

Project No: 9

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 holistic development of country people.

Background: The second phase of this project ended in December 2004 and the third phase was started in January 2005. The reporting year is the second half of the second year and the first half of the third year of the present phase of the project.

Objectives:

- Develop respect for different faiths and work in harmony among different faiths in order to build peace;
- Strengthen the 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 learn together; and
- 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.

Staff Strength: There are two regular staff members (one man and one woman) based in Caritas Central Office.

Donor : Asia Partnership for Human Development (APHD)

Expenditure : Foreign Partners Contribution : Tk. 1,574,758/-

Achievements:

During the reporting year the following activities were carried out:

SI No.	Training Seminar	Achievement as on June 2006	Target and achievement for July 2006 to June 2007				Cumulative as on June 2007
			Target	Achievements			
				Caritas	Other NGOs	Total	
A. Formation training:							
1.	Spirituality & Morality Development of Social Workers/ Animators.	6226	1180	488	17	505	6731
2.	Human Rights, Justice and Peace	2444	00	00	00	00	2444
Sub-total:		8670	1180	488	17	505	9175
B. Capacity Development Training:							
1.	Participatory Impact Monitoring	211	30	00	00	00	211
2.	Advocacy, Lobbying and Networking	103	00	00	00	00	103
3.	Adivasi Leadership	30	00	00	00	00	30
4.	Report and Case Study Writing	23	60	67	20	87	110
Sub-total:		367	90	67	20	87	454
Grand Total (A+B):		9037	1270	555	37	592	9629

The above table shows that one training course (three batches) on 'Report and Case Study Writing' and one seminar on 'Spirituality and Morality Development of Social Workers - *Dhyan Shova*' were organized during the reporting period for 592 staff members of Caritas Bangladesh and partner NGOs of APHD to enhance their knowledge and efficiency. The seminar 'Spirituality and Morality Development of Social Workers - *Dhyan Shova* (reflection session/retreat)' was organized both at Caritas Central Office and at the Caritas Regional Offices. A total of 505 participants attended the *Dhyan Shova* - 488 participants were staff members of Caritas Bangladesh and the remaining 17 were from different partner NGOs.

Against the target of 60 participants for the report and case study writing training 81 attended the course. Out of 87 participants, 67 were the staff members of Caritas Bangladesh and the other 20 were from different partner NGOs supported by APHD.

Impacts:

The *Dhyan Shova* contributed tremendously to developing moral obligations/responsibilities of the Caritas workers and other NGOs' staff members. Reflection during *Dhyan Shova* enriches the positive values of participants. These positive changes are helpful to the staff members of Caritas Bangladesh and the local Partner NGOs to become more responsible for the well-being of the people in need. They serve people now with more dedication and care.

Considering the need and importance, this year only Report and Case Study Writing training course (three batches) were organized for the staff members of Caritas Bangladesh and also for the staff members of Partner NGOs for enhancing their efficiency on this important issue. The staff members who received these trainings are expediting their responsibilities more efficiently and effectively.

Conclusion:

Dhyan Shova tremendously contributes towards developing the spiritual and moral values of the staff members of Caritas Bangladesh and also the staff members of other Partner NGOs. It has been observed that pro-active and pro-people attitudes are being developed among staff members along with a reflection of Caritas Philosophy in their day-to-day activities. Without any doubt this program is contributing a lot to the family life of the individual staff members and they are witnessing as '*Suffering Servants of God*' in the family, society and organization. Other capacity building training yields also a tremendous contribution to enhancing the knowledge of staff members, which ultimately inspire them to realize the organizational goal and objectives.