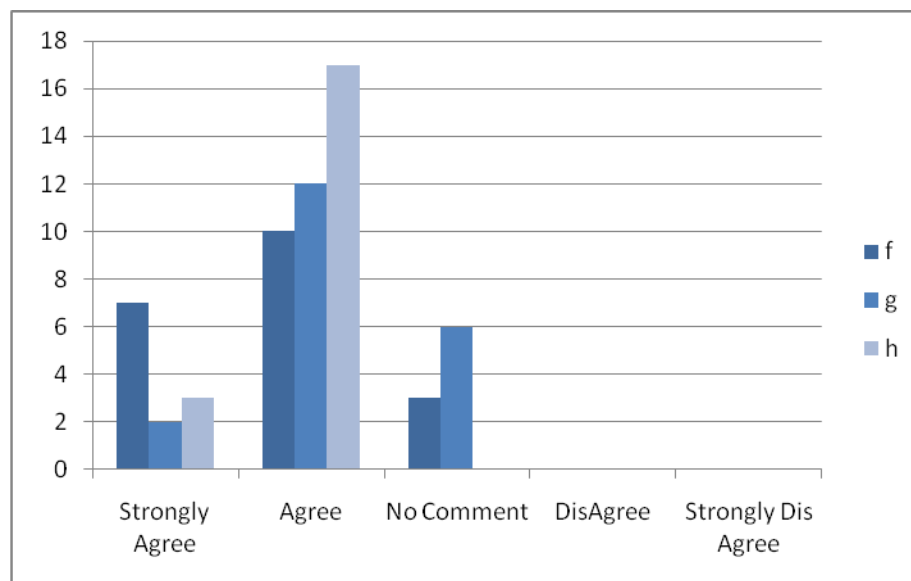
- **Presentations**



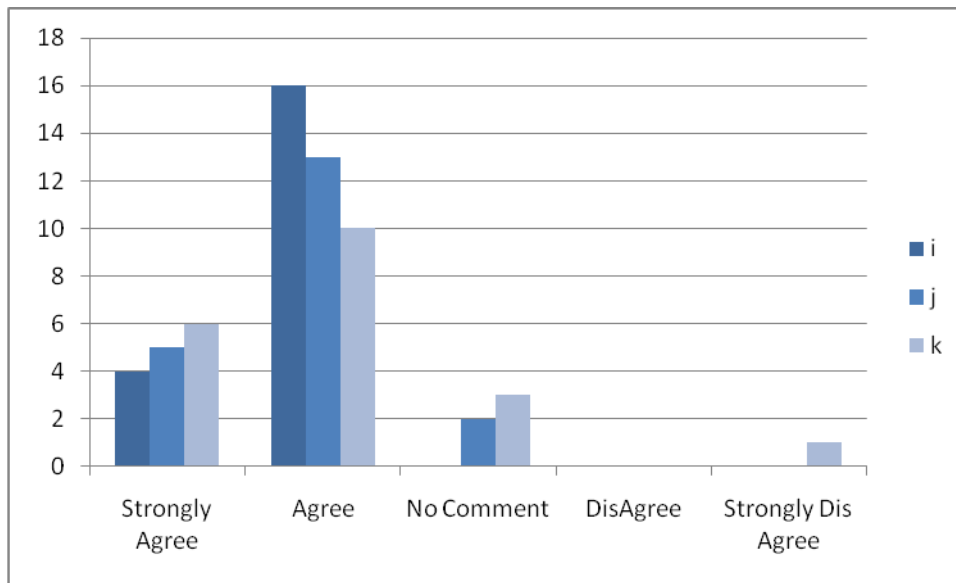
- **Facilitation**



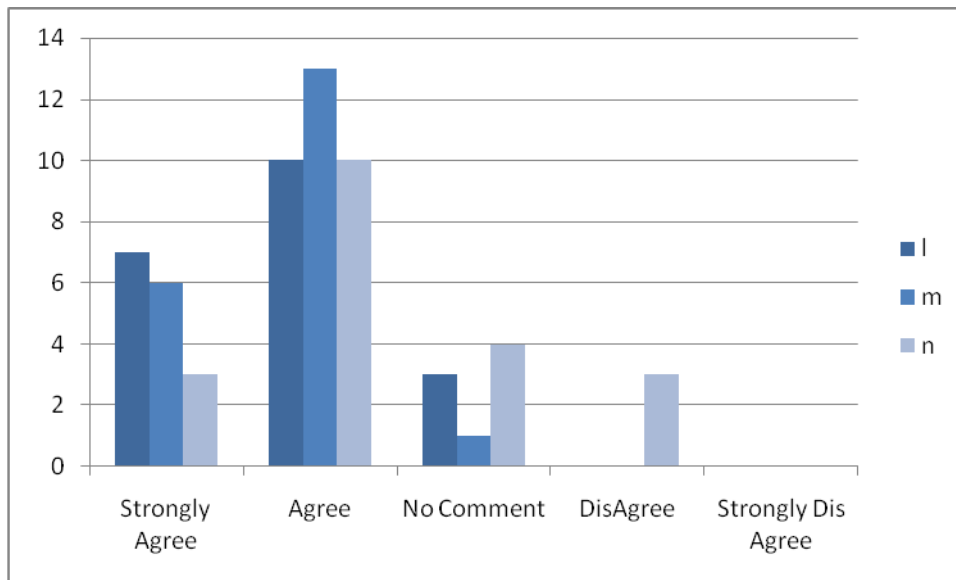
- **Contents**



- **Participation benefits**



- **Instructional Presentations**



- **Written Comments**

Generally most of the participants found this workshop satisfactory and well organized. However, few participants were of the view that there should be more refresher courses on SM manual.