

# **Resource Pack: REFLECT Training of Trainer for Empowerment of Women**

1. Training of Trainers on REFLECT<sup>1</sup> Approach for  
Women's Empowerment  
(15 – 19 July 2010, Dhulikhel, Kavre)

2. Recommendations and suggestions for Oxfam and  
partner organization  
(15 – 19 July 2010, Dhulikhel, Kavre)

3. Refresher Training of Trainers on REFLECT Approach for  
Women Empowerment  
(21-25 November 2010, Hetauda)

The resource pack was developed during the training organized by  
Oxfam for its partner organizations with the support of REFLECT  
practitioner Sona Lal Chaudhary.

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<sup>1</sup> Regenerated Frerian Literacy Through Empowering Community Techniques

**Training of Trainers on REFLECT<sup>2</sup> Approach for  
Women's Empowerment  
From 15- 19 July 2010 (Asar 31 to Shrawan 3, 2067) Dhulikhel**

It would be better to pay attention to the following to ensure that the REFLECT approach is effective:-

**Recommendations and suggestions for Oxfam:**

1. It would be better to **play a helping role** that fosters learning and teaching among facilitators and instructors instead of just issuing orders and directives.
2. This five day training is not something complete in itself. It is only a beginning. Depending on the community parameters, questions outside the objectives of the institution could arise. The facilitators and trainers should be imparted the skills to **develop linkages** between such questions and the institutional theme.
3. This five-day training is weak in theoretical input as more importance has been attached to method and process. Similarly, facilitators and trainers will be confused and in difficulties while carrying out their work. That is why Oxfam should hold **refresher training after three months** to sharpen their skills.
4. As **financial assistance is going to be required** for taking up in the form of a joint campaign the questions raised during REFLECT so that it will bear fruit, the partner institutions should be provided the **powers of block budget and fund transfer** for purposes of the campaign.
5. Oxfam will have to see whether or not orientation as per its theme and objectives is taking place. While going on field visits the focal person of the partner institution should find out whether or not the REFLECT center is **monitored and evaluated**.
6. **Review reports** on REFLECT activities should be sought on a monthly basis, with a view to helping the partner institution through their study and feedback.

**Trainer Sona Chaudhari's recommendations and suggestions for Oxfam partner institutions**

1. Since **visual** rather than word pictures are better understood in the villages it is the main task of the **focal person** to provide REFLECT facilitators

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<sup>2</sup> Regenerated Freerian Literacy Through Empowering Community Techniques

with the pictures, and to encourage the making of pictures as per the theme.

2. The focal person of the partner institution should bring together at the same time and place facilitators running the REFLECT class or center, to pay them their monthly remuneration on an institutional basis and **review and record in concise form the activities of the center.**
3. On the same day the focal person should **impart orientation on the theme** to REFLECT facilitators **in accordance with the institutional objectives**, and report accordingly on a monthly basis.
4. The focal person of the partner institution should also play a helpful role on a monthly basis, armed with the necessary materials to alert people to **the issues to be raised at the Sajha Sawal (common Issue programme)** to be held in all 5 VDCs simultaneously .
5. While a minimum in terms of **necessary materials and financial assistance** is required to link with the campaign the questions arising from the REFLECT center, efforts should be made to coordinate, liaise with and seek support from institutions working on the same theme in order to publicize the theme throughout the district.
6. Necessary initiatives should be taken to **mobilize the media** for taking up the theme on a wide front. Journalists should be taken on field visits to the cases taken up and resolved by REFLECT and publicity thus generated. They should also be taken later on site visits for follow-up news coverage.
7. Since REFLECT is a vague concept the facilitators and instructors should provide resource material for **daily self-study**. It seems that follow up is also necessary to see whether or not resource material provided by Oxfam is being studied. If facilitators and instructors are not engaged in self-study it will become clear that participants are dillydallying.
8. As poverty is a curse for the country, facilitators and instructors should develop clear-cut concepts and thinking concerning this issue. As most of the people whose rights we are talking about are below the poverty line, they should be **taught about mental poverty**, economic poverty, structural poverty, and poverty of a geographical nature.
9. The changes seen among individuals and in society after the implementation of REFLECT should be taken as **case studies**. They should be covered and recorded in the mouthpiece and annual year book of the partner entity.

Trainer:

Sonalal Chaudhari

People-oriented Education Resource Development Center

Chitwan.