

National Alliance of Humanitarian Actors in Bangladesh (NAHAB)

Brief report on Training of Trainers (ToT) at Cox's Bazar

Name of the activity: Training of Trainers (ToT) on Humanitarian Essentials at Cox's Bazar

Date: 30-31 March, 2018

Venue: Hotel Sea Palace, Cox's Bazar

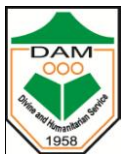


Prepared By:

Badrun Nahar
Program Officer
NAHAB Secretariat

Email: nahabsecretariat@gmail.com

Cell: 01713095067



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Introduction:

With the aim to adopt **humanitarian ways of working by organizations, agencies and individuals involved with Forcibly Displaced Myanmar Nationals (FDMN)** in terms of Quality and accountability to make response program more effective, **National Alliance of Humanitarian Actors in Bangladesh (NAHAB) with financial support from DAM-ELNHA project of OXFAM organized the “Training of Trainers (ToT) on Orientation on Humanitarian Essentials “**on 30 & 31 March 2018 at Hotel Sea Palace, Cox’s Bazar. Coast Trust and Humanitarian Leadership Academy have provided technical support to this training.

Mohammad Abul Kalam ndc, Refugee, Relief and Repatriation Commissioner (RRRC) honored the chair of Chief Guest. He encouraged this initiative and shared valuable context basis examples with the participants. He acknowledged that government efforts have been complemented and supported by the launch of emergency response by humanitarian organizations.

Abu Murshed Chowdhury, co-chair, CSO-NGO Forum, (PHALS) CCNF, Humanitarian Capacity Building Coordinator of ELNHA Project; Oxfam in Bangladesh Shamnaz Ahmed and Head and also Deputy Director of Climate Change & Disaster Risk Reduction sector of Dhaka Ahsnia Mission Md. Jahangir Alam shared their views related to this initiative.

Objectives:

The objective of the Training was:

- To improve effectiveness and efficiency of humanitarian assistance for the forcefully displaced Myanmar nationals and host communities in Cox’s Bazar, Bangladesh.

Participants:

The total participants of the workshop were 20 (Male-17 & Female-03). They come from 13 International, Local and National NGOs.

Output:

- The main output of this ToT was the Contextualisation of humanitarian essentials orientation for forefront humanitarian workers and implementation managers.
- Team of 20 individuals now prepared for conducting Orientation on Humanitarian essentials.
- Through Tot we have developed an orientation package that includes basics of i) Code of conduct ii) four humanitarian principle, iii) nine humanitarian standards, iv) SPHERE standard especially for shelter, WASH and food, v) humanitarian counseling and vi) Staff counseling for working in the stress situation
- Development of a Training Module in Bangla in terms of cotextualisation by a Technical Committee of Four Humanitarian professional. NAHAB realized that, a series of generic trainings on the Humanitarian Principles will not be enough to ensure organizations, agencies and individuals working in Rohingya crisis adopt humanitarian ways of working.

All materials will need to be contextualized with clear practical links to the operating environment specified and they will need to be translated into local languages.

- An orientation for 200 staffs working in the response
 - The orientation will be organized on working day and number of participant will be 25 in each batch. In total 8 batches will receive the orientation. It is expected that in each day 2 training will be organized simultaneously.
 - During the orientation the trainees will be bring to Cox’s Bazar town a bit out of the camp. This will help the responder from the highly stressed work.
- Developing case studies as part of documentation

Methodology and Materials:

Participatory approach was applied during the training. Participants were encouraged to actively involve in training sessions for better understanding. Training was started with brainstorming as icebreaking technique. For participatory learning and planning after the concepts clarity, in each day participants were divided into four groups for practical application of the theory that explained. After the group work, every group leader presented their work to the participants. Questions were asked to develop understanding, and participants gave their suggestions for improvement. Theoretical subjects were explained with practical examples. Handouts were distributed among the participants.

Session on Training of Trainers:

The main topics that covered in this training are listed below:

SI No	Topics
1.	Situation Analysis
2.	Humanitarian Principles with specific examples in on-going FDMN response
3.	Code of Conduct
4.	Humanitarian Standards (with Sphere and Cross Cutting themes and relate it with response The Humanitarian Charta
5.	Core Humanitarian Standard
6.	Gender and Inclusion in Emergency especially in FDMN camp
7.	Stress management of the Staff (self-stress management), positive negotiation
8.	Ethics and integrity as a humanitarian aid worker
9.	Limits/Challenges/Success & Way forward

Challenges:

- NAHAB have circulated selection criteria for ToT. But some organisations sent entry level participants and who are very new in this context. So there was a challenge on proper internalization of this ToT by organisations.
- NAHAB have planned for this ToT on December, 2017. But we couldn’t start this for not getting approval from govt.
- Ensuring participation of female staffs.

Monitoring Findings:

Government has appreciated this type of initiative and participation of senior levels was less but a few organizations nominated 2 representatives. The venue selection was perfect and well furnished in an easy located place. Participants' contribution towards understanding of Humanitarian essentials was very fruitful during group works and their presentation. All the participants were participated actively. The training was meaningful, participatory, and informative and objective oriented. The overall time, food and venue management were good.

Lessons Learnt and Recommendation:

ToT participants will be responsible to build capacity of 200 humanitarian practitioners. It would be highly appreciated if the duration of training could be increased to 3 days or more for better understanding. Besides we have noted following findings in this section.

- More coordination needed among the actors in Cox'sBazar working for FDMN
- Quick approval from the govt. still a challenge but they are positive to overcome it
- More understanding of field level staffs about humanitarian standard is a crucial need
- Quasi with the host community
- Engagement of the youth

Conclusion:

Overall it was an informative, participatory and well organized two days event. The training program was designed on the principles of participatory learning. The training will produce a resource team on humanitarian essentials. In concluding session, Project Manager of ELNHA Project of OXFAM in Bangladesh, Mr. Suman Das and Senior Influencing Officer Of of ELNHA Project of OXFAM in Bangladesh, Ms. Subarana Saha thanked to the Training coordinator Mr. Abdul Latif Khan, DM Specialist and Technical Adviser of NAHAB for his tireless effort to make this event successful.

Picture gallery:



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