



## FEED THE FUTURE INDIA TRIANGULAR TRAINING (FTF ITT)

### PROGRAM ON

### “ENTREPRENEURSHIP DEVELOPMENT AMONG RURAL WOMEN”

### FOR EXTENSION PRACTITIONERS

### OF AFRICAN AND ASIAN COUNTRIES

9TH -23RD MAY, 2018, KTDC KOVALAM, TRIVANDRUM, KERALA, INDIA



Kudumbashree, State Poverty Eradication Mission, Thiruvananthapuram, Kerala, India

[www.kudumbashree.org](http://www.kudumbashree.org)

**Feed the Future India Triangular Training Program on  
“Entrepreneurship Development among Rural women” for Extension  
Practitioners from African and Asian Countries**

**09th- 23rd May, 2018, Kudumbashree, Kerala, India**

**REPORT**



**From the desk of the Executive Director, Kudumbashree**

Greetings from Kudumbashree!!

Kerala state poverty eradication mission, India



The guiding principle behind Kudumbashree’s overwhelming success has always been to empower women through entrepreneurship skill development. With this backdrop, the theme for driving the FTF ITT programme for 2018 was “Entrepreneurship Development among Rural Women” for Extension Practitioners of African and Asian Countries. It gives me immense gratification to inform you that the programme concluded to all round applause from the participating volunteers.

This year, we had delegates representing five different countries which included Kenya, Liberia, Malawi, Uganda and Mongolia. However what motivates me as an Individual is the abundance of positive energy the delegates exhibited in imbibing practical knowledge from the field. I am sure they are now capable of leaving a lasting impression in society development within their respective communities.

This report has been well put together by the team at Kudumbashree to give the reader a detailed understanding on the modus operandi adopted by them. I hope, the reader is made well aware about our mission, its intervention in the society and the social change that it’s model has been able to bring about within and outside the country.

Jai Hind

Greetings from the Dr K.T Jaleel  
Hon Minister for Local Self Governments

Dear Reader



I would like to start by congratulating team Kudumbashree and MANAGE for their commendable efforts in conducting the training successfully. I am made to understand that the delegates have all taken the learnings to the next level by replicating the Kudumbashree model in their respective nations from the earlier engagement. I feel proud to lead the organization and their activities whose head count will very soon cross 4 million participants.

Like the saying goes, “If you educate a man you educate an individual, but if you educate a woman you educate a family (nation)”, Kudumbashree and its mission volunteers have relentlessly toiled to improve the living conditions of thousands of helpless women in the country. It is therefore worthy of being emulated elsewhere in the world. I congratulate MANAGE and Feed the Future programme for selecting Kudumbashree as one of the training partners for the program and identifying such wonderful delegates from Africa and Asia to attend the program. I hope they would be successful in adopting the model and improving living conditions in their respective communities.

I wish them the best

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## 1. Introduction

### 1.1 Background

A new Agriculture partnership between the US and India to achieve “Ever Green Revolution” to address Global Food Security was announced during the State visit of US President Mr. Barak Obama to India in November 2010. The effort included Triangular Cooperation adapting technological advances and innovative solutions to address Food Security Challenges in Africa. This pilot stage focused on three African Countries i.e., Kenya, Liberia and Malawi with potential to expand throughout the African Continent in future.

Consequently, National Institute of Agricultural Extension Management (MANAGE), Hyderabad and National Institute of Agricultural Marketing (NIAM), Jaipur conducted 7 training programs covering 219 executives from Kenya, Liberia & Malawi. Participants Surveys were conducted in Kenya, Liberia & Malawi to assess the impact of the training programs. Results were beyond expectations. Due to the success of first seven training programs, there has been considerable enthusiasm from the prospective executives from Africa and Asia to participate in the training program.

As a result, USAID and Ministry of External Affairs (MEA), Govt. of India identified 17 additional countries and designated the programme as Feed the Future; India Triangular Training Program which was launched on 25th July, 2016 at New Delhi. During the program period leading to 2020, around 1400 Agricultural professionals will be trained in Africa and Asia in a phased manner. The program will conduct 32 training courses spanning 15 days each (excluding travel period) at select Indian institutions for 25 participants in each programme. And twelve, 10 days duration trainings and travel period), in selected partner countries in Africa and Asia, for up to 50 participants per programme.

Each course module will focus on themes or sub sectors in which Indian institutions of repute or those which have demonstrated comparative advantage to offer such trainings

shall ensure that it effectively responds to the target countries' capacity gaps. This approach is designed to respond to the needs of target countries based on the Demand Analysis carried out at the beginning of this program.

Based on the demand analyzed, it was identified that entrepreneurship development among rural women would be an important domain of learning, since women play a pivotal role in ensuring food security and economic security of the family. Accordingly Kudumbasree, was selected as training agency based on the extraordinary works undertaken by the agency in women empowerment and income generation activities among women

**Kudumbashree:** *One of the innovative poverty eradication programme of government of Kerala, focussing women as participants of change. Presently there are more than 4 million women members associated with programme, covering 605 households of the state. More than 50 Million USD has been pooled among the women and the total bank credit that has been channelized for the women has touched 150 million USD without any collateral*

The training programme on “Entrepreneurship Development among Rural women” was announced in the month of October 2017, and was scheduled to happen during 09-23 May 2017 at KTDC Kovalam, Kerala. The announcement received huge response from partner countries, viz. Kenya, Liberia, Malawi, Mongolia and Uganda. Program Management Unit (PMU), MANAGE shortlisted 23 executives from 5 countries to participate in the Training Program at Kerala. (List of executives enclosed in Annexure II).

The Inaugural function was held on 9th of May, 2018. Smt. Ramlath P, Director Kudumbashree, Dr. Uma rani Director of Extension, MANAGE were the chief guests. Executives and Kudumbashree team participated in inauguration.





**Picture 1:** Inauguration of “[Entrepreneurship Development among Rural women](#)” at KTDC KOVALAM, Kerala, India



*MANAGE is proud to host you and you are with one of the great women empowerment institution for training. We hope all of you learn the activities of Kudumbashree and replicate those to your own country.*

**Dr.Uma Rani , Director of Extension . MANAGE**



*FTF ITT is a good platform for Kudumbashree to show case its activities according to world expectation, and we promise to do our best.*

**Smt . Ramlath P, Director , Kudumbashree**





**Picture 2:** Executives with dignitaries Shri Ramlath , Director Kudumbashree, Dr. K. Uma Rani, Director of Extension MANAGE, on 09 May 2018

## 1.2 Objectives of the training programme

The proposed training programme primarily focuses on providing in-depth knowledge on the Kudumbashree model of economic empowerment of women through various livelihood models and strategies. The Key objectives are detailed below;

- ✚ Introduce the significance of a strong community institution mechanism to provide a conducive atmosphere that promotes women entrepreneurship

- ✚ Introduce the various non –farm entrepreneurship models practiced by Kudumbashree and to provide knowledge on various opportunities that can be explored in the host country
- ✚ Introduce the concept of entrepreneurship among the women
- ✚ Provide information on the significance of collective effort in entrepreneurship and entrepreneurship for collective bargaining, value addition and marketing?
- ✚ Provide information on support services required to make the entrepreneurs self-sustainable and self-reliant
- ✚ Provide opportunity for cross learning among the best practices followed in Kudumbashree
- ✚ Introduction of agri value chain and impact of adoption of best technological practices in India.
- ✚ Develop a work plan for implementing entrepreneurship collectives among women

### 1.3 Key Focus Areas of Training Module

- ✚ Scale and scope of entrepreneurship among rural women
- ✚ Significance of collective effort for bargaining, value addition & marketing
- ✚ Opportunity and challenges in developing the collectives and marketing
- ✚ Introduction of best practices and its adoption barriers
- ✚ Agriculture value chain and best technological practices available in India
- ✚ Live interaction with Kudumbashree entrepreneurs for tracking the real field work
- ✚ Support environment required for entre/agri-preneurs
- ✚ Plan for tracking progress

### 1.4 Selection of Executives

Due to the success of pilot programs in Kenya, Malawi, Liberia and Uganda during 2013 to 2017, there has been considerable enthusiasm from the prospective executives from partner countries to participate in the training program. Kudumbashree had already held two successful training in KILA, India and Uganda. In order to select right candidates, good publicity was given in partner countries through Point of Contact (POC) in respective countries via Indian Embassies, USAID Missions of respective countries, National Governments and alumni of the

programme. The nominations were sponsored by the agriculture and allied departments of the respective countries by the due date i.e., 23 February, 2018 which were scrutinized by Program Management Unit (PMU), MANAGE to select suitable Executives. The following parameters received due weightage at the time of nomination/selection of Executives:

- ❖ At least 3 years of uninterrupted service in Public or Private sector in the training theme area. Exceptional nominations required separate justification.
- ❖ Executives may be nominated representing diverse working areas viz., Planning, Administration, Teaching, Research, Extension, Agri Industry, NGO, Farmers organizations/cooperatives, Agripreneurs in Agriculture and allied fields namely Horticulture, Sericulture, Forestry, Livestock, Fisheries, Natural Resources Management, Nutrition, Agribusiness, Post-Harvest and Value Addition, Marketing etc.
- ❖ Currently involved in Feed the Future [FTF] Programs. Exceptions must be demonstrated by evidence that the participant will actively be involved in the above Program.
- ❖ At-least 50 per cent of the nominations were reserved for female professionals in selected and waitlisted category.
- ❖ Applicant shall possess physical and mental skills and abilities for successfully completing the program.
- ❖ Working knowledge of English.

### **1.5 Profiles of the Executives**

Twenty three executives from five countries viz. 2 from Mongolia, 4 from Liberia, 5 from Uganda, 8 from Kenya and 4 from Malawi have attended and successfully completed the program. The selected executives belonged to diverse working areas viz., Civil servants, Agriculture and Rural Development Officers, Agricultural planning and policy officers, Agricultural Extension officers namely Livestock, Fisheries, and Agribusiness etc. representing public, universities and private organizations in partner

countries. Out of 23 executives selected, and duly reflecting the theme, 21 participants were women. Complete list of Executives is enclosed at Annexure-II.

## 2. Methodology

### 2.1 Training methodology

The training program was participatory in nature, which included lectures, panel discussions, group discussions, Video/ skype interactions, case studies and field visits. Each participant was expected to contribute ideas and take part in group activities thereon forming small groups to undertake various tasks allotted under the training. Experiential learning methodology was effectively incorporated in the program, however the participants were expected to emulate learning's through group interaction, field visits, interactions with domain experts and live interactions with real time entrepreneurs of Kudumbashree. A "Back at Work Plan" was in-built to ensure the transformation of learning into action at their workplace. The effectiveness of the training is proposed to be monitored after conducting Pre & Post Tests to understand the impact of the training on the knowledge of the participants. A learner-centered approach was followed to orient the participants on Public Private Partnership in Agricultural Extension Management, scope of collectives in entrepreneurship. Methodology adopted for the program was as follows:

- ❖ Participatory approach
- ❖ Participants expected to contribute ideas and work in groups
- ❖ Experiential learning methodology (Cross learning, field experiences)
- ❖ Interactive session with the real time farmers of Kudumbashree through Skype
- ❖ Lectures, group discussions, panel discussions and field visits in Uganda
- ❖ Videos on best practices
- ❖ Success stories and case study discussion

- ❖ Special lectures/interactions with eminent personalities from the field were invited
- ❖ Participants were made to present “Back-at-Work-Plans”
- ❖ Regular feedback on the program was collected.

## 2.2 Study Material

Study material, prepared by the senior officers of Kudumbashree on all the major themes, was provided to the participants. The soft copies of all the presentations made during the sessions were provided to them at the end of the course. A plethora of photographs of field visits and other important activities of program were also provided to the participants.

In order to increase access to information and share knowledge on continuous basis, WIFI facility for all participants was made available.

### **Resource Persons**

As the focus was on understanding the best practices of Kudumbashree, experienced officers were used as resource persons. Alongside, to familiarize the concept of agriculture value chain and the impact of availing better technology for better yield, a session from the institute of MANAGE was also incorporated.

- ❖ Kudumbashree officers : Kudumbashree staff who has played pivotal roles in establishing the institutions and collectivizing the community were used as resource persons
- ❖ Joint Liability Groups members of Kudumbashree farming: The women farmers of Kudumbashree Joint Liability Groups (JLGs) were used for experience sharing through skype interactions
- ❖ Executives invited for interactive sessions: Administrative professionals briefed the participant on various support services provided by the government to promote women entrepreneurship and farmers in the country.

- ❖ District collector of Pathanamthitta, Executive Director of Kudumbashree and Elected representatives of government
  
- ❖ Entrepreneurs (Nutrimix),
  
- ❖ Teachers from BUDS , Officials from KEPCO and Pathanamthitta agri farm detailed the working strategies , innovations , solutions and field experiences to the delegates in interactive sessions





**Picture 3:** District collector, Smt Girija.S I.A.S, interacting with the delegates on convergence of administration and women groups



**Picture 4:** Delegates Interaction with Executive Director Harikishore.S IAS, Kudumbashree



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**Picture 5:**  
*Interaction and learning session of delegates with Kudumbashree resource persons at Trivandrum*



**Picture 5**

**Picture 6:** *Back at work plan session with Kudumbashree officials at Trivandrum*

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**Picture 7**

***Classroom Sessions  
by Pathanamthitta  
district session***



**Picture 7**

***Picture 8:  
interactive session  
with elected  
representatives***



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**Picture 8**

### 2.3 Field visit

The participants were taken on field visits focusing on agriculture and off farm enterprises which included café kudumbashree, micro enterprises, nutrimix etc. They have been exposed to marketing interventions and livelihood approaches of kudumbashree through field visits of paddy collectives at Pathanamthitta, Thirumadhuram, Ksheera sagaram, and Joint liability groups.

They got a chance to visit one of the NHG, BRC and experience BUDS and SNEHITA , which are Kudumbashree's Social empowerment initiatives.

**Picture 9 :** Participants at Nature bag unit





**Picture 10:** Experiencing café Kudumbashree



**Picture 11:** Delegates at NHG Pathanamhitta



**Picture 12:** Interaction at Start Village Entrepreneurship Project visit, Pathanamthitta



**Picture 12:** Delegates with special children (BUDS)





**Picture 13:** Field visits at Women dairy units Project



**Picture 14:** Delegates at plastic shredding unit





**Picture 15:** Participants at the Nutrimix



**Picture 18:** Field visits at State agriculture Farm Pandalam





## 2.4 | Visits to place of historic importance

Executives were taken to places of various historical and cultural importance such as Trivandrum Chalai market, Alappuzha back waters and Aranmula. Alappuzha Back water has been designated as one among the 50 must see places by National Geographic. Aranmula is a major tourist destination for its famous metal mirrors and snake boat race. Aranmula Kannadi (Metal mirror) is a unique piece of art which cannot be found anywhere else in the world and it has geographical indication (GI) tag



**Picture 19: Delegates at the famous Kumarakom Back waters**



**Picture 20: At Arumula Mirror making unit**

## **2.5 Cultural Evening**

Kudumbashree conducted a cultural programme on 22.03.2018 at the lawn lounge of KTDC Kovalam. The programme provided the executives a glimpse of different traditional art forms of India. Kerala nadanam and Kuchippudi were presented before delegates. Padayani, ancient art form of Kerala was performed by the artists at Pathanamthitta. All the participating delegates were also actively involved in the cultural evening as they performed traditional art forms of their respective countries

**Picture 21:** Padayani



**Picture 22:** Dance forms



## **2.6 Collective action and participatory learning**

In order for the participants to fully understand the working structure of the organization they were divided to subsets, each representing NHG, ADS and CDS. Within these subset groups individuals were assigned for roleplay. This included the roles of President and secretary of NHG, chair persons of ADS and various volunteers. Leaders were selected to perform responsibilities like time management, training and documentation, program documentation, and food and accommodation feed back

## **2.7 Life Membership to Professional Bodies and Journals**

All the executives were made life members of MANAGE journal of “Agricultural Extension Management”, which is bi-annual covering latest developments in the extension sectors published by MANAGE. As life members, they will receive Journal time to time.

## **2.8 Back-At-Work-Plans**

The present programme aimed at public Private Partnership in Agricultural Extension Management towards effective implementation of extension programmes carried out in their countries. Hence, the expected outcome is a professional commitment by each Executive to try new initiatives learnt during the training programmes at their work place. It is expected to be the direct impact of the training programme seen in the field of the trainee. In the backdrop of orientation, inputs, interactions, study material and experiences received during the program, the executives prepared and presented individual “Back-at-work-plans” which would help operationalize the relevant concepts learned during the program in their respective countries. Back at work -plan also trace the connectivity between Indian experience and extension issues back home. Details of individual Back-at-work-plans are given at Annexure- III

## Training Evaluation

### 3.1 Evaluation of Technical Sessions

Feedback of executives was collected on all technical sessions taken by resources persons, and field visits on a scale of 0 to 10 i.e. '1 being the least and 10 being highest. In addition, their suggestions on other areas such as boarding and lodging were obtained in order to bring necessary changes. The executives expressed their satisfaction level by rating the program on an average score of 9.3 for technical sessions, 8.7 for food and accommodation, 9.4 for transportation and 9.6 for overall training programme on a 10 point continuum, indicating that the overall impression on the programme was excellent. The feedback received from executives are tabulated and given at Annexure-IV.

### 3.2 Pre and Post-Training Test

Pre & Post Training Test were conducted for the Executives at the beginning and at the end of the training respectively. 30 thematic questions on Public Private Partnership in Agricultural Extension Management with a maximum of 30 marks were administered for pre and post-training test thus obtaining the responses of the executives to assess their change of knowledge levels and effectiveness of the training programme. The average score of executives in the pre-training test was 19 whereas the average score of post-training was 26 and thus, it was found that the level of knowledge of executives was increased by 37 percent post the training programme. Details of pre and post-training test are given at Annexure-V.

### 3.3 Evaluation

Executives rated the overall training program with a score of 9.6 on 10 point continuum i.e. Excellent



### 3.4 Post-Training Monitoring

Post-training impact evaluation in respective countries by Program Management Unit (PMU) is an integral part of the programme. PMU will be regularly in touch with executives through emails to monitor the progress of their “Back-at-Work-Plans” and it will help the effective monitoring and impact evaluation which is one of the important aspects of Program Monitoring & Evaluation (M & E).

#### 4. Valedictory & Feed Back

##### 4.1. Valedictory

The valedictory function was held on 23<sup>rd</sup> of May, 2018. Dr. K. T. Jaleel, Honorable minister for Local self-Government Kerala state, S. Harikishore Executive Director, Kudumbashree, Miss Shakera Praveen, Project executive; MANAGE were the chief guest of the valedictory program. Faculty members and all Executives participated in the valedictory function. Certificates for having completed the training program successfully were given to all Executives along with individualized spice gifts. Special appreciation certificates were given to volunteers in 4 categories viz., Documentation, Time Management, Photo documentation, and lodging feed backs.



**Picture 23:** Delegates with Chief guests at Valedictory function



**Picture 24:** Certificate distribution by Honorable Minister Dr. K.T. Jaleel to the participants



**Picture 25:** Delegates holding certificate with Kudumbashree and MANAGE team

#### **4.2 Media coverage**

There was wide coverage given by Print and Electronic Media. Some of the clipping of media coverage are enclosed in Annexure VI.



### 4.3 Feed Back from Dignitaries and executives

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KENYA: We dint realise that 15 days were past,the sessions were really good however we felt it was tightly packed. We request a similar programme for policy makers from Kenya. This will help to fasten the implementation of back work plans

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LIBERIA: We would like to thank Kudumbashree ,its officials and Government if India, for inviting us to the programme. Training sessions were helpful in understanding the working model of Kudumbashree,we hope to replicate this in Liberia

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MALAWI: We would like to congratulate the organisers for having conducted such an excellent programme,mix of class room sessions and field visits complimented each other very well

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UGANDA: The Kudumbashree structure which advocate the bottom up approach is the best gift to take back home.Please try to include a short visit by our Government officials and legislators.Congratulations and big thank you to the entire team

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MANGOLIA: We are really impressed by the work done by Kudumbashree in empowering the women from the lower strata of society

## ANNEXURE I

### PROGRAM SCHEDULE

Feed the Future India Triangular Training (FTF ITT)

International Training Program on

Entrepreneurship Development among Rural

Date: 9th -23th May, 2018

Venue: KTDC Kovalam, Trivandrum

#### Programme Schedule

#### *9-May Wednesday - Inauguration and acclimatization*

	09:30-11:00	Registration	Kudumbashree
	11:30-01: 00	Inaugural session	Smt. Ramlath P, Director Kudumbashree
	14:30-16:00	Training orientation	Dr Rahul, Thematic anchor – Farm Livelihood ,Kudumbashree
	16:00-17:30	Pre-test	
<i>10-MAY</i>		<b>Thursday</b>	<b><i>Kudumbashree- Classroom sessions</i></b>
	09:30-11:00	Training ground Rules	Training coordinator
	11:30-13:00	Introduction to India and Kerala	Chinnu Joseph Project Executive FTF ITT Kudumbashree
<i>KS-01</i>	14:00-16:00	Introduction to Kudumbashree	Ajith Chacko Chief operating officer – Livelihoods
	16:00-	Visit to place of historical importance	
<i>11-May</i>		<b>Friday</b>	<b><i>Kudumbashree- Class room sessions</i></b>
<i>KS-03</i>	09:30-01: 00	Kudumbashree- concept and the community structure	Anish Kumar Senior Consultant – Organization

<i>KS-04</i>	14:30-16:00	Kudumbashree- systems and support	Bhavana State programme Manager PMAY
<i>KS-05</i>	16:00-17:30	Micro finance and social security – the enabling factor	Jiji State programme Manager Micro finance
<i>12 May</i>	<b>Saturday</b>	<b><i>Kudmbashree- Class room sessions</i></b>	
<i>KS-02</i>	09:00-11:00	Kudumbashree- Identifying the poor	Sajith Chief operating officer – National resource Organization
	11:30-01: 00	Best practices in respective countries _presentation	
<i>KS-06</i>	14:30-17:00	Livelihood approaches- Kudumbashree-	Smt Priya Paul State Programme Manger
		Feedback and review	
<i>13-May</i>	<b>Sunday</b>	<b><i>Travel to Pathnamtitha</i></b>	
<i>14-May</i>	<b>Monday</b>	<b><i>Field visit</i></b>	
	09:30-12:30	Visit to community – NHG and ADS	Kudumbashree organization Patanamtitha district mission
	12:30-14: 00	Lunch at the CDS	
	14:30-17:00	Visit to community – CDS and Panchayat	
<i>15-May</i>	<b>Tuesday</b>	<b><i>Field visit</i></b>	
<i>KS-07</i>	10:00-11:00	Briefing on the day plan	Off – farm enterprises
	11:30-01: 00	Field visit ( Arun P Rajan,	Nutrimix,

	14:30-16:00	Sabu, Renu, Nishant)	Café, micro enterprises
	16:00-17:30		Aramula visit
<b>16-May</b>	<b>Wednesday</b>	<b>Field visit</b>	
<i>Ks-09</i>	09:30-11:00	Agriculture livelihoods in Kudumbashree	Dathan C.S Programme Officer Kudumbashree
	11:30-01: 00		Eriviparoor Paddy collective
	14:30-16:00		Thirumaduram – Honey collectives
	16:00-17:30		Kshree sagram and JLG
<b>17-May</b>	<b>Thursday</b>	<b>Field visit</b>	
	09:30-11:00	Field visit	Kumarakum- Responsible tourism
	11:30-01: 00		Responsible tourism – filed visit
	14:30-16:00		Marketing intervention in Kudumbashree
<b>18-May</b>	<b>Friday</b>	<b>Field visit</b>	
<i>KS-16</i>	09:30-11:00	Skill and wage employment approaches in Kudumbashree	Dr Praveen COO Skills
	11:30-01: 00	Visit to Skill training institute	Patanamtitha district mission
	14:30-16:00	BUDS and BRC visit	Patanamtitha district mission
	16:00-17:30	Visit to place of historical importance	Patanamtitha district mission
<b>19-May</b>	<b>Saturday</b>	<b>Classroom session</b>	
	10:30-1:00	Plenary session – Producer collective in Kudumbashree	CEO and BoD of the producer company (Kannur, Ima shree,

			Thennal, Cashew Saptham)
	14:30- 16:00	Gender Resource center visit	Patanamtitha district mission
	16:00	Travel back to Trivandrum	
<i>20-May</i>	<b><i>Sunday</i></b>	<b><i>Church</i></b>	
<i>21- May</i>	<b><i>Monday</i></b>	<b><i>Class room session</i></b>	
<i>KS-12</i>	9:30-11:00	Interaction with ED	
<i>KS-13</i>	11:30-13:00	Social development approaches in Kudumbashree	
	14:30-17: 30	:Visit to Kudupanakunnu farm	
	17: 30	Shopping	
<i>22-May</i>	<b><i>Tuesday</i></b>	<b><i>Class room session</i></b>	
	09:00-11:00	Gender Developmental approaches	
	11:30- 12:30	Post test	
	14:00-	Back to work plan	Course coordinator
<i>23-may</i>	<b><i>Wednesday</i></b>	<b><i>Valedictory</i></b>	
	09:30-11:00	Interaction of the participants, feed back	
	11:30-01: 00	Valedictory	
	14:30-16:00	Group photos	
	16:00-17:30		

## Annexure II: List of executives

Country	No. of Executives
Kenya	8
Liberia	4
Malawi	4
Mongolia	2
Uganda	5
<b>Total</b>	<b>23</b>

### KENYA



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### ANNEXURE III: Back at work plans

KENYA

I Ms. Kirimi Lydia Ncabira, Ms. Muchai Lynette Gakii , Ms. Mariene Leah Wanja

Activity	<b>To organize, mobilize, form and sensitize a women group in undertaking a micro enterprise. Formation of micro enterprise canteen unit selling traditional porridge. Training women groups on proper record keeping</b>
Problem	Lack of sustainable income amongst women Neglecting indigenous knowledge Poor record keeping and retrivals among women groups.
Indian Experience	Café Kudumbashree Proper record keeping in NHGs on thrifts contribution and internal lending. Importance of record keeping in accessing credit facilities . Women economic and social empowerment Bottom up approach
Place	Kiambu County
Target group and Duration	Women and youth groups, 6 months
Expected end result	Improved livelihoods Promotion of consumption of traditional porridge Preservation of endangered cultural practices Introduction of other indigenous foods in the café

## II Mrs. Ngethe Esther Wangari

Back at work plan 1

<b>Activity</b>	<b>Formation of Good Samaritan Widows group</b>
<b>Problem</b>	60 percent of woen in the area have no employment. When husbands pass away they left out without a source of income for livelihood and educating the children.
<b>Indian Experience</b>	CIGs, NHG with bylaws , record keeping, Micro enterprises
<b>Place</b>	Lanet sub location, Lanet location in Nakuru east sub county
<b>Target Group/ Duration</b>	25-30 widows ages between 25-65 years/ 6 months
<b>Expected end result</b>	Develop bylaws, Register the group with social service department, Introduce savings through thrift, Micro enterprise identification, Economic empowerment

Back at work Plan 2

Activity	<b>Sensitize the Nyandarua County National government heads of departments and Nyandarua County government executives on Kudumbashree model for Kerala state poverty eradication mission</b>
Problem	Several government ministries are implementing projects in the county but they don't often benefit the poor people
Indian Experience	Importance of establishing community structures and convergence of local development groups with the administrative and political leadership. Microenterprises start-up villages concept and approach to economic empowerment
Place	Nyandarua County
Target Group and Duration	Heads of national government ministries and Executive Committee members in Nyandarua County/ 6 months
Expected end result	Awareness of key political and government leaders in Nyandarua County on Kudumbashree model for social and economic empowerment. With the help of the other Kenyan delegates, identify any other county acceptable to this concept. Plan and prepare a proposal for Kudumbashree team to visit KENYA and train executives, political leaders at the county level and government extension service providers on this model of economic empowerment for social development and Poverty eradication.

### III. Emmy. A. Otowombe

Activity	<b>Build Capacity Of Women in record for effective and efficient project management</b>
Problem	Most groups have capacity gaps in record keeping Requisite record documents are not structured Variations in structure of requisite record documents make monitoring and handholding very difficult
Indian Experience	All NHGs with similar IGAs have mandatory books and receipts for records, hence effective and efficient management of project activities
Place	West Pokot County, Kaminina Irrigation scheme
Target Group and Duration	1. Loywokor Honey Producer Group – 15 members 2. Cheptano Pelion Self Help Group – 15 members  6 months
Expected end result	Structured record keeping by the two groups, increased production and volume of high quality honey produced Processed and branded honey, Marketed at good price to generate expected income, Sustainable group activities Improved livelihoods for members of the two groups



IV

Jackline Atieno Apondi

Activity	<b>Awareness creation on saving culture.</b>
Problem	Poverty due to low income levels, Lack of saving culture
Indian Experience	The women have identified different livelihood activities and are able to source for funds from the central government, local government, department of Agriculture as well as the banks
Place	Kisumu, KENYA
Target Group and Duration	Existing women Self help group as a pilot/ One year
Expected end result	Awareness creation in every meeting about Kudumbashree An active bank account with at least Ksh. 150,000/- from own savings and 300,000/- from other donors Identified livelihood activities: Café shop, Tailoring, Backyard Poultry

V. Ruth Lewo Mwarabu

Activity	<b>Community Sensitisation on Micro- Enterprise Opportunities Among he Fisher lock Community Of Lake Navasha</b>
Problem	Communities are not organised
Indian Experience	Formation of Kudumbashree from the smallest units at community level= NHG, State Mission to alleviate poverty Small units of organization with a particular agenda
Place	Lake Naivasha Kenya
Target Group and Duration	BMU (Beach Management Units) of Lake Naivasha 6 months
Expected end result	Knowledge transfer on formulation of SHG/ NHG Formation of SHG (s) Participants with empowered with information on micro- finance activities Micro- enterprise venture identified

## VI. Grace Agili

Activity	<b>Initiate formation or use the existing groups for both youth and women to improve their performance by showing them income generating activities especially in the rural areas using the Indian best practices on their modes of operation</b>
Problem	Food insecurity and unemployment
Indian Experience	Indian best practices in Kudumbashree like NHG, CIG, Micro enterprises
Place	Selected counties
Target Group and Duration	Farming communities especially the youth and women/ five years
Expected end result	The Ministry targets to establish and support 1,000 Small and Medium Enterprises (SMEs) in next 5 years. The SMEs are to be involved in agribusiness, agro processing and value addition. A small team comprising administrators and technical staff to be constituted to monitor this regularly on daily/ weekly basis

## UGANDA

### I Nankya Agnes

Activity	<b>Economic &amp; Social Empowerment for Girls and Women in Uganda</b>
Problem	Premature engagement into risky sexual behaviors among school going girls, risky marital behaviors among women. (Poverty, Bad Cultural Practices, urban migration, false beliefs, absence of parents)
Indian Experience	Snehitha (Gender help desk), Toll free counseling lines, economic empowerment, Social empowerment, Spiritual Empowerment
Place	Kigoowa, Nakawa Division – Kampala
Target Group and Duration	Girls & women 15yrs – 55yrs 6 months
Expected end result	10 Trained Peer Educators, 4 Agricultural trainings for home gardeners, 2 Skills building Trainings(craft & cookery), 1 session on Improved farming methods and a model farm

## II Nankya Betty

Activity	<b>Skills Development the hope for girl child &amp; Women empowerment</b>
Problem	Unemployment, High illiteracy rate, Low self esteem of women, school dropouts, Child and Widow headed families.
Indian Experience	Focus on rural poor youth, Skills Training of Youth and Placement, Job Fairs, training of Rural women depending on their need, experienced NHG members in their enterprise (working with less supervision i.e Café Kudumbashree) and enthusiasm to work.
Place	Kitimbwa, Kayunga District – Uganda
Target Group and Duration	Women ages between 16yrs – 40 yrs 6 months
Expected end result	Self employment, Mind and Attitude Change (3 trainings), Value addition on their products (20 women trained), Better sustainable financial support through skill development. (1 Training done)



### III. Gwokyalya Christine

Activity	<b>Women group making of Fireless Cooker &amp; Oven</b>
Problem	Inadequate funds for equipment's, Funds for capital, Project inputs and raw materials
Indian Experience	Neighbourhood groups, micro enterprises
Place	Nakasero, Kampala Central – Uganda
Target Group and Duration	Women 18yrs – 50 yrs 6 months
Expected end result	Improved Record keeping of 2 women groups, Improved Skills to make improved cookers (10 women trained), Better record keeping.

#### IV. Kansiime Zachari

Activity	<b>Reforming of Women Groups Structures in Uganda</b>
Problem	Unstructured and uncoordinated Women Groups.
Indian Experience	Systems of Women Groups (NHG's) management and Government collaboration with Kudumbashree, Skills Training & Placement Programmes, Availability of Gender Help Desks.
Place	Ministry of Gender, Labour & Social Development
Target Group and Duration	Focal Point Persons & Women Group Leaders (5 Meetings)
Expected end result	Improved record Keeping of WG's, Pilot systems tried out (2 Micro Enterprises), Support more micro enterprises, Skilled Women groups in value addition (1 Training), Structured system of WG's

## V. Rosemary Naggujja Mugerwa

Activity	<b>Women empowerment through credit and Thrift</b>
Problem	<ul style="list-style-type: none"> <li>• Women groups not registered, weakness in keeping records.</li> <li>• Poor saving and credit methods, lack of access to financial services,</li> <li>• Lack of confidence to take up leadership roles.</li> <li>• Weak link between women's projects and government.</li> </ul>
Indian Experience	<ul style="list-style-type: none"> <li>• NHG wholesome approach, they start with a clear agenda for the meeting, meeting held in due respect, trust and transparency among all women, hand holding at house hold level.</li> <li>• Gender development approach</li> <li>• kudumbashree Supports in finding market for women's products (online portal)</li> <li>• Skilling and placement program.</li> </ul>
Place	Ssenge village, Wakiso district - Uganda
Target Group and Duration	<p>Women aged 18yrs – 35yrs</p> <p>6 months</p>
Expected end result	Improved work with existing groups (5 groups), Support women groups to Register C.B.O's with the district (3 groups), open account (3 groups), teach good systems for saving and taking loans (3 trainings), proper record keeping and transparency, good accounting systems, introduction of gender self-learning (3 trainings).

## MANGOLIA

G.NARANTSETSEG

D.ARIUNBAYAR

Activity	<b>Organic farming – Green house</b>
Problem	<ul style="list-style-type: none"><li>• Lack of supply leaf vegetables /broccoli and spinach/</li><li>• Unpleasant weather conditions /short vegetation period/</li><li>• Low income</li></ul>
Indian Experience	<ul style="list-style-type: none"><li>• Micro Finance /savings, soft loan/</li><li>• Micro Enterprises / JLG, RME, SVEP/</li><li>• Kudunbashree for women empowerment /JLG- livelihood group/</li></ul>
Place	Bayanzurh duureg district/, Gachuurt tosgon village
Target Group and Duration	Woman headed families 6 months
Expected end result	<ul style="list-style-type: none"><li>• Availability of vegetables for Improved food nutrition</li><li>• Increase cooperation of women in the group</li><li>• Improve food security /usage organic food/</li><li>• Increase the income</li></ul>

## **LIBERIA**

**Ms. Kalayi Rebecca Sia**

**Ms. Karyar Yorlor**

**Ms. Flomo Marie Harris**

**Ms. Wuo Bennetta Nohn**

Activity	<b>Developing the Mindset of Vulnerable Women and girls through agriculture practices to eradicate poverty with in their family and community</b>
Problem	Unemployment, inadequate access to basic education, inadequate entrepreneurship Skill trainings, inadequate training opportunities for vulnerable women and girls to enhance their knowledge Agriculture to generate better incomes.
Indian Experience	Strong Women rights, Good record system (NHG), selfdependent women & Love and Trust built among them.
Place	Nimba County & Gbapoluh District - Liberia
Target Group and Duration	Voiceless women and girls from 18 years – 65Yrs
Expected end result	Increased self-employment women and girls, Access & affordable food by women, Increased entrepreneurship among rural women.

## **MALAWI**

Mr. Wanda Greno Palacido Martin

Ms. Zambezi Diana Mayamiko

Ms. Kalipinde Zione

Ms. Chayera Ireen Greshan

Activity	<b>Formation of Micro enterprise groups for women</b>
Problem	Poor Group leadership Inadequate systems of accountability and transparency In adequate access to agriculture farm inputs
Indian Experience	Bottom up approach Proper record keeping Networking of women groups Trainings
Place	Mzuzu Neno Thyolo Lilongwe
Target Group and Duration	Poor women 6 Months
Expected end result	Increase access to farm inputs Increase income generation



## ANNEXURE IV: FEED BACKS

Sn	Category	Average Score based on evaluation form
1	Introduction to Kudumbashree: Ajith Chacko	9.17
2	Kudumbashree- concept and the community structure: Anish Kumar	9.13
3	Kudumbashree- systems and support: Bhavana	9.13
4	Micro finance and social security – the enabling factor: Jiji	9.17
5	Kudumbashree- Identifying the poor: Sajith	9.7
6	Livelihood approaches- Kudumbashree : Priya Paul	9.18
7	Field visits to ADS, CDS at Pathanamthitta: Vishnu	9.3
8	Marketing Interventions in Kudumbashree: Sabu	9.39
9	Block Panchayat Visit: Unnikrishnan	8.87
10	Responsible tourism Kumarakom	9.65
11	Eraviperur Paddy collectives ,Thirumadhuram, Kheerasagaram JLG	8.65
12	BUDS, BRC and skill training institute field visit	9.78
13	Off – farm enterprises (Nutrimix,Café, micro enterprises )	9.48
14	Agriculture livelihoods in Kudumbashree : Dr.Rahul	9.43
15	Skill and wage employment approaches in Kudumbashree: Dr Praveen	9.55
16	Social development approaches in Kudumbashree: Amruda G.S	9.26
17	Gender Development approaches in Kudumbashree : Soya thomas	9.35
	<b>Overall average score on technical sessions</b>	<b>9.31</b>
18	<b>Food and accommodation</b>	<b>8.65</b>
19	<b>Transportation facilities</b>	<b>9.35</b>
20	<b>Overall training program</b>	<b>9.57</b>

## ANNEXURE V: PRE TEST AND POST TEST DETAILS

### Pretest and Posttest details of Participants

Sn	Name	Country	Pretest	Posttest	%
1	<b>Ms. Apondi Monica Jackline Atieno</b>	Kenya	23	27	17%
2	<b>Mrs. Mwarabu Ruth Lewo</b>	Kenya	19	28	47%
3	<b>Ms. Otwombe Emmy Adisah</b>	Kenya	24	27	13%
4	<b>Ms. Agili Grace Auma</b>	Kenya	25	27	8%
5	<b>Ms. Mariene Leah Wanja</b>	Kenya	20	28	40%
6	<b>Mrs. Ngethe Esther Wangari</b>	Kenya	24	30	25%
7	<b>Ms. Muchai Lynette Gakii</b>	Kenya	24	28	17%
8	<b>Ms. Kirimi Lydia Ncabira</b>	Kenya	22	28	27%
9	<b>Ms. Kalayi Rebecca Sia</b>	Liberia	13	24	85%
10	<b>Ms. Flomo Marie Harris</b>	Liberia	16	26	63%
11	<b>Ms. Wuo Benetta Nohn</b>	Liberia	19	23	21%
12	<b>Ms. Karyar Yorlor</b>	Liberia	17	23	35%
13	<b>Mr. Wanda Greno Palacido Martin</b>	Malawi	23	27	17%
14	<b>Ms. Zambezi Diana Mayamiko</b>	Malawi	18	26	44%
15	<b>Ms. Chayera Ireen Greshan</b>	Malawi	16	27	69%
16	<b>Ms. Kalipinde Zione</b>	Malawi	16	27	69%
17	<b>Ms. Gantumur Narantsetseg</b>	Mongolia	14	19	36%
18	<b>Ms. Dorjgochoo Ariunbayar</b>	Mongolia	13	18	38%
19	<b>Ms. Nankya Betty</b>	Uganda	16	27	69%
20	<b>Mr. Kansiime Zachary</b>	Uganda	19	28	47%
21	<b>Ms. Naggujja Rosemary</b>	Uganda	20	26	30%
22	<b>Ms. Gwokyalya Christine</b>	Uganda	18	26	44%
23	<b>Ms. Nankya Agnes</b>	Uganda	18	29	61%
		Average	19	26.0	37%
		%	63.3	86.8	37%

