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Trip Report

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Travelers: Ms. Lynn Knauff, INTRAH Deputy Director
Ms. Maureen Brown, INTRAH Program Officer

Country Visited: SRI LANKA

Date of Trip: October 19 - 25, 1986

Purpose: To conduct Annual Project Review

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Program for International Training in Health
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* On file with INTRAH Program Office

LIST OF ABBREVIATIONS

DAC	District Action Committee
DPO	District Project Officer
FPASL	Family Planning Association of Sri Lanka
GRLAC	Grass Roots Level Action Committee

EXECUTIVE SUMMARY

Ms. Lynn Knauff, INTRAH Deputy Director and Ms. Maureen Brown, INTRAH Program Officer worked in Sri Lanka with officials of the Family Planning Association of Sri Lanka October 19-25, 1986. The purpose of the visit was to conduct an annual project review of the INTRAH assisted FPASL Training of Volunteers and staff of the Community Managed Rural Family Health Program project.

Findings of the review indicated this project is achieving its objectives and conducting the training workplan activities in a timely and effective manner. A total of 9,193 first generation trainees are reported to have been trained since December 1985. Village baseline data are being collected and analyzed, as are pre- and post-test scores.

Major recommendations made include review by INTRAH in one year of the village baseline data and comparisons made of the data from control and experimental villages.

SCHEDULE DURING VISIT

- 19 October Arrived Colombo from Bangkok at 3:30 p.m.
Meeting at Galleface Hotel with Mr. Daya Abeywickrame, Executive Director, FPASL
Dr. Sriani Basnayake, Medical Director, FPASL.
- 20 October Briefing meeting at USAID/Colombo with Ms. Eileen Oldwine, Health/Population/Human Resource Officer.

Meeting at FPASL with:
Mr. A. Dissenayake, Director Operations
Mr. K. Jayasinghe, Director, Evaluation
Mr. A. J. Benedict, Assistant Director/
Trainer
Mr. Victor DeSilva, Consultant, Evaluation and Research
Mr. Padma R. Rajbhandari, INTRAH Consultant
- 21 October Field visit to Kalutara District, Uvuui Village project to observe the 1986 Volunteers' Annual Field Day.
- 22 October Meeting at FPASL with Trainers and Evaluation staff:
- Mr. A.J. Benedict
- Mr. Conrad Ranawake
- Mr. P.D. Gamini
- Mr. Dissenayake
- Mr. Jayasinghe
- 23 October Attended Refresher Course on Management and Training Skills for District Project Officers Workshop.
- 24 October Debriefing meeting at USAID with Ms. Oldwine.

Attended Refresher Workshop.

Meeting with Mr. Padma Raj Rajbhandari.
- 25 October Debriefing meeting with Mr. Dissenayake, FPASL.

Departed Colombo at 5:15 for Kathmandu.

I. PURPOSE OF TRIP

To conduct an annual project review with officials of the Family Planning Association of Sri Lanka of the Training of Volunteers and Staff in the Implementation of the Community Managed Rural Family Health Program Project.

II. ACCOMPLISHMENTS

In collaboration with FPSAL Senior management and training staff the INTRAH team:

- A. reviewed and discussed in detail the overall training program, training curricula and workplan activities accomplished to date;
- B. reviewed the trainers' preparation and implementation of the refresher Management and Training Skills workshop for District Project Officers, and participated for two days in the workshop;
- C. reviewed and discussed baseline data collected by volunteers and volunteer pre- and post-test results;
- D. obtained feedback from participants who attended U.S.-based Training Management workshop conducted by Management Sciences for Health;
- E. met with village volunteers and participated in the 1986 Volunteers' Annual Field Day Meeting in Kalutara District.

The INTRAH team briefed and debriefed with USAID/Colombo.

III. BACKGROUND

Following an evaluation follow-up and technical assistance visit by INTRAH staff in November, 1985 (Trip Report 0-153), a series of INTRAH funded training activities have taken place which were designed to strengthen the

training capability of FPASL Headquarters and District staff and the management capability of DPO's. These activities have included TOT and curriculum development workshops, evaluation and research training, management and planning skills development, regional and U.S.-based training and training of district and village level volunteers. (Refer to trip reports 0-144, 0-145, 0-94 and 0-99.) All of the training activities are linked to the goal of the FPASL Community Managed Rural Family Health Program to improve the quality of life of rural people and to increase FP temporary method acceptance. This visit was conducted to review the progress achieved during the past year and assess the impact of INTRAH inputs.

IV. DESCRIPTION OF ACTIVITIES

A. USAID/Colombo

Briefing and debriefing meetings were held with Ms. Eileen Oldwine, Health/Population/Human Resource Officer in regard to the FPASL-INTRAH activities and accomplishments to date. We were informed that USAID/Sri Lanka will be gradually reducing its health program inputs in Sri Lanka. Ms. Oldwine expects to leave Sri Lanka by August 1987, and will not be replaced. Dr. Gnani Thenabadu, Program Assistant, will be handling health and family planning administrative matters after Ms. Oldwine's departure.

B. Family Planning Association of Sri Lanka

1. The team met with Mr. Daya Abeywickrame and Dr. Sriani Basnayake on arrival in Colombo. This was the INTRAH team's only meeting with the executive and medical directors as both had previous out of country commitments during the team's visit.

Mr. Abeywickrame expressed his satisfaction with the progress being achieved in the project and the technical assistance being provided. He was briefed concerning AID's decision to approve

purchase of the computer for the project evaluation component and the necessity to find the funds within the current approved project budget.

2. The curriculum for the initial training of volunteers was reviewed and found to be appropriate for the level of the trainee and relevant to the function to be performed (attached as Appendix B). Feedback from the district project officers and volunteers indicated that the three-day training period was too short and that four days would provide sufficient time to cover important content in depth and provide time for communication and motivation skill development practice.

The curriculum prepared by the senior trainers and INTRAH consultant for the 23-28 October 1986 DPO Management and Training Skills workshop was also reviewed and two days of workshop implementation observed. The curriculum consisted of seven modules focusing on topics specifically related to practical aspects of the DPO's work as a trainer and manager (attached as Appendix C). The content, on the whole, was relevant and stressed group work/practical exercises and participatory methods.

Observation of the first day of the workshop indicated some residual tendency to over lecture. In a feedback session, it was apparent trainers were aware of the importance and effectiveness of process-oriented training and demonstrated a willingness to openly discuss those sessions where this was not achieved. Feedback from participants on the second training day was very positive, especially in relation to the exercise on development of an annual workplan and the session on evaluation methods and use of evaluation tools.

It was clearly evident that the senior trainers have improved their training skills and ability to plan, manage and conduct effective training programs. With increasing experience and advanced TOT training, the FPASL may well be in a position to offer short-term regional training in community-based volunteer programs within the next few years.

C. Review of Evaluation Component

The two aspects of evaluation reviewed during the visit were baseline data collected by volunteers and results

of the pre- and post-tests administered during INTRAH-assisted training of volunteers. All data reviewed were tabulated by computer and issued in print-outs.

There are baseline survey data sets for each village. The cover sheet of the set includes:

- number of families;
- number of families eligible for family planning (wife age 15-44);
- number of those families with either partner sterilized;
- number of families using a temporary method; and
- number of families eligible but not using any method.

The latter number is the target group and volunteers are expected to recruit 80% of them during the two-year project period. Temporary method use, including traditional methods, ranged from 11% to 24% so the volunteers as a group have plenty of work to do although the families:volunteer ratio is fairly low (ranging from 3 to 14 eligible families per volunteer).

Tables in the baseline data set include the age and parity of the target group, and the reasons given for not using a method. Surprisingly, most did not cite "fear of side effects" as a reason for not using contraception. This question will be asked again after one year. The answers should be compared to the baseline data to detect whether, as observed previously, "fear of side effects" becomes a more prominent reason for not contracepting as more information on method side effects is provided through volunteers. (Baseline data from the control villages will also be instructive as a point of comparison.)

Pre- and post-test scores of each volunteer, also tabulated by test section, showed significant changes in knowledge during the three-day training period. The

tabulations are made for each volunteer training group so that any questionable data can be referred to the appropriate DPO. For example, one set of post-test scores showed 100% for each volunteer. The Evaluation Division then checked the post-tests and found that all wrong answers had been changed to right answers. The DPO was consulted; he asserted that a facilitator had been responsible for the changes and gave assurance that answers would not be changed in future.

In order to make the data collected of use to DPO's, Mr. Jayasinghe of the Evaluation Division gave a workshop session on pre- and post-test scores to the DPO's during their refresher training. His presentation, with visuals, stressed interpretation of data and was well-received by DPO's, particularly because he was clear and purposeful and emphasized that evaluation could and should be used by the DPO's to detect achievements and problems.

In all we felt that the FPASL is proceeding with data collection and analysis, as planned, and that the Evaluation and Field Operations Divisions are working collaboratively, with Evaluation more involved than previously, in bringing data findings to the attention of Field Operations. INTRAH should continue to encourage this collaboration in all possible ways and should visit FPASL at this time next year to review baseline data updates, and compare data from the control villages with those of the experimental villages. In addition, data from administration of the post-tests should also be reviewed at that time.

- D. Knauff and Brown attended the 1986 Volunteers' Annual Field Day meeting held in Kalutara District, attended by 148 volunteers from 10 projects (villages) within

the district, 5 members of the District Action Committee (DAC) and District Project Officer (DPO). The purposes of the meeting were to provide opportunity for volunteers to meet and discuss their experiences and through group work activities, prepare an annual workplan in collaboration with the DAC and DPO.

In small group interviews with about 20 volunteers, it was learned that:

- the majority were unmarried young women, all high school graduates and/or with pre-university qualification (approximately 6 of the 148 volunteers attending were men);
- each devoted between 5-12 hours per week to family planning information and motivation activities;
- many appeared to be very keen on volunteer work for altruistic and personal satisfaction reasons;
- all were able to name three to four contraceptive methods and correctly advise a woman on what action to take if she forgot to take her oral contraceptives for 1 or 2 days;
- many volunteers expressed their wish for more training in basic first aid, basic MCH care and a second refresher training session.

E. Feedback from Mr. A.J. Benedict and Mr. Conrad Ranawake concerning the six week U.S.-based MSH Training management course was generally positive. Areas in which they felt they learned most related to development of specific training skills in: writing of objectives; use of audio-visual materials; management by objectives; development of team work; and the work attachment program.

Both trainers expressed the opinion that parts of the course were more pertinent to senior training policy makers and training managers; that insufficient emphasis was placed on specific training methodologies

and techniques; and that participants would have benefited from having had developed-country participants included in the group.

- F. All the 1986 training program workplan activities planned have been completed on schedule, with the exception of the GRLAC Volunteer Leaders follow-up workshops. A summary of workplan activities and numbers trained is given in Appendix D. DPO's assigned to districts located in the North (where insurgency problems are being experienced) have generally been able to carry on with their work; however, DAC and GRLAC training activities have been curtailed over the past few months.

V. FINDINGS/CONCLUSIONS

RECOMMENDATIONS

1. USAID/Sri Lanka was briefed and debriefed. It was learned that USAID plans to reduce its health program inputs and the Health/Population Resource Officer's position will be closed, effective August, 1987.
2. a. The Executive Director, FPSAL, expressed his satisfaction with INTRAH's technical and financial assistance and the progress achieved to date.
b. The funds for a computer will be found from the current budget and Mr. Abeywickrame will contact INTRAH on this matter.

The Executive Director was briefed concerning the Asia TAC meeting to be held in March, 1987 in Bangkok.

3. The project training objectives are being met and training work-plan activities for the most part are up-to-date as scheduled.

A total of 9,193 village volunteers, village/district committee members and district/central training and evaluation staff have been trained during the period December 1985-October 1986.

1. Mr. A. Dissenayake should be invited to represent the FPASL at the A/TAC meeting

V. FINDINGS/CONCLUSIONS

RECOMMENDATIONS

4. The evaluation component of the project is proceeding according to plan, data collection and analysis are being carried out and collaborative efforts between field operations and the evaluation unit have increased. Feedback from evaluation findings is being applied, where appropriate, to the training of volunteers and to DPOs for planning purposes.

Considerable village baseline data have been collected by volunteers and analyzed by the Evaluation Unit. A significant finding appears to be that a majority of villagers did not cite "fear of side effects" as a reason for non-contraceptive use, which had been a reason given in earlier data. These findings will be followed up after one year and the results compared.

5. Curricula developed by FPASL trainers for volunteers and DPO's were reviewed and content assessed to be appropriate and relevant.
6. FPASL trainers have greatly improved their training skills and demonstrated ability to efficiently plan, manage and conduct what appeared to be an effective, process-oriented training workshop for DPO's.

2. INTRAH's evaluation unit should follow up with the FPASL evaluation unit in one year to review baseline data and compare data from the control villages with those of the experimental villages. Additionally, data from the readministration of the post-tests should also be reviewed at that time.

3. INTRAH should include 2 or 3 of the more experienced trainers in a proposed advanced TOT regional workshop planned for 1987.

V. FINDINGS/CONCLUSIONS

RECOMMENDATIONS

7. DPO's and village volunteers expressed the need to increase the volunteer initial training from three to four days.

8. Feedback from the two FPASL trainers who attended the MSH Training management course in June/July, 1986, was generally positive and both trainers found the course to be useful.

4. Funds permitting, INTRAH should sponsor two more FPASL trainers to a similar workshop in 1987

APPENDIX A

PEOPLE MET/CONTACTED

USAID:Columbo

Ms. Eileen Oldwine, Health/Population/Human Resource Officer

Family Planning Association of Sri Lanka (Central Staff):

Mr. Daya Abeywickrame, Executive Director
Dr. Sriani Basnayake, Medical Director
Mr. Amara Dissanayke, Director, Operations
Mr. K. Jayasinghe, Director, Evaluation
Mr. Victor DeSilva, Consultant, Evaluation & Research
Mr. A. J. Benedict, Assistant Director/Trainer
Mr. Conrad Ranawake, Operational Manager/Trainer
Ms. Yoga Balechandra, Assistant Director/Trainer
Mr. Joe Livera, Operational Manager/Trainer
Mr. P.D.M.I. Gamini, Operational Manager/Trainer
Mr. S. Samaresinghe, Assistant Director/Trainer

District Staff:

C. Kandegama	DPO	Kandy
Prasad Kirihena	DPO	Kegalle
U.G.M. Bandara	DPO	Monaragala
Athula Wijayasiri	DPO	Polonnaruwa
G.S.K. Thewarapperma	DPO	Badulla
J.K.A. Jinadasa	DPO	Colombo
K. Wijesiri	DPO	Puttalam
B.A. Grandini	DPO	Kurunegala
T. Sumil Jayantha Peilis	DPO	Nuwara-Eliya
S.T. Seneviraihna	DPO	Galle
H.W. Karunasena	DPO	Ratnapura
P.M. Sunil Silva	DPO	Anwadhapwa
H. Samarajeewa	DPO	C. Hambantota
V. Jiranaathan	DPO	Batticaloa
S. Wijinakur	DPO	Manuri
N.T. Anpananthan	DPO	Mullartine
M.M.M. Niswardeen	DPO	Amparai
P. Sivakandan	DPO	Vavuniya

OTHERS

Mr. Padma Raj Rajbhandari, INTRAH Consultant, FPASL
Dr. S. Roy, WHO Consultant to MOH

APPENDIX D

FPASL WORKPLAN ACTIVITIES ACHIEVED DEC. 1985-OCT. 1986

Summary

Activity #	Component/ Activity	Estimated # Participants Planned	# Participants Actually Trained
	Training Needs Assessment	16	16
4	Curricula Development Workshop	20	17
5	Training of Trainers	14	14
6	District Action Committee Orien- tation Program	32	32
7a;7b;7c	Grassroots Level Action Committee Orientation Pro- gram	1234	1043 (1)
8a;8b;8c; 8d;8e	Volunteer Initial Training	4006	4049
9	Regional Follow-on Workshop Evaluation Training-Bangkok	4	4
10	District Project Officers Managers Training	17	30
11	US-based Course in Management Training	2	2
12	GRLAC Follow-up Training	1200	531 (2)
13	Volunteer Re- fresher Training	5000	3402 (3)
14	Annual DAC Work- shops-Regional	50	94 (4)

(2)

Activity #	Component/Activity	Estimated # Participants Planned	# Participants Actually Trained
	Annual Project Review	35	21
15	DPO Management Refresher and Programme Planning Workshop	24	30 ⁽⁵⁾
TOTAL PLANNED:		11,638	
TOTAL ACTUAL:			9,283
% ACHIEVED:			80%

Notes:

- (1) 24 orientation programs completed; 6 others located in troubled areas in the north. Plan to conduct as soon as feasible.
- (2) 18 GRLAC follow-up training programs conducted; approximately 40 planned. Most located in north and unable to conduct at present. Plan to do as soon as possible.
- (3) All figures not in yet. 5,000 estimated for 25 Districts; 2 Districts have been dropped and 7 Districts selected fewer than 10 villages which reduce the number of volunteers to be trained.
- (4) Originally planned to involve 2 participants from each DAC; decision made to include all 5 DAC members from 4 Districts instead of 5 Districts. 4 programs held.
- (5) 1 DPO resigned; remaining 6 DPO's co-trainers.