



**Post Training Impact Study of the IGA Training
Courses of the Female Participants Conducted
by Bangladesh Co-operative Academy and
Co-operative Zonal Training Institutes**

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Executive Summary:

Post Training Impact Study of the IGA Training Courses of the Female Participants Conducted by Bangladesh Co-operative Academy and Co-operative Zonal Training Institutes' is 'An Organized Useful Research Offering Resourceful Activities, Keeping Urgent Notions Directing Utilities' which we do believe as the 'Horizon Accelerating Resource Implementation Developing All-round Strength Turning Hope Admixing Knowledge Using Reinforcement.'

Co-operative movement in Bangladesh is inherited from British Indian regime. In Bangladesh, we have seen many ups and downs in the socio-economic scenario of our history where co-operative could play a vital role if the movement be properly addressed. Upholding co-operative movement, improvement of the conditions of the co-operators is a must. Motivation and Training of the co-operators thus demand the topmost priority. But it our misfortune that training sector was not in the desired position; practically it was a neglected sector, history gives us witness.

Having the constitutional recognition as 'Co-operative Ownership' we have to go a long way to develop our country and co-operative Training and Research should play its proper role. To tell frankly, there was no research instances before us depicting the actual picture of the impact of co-operative training. We underwent a research study first time assessing the post training impact of IGA training of the female participants. We got some cruel truth from this study which can show our future path after criticizing our whole training systems.

From a study of UNESCO, we find the following two conclusions regarding the impact of IGA programmes as-(1) IGA can paly positive role by increasing the total number of persons generating income and (2) by increasing the size of each person's income. (APPEAL training materials for continuing Education Personnel, ATLP-CE, Volume V, Income Generating Programmes, UNESCO Principal Office for Asia and the Pacific, 1993).

Oriana Bandiara and others in their research paper titled ' Women's Empowerment in Action: Evidence from a Randomized Control Trial in Africa, June,2005' stated that Women's Empowerment has three dimensions: political, economic, and contol over one's body and IGA programs have great role on it.'

From this research study, we got different distinctive information about the impact of the IGA training conducted by DoC through BCA and CZIs. Study revealed that the female participants are really benefitted by these IGA training courses. There is increment of Income after training (37.1% upto 2500 BDT and 30.9% upto 2501 to 5000 BDT). Positive impact is also found in respect to social status, employment, confidence level, mind setup etc.

The research study has shown us some areas where we have to address seriously. Course content, course duration, course standard/quality are some of these areas where positive approach is needed. Respondents come from different corners of the country but two divisions (Dhaka and Chittagonj) and some districts (Comilla, Mymensingh, Barishal etc) got higher portion of respondents. Other places should get more participants to flourish co-operative movement.

We have got some recommendations from the participants which can give us ideas and steps to enrich the IGA training courses as well as other courses. Government should come forward from this point of views. Post training supports like equipment/machineries support (5.9%) and credit/loan supports may be provided as free/soft condition.

Marketing linkages is the prime factor for the IGA training to be fruitful. Respondents opined that after IGA training, they are capable of producing different products. But their local market is not capable of consuming those products. They do not get fair prices. They firmly wanted government intervention in this very crucial matter of marketing.

We get some interesting information from the case studies. We got five female co-operators with full confidence for being entrepreneurs. Many of them do not want loan or grant rather they want policy support and market linkages. They are self employed after IGA training. If government takes proper initiatives for the struggling and hardworking females, they can bring positive change in the socio-economic sector of the females as well as for Bangladesh.

The research study makes a optimistic conclusion that if Co-operative training specially time and demand driven IGA training be properly arranged keeping quality and standard, then the co-operative movement of Bangladesh will see a powerful momentum.

A model framework for IGA training action plan is proposed in this research study following the findings of the study for further fruitful training programs is given in the next page

A model framework for IGA Training Action Plan

Stages	Activities	Authority	Purpose	Responsibility	Linkage
Pre-training Preparation	Training Policy formulation	DoC and BCA	Effective and Fruitful Training	Respective Institutions	DoC, BCA & CZIs
	Training Course Design	DoC/BCA/Respective Institutions	Effective and Fruitful Training	Course Administration	DoC, BCA and Head of CZIs
	Trainee Selection and Nomination	Respective Institutions/District/upazila Co-operative offices/Co-operative Societies	Effective and Fruitful Training	Respective Institutions/District/upazila Co-operative offices/Co-operative Societies	DoC, BCA & CZIs
Training Conduct	Conducting Training	Respective Institutions	Effective and Fruitful Training	Course Administration	DoC, BCA and Head of CZIs
	Trainee database	Respective Institutions	Future Correspondence and Follow-up	Course Administration	BCA and Head of CZIs
	Post Training Support facilities	GOB, DoC, BCA	Training Sustainability and Effectiveness	Course Administration	DoC, BCA and Head of CZIs
Post Training Assessment	Post Training monitoring and evaluation	Respective Institutions	Training Sustainability and Effectiveness	Course Administration	DoC, BCA and Head of CZIs
	Case Study	Respective Institutions	Training impact assessment	Course Administration	DoC, BCA and Head of CZIs
	Research	Respective Institutions	Training impact assessment	Course Administration	DoC, BCA and Head of CZIs



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