

Project No. 6

CAPACITY BUILDING AND MORALITY DEVELOPMENT PROJECT (CBMDP)

Principle:

Skilled, motivated, morally and spiritually strong staff members are one of the most important prerequisites for the integrated development of any community people.

Objectives:

The main objectives of the project are mentioned below:

- To develop respect for different faiths and to work in harmony among different faiths in order to build peace;
- To strengthen capacity of the social workers/animators on human rights, justice and peace, advocacy and networking, planning, evaluation and monitoring in order to implement their plan in a proper and systematic way; and
- To make staff members/animators aware of gender and development and to change discriminatory attitude of men and women towards each other in order to build a gender sensitive society.

Background:

The third phase of this project ended in December 2007. The project was extended for further one year from January to December 2008. The reporting period is from July to December 2008.

Staff strength: One (Male)

Donor:

Caritas Australia

Expenditure: Foreign Partners' Contribution : Tk. 1,658,577

Targets and Achievements:

During the reporting period the following activities were carried out:

SL No	Particulars	Achievement as on June -2008	Target and Achievement from July - December '08			
			Target	Achievement	% of Achievements	Cumulative as on June '09
A	Formation Training					
1.	Spiritually and Morality Development of Social Workers (<i>Dhyan Shova</i>)	7358	1130	996	88	8354
B.	Capacity Development Training					
1	Result Based Management (RBM)		20	24	120	24
2	Gender Sensitivity Training		60	62	103	62

SL No	Particulars	Achievement as on June -2008	Target and Achievement from July - December '08			
			Target	Achievement	% of Achievements	Cumulative as on June '09
3.	Advocacy, Lobbying and Networking		30	21	70	21
4.	Report Writing and Analytical Skill Development	175	30	17	57	192

The above Table shows that a total of 996 participants (from Caritas men 663, women 292 and partner NGOs men 28, women 13) attended the programs. CDI organized four courses for mid level staff of Caritas National, Regional and Project offices. A total of 124 (men 89, women 35) received the training against the target of 110.

Results:

- After taking part in the *Dhyan Shova* Caritas staff members have become more careful about practising respective religious teachings in their family and professional life.
- Most of the staff members are able to critically analyze the root causes of gender discrimination and they follow the Code of Conduct of Caritas Gender policy.
- Those who have received RBM training are able to identify various levels of result in project planning and monitoring stage.

Conclusion:

Caritas pays the highest importance to the formation, education and capacity development of its staff. Caritas staff members have become more motivated to follow their religious teachings and universal values in their families and work place. Though the project ended in December 2008, value education and capacity building of Caritas staff are being continued through other projects of Caritas.