

## REGIONAL TRAINING OF TRAINERS PROGRAMME

# ON GENDER MAINSTREAMING IN INTEGRATED WATER RESOURCE MANAGEMENT

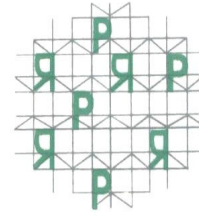
The ToT was designed to fulfill a need felt by those working for gender mainstreaming in IWRM. It was intended to assist participants with knowledge and the awareness of gender not only as a concept but as an organizing principle of our daily life with which water management is so closely linked. The ToT provided the participants with material that can be used by them in further training and also enables them to use a gender lens in monitoring of IWRM.

November 25 – December 1, 2008

CINI CHETANA RESOURCE CENTRE,  
Kolkata, West Bengal, India.

Organised by  
GWA (Gender and Water Alliance) and  
PRADAN

**GENDER MAINSTREAMING IN INTEGRATED WATER RESOURCES MANAGEMENT  
TRAINING OF TRAINERS PROGRAMME, 25<sup>TH</sup> NOVEMBER-1<sup>ST</sup> DECEMBER, 2008**



**REGIONAL TRAINING OF TRAINERS PROGRAMME**  
**ON**  
**GENDER MAINSTREAMING IN INTEGRATED WATER RESOURCES MANAGEMENT**  
**25<sup>th</sup> November-1<sup>st</sup> December, 2008**



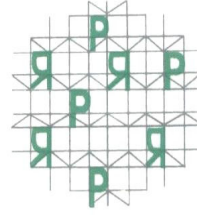
## **Introduction:**

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**'Water water everywhere, not a drop to drink!'**

In 21<sup>st</sup> century, Water has become one of the most important concerns of human civilization. Water resource management and distribution is a major issue for the policymakers of various countries in the South Asian region. Water and gender are closely interlinked: approximately 70% of all water is used and handled by women whereas policy planning regarding water resource management rarely engages women. For this reason, Pradan, an NGO, in collaboration with Gender and Water Alliance organised a **REGIONAL TRAINING OF TRAINERS (ToT) PROGRAMME ON GENDER MAINSTREAMING IN INTEGRATED WATER RESOURCES MANAGEMENT** in CINI Chetana Resource Centre in Kolkata. The ToT covered seven days, 25<sup>th</sup> November - 1<sup>st</sup> December, and was the first ever ToT in Bengali language. It brought together 24 participants from across the international border between West Bengal, India and Bangladesh. This report is intended to provide a brief glimpse into the event.

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## **Trainers:**

### **1. Dr Kuntala Lahiri-Dutt**

**Fellow, Resource Management in Asia-Pacific Program**

**The Australian National University, and Member, Steering Committee, Gender water Alliance**

**Contact : [kuntala.lahiri-dutt@anu.edu.au](mailto:kuntala.lahiri-dutt@anu.edu.au)**

### **2. Ms Begum Samsun Nahar**

**Bangladesh National Facilitator, GWA (Gender and Water alliance)**

**Chief Executive, Social Development Process**

**Bangladesh**

**Contact: [rahans@gmail.com](mailto:rahans@gmail.com)**

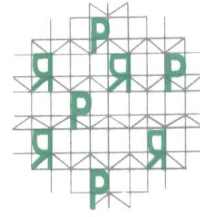
### **3. Mr Sukanta Sarkar**

**Executive Officer (Projects), PRADAN**

**Expert on Gender and Water related work, integrated with Livelihood Projects**

**India**

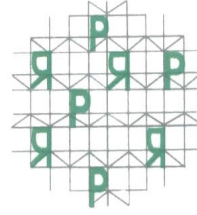
**Contact: [sukantasrakar@pradan.net](mailto:sukantasrakar@pradan.net)**



A group photo taken on the second day of the Workshop

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## Day 1:

Session 1 started at 9:00am



Registration by the participants, with Arnab at the table and Sukanta facing the camera

The first day of regional ToT in Bangla commenced with the welcome speech by Arnab Chakraborty, Program Director of PRADAN. He mentioned that the idea of the workshop was mooted in Australia when Arnab met Kuntala Lahiri-Dutt recently, and where Kuntala proposed to arrange a ToT on gender mainstreaming in IWRM in Bangla language. Therefore, they decided further to hold a regional ToT in Bangla language with participants from West Bengal, India and Bangladesh.

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**Afsana making a point at the Workshop**

## **Introductions**

Kuntala introduced all the participants in an innovative way. Every participant briefly introduced himself/herself to the participant sitting next to him/her towards the right, who in turn introduced the person towards his/her left. This process broke the ice and made the introductions lively.

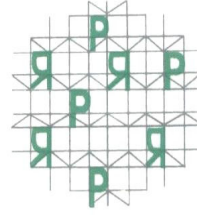
Next, Kuntala facilitated a session to encourage the participants to express their expectations from the ToT. These were noted on flip charts. Most of the participants emphasized their desire of developing an in-depth understanding on GWA and IWRM, and to implement the learning in their individual areas of work.

In the next session Samsun Nahar elaborated on the concepts on gender equality and equity. She responded to the participant's queries and clarifications. Then she discussed the evolution of GWA, and its vision and mission.

Lastly, the rules of the Workshop were explained to the participants and three-four of whom were assigned as reporters to report on the morning of the next day the previous day's proceedings.

Lunch break at 1:00pm

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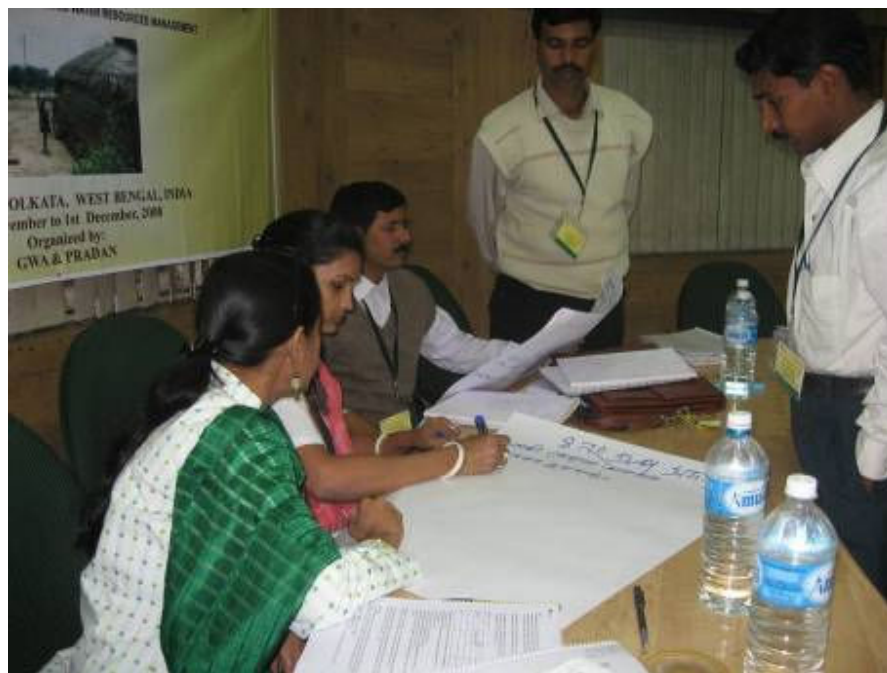


## Session 2 at 1:45pm

In the second session, Kuntala thoroughly discussed the concepts of sex and gender and their differences. She mentioned that social determination; gender socialization and struggle are intertwined with these concepts. She clarified how social relation, norms, values, cultural practices, and such other traits have bearings on sex and gender.

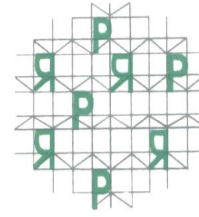
In the third session, Kuntala facilitated a session on mapping gender role in a 24-hour day. With the participants' inputs, she developed four occupational families i.e., daily laborer, fishers, small farmer and urban slum dwellers. The participants were divided into four groups and asked to visualise the daily chores of the man and the woman in the family. The participants engaged in group work and mapped out the gender roles and activities in a 24-hour day. These presentations were later shared and explained by participants.

The session concluded with a vote of thanks.



Participants immersed in deep discussion

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## Day 2:

The day began with three participants reporting on the previous day's activities, including some feedback.

Kuntala Lahiri-Dutt started questioning about the topic they had discussed before breaking up the previous day. Then she began to draw out the differences in the approaches of WID and GAD, and elaborated on the meanings of the term 'Gender Mainstreaming'. Two of the participants, Afsana and Tamina, expressed their views about the concept and pointed out that the women in rural areas and also from other contexts tend to experience discrimination because of their gender. It was observed that although they play important roles in providing additional incomes to the families and contribute to household food security, women do not usually have ownership rights over land and other forms of property. This leads to their invisibility as a group, and poor representation in decision-making bodies. The discrimination begins at home: the girl child gets less food at home from her childhood. The discussion became more lively as Daman and Sukanta presented the issue of gender inequality with examples to other participants and everyone was asked to define it from their point of view. As the discussion continued Rebecca pointed out that the discrimination usually starts from the family level. If gender discrimination has to be removed then the processes should start at the family level.

Kuntala then shared her experiences on how discrimination extends from the family into the society and gets translated into lower wage, or gets institutionalised in the form of laws. For example, she showed that the rural women receive lower wages in the agricultural field in spite of the law on equal wage. Similarly, women are treated in discriminatory manner in other segments of the society. She pointed out that these discriminations mean more hardship for women; a woman has to live on a subsistence level agriculture. Introduction of mechanization in agricultural field may mean that women become more marginalised from the production system. Kuntala also introduced the participants to the concept of 'policy evaporation' in which big statements are made but are either poorly implemented or never implemented.

A main thrust of the discussion was the role of 'the family' as an institution. It was observed that the family is the primary area of gender discrimination, so any initiative should start from the family level itself. Women should not become a target of development as such isolationist approach does not benefit them in long term. But now in third world countries' women are assuming leadership roles and are raising their voice. Again some of the WID-based development packages created burden on rural women; some of these policies were 'made for women' to help them, but in reality did not help them much. Mostly HIV +ve women still have to face many adverse situations in society. In domestic area most women are still deprived of a secure and safe sanitation system.





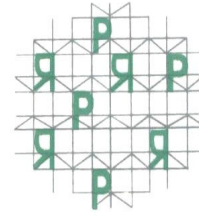
Kuntala explaining the outcomes of the participants' charts of the 24-hour day

Samsun said that NGOs should not restrict women's participation from a particular category or allow only women or men for a development programme, they should encourage women to participate, and change their policies, to change attitude, should listen to women from backward classes, should not discriminate women from poor families with others, policies should be implemented based on the experiences from the grass-root level. Dr. Basudeb De added that women are never asked to make a decision. Rozana said that women are more aware of issues with a rationale through their own experiences. Kuntalika expressed her desire for membership training for the grooming of women to raise their voice but the policy should be implemented without discrimination i.e. with an equal participation of men and women. However, she also emphasised that women's participation in water resource management at the community level must not increase their work burdens.

At around 11 am, Prof. Jayanta Bandyopadhyay from the Indian Institute of Management, Kolkata, who is also the president of SACIWATERS, joined us to share his own experiences with us on these issues. Before lunch, Prof. Jayanta Bandyopadhyay introduced the participants to the concept of 'Integrated Water Resources Management'. He said that the term 'water system' should be used instead of 'water resources' as the term 'system' is more scientific and non-economical.

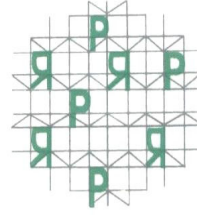
Session 2 after lunch started at 1:45pm.

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**Professor Jayanta Bandyopadhyay**

Prof. Jayanta Bandyopadhyay said that for IWRM integration is necessary in all areas with ecological integrity. He mentioned that every water project should be considered to serve water equally in all parts of the world to save nature. Water as a hydraulic flow (hydrological cycle) should be preserved as a stock. He raised the issue of dam and canal construction over river systems, and described that such water control measures were the basis of human civilization, referring to the Egyptian civilization, which was one of the greatest civilizations was based on water management through canalizing surface water horizontally. However, he added that with increasing control to mobilise new technologies, these structures have assumed larger size and have great and negative impacts that are not easily foreseeable. Small or micro dams can be used to distribute water to the areas where rainfall is very low. Today most of the water flow contains agricultural waste water. He noted that over 200 million Indians do not yet have food security and access to safe water. The engineers should consider the lives of displaced local people, and the need to preserve the eco-systems, and their integrity. He also mentioned that the Indian Government has plan for everything but not for drinking water. We should collect data on numbers of men and women doing works on different fields (mainly in drinking water collection) as quantitative data analysis is necessary for bringing the productive contributions made by women to the forefront. Often to cope with the changes in the flow of the Ganges river, one needs a good engineering understanding of river flow system.



Kuntala with Professor Jayanta Bandyopadhyay

Shireen asked whether embankment of the rivers to create new pieces of land (such as *charlands*) is a feasible and secure process or not. Prof. Bandyopadhaya answered that it is not a secure process at all as we cannot resist the natural disasters and can not provide safety to the people living there for a long time period. In response to Swapan's query on how women can be assigned as the chief authority in system management. Prof. Bandyopadhya gave the example of *Mohila Mandal* (Women's circles) where women have raised their voice to express their needs. Chandranath showed his interest about the canal process. Prof. Bandyopadhaya said that water distribution should always be integrated with the eco system.

Prof. Bandyopadhyaya left the ToT at 3:00pm

Session ended at 3:10pm.....

New Session started at 3:20pm

The new session started by Samsun with the topic Gender and water alliance. She introduced some new dimensions in this issue. Priority should be given to gender issues, focus on linkage between gender and water.

Tea break at 4:00pm then 4<sup>th</sup> Session at 4:10pm

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At the tea-break

Samsun demonstrated with the help of a Power Point Presentation what is meant by IWRM, and about the need for gender mainstreaming in IWRM. Then we had some discussions over usage of some words and their meaning in Bengali. Then she shared with us her experiences over the struggles for integrating gender in the National Water policies of the SAARC countries.

After Samsun's demonstration all the participants expressed their views on this topic and gave suggestions such as – proper water usage in agriculture, usage of water as an asset, systematic usage of water in fisheries. There we had a debate over the proper definition of IWRM, purity of water, Water as an energy resource. Participants also pointed out the relevant topics as - changes in life cycle and their associations with water, varieties of fishes are decreasing, and response of mass is necessary, correct usage of water resources. Then we had a debate over calling water as a resource or system, pricing of necessary commodities according to their usage, understanding of the sources of water, behavioral changes of people from different locality. They all mentioned the necessity of hygiene system, utilization of sources of water and integration of Gender Equality.





A group photo in front of CINI

### Day 3:

Session 1 Started at 9:00am

Among the participants Sabbir, Tridib, Lipika, Bipasha, presented their report on previous day's sessions. Then we had a recreation session which ended at 9:30am.

Then a discussion on IWRM started at 9:30am.

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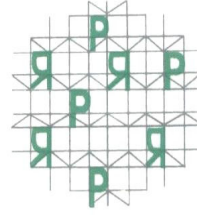


Chandranath making a point, Tridib jotting down notes

Participants expressed their ideas on this topic. Different views came up as – such as the source pollution of water (regarding technological flaws), or that technologies should be reviewed to make sources more secure for both women and men, to make this possible social engineers should be hired, that poor awareness of people is the main cause of pollution, that local communities should be provided with knowledge and information. Different opinions came regarding how to resist pollution before it harm the sources. So the social factors should be given more priority with protection at the very primary level. As policies are not everlasting, they should be debated every now and then to check if they still are valid. One of the main causes now-a-days for water pollution is the excessive usage of pesticides. Recognizing sources of natural water is necessary to stop pollution. With the introduction of new technologies industrial wastes can be purified in some ways. Kuntala drew attention then to the differential effects of pollution on women and men, and suggested actions that local NGOs could take to mitigate the negative effects on women.

The implementation of pollution prevention laws can sometimes be a good option too. Law enforcement is highly needed in these situations to ensure the availability of facilities with correct enforcement of laws. This can be achieved by pressurize the administration, authorities of civil society and political parties as said Samsun. Feedbacks completed. Samsun pointed the needs of purification of drinking water, family awareness building through media, choosing right people to fight for poor and illiterate mass, usage of every possible ways to aware mass about water pollution (specially in Bangladesh), formal meetings are not always necessary, both ways communication are important, interaction to people from

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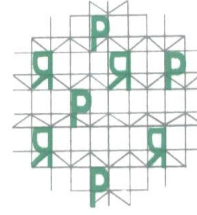


every stage. Local recreation should be counted after campaigning; organizer's representatives should be transparent. Then we had a chorus song.



A light moment in the workshop – performance by Lipika on the 'third sex', a reality of South Asian life





Tea break declared at 11:30am.



Participants working in groups

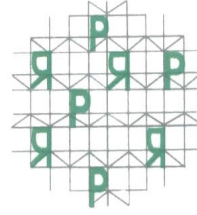
Session 2 started at 12:00pm

The debate on the meaning of the term 'Ecosystem' and its correct equivalent in Bengali word started. A graph was presented to reflect the idea of linkage between ecosystem sustainability, economic sufficiency and social equity, allocation tools, enabling government policies, central vs local conflicts of interest, the right of water for everyone, environmental sustainability. Samsun pointed out that the allocation of water must be according to the needs assessment, and in that process, priority should be given on river water, global policy, regional allocation, internal and external factors.

In this connection, Kuntala mentioned the importance of demand management, which is implemented through various actions such as awareness building programmes, restrictions imposing for demand management, urbanization leading to an increase of water usage. Participants came out with many ideas in this issue such as planning for harvesting in minimal water, farmers should be given the power to decide what they want to plough up or not, productivity of seeds, cash crops, profitable farming, minimizing dependency on other countries for food security. Samsun said that the decision of farmers are

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important as it depends on their food habit, profit pattern. In most rural areas preservation systems are done by women. High yielding hybrid seeds and changing food habits and security is nothing but a part of international politics. One of the participants Ratan pointed that use of hybrid and high yielding seeds and excessive use of pesticide is a serious cause of water pollution. Kuntalika mentioned dangerous effects of fertilizers pesticides and their fatal effects on women as an example of gender differentiated impacts. Then Kuntala presented a reading from the gender module mentioning water as an economic commodity, cultural commodity, social commodity, political commodity, and elaborated on human right of water. She observed that so far the governments' right to water has been accepted in law, but not ordinary people's rights. She also drew the attention towards the differences in 'ability to pay' and 'willingness to pay' for water. She pointed out that the value of water is often more to poor women who are willing to pay more than their actual ability, thus cutting on other household expenditure, such as children's education, and noted that policies must pay attention to the ability to pay of the women water users.



Glimpses of the Workshop



The group in the Workshop hall

Lunch break declared at 1:25pm

Session 3 Started at 2:30pm

Readings from and discussions on the training module continued. The roles of men and women in demanding water and sanitation, in water usage, and culture and family habits regarding hygiene, the availability of local resources of water, the habits of local people – all these issues came up. The question of water as an economic asset was discussed at length to clarify some doubts amongst the participants. The desirable changes in habit that can reduce water pollution, cultural difference, toilet gestures, Waste management, fertilizing process, promotion of sanitation, gender discrimination over sanitation all have been discussed after the lunch.

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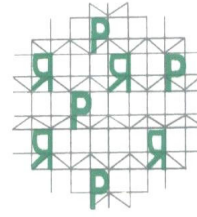
Shamsun talking to participants

TEA BREAK at 3:47pm

Session 4 Started at 4:05pm.

Sukanta started an interactive session by giving a set of questions comprising three questions as - Q1. If you learn something why do you learn? Q2. Which things can make you learn something more easily? Q3. What are the problems you face in the way of learning? Participants were asked to answer the questions with their general views. There were 4 groups who made their answers in a chart and demonstrated them. They were given 30 minutes to prepare their answer. Group 4 demonstrated their charts first. Then Group 3 and so on. Then a chart analysis and feedback discussions held which was led by Sukanta. Different approaches of imparting training & learning was discussed by Sukanta. Every group has pointed different approaches different needs and different problems for their process of learning. They were common in many points, such as for the first question they said that the study module should be easily apprehendable, instance based and lively topics. For the second question they all similar in the points that the as the subject is unknown to them so it should not be made complex, and they have to be provided learning friendly environment. On the third question every one agreed on a point that every participant should be attentive and every other participant should help his fellow participants on every conflict. Then Tridib made an argument on the role of facilitator, with active participation through exchanging of knowledge, changes of approach through training, educational programmes for school level children.

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Presentation by Shamsun

## DAY 4:

Session 1 Started at 9:15am

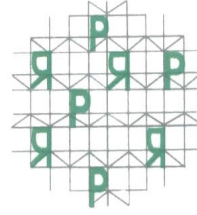
At first participants were divided into 4 groups for afternoon shopping. Then we had 1min silence for the victims of Mumbai blast and the death of our Former Prime Minister V. P. Singh. Then we had the report by the participants on the previous days proceedings, followed by explanations and clarifications. On this day, the reporting was based on a power point presentation by Afsana, Tanima and Rebbeca, followed by Damon presenting humorous news.

The day began with a game – Chinese Whisper - led by Sukanta to comprehend the importance of communication. After that, Kuntala began the day's proceedings on the presentation of readings from transparency 1/6 about the practical and Strategic needs of women and men, and the diversity among them. She talked about need-based assessments that are the backbone of development projects. After the presentation, the participants prepared a chart with problems and solutions to analyze the needs of men and women from different areas:

- **MEN** :Reservation of rain water, canal water, safe urinal, safe shelter in rainy season, job security, loan for harvesting, building construction in high places, mobile hospital,
- **WOMEN** :Safe drinking water in dry season, drinking water in near most location, water for vegetables, transport facility to access the market, job arrangement in relief work infrastructure reconstruct, separate urinal in relief camp, job security for whole year, locker system in relief camp to preserve

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important things, menstrual hygiene, security for pregnant women, loan at low interests, school in high land at times of flood,  
Discussion started on the classification of needs and as a conclusion it came out that practical needs is very much dependent on ability.

Tea break declared at 11:15am.

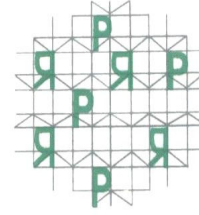
Session 2 started at 11:40am.

Kuntala continued her discussions relating to strategic & practical needs. This was followed by the demonstration of a project cycle by her where she explained out the iterative and cyclic process – 'Identification – Formulation – Implementation – Monitoring – Evaluation'.

After the project cycle presentation and demonstration participants had lunch at around 1pm. rest of the day was spent for shopping in local markets.



Trainers' moments of relaxation with participants or with Arnab's family



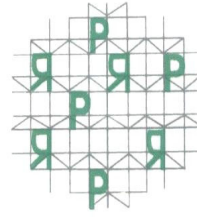
## Day 5:

On the fifth day of the Regional ToT in the participant were divided into two groups: community and school visiting team. Our field was two villages near Hata and Umarpota in Baruipur, West Bengal. Although located close to Kolkata metropolis, both villages are utterly remote and lack all kinds of facilities and services. The objective of the visit was to make a report on women's participation in ensuring water security and everything else related to water and gender. A local NGO called NISTHA, based in Baruipur, has been working in this area for several years to improve the water and sanitation situation for women. After reaching their participants observed how NISTHA is working to help discriminated rural women and solving their water related problems. Then the community group's member went for the village visit and the other group for DUMDUMA High School.

In Hata Village NISTHA has helped local women to create a 'Water Committee', which is totally run by the local women. The water committee in the village has raised two stand point water resource to fulfill their need of safe drinking water during flood. The Water committee comprises of 7 members. They have showed their ability and raised their voices against all odds with the help of NISTHA.

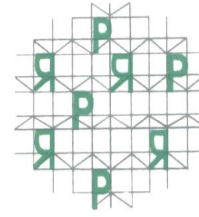
When we reached the second village named Umarpota we had a heart touching welcome by the local women. They presented a song for us which depicts their way to success by struggling all through. Then we had a chat with the villagers. A local woman said that with the help of NISTHA, they have formed a *Mohila Samity* (Women's Committee)', which now has more than 100 women as its members. Those women had faced domestic violence and discrimination to sustain their interest in the committee that has enabled them to raise their voice and to gain monetary ability, more bargaining power and enabled them to secure a better future for their children. They have their own co-operative bank where they get loans for their home based jobs.

In the School we observed a safe and secure sanitation system for both male and female children. NISTHA has helped school authority to raise awareness among children and guardians about the safe sanitation system as women needs a safe sanitation system more than a man need due to some biological and social factors. The ratio of children in that school is almost 1:1 as the programmes initiated by NISTHA helped the school to cope up with drop out problems.



Some shorts from the fieldtrip

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## Day 6:

**Session 1 Started at 9:30am**

As usual, the day started with reporting by three participants.

Next, all the participants presented brief reports and observations on their field visit. Everyone shared their own experience of previous day's work. Some of them pointed out the areas of improvement in the programmes they had gone through last day, and some gave their considered suggestions.

We then had a tea break at 11:15am

**Session 2 started at 11:30am**

After the tea break there was a serious environment in the conference room as everyone were trying to find some necessary steps towards the abolishment of gender bias in water-related problems as known to them.

Finally the participants came up with ideas like alternative job options for needy people by making policies as it will raise their ability to resist, give them power to be in a level of gender inequality.

Social consciousness is needed for development so that programmes should be designed to provide basic education to all, but in particular to women. Once educated, women can get more power in family and society, and know their rights.

Child labour policy and their implications, informal education programmed, and concepts like paternity leave were debated.

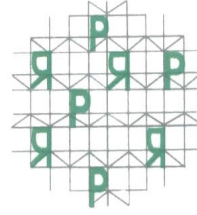
Lunch break started at 1:10pm

**Session 2 started at 2:20pm**

A long session on Gender Budgeting and Gender Auditing started. After the clarifications over terminology by Shamsun and Kuntala, Afsana presented two power point presentations on these issues. She mentioned that there should be no separate budget for men and women as this again creates discriminations. The National budget ignores the different socially determined roles responsibilities and capabilities. Gender responsive budgets can contribute to narrowing such gaps. Interaction of NGOs with

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government before budget is necessary as this can influence the government to have a gender responsive budget. Analysis before budget is much necessary to make the best allocations to mainstream the gender dimensions. Budget should be made keeping in mind of the idea of religion, cast, economical condition, demographical conditions. etc.

In the next part Afsana presented the Gender Auditing to the participants as a power point. She wrote that Gender Audit is a tool and a process based on a participatory methodology. It promotes organizational learning on mainstreaming gender practically and effectively. Gender Auditing develops monitoring and evaluations in gender mainstreaming, identifies critical gaps and challenges, Recommends and suggests new strategies, identifies good practices towards gender equality, takes into account objective data and perceptions of stakeholders on gender equality.

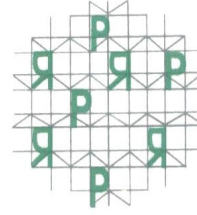
After the presentation participants left the conference hall and they had a cultural programme till the midnight which was participated by all of them.



Some glimpses of spontaneous expression by participants

## DAY 7:

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1 December, Monday was the last day in this program. This day was spent on generating a participatory course of action for the group that is in accordance with the expectations expressed by the participants during the introductory session. Time was also spent in getting feedbacks from the participants and in presenting them with certificates.

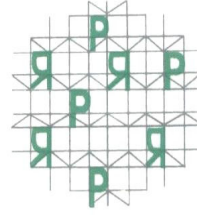


Reported by: Arijit Nandi, [arijit.nandi.2008@gmail.com](mailto:arijit.nandi.2008@gmail.com)



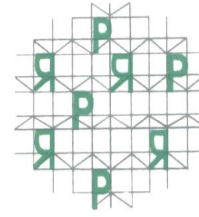
Kuntala presenting a special gift to Dr Basudeb De of Dakshin Damodar Khara Banyas Pratikar Samiti

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**Participants at the cultural programme**

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## Feedbacks



**Kuntala Lahiri-Dutt:** I am extremely happy to be able to conduct a training program like this in the heart of Kolkata. Whatever we learned from this training program has to be used implemented and reused and integrated at every walk of life. Women association has to be set in to achieve this goal. Thank you very much to all.



**Begum Shamsun Nahar:** Those who have not joined GWA must join it. This TOT program should expand its branches in Bangladesh also. There are certain differences in the language spoke in these two countries those differences should be integrated carefully. Team spirit must be carefully endured. The Bengali translation of this GWA training should be done carefully.



**Sukanta Sarkar:** We should recheck the policies taken up. Male participation is as important as women participation. It would be great if we could conduct this kind of workshop more often. I had a very good time here with all people.



**Afsana Yasmeen:** I will try to add some Bengali intakes in this ToT material within December. I will definitely try to spread words about this GWA program. I plan to organize a program following the footsteps of this GWA program in around Jan-Feb. am very happy with peoples participation and their kind hearted welcome.



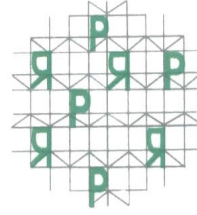
**Tanima Mahmud Juicy:** I was looking forward to a program like this to be organized in Bengali. Finally that wish came true and being part of it makes me overjoyed. I plan to discuss about GWA in my organization meetings in the coming months.



**Ashok Kumar Debnath:** I mostly work in the field of child-abduction control. I wish to work in the topic of agricultural land and "CHAR". This training program has also made me interested to work in the field of gender mainstreaming.

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**Ashutosh Sahu:** I am very happy to come here. In December during the Staff orientation program I would definitely try to introduce the gender lens concept.



**Basudeb Dey:** I did not know that gender issues and water problems can be integrated this way. Whatever I learned here I'll surely try to implement those in my work for rural people. Also I had a dream to meet Bangladeshi people, to have a chat with them, to have an interaction their culture; this training program gave me all. Thank you all.



**Bipasha Chamka:** I'll donate all the study materials of this training to my organization to help them work better. I'll discuss these issues during my field visits. After this TOT program I'll recheck all my projects with gender lens concept.



**Buddheswar Mahato:** I work in a rural area of Purulia, where in our projects women participation is much more than that of men. From now on I'll try to increase ratio of male participation to achieve gender equality. In Jan I'll organize a campaign regarding these issues.



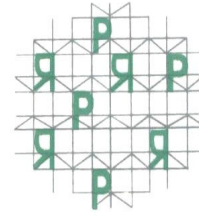
**Chandranath Adhikari:** I have a meeting next Wednesday and I'll put these issues there. Due to lack of time in Dec we'll have discussions about gender and water in Jan. And I hope that I can start working from the coming Feb-March.



**Damon Chandra Mahato:** I work in a very small village, with a very small group. I want to make my group bigger and work better with the knowledge I gathered here. I'll take up a big project from Feb onwards.



**Kazi Rozana Akhter:** I am very happy to become a part here. I'll start working from the beginning of next year. I am proud to witness this integration of gender and water as well as of two 'Bengal's.



**Kuntalika Kumbhakar:** From my very next project I'll introduce the gender concept. Till now I was working with my ideas but from now on I'll recheck all of them. As an executive of Pradan, I'll also review the running and current projects with gender lens.



**Lipika Das Gupta:** Many thanks go to GWA and PRADAN for conducting this program. I plan to work in the field of Agriculture: gender and seed business. I will definitely share my experience here. I plan to organize a theatre about these issues. I will celebrate Sanitation month in the Next October and will try to spread words about these issues..



**Mansaram Mahato:** I believe whatever I have learnt from here I will be to spread in my organization. I would be able to help people more. We need to group ourselves to work more and efficiently. I plan to start working on these issues from early next year.



**Ratanlal Ghosh:** I was not aware of these issues before. I learnt a lot from this workshop. In our forum there are 5 levels of group I plan to bring them under the GWA roof. I plan to conduct a meeting about these issues in February.



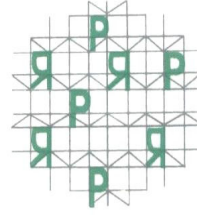
**Sanjukta Choudhury:** Whatever I have learnt from here I would implement them in my research project. I would like to check everything through the spectacles of male-female division of work.



**A.N.M.Fazlul Hadi Sabbir:** I plan to organize a workshop regarding these gender issues in the January. I will try to integrate these issues on the celebrations of World Water Day.



**Shireen Akhter:** Thank you very much to all here. I had a very good experience here. In the coming February I will integrate these issues on the Water Resource Management.



**Subhankar Purkait:** I plan to organize a program from the new things I have learnt from this workshop. I will bring gender issues in my core group workings. I will work in this topic in Sundarban region.



**Surupa Dutta:** What I have learnt from here I will try to use in NISTHA. This workshop has made me aware of gender-lens. I will definitely keep in contact with all from here.



**Swapan Choudhury:** I will bring the gender issue in my work field. Women's role reviewing, fund allocation all these are in my agenda. I believe not only women oriented work but also women in general should be engaged.



**Tridib Reeves:** At first a briefing of the experience from her has to be conducted then I plan to associate at least 10 people from my field. Policy reviewing is taking place. I plan to conduct a gender implementation in the coming March.