

PDWAS 123

**REPORT
OF THE SECOND GROUP
OF THE ORIENTATION STUDY TOUR
ON FAMILY PLANNING PROGRAM MANAGEMENT
FOR BANGLADESH OFFICIALS**

FEBRUARY 11 - 29, 1988



**NATIONAL FAMILY PLANNING COORDINATING BOARD
INDONESIA
1988**

PREFACE

The present report submits detailed information on the implementation of the second group of the orientation study on family planning program management for senior officials from the People's Republic of Bangladesh. The orientation study was conducted on February 11-29, 1988.

In accordance with the agreement between the Government of Indonesia and the Government of Bangladesh, and with the support of the US Agency for International Development, the present scheme of orientation study is planned to encompass 19 groups over a period of approximately 5 years. Each group is to consist of four complete Upazila teams each comprising of the Upazila Chairman and officials concerned with the family planning program.

Based upon the experiences gained and the evaluation of the first group, the present second group's program has been substantially adjusted and focused to the needs of program development in Bangladesh.

I would like herewith to express my thanks to those who were directly and indirectly instrumental to the successful conduct of the present second group, the various tiers of Indonesian family planning officials to the sub-village levels, as well as concerned authorities in Bangladesh. At the same time, I am keenly anticipating the continued implementation of the following groups.

Jakarta, April 1988

Dr. R. Soedarto

Deputy for Manpower Development

TABLE OF CONTENTS

	Page
Preface	i
I. Introduction	1
II. Preparation in Bangladesh	2
A. Selection of Participants	
B. Upazila Visits	
C. Briefing	
III. Preparation in Indonesia	4
A. Strategic Planning	
B. Detailed Planning	
IV. Program Content	8
A. Orientation	
B. Field Visits - Yogyakarta	
C. Field Visits - Bali	
D. Action Plan Development Workshop	
V. Program Logistics	12
A. Accommodation and Transportation	
B. Learning and Teaching Facilities	
C. Organization of Participants	
VI. Evaluation	13
A. Participants' Evaluation of the Orientation Study Tour Program	
B. Assessment by Program Staff and Facilitators	
C. Summary of Evaluation Findings.	
VII. Dhaka Followup	17

ANNEXES

1. Dr. Haryono Suyono - Opening
2. Dr. R. Soedarto - Opening
3. Dr. Haryono Suyono - Closing
4. Dr. R. Soedarto - Closing
5. Md. Akhtaruzzaman Khan - Closing

6. Agenda - Dhaka Briefing
7. Program Schedule
8. Action Plan - Goaland
9. Action Plan - Kachua
10. Action Plan - Patgram
11. Action Plan - Rauzan
12. Participant List
13. Staff List
14. Evaluation of Dhaka Briefing
15. Evaluation of Indonesia Program: Participants
 - a. Questionnaire
 - b. Evaluation Results: Presentation/Lectures in Jakarta
 - c. Evaluation Results: Lectures and Field Activities in Yogyakarta
 - d. Evaluation Results: Lectures and Field Activities in Bali
 - e. Evaluation Results: Preparation of Action Plans in Puncak
 - f. Evaluation Results: Logistics
 - g. Responses to Open-ended Questions
16. Evaluation of Indonesia Program: Staff

CHAPTER I

INTRODUCTION

The Government of Bangladesh has recently attached greater decentralized autonomy to the Upazila in matters related to national development endeavours, among which family planning is one of the priorities.

In this light the Government of Indonesia and the Government of Bangladesh have agreed to conduct a comprehensive Orientation Study Program for Upazila officials, to enable them to closely observe and study implementation of the Indonesian family planning program at all levels, and adapt their experiences to their respective settings in Bangladesh. To this end the US Agency for International Development has agreed to provide the required assistance.

Whereas the first Orientation Study group was conducted in October 12-28, 1987, the second group held their comprehensive and intensive program during February 11-29, 1988. As is common to any continuing program, experiences gained from the previous group were fully scrutinized and utilized to improve the second group's plans and implementation procedures.

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CHAPTER II

PREPARATION IN BANGLADESH

A. Selection of Participants

After a series of meetings of the Project Steering Committee, a list of potential participants for the second group was submitted to USAID on 1 December 1987. Following discussions, modifications of this list were made, with a final list being approved by all concerned on 19 January 1988.

The participants selected for this group consisted of:

- o Four Upazila teams, each comprising an Upazila Chairman, a UFPO, and a MO/MCH
- o Four additional Upazila Chairmen
- o Two District Directors of Family Planning
- o Two leaders of local NGOs
- o Three central-level people - the head of IEM (as Team Leader), an assistant to the Minister, and an assistant to the Director of Planning.

In addition, program officers from USAID/DHAKA and The Asia Foundation participated in all phases of the program as 'observer-participants.'

Because the timing of this trip coincided with Bangladesh's Union-level elections, at the last moment two of the Upazila Chairmen were unable to go. Also, one of the NGO people was unable to attend because of illness. Thus, the total number of actual participants (including the two observer-participants) was twenty-two. Names and positions of participants are listed in Annex 12.

B. Upazila Visits

The FPMT Project Manager and Dhaka Project Coordinator intended to visit all four Upazilas together with Steering Committee personnel prior to the start of the program. However, due to the late agreement on participant selection, it proved possible to visit only two of the four - and without the accompanying MOH&FP personnel. During these visits, meetings were conducted with the participants to help clarify for them the objectives of the trip to Indonesia and to emphasize the central importance of the development and implementation of an Upazila action plan. A 'generic' action plan was distributed and recommended as a guide for the action plans they were to prepare. In one of the two Upazilas visited, several non-participants, including the UH&FPO and other Medical Officers, participated actively in the discussions.

C. Briefing

On February 8-9, a briefing for all participants under NIPORT's auspices was conducted in Dhaka. The objectives of this briefing were:

- o to ensure that participants had an adequate understanding of the Bangladesh family planning program;
- o to introduce participants to selected aspects of Indonesian culture;
- o to help each group of Upazila participants to perceive itself as a team;
- o to further clarify the importance of the Upazila action plan which they will prepare; and
- o to clarify administrative matters, such as per diem and travel arrangements.

The agenda for this briefing is presented as Annex 6.

Participants were asked later to evaluate the Dhaka briefing. In general, their reactions were favorable. An evaluation summary and specific suggestions for improvements in the briefing are presented in Annex 14.

* * * *

On February 10th, participants left Dhaka, arriving in Jakarta the following morning.

CHAPTER III

INDONESIAN PREPARATION

A. Strategic Planning

As mentioned earlier, the first program was conducted during October 12-28, 1987. In addition to the Bangladesh participants, it was also attended by Dr Sara Seims and Ms Beth Harrison from Management Sciences for Health (MSH), Boston, the implementing agency for USAID. Together with the national facilitators, the two MSH experts had critically assessed and evaluated the conduct of the first group at each stage of the program. The two parties had also made use of the participants formal and informal comments during and after completion of the orientation. In their evaluation, in summary, the following items were agreed upon for improvement of the second and subsequent groups. Reference is made herewith to the Report of the First Group.

The Facilitators

The national facilitators for this program were carefully selected from among senior BKKBN officials who are intimate with field level activities, and who are conversant in English. They were seconded to the Deputy for Manpower Development of BKKBN on a temporary, rotational basis. The provincial facilitators comprise senior province BKKBN officials appointed by the Province BKKBN Chief using similar criteria. The rotational basis of secondment is in line with BKKBN's policy on the development of an International Family Planning Training Center, with senior officials at all levels to be prepared at all times to be called upon as international trainers.

The MSH experts and the participants gave favourable evaluations as regards the national facilitators, but suggest that province and kabupaten facilitators be more adequately prepared.

The Briefings and Lectures

Upon arrival, the participants were given a detailed briefing on their overall program in Indonesia. This was not successfully done, as time was a major inhibiting factor. The subsequent groups should be given adequate time for a full briefing and reading session before commencing the program.

In addition, briefing sessions in Dhaka were decided to encompass not only the Bangladesh family planning program, but also the scope of the Orientation Study Tour, with details to be given in Jakarta.

Lectures were given on the first day to introduce the participants to the Indonesian National Family Planning Program. These were delivered by Echelon I Officials. Evaluation suggested that the materials were too broad and macro, and need to be focused more on grass-roots problems. In summary, what the subsequent groups would require are technical presentations rather than the policy issues. These technical issues are meant to lead the participants to salient matters which they will observe in the field.

The Field Observations

Field observations comprised eighty percent of the whole orientation study tour in Indonesia. The first group participants observed field activities in two provinces -- Yogyakarta and Bali. These provinces were selected from among the 27 provinces because the kinds of problems the Bangladesh family planning program is currently having to overcome are found - and solved - in these two provinces. Specifically these are:

- o Religious barriers, particularly from among the Ulamas,
- o Active community participation,
- o Decentralization of program implementation policy,
- o "Beyond Family Planning" activities to strengthen the institutionalization of the program into the fabric of community life.
- o The various aspects of program management, with particular emphases on coordination, planning and monitoring at the field levels.

All these were successfully observed in two Kabupatens in each province, with the following evaluation for improvement.

The briefing at the the Yogyakarta Governor's Office was deemed unnecessary. In fact, it created so much redundance in its breadth of scope that the next steps were diluted to a certain extent.

Although the Courtesy Call on the Vice-Governor was necessary for the first group, this and the briefing at his office were recommended for deletion. The Bali portion of field observations did not include this formality and provincial government briefing.

The briefing at the Yogyakarta BKKBN Office by the Chairman and his staff, although very useful and well prepared, was considered too lengthy and too broad. Utilization of advanced AVA equipment was also minimal.

Field observations at the Kabupaten, Kecamatan, and Desa levels were well organized in both provinces. Recommendations for im-

provements are again on limiting the time spent on coordination meetings and courtesies. One important conclusion that BKKBN facilitators, the MSH personnel, and the participants arrived at is that for future groups, practical exercises on ELCO registration and mapping were strongly recommended. Furthermore, direct dialogue between the participants and each of their counterparts was recommended as a way to solidify first-hand field information.

Another important suggestion for improvement was that the work hours in the field be reduced so that more time can be allowed for each day's debriefing session.

In addition, consideration was given to the current level of the Bangladesh family planning program development, which needs to improve its field operations through improvements of the role of the Upazila Family Planning Officer (UFPO), Family Planning Assistant (FPA), and Family Welfare Assistant (FWA). Therefore the orientation plan for the second group was much more focussed on their peers - the Family Planning Field Worker Supervisor (PPLKB), the Family Planning Field Worker (PLKB)- and their community roles. For this reason, it was recommended that the field visit skip the Kabupaten (regency) level and instead go directly to the Kecamatan (subdistrict) and Desa (village) in order to allow more time for peer dialogues and discussions. It was also recommended that focus be placed on female field workers, since the most peripheral level worker in the Bangladesh system, the FWA, is female.

The Workshop

The Workshop to formulate each Upazila Plan of Action was the culmination of the Orientation Study Tour. Held at a secluded resort area outside Jakarta, the participants were assisted by adequate secretarial services, including two personal computers.

Although this final stage was well executed, the following recommendations for improvements were submitted:

- o that the participants be adequately briefed on the purpose and expected outcome of this stage,
- o that for sharpness of their Upazila Plans of Action the participants be encouraged to bring with them pertinent and up-to-date data on population and family planning in their Upazila, and
- o that at appropriate earlier stages of their time in Indonesia the participants be guided on salient issues for their Plans of Action.

Whereas the first two recommendations are to be the task of the Bangladesh MOH&FP and the resident MSH staff in Dhaka, the first recommendation applied to the national and provincial facilitators as well.

B. Detailed Planning

For continuity and consistency, the team of national facilitators was the same as for the first group. The list of facilitators and organizers appear as Annex 13.

During November and December 1987, a series of meetings of BKKBN and MSH personnel was held to prepare the plan for the second group, including staff assignments and coordination with related program components. Based upon experiences gained and the evaluation of the first group, field activities were considerably adjusted to the needs of the Bangladesh officials. As mentioned in the previous sections more dialogue and field exercises were to be a major focus of the second group's activities. Accordingly, detailed plans were drawn up, and care was devoted to prepare the appropriate field personnel. For example, as the Bangladesh officials would need to obtain first-hand information on the role of female fieldworkers, plans were made to select observation sites where female fieldworker supervisors and female fieldworkers are in place.

The category of facilitators was extended to include Kabupaten, Kecamatan and Desa personnel, both BKKBN and from other related agencies, including the kaders/voluntary workers. This far-wider spectrum of personnel involvement in the Orientation Study Tour demanded careful planning and preparation.

A team consisting of the national facilitators and MSH staff made two rounds of visits to Yogyakarta and Bali. The first visit was conducted in mid - December 1987 to brief and assist provincial BKKBN to organize the field program for the second group.

Each province was then requested to prepare its own field program with full support of the related family planning implementing units. It selected the proper field visit sites (Kabupaten, Kecamatan and Desa) and prepared written plans outlining the expected objectives and activities each day. These plans were based on the ideas requested by the national team, but modified according to the local situations.

The selected Kecamatans then developed their own field program based on the direction given by the provincial and Kabupaten BKKBN. Each Kecamatan then organized a workshop on this plan in January 1988 in order to explain the program in detail to the people expected to meet with the Bangladesh team. Personnel from the national facilitator team, the provincial BKKBN office, and the Kabupaten BKKBN office attended these workshops to assist the Kecamatan personnel.

Each Province/Kecamatan/Village made minor changes in its own plan based on the suggestions from the national facilitators, the MSH expert, and the provincial and Kabupaten BKKBN staff. These changes were on such topics as procedures for observation and the focus of the dialogues.

CHAPTER IV

PROGRAM CONTENT

The Second Bangladesh Orientation Study Tour was structured as follows:

- o the Opening Ceremony
- o an orientation by central BKKBN personnel
- o field visits in Yogyakarta
- o field visits in Bali
- o a workshop in the Puncak
- o the Closing Ceremony.

The Opening and Closing Ceremonies were both presided over by the Chairman of BKKBN, Dr. Haryono Suyono. His talks, plus those of Dr. Soedarto, Deputy Director for Manpower Development, and Md. Akhtaruzzaman Khan, the Bangladesh Team Leader, are presented in Annexes 1-5.

A complete outline of the content of the program is presented in Annex 7.

A. Orientation

As the first activity of the Orientation Study Tour, a general orientation to the Indonesian family planning program was given to the participants. Following the suggestions from the evaluation of the first group's experience, this one-day orientation was less theoretical, focusing as early as possible on field issues. The following talks were presented, each followed by a discussion period:

<u>Topic</u>	<u>By</u>
PLKB and Program Operations	Soemarsono, SKM (Chief, Bureau of Information and Motivation)
Program Planning	Soedibyso, MSc (Chief, Sub-division of Demographic Data Analysis Planning Bureau)
Recording & Reporting System and Contraceptive Logistics	Drs. Soegeng Margono, MSc (Chief, Recording & Reporting Division)
	Dr. Sugiri Syarif (Chief, Division of Contraceptive Observation, Bureau of Contraceptive Services)
	Dr. Rudi Pekerti (Chief, Sub-division of Medical of Contraceptive Services).

B. Field Visits - Yogyakarta

Following a basic plan for field visits which had been prepared earlier, the 13-18 February Yogyakarta field visit began and ended with sessions at the BKKBN provincial office, but the remaining three days were spent at the kecamatan and village level. On the afternoon of the day of arrival, the Chief of the BKKBN Provincial Office and his staff provided an overview of the province's family planning program. Following this, the heads of the religious department and a local pesantren (religious school) led a discussion on the roles of religious leaders in the family planning program.

Participants were then divided into two groups, with one going to Kecamatan Jetis in Kabupaten Bantul, the other to Kecamatan Patuk in Kabupaten Gunung Kidul. This separation was maintained throughout the time in Yogyakarta.

On Monday, February 15th, morning sessions were conducted in the Kecamatan offices. Following greetings by the Camat, participants had opportunities to observe and discuss the data posted in the PPLKB's office and to observe a meeting between the PPLKB and his team of PLKBs. They then had dialogues with these same individuals. In the afternoon, participants visited kecamatan-level religious schools to continue the dialogue on the role of religious leaders in the family planning program.

The following morning, participants visited a PUSKESMAS and discussed with its staff their roles in the family planning program. After this, participants met separately with their 'peers' - Upazila Chairmen with the Camat, UFPOs with the PPLKB and PLKBs, NGO leaders with PKK personnel; these dialogues were considered by many to be among the most effective of the entire program...In the afternoon, the groups split further into sub-groups, with each visiting one village where they had an opportunity to observe a meeting of a sub-PPKBD and to discuss the program with local kaders.

On Wednesday, participants returned to the same villages where they were divided into teams of two or three people. Each small team visited several houses, questioning their occupants in a simulation of the registration of family planning acceptors. On return to the village center, they continued the exercise by preparing an ELCO map from the data they had gathered. Further discussions with kaders and the PLKB completed this session...In the afternoon, participants visited a local POSYANDU, observing its activities and discussing further with village leaders, kaders, other villagers, and the PLKB.

At the end of each day, participants returned to the hotel for a final, consolidation session. The major purpose of these sessions was to ensure that they fully understood what they had seen and discussed that day. A secondary purpose was to begin to place these observations into the context of the Upazila action plans they were expected to prepare the following week.

The final session in Yogyakarta, in the provincial office with the BKKBN provincial staff, consisted of a presentation of major conclusions by each Upazila team.

C. Field Visits - Bali

On Thursday, February 18th, participants flew to Bali where they were to remain for the next six days. The basic structure of their program in this province was similar to that in Yogyakarta.

On Friday, personnel from the BKKBN provincial office conducted an orientation to the province's family planning program. A film on the Banjar system and a synchronized slide-tape show [?] considerably enhanced the quality of this program.

Later that day, participants were given the opportunity to observe a Barong dance with a family planning message - one example of how traditional artistic media are used to promote family planning in this most artistic of Indonesian provinces. Beginning the next day, participants then spent three full days observing activities at the kecamatan and village levels and discussing their observations with family planning staff, other government staff, and villagers. Again, the participants were divided into two basic groups, although not the same grouping as the previous week in Yogyakarta. One participant group was assigned to Kecamatan Kerambitan in Kabupaten Tabanan, the other to Kecamatan Tampaksiring in Kabupaten Gianyar.

First, the participants went to the kecamatan level for a welcome by the Camat and discussions with family planning staff. In the afternoon, the same meetings continued, supplemented with a discussion on the role of youth with youth group leaders.

On Monday, February 22nd, participants visited a PUSKESMAS for discussions with PUSKESMAS staff and observation of a family planning mini-workshop... That afternoon, they shifted to the Banjar level for observation of the PLKB's relationship with the sub-PPKBD and Kaders.

The Banjar-level meetings continued the following day, with initial emphasis on the role of the Kelian, or village head. Village-level family planning ELCO maps and wall charts - and their similarity to higher-level information presentation which participants had previously seen at the kecamatan and provincial levels - were noted... Finally, participants again had an opportunity to observe a POSYANDU, noting both similarities and differences between this and their Yogyakarta observation.

Again, as in Yogyakarta, each day ended with a consolidation session at the hotel. During the last of these sessions, participants summarized for each other their Upazila's tentative action plan.

The last session in Bali consisted of a presentation of the tentative action plans to the BKKBN provincial staff.

D. Action Plan Development Workshop

On February 24th, participants returned to Jakarta, but continued directly to an isolated resort in the Puncak Pass area above the city. This isolation was intended as a means to help participants to focus more keenly on the key aspect of their visit to Indonesia, the development of a plan for the activities they intend to implement on return to their Upazilas.

For two days, participants wrote an ever-improving series of drafts, which were then produced as quickly as possible by the central BKKBN support staff who had been brought to the Puncak for this purpose. Finally, on February 27th, the final versions were presented by each Upazila team.

The four action plans (see Annexes 8-11) contain both similarities and differences. Their most important feature which derives from their experience in Indonesia is the decision to try to enhance the role of the Bangladesh family planning fieldworkers (the Family Planning Assistant and Family Welfare Assistant) by establishing a series of volunteer village-level workers, to be coordinated by the FPA and FWA. Even on this most basic issue, however, there were significant differences among the four plans, as shown in the following table:

Upazila	Number of New Volunteers/Workers	Monthly Payment to Each Vol/Worler	ELCO-to-worker Ratio
Rauzan	168	Tk50/Tk30	30:1
Goalando	18	Tk200	225:1
Kachua	300	-	10:1
Patgram	50	-	22:1

In each of the plans, to varying degrees, participants decided to establish (or mobilize existing) coordinating bodies to promote family planning activities. This was an excellent example of participants adapting what they observed in Indonesia to the Bangladesh reality, rather than simply adopting a culturally-inappropriate idea.

Each plan also placed emphasis on developing activities aimed at convincing local religious leaders to play a positive role in the family planning program.

Each Upazila team agreed to begin implementation of its plan as soon as they returned. They each emphasized that the Upazila's own financial resources would be used for this purpose. Additional financial assistance would be welcomed, but was not considered essential to begin their projects.

CHAPTER V

PROGRAM LOGISTICS

A. Accommodation and Transportation

During their stay in Indonesia, the participants were accommodated at Grand Menteng Hotel in Jakarta, Mutiara Hotel in Yogyakarta, Natour Bali Hotel in Denpasar, and at Lembah Hijau Resort Hotel in Puncak, West Java. For transportation, the organizers provided one air-conditioned bus and three minibuses in Jakarta. Similarly, four minibuses were provided for field trips and city travel in Yogyakarta and Bali.

B. Learning and Teaching Facilities

Each participant was provided with a kit containing reading materials and stationary. AVA equipment, consisting of video films, overhead projectors, and whiteboards were made available in Jakarta, Yogyakarta, Bali, and the Puncak.

Some sessions were conducted in the central and provincial BKKBN meeting rooms, but most were conducted at the Kecamatan and village levels—in Kecamatan and fieldworker offices, village meeting centers, and people's home.

C. Organization of Participants

The participants were divided into four groups (see Annex 12) representing the real Upazila teams (Upazila Chairman, Upazila Family Planning Officer, and Medical Officer/Maternal Child Health). Other participants (from District and Central MOHFP and from NGOs) were distributed among these four basic groups. At various times during the program, participants were all together, divided by group, or divided with two groups together.

CHAPTER VI

EVALUATION

A. Participants' Evaluation of the Orientation Study Tour Program

At the conclusion of the Orientation Study Tour Program, each participant was requested to complete an evaluation questionnaire (see Annex 15a). All 22 participants responded.

There were 71 evaluation questions, arranged in five categories, namely: Lectures in Jakarta, Lectures and Field Visits in Yogyakarta, Lectures and Field Visits in Bali, the Action Plan Workshop in Puncak, and the Logistical aspects of the program.

The rating scale used for the first four categories was:

- 1 = not useful
- 2 = somewhat useful
- 3 = useful
- 4 = very useful
- 5 = excellent

The rating scale used for logistics was:

- 1 = not at all adequate
- 2 = somewhat adequate
- 3 = adequate
- 4 = excellent

The overall result of the evaluation showed that the participants considered the program to be very useful (total mean was 3.8). The logistical aspects of the program were considered adequate (total mean 2.9).

The evaluation result is summarized in Annexes 15b-15f. In addition, Annex 15g lists the participants' responses to open-ended questions.

B. Assessment by Program Staff and Facilitators

Throughout the program, a daily assessment was made by the staff and facilitators. This assessment covered both the technical and administrative aspects of the program, and is presented in Annex 16.

C. Summary of Evaluation Findings

A summary evaluation by the program staff, combining their own and the participants' suggestions, recommended the following improvements for the third group:

Preparation. The package of materials provided to participants included a Guide Book containing both technical and administrative information. One of the chapters in this book consists of a series of sample questions to assist participants to conduct the various field dialogues. Our impression was that these questions were not used much, probably because it was difficult to identify the questions which would be of use each day. It is recommended that these and similar questions be reorganized so that they can be distributed each day (either in the morning or the night before), focusing on the objectives of that day's program. The questions can then serve a second purpose, providing structure for the late-afternoon consolidation sessions.

Participants - especially those with medical backgrounds - were surprised by the long duration of IUD use in Indonesia and the relative lack of difficulties encountered by users. It was requested that relevant studies and other information be provided.

Orientation. The initial orientation at the hotel should describe in detail their daily schedule. Reaction to the orientation at BKKBN was favourable; no significant changes are recommended.

Program focus in the field. The basic shift in program focus (comparing group 2 with group 1), placing much more emphasis on the kecamatan and village levels and on the role of the PLKB, was very successful and should be repeated.

For this group, there were attempts to clarify the various ways in which the current situation had evolved over time. Although this applied to virtually everything the participants observed and discussed, the key topics were: the evolution of the PLKB's job, the evolution of support by religious leaders, and the evolution of support by political/community leaders. Our impression was that this was not done as well as possible, that although participants left with a good understanding of the current status, they had an inadequate understanding of the history of the program. For future groups, it is suggested that a distinction be made between the program in the first province they visit and the program in the second province: the former should emphasize the current situation, the latter the historical evolution. This implies that specific historical assignments be given to personnel in the second province, such as presentations on the role of the PLKB in 1975 or on the lack of open support by religious leaders to family planning during the 1970s.

Another 'second province' suggestion was that participants be given final opportunities for separate meetings with kaders, with PLKBs, and with PPLKBs.

Participants were somewhat overwhelmed by the extent of program success they observed. It was recommended that the provincial authorities make a special effort to find villages which contain

at least a few REAL non-acceptors, ie, ELCOs with two or more children who continue to ignore family planning.

Since major focus was on the village level, there was relatively little time for the UFPO and the PPLKB to meet without the presence of other personnel. Since these people's jobs are essentially similar, it would be highly desirable for them to have opportunities to meet alone to exchange information and opinions on their management roles.

Finally, it was suggested that the provincial orientations provide specific information on ELCOs, kaders, PPKBDs, Sub-PPKJs, and CYP for the kecamatans the participants will be visiting.

Participant grouping in the field. The most successful field sessions, according to both the staff and the participants' analyses, were those in which participants were divided into very small groups of 1-3 people. Such grouping provided participants with the opportunity to get to know their hosts better and to ask personally-meaningful questions which tend to be ignored in larger sessions. Our impression is that these interactions are extremely valuable and should, if at all possible, be increased in future programs.

Coordination meetings. To fully appreciate the Indonesia family planning program, it is essential to understand the role of various types of planning and coordination meetings. It has proven to be difficult to do this in an observation study program. It was suggested that edited videotapes be prepared, through which participants can have the opportunity to 'observe' and learn about such meetings without having to sit through long, poorly-understood sessions.

Action plan preparation. After the evaluation of the first group, it was decided to place emphasis on the action plans far earlier in the program - even prior to the Dhaka briefing. For group 2, this was attempted but not adequately accomplished. It is again recommended that future groups be introduced to the major objective of the entire program - their Upazila's action plan - as early as possible.

The afternoon consolidation sessions, although definitely very helpful, might have been even more useful if additional structure had been provided. One possibility is to establish for these sessions an ever-evolving set of objectives, beginning with a basic understanding of the Indonesian program, then moving towards tentative 'testing' of possible ideas for their action plan, and finally early drafts of the action plans.

The participants never really had any opportunity to provide feedback to each other concerning their plans - or to learn from each other. If early versions of plans (or just ideas for the content of the plans) are presented during the field visits, with

comments from each other and from BKKBN personnel, the eventual plans will be far richer.

Finally, the time spent by participants in the Puncak included a number of large gaps, with each group waiting for its draft to be typed. It was recommended that in the future three computers be provided for the action plan development workshop.

Translation. Translation, though essential, at times tended to be disruptive. It was suggested that it probably is better to have Bangla/Bahasa Indonesia translators focus only on those people with language difficulties, sitting next to them and translating quietly rather than using a microphone.

Translators should not be assigned by the provincial-level BKKBN, as they do not know which participants have translation needs; this should be done by the national facilitators.

Translators are not required for the action plan workshop.

Other. It was recommended that a Steering Committee be established, comprising the BKKBN staff and selected participants (eg, the four Upazila Chairmen plus the central MOHFP leaders). This committee could meet every other day (or, at the very least, one time per province) to assess the previous day's activities, discuss the next day's plans, and discuss any other topic the participants wish to address. The major advantages of such an arrangement is that it provides the participants with a greater sense of 'ownership' of the program and provides a forum to discuss any technical or administrative issues before they evolve into problems.

CHAPTER VII

DHAKA FOLLOWUP

A debriefing had been scheduled for March 2-3, immediately following participants' return to Dhaka. The objective of this debriefing was to present the four action plans for high-level comments and approval. Unfortunately, due to the political situation, it was not possible to hold the debriefing.

ANNEX 1
WELCOME SPEECH BY THE CHAIRMAN OF BKKBN,
DR. HARYONO SUYONO

AT THE OPENING CEREMONY OF
THE ORIENTATION STUDY TOUR ON
FAMILY PLANNING PROGRAM MANAGEMENT IN INDONESIA
FOR BANGLADESH OFFICIALS

Jakarta, 12 February 1988

Assalamu'alaikum wr. wb.

Your Excellency, Ambassador of the People Republic of Bangladesh
Distinguished Representatives from Donor Agencies,
Honored Colleagues and Program Participants,

Ladies and Gentlemen,

With continuous prayer of thanksgiving to God Almighty, let me
take this opportunity to welcome you all in Jakarta for a special
orientation study tour in our country.

Today's celebration of the official opening of the second group
of the Orientation Study Tour on Family Planning Program
Management in Indonesia for our colleagues from Bangladesh has a
special meaning, both to myself and to the National Family
Planning Coordinating Board (NFPCB).

For myself, this second study tour indicates that the first study
tour was successfully implemented and considered to be of value in
speeding up the Bangladesh Family Planning Program in its efforts
to improve society. In addition, I am fully aware that if we can
provide this second group of orientation study participants with
more experiences in Family Planning Program Management,
especially at the field level as we did for the first group,
these participants will undoubtedly become like their colleagues
with the same references, which can be used for acceleration of
the Bangladesh Family Planning Program. In a large sense this
means that the BKKBN has contributed to mutually beneficial
cooperation in the area of Family Planning between Indonesia and
Bangladesh, implementing the commitment made between the leaders
of our two countries.

Ladies and Gentlemen,

It is now commonly understood that population planning, or the
lack of it, has an effect that is both national and
international. Because of this, BKKBN has engaged in many
international service activities.

22

Not less than eleven hundred foreign government officials and health practitioners have visited Indonesia to share their views and witness our program in action since 1979. During this same period, we have sent over eight hundred persons abroad, either for long term training or to conduct comparative studies in family planning and related fields.

Ladies and Gentlemen,

We have been aware that the Family Planning Program is not merely a government program, but it is actually a community-based program in which the government plays a role as linkage between the community itself and the government apparatus at various levels, in order to fully support the community in making this program a success.

The basic policy adopted is to institutionalize and internalize the family planning program within the government and community organization, and within the Indonesian people as well. To put this policy into program activities there are at least four factors which can be considered as the basic program strategies. These include :

- strong political commitment by the government, from the President of the Republic of Indonesia down to the village heads;
- active participation by the local community and its non-formal leaders throughout the country in all aspects of program planning and implementation;
- an effective management system utilized by the BKKBN, including a system of management for the integrated family planning programs, reporting, recording, and manpower planning and development;
- integration of family planning and development programs, which is defined as consolidation and linkage of activities between family planning and one or more other development programs that are mutually supportive in reaching a common target group to achieve a similar goal.

Operationally, from the beginning, a three dimension family planning program approach was adopted to include: first, - the expansion of program coverage; second, the promotion of continued use of contraceptives or program maintenance; and third, institutionalization of family planning practice and low fertility in the society, or program institutionalization.

The first approach, program coverage expansion, was aimed at raising the felt need and desirability of family planning, to make the small, happy and prosperous two-child family the norm throughout Indonesia, and providing supply and resupply of contraceptive products and methods throughout the villages of

Indonesia to give people access to family planning methods everywhere.

At this stage of the program, our indicators for success were the growing numbers of new acceptors for family planning and numbers of people starting to work for family planning.

With so many acceptors joining the program, efforts were then concentrated in making us sure that all were adequately cared for and that once they become acceptors they would remain active acceptors. It was called the program maintenance approach, which included the activities of increased visits of mobile family planning teams, integrated activities between family planning with other health activities, and improvement of contraceptive services by giving people more opportunity to use more preferable method based on a rational choice. At that stage, the success was measured by the numbers of active family planning acceptors, especially the increasing number of acceptors receiving certificates for long-term acceptance of family planning or KB Lestari.

The third approach was to make family planning a part of the community activity, integrated within the economic and social fabric of community life. Family Planning clubs were formed and began to take the on responsibility for income-generating activities. Some acceptors became willing to go to private doctors and midwives for their family planning, especially with the introduction of injectables. These first users of the private doctors and midwives were willing to accept responsibility for payment for services they could have received free at the public clinics.

Ladies and Gentlemen,

We have been working very hard for more or less eighteen years. In 1971, after our first year of operation, we could only register fifty thousand new acceptors. But now, we are registering over 20.000 new acceptors every day. At last count, there were seventeen point eight (17.8) million acceptors enrolled in the program, which represents around 67% of all eligible couples. With national selection of contraceptive and diciplin these amount would constitute 46 - 47% of effective prevalence rate or effective protection. With this magnitude of activities, we have to continue to work more and more harder to sustain the current level of participation, while at the same time increasing the rate of acceptance.

We believe that the solution to this problem lies in the institutionalization of the Family Planning Program in our society. This means that the attitudes and practice toward family planning in the community, as well as the management support for the program, has to become part of the daily live of our people and of our supporting institutions.

The Indonesian Family planning Program, eventually, should emerge as a social movement, as a community movement, in which the people themselves become the starting point of further program development and activities.

For those reasons, we are also mobilizing support from many institutions for the adoption of a small, happy and prosperous family norm.

In the coming weeks you will be hearing a great deal about the activities we are undertaking to achieve this goal.

Among these are the following :

- linkage of the family planning program to other development programs in order to assure continued prevalence and sustained growth.
- program service statistics system which provide quick and up-to-date data and information.
- information, education, and communication programs, and various persuasive activities, that have a changing function during each phase of the program.

This type of activity is used to induce the institutionalization process, increase prevalence rates, and stimulate interest and responsibility in integration programs.

As mentioned before, all of these activities pave the way, over a period of time, to a self-sustaining role for family planning participants in the social movement, which results in then develop their own program, which we may call "KB Mandiri". In this process, the activity of program management is transferred gradually to the people themselves, according to its viability in their community.

Ladies and Gentlemen,

In summary, we will let our colleagues from Bangladesh know the Indonesian family planning implementation steps and processes, especially at field level, so they may receive an accurate and clear picture of the program. Also, within this context, our field program managers, particularly from District (Kecamatan) down to sub-village, who will be represented by the Kecamatan head, Family Planning field worker supervisors, family planning field workers, village chiefs, family planning cadres, and women's welfare movement, will demonstrated what they are currently doing for family planning. At the same time, they will try to flashback to their role and activities during the early stages of the program. This will enable you to fully understand the changing role of family planning personnel, especially at field level, from an executing function to the management control aspect. A family planning field worker who previously conducted

house to house visits to recruit family planning acceptors is now managing the activities of family planning cadres, acceptor's clubs, and others who work for family planning.

Ladies and Gentlemen,

We believe that by sharing our experiences with friendly nations, especially with Bangladesh, with whom we have a close relationship, we can together contribute to the improvement of life for our people.

And of course we thank our old friends at USAID, who have shown their continued assistance and cooperation, making this orientation study tour possible. It shows insight on their part and wisdom born of extensive experience in fostering international cooperation. Together with our friends from other donor agencies that are represented here today, their sharing of this experience and wisdom has been of immeasurable value to us as we have sought to bring the lessons we have learned here to the eyes of the world.

Ladies and Gentlemen,

It is my most sincere hope that our visitors from the People's Republic of Bangladesh will join with us in our aspirations and share with us their perceptions and experience. Together we will learn, together we will plan, and together we will forge ahead in a cooperative effort to better our world.

And now, with Bismillahirohmanirohim, I declare this second Orientation Study Tour Program officially open.

Thank you.

Wassalamu'alaikum Wr. Wb.

Chairman of BKKBN,

DR. Haryono Suyono

ANNEX 2

WELCOME SPEECH BY THE DEPUTY FOR MANPOWER DEVELOPMENT BKKBN,
DR. R. SOEDARTO

AT THE OPENING CEAREMONY OF

THE ORIENTATION STUDY TOUR ON
FAMILY PLANNING PROGRAM MANAGEMENT IN INDONESIA
FOR BANGLADESH OFFICIALS

Jakarta, 12 February 1988

Assalamu'alaikum Wr. Wb.

Your Excellency, Ambassador of Bangladesh, Distinguished
Representatives of Donor Agencies, Honored Colleagues and
Program Participants,

Ladies and Gentlemen,

Once again, we embark on an adventure of learning with our
friends from Bangladesh. Once again, we have the opportunity to
learn more about ourselves as our guests learn about us. Once
again, we say, "Welcome."

The first Orientation Study tour was in many ways a pioneering
effort. It was an attempt to use BKKBN field operations as a
living laboratory, where our tour participants could observe,
question, and decide for themselves the value of our methods for
their own programs.

I am happy to report that we were successful in this attempt.
The members of the first study tour responded enthusiastically
to the stimuli we offered. Their questions were pertinent and
their comments were perceptive. They produced specific action
plans for use in their own work and demonstrated an understanding
of what it is we are striving to achieve here in Indonesia.

We have made it our goal to provide this second Orientation Study
tour with an even better learning experience. For the past three
months, we have been fine tuning the program we offer. We have
examined each aspect of the curriculum to insure its relevance.
We have adjusted schedules and locales to maximize contact time.
We have improved communication and facilities, so that our
participants will find their stay both pleasurable and
informative.

To produce this enriched program, we have called on the talents
of personnel from several different BKKBN divisions. This team
of top notch managers and experts has provided us with new
insights and ideas for valuable additions.

One of these new additions was mentioned earlier by Dr. Haryono. It is the story of the metamorphosis of the family planning field worker, from door to door recruiter into manager of program activities. We will show how these field workers, who are the backbone of our program, have grown in experience and stature in their communities.

We shall also be concentrating more this time on a "hands-on" approach. Our participants will become involved in program activities and engage in dialogue, often one on one. All doors will be open, all experience shared. Each activity, each day, will be presented in the context of its relevance to their individual action plans.

Our staff of facilitators and coordinators will be available at all times to assist in both usual and unusual situations. They are all veterans of the first orientation tour and they have prepared well.

We are certain that the participants of the second Orientation Tour on Family Planning Management will find their visit interesting. We hope they will also have some fun. We believe they will find our nation as fascinating as we do and we know they will find warmth and courtesy at every turn.

Here at the BKKBN Central Office, our personnel are ready for presentation and discussion. In Jogjakarta and Bali, our field offices are prepared to demonstrate and share their experience.

On their behalf, I say once again, "Welcome." Let us walk this road together.

Wassalamu'alaikum Wr. Wb.

Deputy for Manpower Development

Dr. R. Soedarto

ANNEX 3
CLOSING ADDRESS OF THE CHAIRMAN OF BKKBN,
DR. HARYONO SUYONO

AT THE CLOSING CEREMONY OF
THE ORIENTATION STUDY TOUR ON
FAMILY PLANNING PROGRAM MANAGEMENT IN INDONESIA
FOR BANGLADESH OFFICIALS

Jakarta, 27 February 1988

Representatives from UNFPA and USAID,
Distinguished participants,
Ladies and Gentlemen,

Assalamu'alaikum wr. wb.

It is indeed a great pleasure for me to address this distinguished audience for the second time. Whereas at the official opening I was expressing my anticipation and prayers that the present group of Senior Bangladesh Officials would find more beneficial experiences about the day-to-day operations of the Indonesian National Family Planning Program at various levels, I can now praise Allah swt for His divine guidance that my prayers have been abundantly granted.

On this occasion, therefore, I would invite us all to again offer prayers to the Almighty for granting upon us health and the opportunity to look back at what we have achieved during the short twenty days of hard endeavor.

Ladies and Gentlemen,

Although I was not physically and personally present in all your field observations, be assured that I have been monitoring your visits very keenly and with great interest. It is to this far extend that I am devoting my personal interest to the success of your stay in Indonesia. It was also with trepidations that I learned that Mr Syahjahan, Chairman of the Cox Bazar Upazila, met with his unfortunate illness. Again, let us all offer our gratitude to the Almighty that his health rapidly improved and that his participation in the program was only slightly impaired.

Ladies and Gentlemen,

You must have noticed by now that BKKBN puts high importance to this cooperative endeavor between the Government of the People's Republic of Bangladesh and the Government of Indonesia to improve our respective national population programs. It is for that reason that we assign senior officials to assist you in every stage of this program, officials who are conversant of prevailing operations and intimate with field problems all the way to the village and sub-village households.

In our sincerity to open our program for your observation and scrutiny, we also exposed our fieldworkers and cadets to discuss their pride and problems in total candor to you. No single failure nor problems were concealed, not even the minutest discrepancy was spared from your scrutiny.

In turn, we are indeed thankful for your comments and critique since it is common that only non-partisan observers are able to detect things which would normally escape our attention.

Ladies and Gentlemen,

Permit me to recapitulate your program in Indonesia, and highlight some of the more salient features of your twenty days tenure with us.

One of the unique feature of this, and the previous program is that only one day of in-class lectures and discussion were presented. This is a great departure from the normal study tour or any training program, and is indeed a landmark in itself. Recognizing that we are hosting senior officials to whom family planning program implementation is not novel, we designed the brief lectures to introduce you to what you were to observe. We deliberately let many issues to go unanswered at the end of that day in order to arouse your interest to investigate further as the program progressed with each day. Had we responded to these issues, your satisfaction would only superficially be fulfilled and we would not have been able to get your experienced feedbacks.

The briefings at Provincial level were meant to further trigger your, and also our, anticipation to find proof at the lower levels. In this regard, I can assure you that the facilitators were equally keen as you were to observe the grass-roots operations since with a national program as diverse and as decentralized as ours is at present, new and different innovations are ever present at the lowest levels. It is for that particular reason that BKKBN requires its personnel to be constantly more than mere cognizant of prevailing field problems. It is also to this that we have attained our present day achievements.

The ELCO Registration and Mapping exercises were important to demonstrate that this is the basis of all our endeavors. To know who, where, and what the characteristics are of those we are to serve is the key to appropriate, efficient, and effective service provision. And this is the express purpose of our tasks.

In this exercise you were assisted by our fieldworkers and their cadets since they are the most knowledgeable persons in their respective areas. Again, here you may note that even the national facilitators relinquished authority to them as our system of decentralization dictates. Although the national and

provincial facilitators are intimate with the fieldworker's duties, they intervened only when needed, and apparently this need did not arise.

The daily wrap-up sessions were meant to illuminate matters which needed further clarifications, and to highlight aspects which can be useful for eventual adaptations in your respective settings.

The culmination of your program was the Workshop in Puncak to formulate your respective Plans of Action. It is my understanding and also my sincere hope that these outstandingly designed Plans are acceptable to your Government and will indeed be implemented.

Ladies and Gentlemen,

I would like also to emphasize and underscore some of my statements on the official opening of this program, and those are "community participation" and "the role of formal and informal community leaders". These phrases may appear to be mere slogans, but as you have observed there are important keys to our achievements to date. Without these social program wherever they are, are doomed to failure.

Your visit to the An Nur Moslem Boarding School (Pesantren) in the Ngrukem Village, or to the Banjar at Kulub in Bali, are evidence to the importance to make these slogans routine realities.

It has not been easy for us, nor will it be for you, but I am confident that you are with me in this emphases in order to secure lasting success in both our national programs.

Ladies and Gentlemen,

To Ms. Uyen Luong, the UNFPA representative in Jakarta, I would like to express my special thanks for taking time from her extremely busy schedule to visit and observe field activities of this program in Bali. I hope that you will follow this through being in other groups to observe and interact with our national program. I am also looking forward to your comments and feedbacks to improve this on-going Bangladesh - Indonesia collaboration.

I would also like to use this forum to express my sincere apologies for any shortcomings in organizing the present program. Although as the saying goes, mistakes and shortcomings are inherent in human nature, we did our utmost to anticipate and avoid these.

As the cooperative scheme is anticipated to continue for several groups over more than two years, experiences gained from this group shall be utilized to improve the next groups. In this regard I am keenly looking forward to the third group.

I would also like to add a reminding note that within this scheme, following the third group overall evaluation will be undertaken both in Indonesia and the follow-up activities in Bangladesh.

In conclusion I wish you all a safe journey home, and pray to the Almighty that you will meet success in your efforts to further develop your national program at your respective settings. May Allah swt bestow upon us all His Devine guidance in all our common endeavors.

Wassalamualaikum wr. wb.-

National Family Planning
Coordinating Board

Chairman,

DR. Haryono Suyono

ANNEX 4

CLOSING SPEECH

by

THE DEPUTY FOR MANPOWER DEVELOPMENT
AT THE CLOSING CEREMONY OF THE ORIENTATION STUDY TOUR
ON FAMILY PLANNING PROGRAM MANAGEMENT
FOR BANGLADESH OFFICIALS
February 28, 1988

DR. Haryono Suyono, Chairman of BKKBN

Distinguished guests,

Honored Colleagues,

Ladies and Gentlemen,

Assalamualaikum wr. wb.

In my remarks during the opening ceremony, I said that we had been working hard to improve the learning experience for this group of participants. I am happy to be able to say now that our expectations have been fulfilled.

The facilitators for this Orientation Study Tour have reported to me that the participants have done very well in the field and produced outstanding action plans. From the opening presentations here in Jakarta to the brainstorming and discussions in the Puncak, our friends from Bangladesh have demonstrated an ability grasp the realities of our program and relate them to their own efforts at home. They have shown openmindedness and patience with our attempt to give them a great deal of information in a very short time.

Ladies and Gentlemen,

I should be remiss in my duty as a manager if I did not also at this time take the opportunity to offer a hearty "well done" to my staff, who did so much to make this study tour a success. Because of their dedication and contribution, we can be proud of what was achieved.

I would like to close by saying farewell to our guests from the People's Republic of Bangladesh and extending my heartfelt wish that they have a safe and pleasant journey home.

Thank you

Wassalamualaikum wr.wb.

Deputy for Manpower Development

Dr. R. Soedarto

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CONCLUDING SPEECH BY THE TEAM LEADER,
MR. AKHTARUZZAMAN KHAN, AT THE CLOSING CEREMONY
OF THE ORIENTATION STUDY TOUR
ON FAMILY PLANNING PROGRAMME MANAGEMENT
IN INDONESIA FOR BANGLADESHI OFFICIALS
FEBRUARY 28, 1968

- =====
- DR. Haryono Suyono, Chairman of BKKBN
 - Dr. R. Soedarto, Deputy for Manpower Development
 - Prof. Santoso S. Hamijoyo, Coordinator of Orientation Study
 - Honoured Colleagues
 - My friends and colleagues from BKKBN Indonesia
 - and my colleagues and members of the team from Bangladesh.

Distinguished guests,
Ladies and Gentlemen,

Assalamu'alaikum wr.wb.

Today's Closing Ceremony has marked the end of our 10 day's special Orientation Study Tour in Indonesia. We are grateful to Almighty Allah for enabling us to complete our mission successfully and thankful to BKKBN for giving us opportunity to observe the family planning programme of Indonesia very closely and keenly.

In our stay in your country, we have utilized our time observing the Family Planning Programme at all levels starting from BKKBN Head Office down to Village and Sub Village level on the one side and visiting most beautiful sites like places of historical importance, lakes, sea-beach and hill top health resorts on the other, which have made our stay in Indonesia most interesting, entertaining warm and worthy.

Ladies and Gentlement,

We consider it as our proud privilege to have been able to closely see, view and overview the Family Planning Programme of your country, exchange our point of view with your programme personnel at all levels. We got most suitable, kind and candid replies to our hundred of queries we made in the pursuit of our learning of various aspects and dimensions of your programme.

We are very pleased to say that Family Planning Programme in your part of the world is very much established on sound footing.

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In this regards we would mention some important elements of your programme :

- a) Institutionalization and internalization of Family Planning Programme with in the government and Community Organizations.
- b) strong political commitment right from the President down to Village Heads.
- c) Community based programme planning and implementation.
- d) Effective IEC, Logistics Management, Integrated Family Planning based health Service delivery system and Management Information System.
- e) Integration of Family Planning with all development programme

We have also observed that in your programme you have attached top most importance on the social orientation of the programme. In the village level, Village-Head Lurah or Keliangs in the sub-village are key persons to plan the programme to set the target and to implement it. Family Planning personnel PLKB and PPLKB have very well accepted social exposures. All other development programmes including health are centering round Family Planning activities. We have seen how Kaders are taken by your people in the villages not only as a Family Planning volunteer but also as their close friends, guide and well wishers. And another most important feature of your programme is that from Kabupaten to Sub-Village level worker : supervisor ratio is almost 7:1 and Elco : Kader ratio is 10:1. Which we may term as most dynamic and scientific.

We consider that the salient features of your programme as we have listed here have made it possible on your part to register 67 % Elco's of your country as acceptors which constitutes 46 - 47 % of effective prevalence rate. Discipline and regimentation of Family Planning Programme at all levels in your country attracted attention of our team to great extent which is worth mentioning.

Ladies and Gentlement,

We would like to say that Family Planning Programme in our country has two main constrains among others :

- a) Inadequate community involvement and
- b) Bottlenecks arising out of religious mis-beliefs.

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We know that you faced some problems in the initial stage of your programme.

We have learned from our field study here the process in which you have overcome the constraints. We have series of meetings, group discussions and panel sessions with our BKKEN Colleagues at all levels, religious leaders, political leaders and community leaders like Camat, Lurah, Kepala Desa and Dukuh to have clear ideas and knowledge to bring out thoughtful and meaningful measures to re-design our Family Planning programme at community level to ensure social legitimation of the programme and to make our religious leaders more aware regarding our programme-perspective.

We are glad to mention here that on 27 th February our team prepared and presented 4 Action Plans where endeavours have been made by the participants to develop strategies to integrate Family Planning Programme with all other development activities and to provide institutionalised infrastructure down to village and sub-village level involving local Community Leaders to play pivotal role. Again provisions have been made in the Action Plans to extend FP-MCH Service delivery to the Sub-Village level through satellite clinics like Posyandu in your country. Again volunteers like that of your Kaders will be selected, trained and set to work to gradually supplement and substitute works of our field worker (GWA (PLKD)). So unlike present position worker : Elco ratio will ultimately come down to 20:1 We sincerely believe that the 4 action plans we could develop only through active help and technical supports of our BKKEN colleagues. The plans Insa Allah, will be implemented in letter and in spirit as we have amongst us Upazila Chairman who are elected representatives of the people at Upazila level like that of your Bupati/Camat.

We are thankful to Dr. Sans, Dr. Pudjo and his team to give our team proper guidance and technical know-how in the development of our Action Plans.

Thanks to Mrs. Sundari, Martha, Mr. Jasmi, Mr. Arif and Mr. Armia for their friendly gesture to our team.

Ladies and Gentlement,

As we all know Indonesia and Bangladesh are two brotherly and friendly countries of South Asia having almost same and similar historical and cultural back ground with Muslims forming vast majority of the two nations having absolute communal harmony and with similar socio-cultural trend and backgrounds. But, we must admit that still today, in our country religion or religious dogma and fatalism stood as barrier to the acceptance of Family Planning as a way of life.

Of course, we have learnt from you how you have utilized the religion and religious leaders to solve the basic problems of the people of your country specially to combat the baby boom. We think we shall try to adopt this in our programme.

Ladies and Gentlement,

Before I would conclude, I recollect and remember some remarkable wordings of the welcome speech of DR. Haryono Suyono at the Opening Ceremony of our Study Tour on February 12, 1988, where he said "Together we will learn, Together we will plan, and we will forge ahead".

I believe and I hope all of you will agree that hopes of DR. Haryono have come to the reality and these remarks shall remain as focusing points for all study tours that will take place in your country in the field of Family Planning.

Now before I say "Khoda Hafiz" I would once again thank my colleagues from BKKBN at all level for their dedicated, brotherly and most meaningful cooperation, hospitality and sincerity that they have demonstrated. These are really to be unforgettable and that shall ever remain in our heart. These sense of integrity and dedication and sense of participation demonstrated by your community leaders like Camats, Kepala Desa and Kepala Dukuh shall always be remembered by us.

On behalf of the members of my team and on my own behalf I would like to apologize, if we have hurt anyone's heart and feelings and we trust if there be any thing like this, that would be because of our ignorance of your language and or lack of knowledge of some of your social norms.

Now through you, DR. Haryono Suyono, I would like to thank on behalf of my team and on my own behalf all people we met in the field specially the Camats and officials and personnel of various depths in the concerned areas of Yogyakarta and Bali for sparing their valuable time, energy and endeavours for us and for their sagacity and hospitality for the team.

In fine, once again I thank you all and may I and members of my team look forward to greet you in DHAKA if not all of you present there, than some of you at least in any occasions to get a chance to reciprocate to our humble extend to what we have received from you in Jakarta, Indonesia.

Our thanks, gratitudes and heartfelt respects to BKKBN and to the people of Indonesia.

Khoda Hafiz.
Bangladesh Zindabad
Indonesia Zindabad.

ANNEX 6

ORIENTATION OF SECOND BANGLADESH/INDONESIA
OBSERVATION/STUDY TOUR PROGRAM
8 - 9 FEBRUARY 1988
AT
HOTEL SHERATON, DHAKA

MONDAY

FEB 8, 1988	DAY ONE	
9:00	OPENING	
9:00-9:30	REGISTRATION OF PARTICIPANTS	At Hotel Sheraton Meloni 11 Baliroom
9:30-9:40	INTRODUCTION OF PARTICIPANTS (Self introduction)	By Mrs. Jahanara Begum, NIPORT
9:40-9:50	INTRODUCTION OF STUDY TOUR PROGRAM	Mr. Gary Cook, Dy Dir, Population and Health, USAID/Dhaka
9:50-10:00	ADDRESS OF WELCOME	Mr. Taslimur Rahman, Joint Secretary, MOHFP
10:00-10:15	INTRODUCTION REMARKS OF INDONESIA STUDY TOUR PROGRAM	Mr. Hasinur Rahman Add'l Secretary, MOHFP
10:15-10:25	REMARKS AND VOTE OF THANKS	Mr. Jahanara Begum Director (Training) NIPORT
10:25-10:45	TEA BREAK	

MONDAY 8 FEB 1988 (continued)

TIME	TOPIC	PRESENTED BY	RESOURCE PERSON
10:45	THE BANGLADESH FAMILY PLANNING PROGRAM		
Mrs. Jahanara Begum will be the Moderator for this entire session for the remainder of Day One.			
10:45-11:05	OVERALL FP PROGRAM MANAGEMENT at Upazila level	RAOZAN UPAZILA	
11:05-12:05	DISCUSSION ON OVERALL FP PROGRAM MANAGEMENT		Mr. Azizul Karim/ Mr. Rafiquzzaman
12:05-12:25	SUPERVISION at Upazila level	GOALUNDHA UPAZILA	
12:25-01:00	DISCUSSION ON SUPERVISION		Mr. Abu Taher
01:00-02:00	LUNCH BREAK		
02:00-02:25	SERVICE DELIVERY at Upazila level	PATGRAM UPAZILA	
02:25-03:00	DISCUSSION ON SERVICE DELIVERY		Dr. Fazlul Rahman
03:00-03:25	LOGISTICS at Upazila level	KACHUA UPAZILA	
03:25-03:45	TEA BREAK		
03:45-04:20	DISCUSSION ON LOGISTICS		Mr. Nurul Hussain
04:20-04:45	IEM at Upazila level	RAOZAN UPAZILA	
04:45-05:20	DISCUSSION ON IEM		Mrs. Mahenur Rahman

DAY TWO TUESDAY 9 FEBRUARY 1988

TIME	TOPIC	RESOURCE PERSON	MODERATOR
09:00-10:00	TEAM BUILDING	Dr. Donald Chauls	Mr. Abu Sayeed
10:00-10:30	TEA BREAK		
10:30-11:30	CHANGE OF FIELD WORKER JOBS	Mrs. Jahanara Begum	Dr. Donald Chauls
11:30-12:15	INDONESIAN CULTURE INTRODUCTION	Mr. Mohiuddin Mr. Abu Sayeed	Dr. Donald Chauls
12:15-01:15	LUNCH BREAK		
01:15-02:45	INTRODUCTION TO THE ACTION PLAN & THE INDONESIA STUDY TOUR	Dr. Donald Chauls	Mrs. Jahanara Begum
02:45-03:30	ADMINISTRATIVE ARRANGEMENTS	Mr. Abu Sayeed	Dr. Donald Chauls
03:30-04:00	TEA BREAK		
04:00-04:30	INDONESIA FP PROGRAM	Slide-tape	

ANNEX 7
SCHEDULE
February 11 - 29, 1988

DAY/DATE/TIME	PROGRAM	LOCATION	ACTIVITIES	SPEAKER	MODERATOR/ FACILITATOR	REMARKS
----- IN JAKARTA! -----						
WEDNESDAY, Feb 11, 1988						
09:15-11:00	Arrival Money changing	Hotel				ISQ 202
14:00-16:00	Adm. briefing	Hotel	Briefing on Adm. aspects of S.T.	Dr. Pudjo Rahardjo Dr. Don Chauls		
20:00-	Reading session					
THURSDAY, Feb 12, 1988						
06:30-08:00	Breakfast	Hotel			Protocol	
08:00-09:00	Proceed to BKKBN					Transportation provided
09:00-09:10	Opening ceremony	BKKBN	Remarks by the Deputy for Manpower Development Program	Dr. Soedarto	Protocol	
09:10-09:20			Statement by the Ambassador	HE The Ambassador of the Rep. of Bangladesh		
09:20-09:45			Opening address	Dr. Haryono S	Protocol	
09:45-10:15	Coffee break	BKKBN			Protocol	
10:15-11:30	Technical Briefing	BKKBN	Lecture & discussion on F.P. Operational Dev't and PLKB	Soemarsono, SKM	Drs. San S. Mutabarot/ Drs. Jasmi Kamil	Panel discussion on IEC, Cont. Service, PLKB, FP integrated services
11:30-13:30	Prayer and lunch	BKKBN				
13:30-14:45	Video presenta- tion		Video presentation of the first Orientation Study	Facilitators	Facilitators	

DAY/DATE/TIME	PROGRAM	LOCATION	ACTIVITIES	SPEAKER	MODERATOR/ FACILITATOR	REMARKS
14:45-15:00	Coffee break	BKKBN				
15:00-16:00	Technical brief. (cont.)	BKKBN	Lecture & discussion on F.P. Program Planning.	Sudibyo MSc.	Dr. Pudjo Rahardjo	Panel
16:00-17:00	Technical brief. (cont.)	BKKBN	Lecture & discussion on F.P. Reporting & Record- ing System & Contracep- tive Logistic.	Drs. Soegeng Margono MSc Dr. Sugiri Syarif Dr. Rudi Pekerti	Soemarsono, SKM/ Syamsul Arif MPH	Panel
17:00-18:00	Return to Hotel					
18:00-	Free program					
SATURDAY, Feb 13, 1988						
06:30-07:30	Breakfast	Hotel				
07:30-09:00	Proceed to Air- port					
----- ! JOGYAKARTA ! -----						
10:05-11:00	To Jogya					GA.037
11:00-12:00	Proceed to Hotel					
12:00-14:00	Lunch					
14:00-15:00	Overview of Jogyakarta FP Program	BKKBN D.I.Y.	Lecture & discussion	Chief of Jogya BKKBN	National & local facilitators	Highlight of the overview will be provided!
15:00-16:00	Support of Reli- gious Leaders in FP	BKKBN D.I.Y.	Brief lectures and discussion	Religious Leaders	National & local facilitators	
16:00-	Free program					

DAY/DATE/TIME	PROGRAM	LOCATION	ACTIVITIES	MODERATOR/ FACILITATOR	REMARKS
SUNDAY, Feb 14, 1988					
06:30-07:30	!Breakfast	!Hotel			
08:00-09:00	!Proceed to !Palace				
09:00-11:00	!Recreation	!Jogya !Palace		!Local guide/faci- !litators	!Recreation inc- !lude City Tour !& obs. of Batik !processing
11:00-12:30	!Proceed to Boro- !budur				
12:30-15:00	!Recreation	!Borobudur			
15:00-16:30	!Return to Hotel				
16:30-	!Free program				
MONDAY, Feb 15, 1988					
06:30-07:30	!Breakfast				
07:30-09:00	!Proceed to Keca- !matan				
09:00-12:00	!Kecamatan field !visits	!Kec.office! !-Kec.Jetis! !-Kec.Patuk!	!- Greeting by the Camat !- Observation of PPLKB !- conducting a meeting !- with PLKB !- Discussion/dialogue !- with PPLKB/PLKB on !- their role & function !- Data observation	!PPLKB/PLKB	!Team is divided !into 2 groups

432

DAY/DATE/TIME	PROGRAM	LOCATION	ACTIVITIES	SPEAKER	MODERATOR/ FACILITATOR	REMARKS
12:00-13:00	Lunch					Lunch box will be provided
13:00-15:00	Kec. field visit (cont.)	Madrasah Pesantren (Islamic School)	Presentation and discussion on community involvement focus on religious leaders	Religious leaders: KUA, Ulama, Pesantren leader	National & local facilitators	
14:30-15:30	Return to Hotel					
15:30-16:30	Working session	Hotel	Consolidation of field data and information	Team leader	National facilitators	Tentative
16:30-	Free program					
TUESDAY, Feb 16, 1988						
06:30-07:30	Breakfast	Hotel				
07:30-09:00	Return to Kec.					Team divided into 2 groups
09:00-11:00	Visit Puskesmas	Puskesmas (Community health center)	Observation of Puskesmas activities (FP) Dialogue with health & FP clinic personnel	Clinic personnel	National & local facilitators	
11:00-12:00	Kec. field visit (cont.)	Kec. office	Dialogue between Upazila Chairman with Camat (cont.) Dialogue between UFPO & PPLKB (cont.) Dialogue with PLKB as a planner (bottom-up) Dialogue with PKK (Women's club) Others may join any of the dialogues			PPLKB/PLKB as a supervisor and planner

DAY/DATE/TIME	PROGRAM	LOCATION	ACTIVITIES	SPEAKER	MODERATOR/ FACILITATOR	REMARKS
12:00-13:30	Lunch & proceed to village					Groups divided into the 2 sub- groups
13:30-15:00	Village field visits (2 sub-villages)	PPKBD or KADER'S HOUSE	- Observation of female PLKB conducting a meeting with kaders and PPKBD or acceptor group - Dialogue with PPKBD and Kaders.	KADERS, PLKB/FPLKB	National and local facilitators	PLKB as a mana- ger
15:00-16:00	Return to Hotel					
16:00-17:00	Working session	Hotel				
17:00-	Free					
WEDNESDAY, Feb 17, 1988						
06:30-07:30	Breakfast	Hotel				
07:30-09:00	Proceed to village					
09:00-12:00	Mapping	2 Dusuns	- Presentation on ELCD census and mapping - Data gathering - Mapping exercise	PLKBs & KADERS	National & local facilitators	
12:00-13:00	Lunch					Lunch box provi- ded
13:00-15:00	Village field visit (cont.)	Sub villa- ges/Dusuns				

DAY/DATE/TIME	PROGRAM	LOCATION	ACTIVITIES	SPEAKER	MODERATOR/ FACILITATOR	REMARKS
	!Posyandu visit	!Posyandu	!- Observation of Pos- !yandu activities !- Dialogue with women's !group (PKK) & Lurah !(head of village) and !Kaders	!Lurah, kaders, PKK	!National & local !facilitators	
15:00-16:00	!Return to Hotel					
16:00-18:00	!Working session	!Hotel	!Consolidation of field !data and information	!Team leader	!National facili- !tators	!Tentative
18:00	!Free progra					
THURSDAY, Feb 18, 1988						
06:00-08:00	!Breakfast & !packing	!Hotel				
08:00-11:00	!Working session	!Hotel	!Presentation on Jogja !field visits	!Team leader/par- !ticipants	!National & local !facilitators	!Attended by !BKKBN Jogja !officials
11:00-	!Proceed to air- !port					
12:15	!Departure to !Bali					

DAY/DATE/TIME	PROGRAM	LOCATION	ACTIVITIES	SPEAKER	MODERATOR/ FACILITATOR	REMARKS

! BALI !						

13:15-	!Arrive in Bali, !proceed to hotel!					!Bali NATOUR !Hotel. Lunch on !the way to hotel!
15:00-	!Free program					
FRIDAY, Feb 19, 1988						
06:30-07:30	!Breakfast	Hotel				
09:00-10:30	!Overview	Hotel	!Presentation & discus- !sion on Bali FP program	!Chief of Bali !BKKBN	!National & local !facilitators	!Handouts provi- !ded
10:30-11:00	!Break	Hotel				
11:00-11:45	!Film presenta- !tion	Hotel	- Film presentation ! "Ngawit Saking Banjar" ! - Discussion		!National & local !facilitators	
11:45-13:00	!Prayer					
13:00-14:00	!Lunch					
14:00-	!Proceed to Batu- !Bulan					

DAY/DATE/TIME	PROGRAM	LOCATION	ACTIVITIES	SPEAKER	MODERATOR/ FACILITATOR	REMARKS	
	15:00-16:00	Traditional IEC demonstration	Batu Bulan	Observation of traditional IEC "Barong Show"		National & local facilitators	Translation and handouts provided
	16:00-17:00	Return to Hotel					
	17:00-	Free					
SATURDAY, Feb 20, 1988	06:30-08:00	Breakfast	Hotel				
	08:00-09:00	Proceed to Kec.					
	09:00-10:30	Kec. field visit	Kec. office -Tampak-siring -Kerambitan	Presentation & discussion on community involvement with the focus on political support & NKKBS	Local leaders	National & local facilitators	
	10:30-12:30	Continued		Dialogue with PPLKB & PLKB on : 1.Their changing role from "house to house" motivation to coordination of Kaders. 2.Their role as "agent of change".	PPLKB/PLKB	National & local facilitators	
	12:30-13:30	Lunch					Lunch box provided
	13:30-14:30	Kec. field visit (cont.)		Dialogue with youth group	Youth kader	National & local facilitators	
	14:30-15:30	Return to Hotel					
	15:00-16:00	Working Session		Consolidation of field data/information	Team leader	National facilitators	
	18:30-19:30	"Kechak Dance"	Art center				Own expense
	19:30-	Free program					

DAY/DATE/TIME	PROGRAM	LOCATION	ACTIVITIES	SPEAKER	MODERATOR/ FACILITATOR	REMARKS
SUNDAY, Feb 21, 1988						
06:30-07:30	!Breakfast					!Lunch arranged !by BKKBN
07:30-	!Recreation					
MONDAY, Feb 22, 1988						
06:30-08:00	!Breakfast					
08:00-09:30	!Proceed to Kec.					
09:30-12:00	!Puskesmas visit	!Puskesmas	- Observation of Puskesmas activities. - Dialogue with FP mini workshop participants. - Dialogue with PLKB	!Puskesmas Personnel !PLKB/PPKBD	!National & local !facilitators	
12:00-13:00	!Lunch					!Lunch box provided
13:00-15:30	!Discussion with !PPLKB, PLKB, Kader	!Banjar	- Dialogue with female PLKB as a planner, manager and supervisor. - Dialogue with PPKBD and Kaders.	!PLKB/PPKBD/Kaders	!National & local !facilitators	!5 participants !have dialogues !with 2 female !PLKBs
15:00	!Return to Hotel					
16:00-17:00	!Working session		!Consolidation	!Team leader	!National facilitators	
17:00-	!Free program					

DAY/DATE/TIME	PROGRAM	LOCATION	ACTIVITIES	SPEAKER	MODERATOR/ FACILITATOR	REMARKS
WEDNESDAY, Feb 24, 1988						
06:30-08:30	!Breakfast and !Packing	!Hotel				
08:30-11:30	!Working session	!Hotel	!Presentation on Bali FP !Program	!Team leader/ !Participants	!National & local !facilitators	!Attended by !BKKBN officials
11:30-	!Proceed to air- !port & lunch					!Own expense
13:35-	!Departure to !Jakarta					
16:10-	!Arrive in Jakar- !ta					
----- ! PUNCAK : -----						
16:10-17:30	!Proceed to !Puncak					!Transportation !by bus will be !provided
17:30-19:00	!Free					
19:00-20:00	!Dinner	!Hotel				
20:00-	!Free					
THURSDAY, Feb 25, 1988						
07:30-09:00	!Breakfast	!Hotel				
09:00-12:00	!Workshop	!Hotel	!Development of action !plans	!Team leader	!National facili- !tators	!One year planner !basis
12:00-13:00	!Lunch	!Hotel				

DAY/DATE/TIME	PROGRAM	LOCATION	ACTIVITIES	SPEAKER	MODERATOR/ FACILITATOR	REMARKS
WEDNESDAY, Feb 24, 1988						
06:30-08:30	!Breakfast and !Packing	!Hotel				
08:30-11:30	!Working session	!Hotel	!Presentation on Bali FP !Program	!Team leader/ !Participants	!National & local !facilitators	!Attended by !BKKBN officials
11:30-	!Proceed to air- !port & lunch					!Own expense
13:35-	!Departure to !Jakarta					
16:10-	!Arrive in Jakar- !ta					
! PUNCAK !						
16:10-17:30	!Proceed to !Puncak					!Transportation !by bus will be !provided
17:30-19:00	!Free					
19:00-20:00	!Dinner	!Hotel				
20:00-	!Free					
THURSDAY, Feb 25, 1988						
07:30-09:00	!Breakfast	!Hotel				
09:00-12:00	!Workshop	!Hotel	!Development of action !plans	!Team leader	!National facili- !tators	!One year planned !basis
12:00-13:00	!Lunch	!Hotel				

DAY/DATE/TIME	PROGRAM	LOCATION	ACTIVITIES	SPEAKER	MODERATOR/ FACILITATOR	REMARKS
	Workshop (cont.)	Hotel	Development of action plans	Team leader	National facilitators	
	Free	Hotel				
	Dinner	Hotel				
	Workshop (cont.)	Hotel	Development of action plans	Team leader	National facilitators	
FRIDAY, Feb 26, 1988						
07:30-09:00	Breakfast	Hotel				
09:00-12:00	Workshop	Hotel	Development of action plans	Team leader	National facilitators	
12:00-13:00	Prayer & lunch	Hotel				
13:00-16:00	Workshop (cont.)	Hotel	Development of action plans	Team leader	National facilitators	
16:00-18:30	Free	Hotel				
18:30-19:30	Dinner	Hotel				
19:30-22:00	Workshop (cont.)	Hotel	Development of action plans	Team leader	National facilitators	
ATURDAY, Feb 27, 1988						
07:30-09:00	Breakfast & packing	Hotel				
09:00-12:00	Workshop	Hotel	Presentation of action plans + feed back	Team leader	BKKBN MSH	

DAY/DATE/TIME	PROGRAM	LOCATION	ACTIVITIES	SPEAKER	MODERATOR/ FACILITATOR	REMARKS
12:00-13:00	Lunch	Hotel				
13:00-14:30	Evaluation	Hotel			BKKBN MSH	
15:00-	Return to Jakarta					
----- JAKARTA ! -----						
16:30-	Arrival in Jakarta					
16:30-18:30	Free	Hotel				
18:30-19:30	Dinner					Own expense
19:30-	Free					
IDAY, Feb 28, 1988	Recreation	TMII, Pancasila Sakti Mo- nuament				Own expense, transportation provided.
IDAY, Feb 29, 1988						
07:30-09:30	Breakfast	Hotel				
09:30-11:00	Closing ceremony	Hotel	1. OC Report 2. Address by Team leader 3. Closing address	Prof. Santoso S. Hamijoyo Dr. Akhtaruzzaman Khan Dr. Haryono S	BKKBN Officials MSH	
11:30-	Closing luncheon	Hotel				
12:30-	Leave for air- port					
14:45-	Departure for Dhaka					SG 205

ANNEX 8

PLAN OF ACTION

UPAZILA : GOALUNDO

RAJBARI

PROPOSED IMPLEMENTATION PERIOD

A. COMMENCEMENT : 1st April 1988
B. COMPLETION : 31st March 1989
PLACE & DATE OF SUBMISSION : Puncak, Feb. 26, 1988
Indonesia
TOTAL PROJECT COST : TK 98,400/

Title of the Project :

SANTIR NEER COMMUNITY BASED FAMILY PLANNING

MCH PILOT PROJECT

(CHOTOVAKLA, GOALUNDO, RAJBARI, BANGLADESH)

Prepared by :

- Mr. Fakir A. Jabbar, UZ Chairman Goalundo
- Mr. A.Z. Shamsuddin Fakir (Resource Person)
- Mr. Wahiduzzaman, UFPO Goalundo
- Mr. Sohail Ally, MO.MCH Goalundo
- Mr. Emdadul Huq Biswas, Chairman Rajbari UZ Parishad

Implementing authority : Goalundo Upazila Parishad Rajbari

54x

Demographic

Total population	:	24,300
Male	:	13,295
Female	:	11,005
Total underfive children	:	not known
Total household	:	
CBR	:	35.2
CDR	:	13.2
IMR	:	
CMR	:	
MMR	:	
Growth rate	:	2.2 %

Family Planning

Total ELCO	:	4,050
Current Users	:	
Total	:	1125
IUD	:	159
Oral Pill	:	372
Condoms	:	293
Implants	:	0
Sterilization	:	303
New acceptors	:	
Last month	:	
Prevalance rate	:	28%

Administrative/Political

Upazila chief UZ Chairman

Total villages

Political leaders	:	2
Formal leaders	:	20
Informal leaders	:	20
Social org.	:	2

Socio Economic

Literacy rate	:	17%
Male	:	12%
Female	:	5%
School enrolment	:	4000 children
Total TV sets	:	10
Total Motors	:	2
Total Cycles	:	1000
Other vehicles	:	100

Social Facilities

Hospital	:	1
Health centre (FWC)	:	1
School - Primary	:	6
- Secondary	:	2
- Madrasha	:	1
- Teachers'	:	50
Physician	:	-
Midwives	:	-
TBA	:	5

Prefaces

This project has one component only, to cover one union (Chotovakla) of Goalundo Upazila Rajbari, Bangladesh. At the sametime family planning activity and services in the other unions will be intensified.

This union has been chosen to make it a model for the following reasons:

1. It is nearer to the Upazila headquarter and at the sametime well communicated
2. Since it is nearer to the headquarter there are facilities for extending FP/MCH and Health support.
3. All the members of the upazila Parishad are expected to be more and more co-operative for implementation of the project undertaken.
4. The field staff of all departments are in position and will be utilised.
5. The employees are dedicated and the Upazila Parishad members are willing to participate Considering the FP Program as national program.
6. The average per capita income of the inhabitants is TK 6000 per year; it has to be enhanced.
7. To reach demographic goals by raising CPR rate from existing 27% to 50% by the fiscal year 1989.

Now the success of the program much depends on the cooperation of the program personnel.

Duration of the Project

April 88 to March 89

Aims and objectives of the project

To aim at

1. Enlisting the eligible couples under Family Planning methods
2. Reducing birth rate through the use of Family Planning contraception.
3. Providing better MCH facilities
4. Immunizing 100% children 0 - 02 years.
5. Providing Nutritional facilities to the children and the pregnant or lactating mothers.
6. Providing health facilities to the Mass
7. Ensuring environmental health and sanitation
8. Supporting the youth to be organised for nation building activities including FP and MCH.
9. Involving the woman folk for generating family income.
10. Involving all Primary; Secondary and Madrasah teachers to impart population education and lessons on small family norm to the students.
11. Utilizing the Imam and Religious leaders to create opinion in favour of family planning in the light of the holy Quran and Sunnah.
12. To bring a social change and legitimation of FP Program.
13. To involve all elected representatives of the People beginning from UZ Chairman down to the MUP to obtain substantial commitment for Family Planning.
14. To evolve and develop a scientific infrastructure from Upazila down to village level.
15. To enlist depot holders at village level for distribution of contraceptive materials.

Component activities :

<u>Task</u>	<u>Period</u>	<u>Person responsible</u>
a. Presentation of the plan to the Upazila Parishad and concerned union Parishad for approval.	April 88	Chairman Upazila Parishad
b. Orientation of field workers for census, mapping and registration of ELCOS.	April 88	FWA & FPA
c. Census	April 88	FWA under supervision of FPA
d. Area maps / registration of ELCOS	April 88	FWA under supervision of FPA.
e. Supervision and ensuring of works at para (c & d) above) 10 to 15% check	April 88	UFPO/M.O(MCH)
f. Projection meeting in union of ward level to make the people aware of the plan.	May 88	Chairman UZ Parishad/ member of UZ
g. Recruitment of workers/volunteers	May 88	Chairman UZ Parishad UFPO/MO Chairman & members of the concern union. UFPO UZ/MO Chairman and members of the concerned Union
1. Volunteers (Kader level) 18 (three for each unit)	May 88	Unit members of UP village leader
2. Organizing the unemployed youth for FP activities in building works.	May 88	Youth leaders / village head man

- | | | |
|---|-----------------------|---|
| 3. Organizing mother in mothers club, mahila samabaya samity, mothers Association, Acceptors association. | May 88 | Wives of UZ chairman and others members of UZ Parishad Public Spirited Leaders. |
| 4. Organizing the religious leaders Imam in a group to utilize their services for the cause of F P/ Health & other development activities | May & June 88 | UZ Chairman
Chairman HQ Union
Imam of the Mosque
Top Ulama of the UZ Parishad. |
| 5. Organizing the Mahila VDPs | May & June 88 | UZ/VDP officer
ASSH Mahila Ansar
VDP Officer |
| 6. Enlisting support from FP Assoc./BRAC (NGO) and utilising their services. | May & June 88 | Chairman UZP
UFPO |
| h. Allocation of job responsibility and area of operation. | July 88 | UZ Chairman UFPO/MO |
| i. Training of volunteers and social workers on work methodology record keeping, reporting, EPI nutrition education & breast feeding. | July 88 | UH & FPO
UFPO
MO
Senior FWV
FPA
FWA |
| j. Organization of Satelite clinics. 5 clinic to be instituted in 5 units. | June, July, August 88 | UH & FPO/MO
Senior FWV |
| k. IEC activities | | |
| To organize IEC activities: | | |
| 1. Distribution of posters and leaflets | May & June 88 | UFPO
FPA
FWA |
| 2. Beating of drum in the hat/bazar. | May & June 88 | FPA |
| 3. Group meeting | June & July 88 | UZ Chairman
UH & FPO
UFPO |

MO

- | | | |
|--|----------------------------|-------------|
| 4. Use of Folk talents | July & Aug.
Sept&Oct.88 | UFPO
FPA |
| 5. Use of audio visual units | Sept. 88 | UFPO
FPA |
| 6. Use of local media, like Hawker, Cansasars | Sep., Oct,
Nov, Dec 88 | FPA
FWA |
| 7. Formation radio of listener forum | July 88 | Senior FWV |
| 8. Use of multi sectoral media for publiciting at the local level | Oct, Nov. | UFPO |
| 9. Commitment of the UZ Chairman for the im-plementation of the program. | by 30th
April 88 | UZ Chairman |

. Logistics :

- | | | |
|--|---------|---------|
| In ensure logistics for FP - MCH & Health Ser- vices begining from Upazila to Depot. holder level & feed back. | Aug. 88 | UFPO/MO |
|--|---------|---------|

. Co-ordination

- | | | |
|---|------------|---------------------------------------|
| 1. Formation of committee for thwe program at different level of upazila union village. | May 88 | UFPO
FPA
FWA |
| 2. Each committee below the Upazila will have to hold monthly meetings on the 2nd day of the month at its level and will have to submit report to the next higher authority on the 3rd of the month with a copy direct to the UZ Chairman | each month | Chairman and Secretary at each level. |
| 3. The Upazila FP commi- tee willbe held on the 4th day of each month.h | each month | UZ Chairman
UFPO |

60x

4. MCH & FP activities will be coordinated by the Upazila Chairman along with all other departmental activities in the Upazila co-ordination committee. each month Chairman

n. MIS (Reporting/Recording)

1. Initially reports will be prepared at the village level by the volunteers depot holders and other workers of social agencies. by 2nd of the following month Workers volunteers
2. Those reports will be collected and consolidated by the FWAs of the concerned unit. 3rd of the following month FWA
3. The FWA will send a copy to the near highest authority for consolidation an onward transmission with a copy direct to the Upazila Chairman. 4th of the following month FWA
4. Feed back from the Upazila down to the villages. 20th of the following month UFPO MO

o. Fund Recuirements

1. a. Honoraria of 3 workers x 6 units x 200 TK X 12 month	= TK 43,200/
b. Training of Volunteers/Community Wokers and Leaders ± 100 a' 20 X 3 days...	= TK 6,000/
2. Incidental Expenditure	
a. Monthly Upazila F.P. committee meeting TK 100/ X 12	= TK 1,200/
b. Monthly Union F.P. Committee meeting TK 100/ X 12	= TK 1,200/
c. Word level public meeting to be attended by Upazila Chairman, Members, Influentials and members of multi sectoral agencies 6 meetings a' TK 300/ (half yearly).....	= TK 1,800/
3. Printing and Supplies	
a. Printing of posters, leaflets	= TK 3,000/
4. Income generating Support/Youth Program..	= TK 25,000/
5. Publicity in the Hat/Bazar by beat of drum, folk talent, other media like; Jari-Saree, Bowl, Kabi and Bichargan...	= TK 3,000/
6. Award three awards for each unit 3 X 6 units X TK 100/.....	= TK 1,800/
Others.....	= TK 200/
7. Other incidental expenditure	= TK 2,000/
8. Evaluation of performances by both external and internal evaluators	= TK 10,000/
9. Total fund required	= TK 98,400/

62k

p. Source of fund

1. Annual allocation of fund from Upazila Parishad by July 88 UZ Chairman UFPO
2. Local donation & Subscription Local leaders UFPO,
3. Government Sources Chairman Upazila Parishad

q. Expected Out Come

Desired Goal : To achieve CPR from 37 % to 50 %.

Evaluation :

Evaluation will be conducted by MIS Unit and local Evaluation officer of Upazila Parishad. March 1989 MIS Unit and Team of Upazila Parishad.

Term of References

-
1. Utilisation of logistics
 2. Clients Status
 3. Satisfaction of Clients
 4. Recording/Reporting
 5. C P R.

Report to be submitted by the 30th June 1989 (within 20 days from the date of contact)

On favourable evaluation report the project may be extended for another 2 years.

COMPONENT ACTIVITIES

T A S K	Jan '88	Feb '88	Mar '88	Apr '88	May '88	Jun '88	Jul '88	Aug '88	Sep '89	Oct '89	Nov '89	Dec '89	RESPONSIBLE PERSON
A. Presentation of the plan to the Upazila Parishad and concerned UP for approval				V									Chairman UZP an UPS
B. Orientation of field workers; census mapping & Registration of BLCOs				V									FPA/FWA
C. Census				V									FWA under the Supervision of FPA
D. Preparation of area Maps/ Location of BLCO				V									DO
E. Supervision and ensuring work at col. C & D above (10% - 15 %) check				V									UPPO/MO
F. Projection meeting in Union/Ward level to make the people aware of plan				V									Chairman UZP UP & MUPS
G. Recruitment of workers													
1. Volunteer 18 (3 for each unit)				V									Chairman UZP Concerned UP's Chairman/member UPPO/MO
2. Organizing the unemployed youths for FP activities including other nation building works				V									Use Leaders
3. Organizing mothers in the nomenclature of mother club! Mahila Sanabaya Samity, Mothers assoc. & Acceptors Assoc.				V	V								Wives of UZ Chairman and other members of UZ Parishad Public Opinion Leaders.
4. Organizing the religious leaders and Imams in a group to utilize their services for the cause of FP/ Health and other development work.				V	V								UZ Chairman HQ UP Chairman HQ Mosque Imams an well known Ulanas of Upa- zila

641

T A S K	!Jan	!Feb	!Mar	!Apr	!May	!Jun	!Jul	!Aug	!Sep	!Oct	!Nov	!Dec	RESPONSIBLE
	!'88	'88	'88	'88	'88	'88	'88	'88	'89	'89	'89	'89	PERSON
5. Organizing Mahila VDPS	!	!	!	!	V !	V !	!	!	!	!	!	!	!VDP Officer !and Mahila
6. Enlisting support from PP/ Association/Brac and utilising their services	!	!	!	!	V !	V !	!	!	!	!	!	!	!Ansar officer !Chairman !UZP.
7. Allocation of job responsi- bilities and area of opera- tion	!	!	!	!	!	!	V !	!	!	!	!	!	!UZP Chairman !UPPO/MO
8. Training of volunteers and social workers on work methodology, record keeping! raporting, BPI Nutrition education and breast feeding	!	!	!	!	!	!	V !	!	!	!	!	!	!UHPPO !UPPO !MO !Senior FWV !PPA !FWA
9. Organization of satellite clinics.	!	!	!	!	V !	V !	V !	V !	V !	V !	V !	V !	!M.O !Senior FWV
IBC ACTIVITIES													
1. Distribution of Posters and leaflets	!	!	!	!	!	!	!	!	!	!	!	!	!UPPO/PPA !FWA
2. Beating drum in the bazar/ Hats	!	!	!	!	!	!	!	!	!	!	!	!	!PPA
3. Group meeting	!	!	!	!	!	!	!	!	!	!	!	!	!UZP Chairman !Concerned UP !Chairman/member !UPPO/MO
4. Use of Folk talents	!	!	!	!	!	!	V !	V !	V !	V !	!	!	!UPPO !PPA
5. Use of audio visual units	!	!	!	!	!	!	!	!	V !	!	!	!	!DO
6. Use of local media like hockers canvassars who advertises for their commodities	!	!	!	!	!	!	!	!	V !	V !	V !	V !	!PPA !FWA
7. Formation of Radio Listener! forum	!	!	!	!	!	!	V !	!	!	!	!	!	!Senior FWV

T A S K	Jan '88	Feb '88	Mar '88	Apr '88	May '88	Jun '88	Jul '88	Aug '88	Sep '89	Oct '89	Nov '89	Dec '89	RESPONSIBLE PERSON
8. Use of Multi Sectoral media for publicity at the local level				V						V	V		UPPO
9. Commitment of the UZP Chairman for the implementation of the program				30th									
H. Logistics													
To ensure logistics for FP MCH and Health Services beginning from Upazila to depot holder level & feed back								V	V	V	V	V	
I. Co-ordination													
1. Formation of committee for the program at different levels eq. Upazila, Union level						V							UPPO FPA MO PWA
2. Each committee below the upazila will have to hold monthly meeting on the 2nd of the month at its level and will have to submit report to the next higher channel on the 3rd of the month with a copy direct to Uz Chairman	V	V	V	V	V	V	V	V	V	V	V	V	Chairman/seen at each level
3. The Upazila FP committee will be held on the 4th day of each month.	V	V	V	V	V	V	V	V	V	V	V	V	Chairman UZP UPPO Goalando
4. MCH FP activities will be coordinated by the upazila Chairman along with other departmental work in the co-ordination meeting.	V	V	V	V	V	V	V	V	V	V	V	V	

66x

ANNEX 9
PLAN OF ACTION

Upazila : Kachua

Implementation period of the plan : a. Commencement 1 - 4 - 88
b. Completion 31 - 3 - 89

Date and place of submission : 27-2-88, Puncak-Indonesia

Persons responsible for preparation of the plan : - Mr. Azizur Rahman, Chm Hakimpur
- Dr. Golam Mostafa, M.D., MCH - FP
- Mr. Shaikh Ayub Ali, UFPO
- Mr. Mohd. Taher Jamil (Resource person)
- Ms. Louisa Gomes

Date _____

Signature of the executive Agency

UPAZILA PROFILE

Name of the Upazila : Kachua

Date of Preparation : 25 - 2 - 88

	B. Administrative	C. Socio-Economic
<hr/>		
A. Demographic	- Head of Upazila : Chairman	- Literacy rate : 29,2
	- Number of union : 07	Male : 39,7
- Total population : 77,623	- Total villages : 98	Female : 18,8
Male : 39702	- Total pava (Subvill) : 295	- Number of Hats and
Female : 38221	- Opinion leaders :	Bazars : 15
- Eligible couples : 12,815	Imam : 117	- Road Milage
- Total children	- Teachers :	Pucca : 18 mile
0 - 5 years : 14748	College : 15	Kucha : 160 mil
6 - 10 years : 13195	Secondary : 63	- Total colleges : 01
11 - 15 years : 10868	Primary : 150	- Secondary Schools : 07
- Total Household : 15,527	Matbbars : 98	Primary Schools : 32
- Vital rates	(village heads)	- Total Mosque : 117
CBR : 36	UDP leaders : 07	- Total Maudir : 14
CDB : 15	PVDP leaders : 07	- Total Churches : Nil
IMR : 114	Social Organizations : 03	- Total T.V.S. : 127
MNR : 6		- Total Radios : 900
GR : 21		- Total Tape recordars : 165
CMR : 29		- Total details : 902
	CPR	- Total cars : 01
	---	- Total Motorcycles : 60
	Total : 43%	- Total Bicycles : 600
	IUD : 7%	- Total Boats : 300
	Condom : 7%	- Etc.
	O/Pill : 6%	
	Injectables : 2,5%	F. Data on project area in
	Sterilization : 20%	Raripara Union
	Others : 0,5%	- Total Population : 18000
D. Family Planning	E. Health Facilities	Male : 9410
	-----	Female : 8590
- Total ELCOS : 12,815	- Hospital : 01	- Total Children
- Current users	- H - Sub-centre : -	0 - 5 years : -
Total : 5579	- HFUC : 04	6 - 10 years : -
IUD : 891	- Physicians : 05	11 - 15 years : -
O/Pill : 728	- M - Assists : 06	
Injectables : 312	- FWVS : 07	Family Planning
	- Nurses / MWS : 05	-----
Vasectomy : 1472	- TBAS : 42	Total current users : 797
Tubectomy : 1103		Condom : 168
Condom : 858	New Acceptors	Pill : 156
M.R. : 105	-----	Injectables : 56
Others : 110	- Last month	Vasectomy / Tubectomy: 327
	IUD : 71	BMKOs (others) : 90
	Injectables : 56	Total ELCOS : 3000
	Condom : 117	Total ELCOS to be -
	PILL : 103	covered : 2203
	Vas : 41	CPR : 2656%
	Tubectomy : 03	

Union Administrative	Union Socio Economic	Health and FP Facilities
-----	-----	-----
- Union chairman : 01	- Literacy rate : 28%	HFUC : 01
- Union Members : 09	Male : 17%	Available Health & FP Staffs
- Total villages : 14	Female : 11%	-----
- Total Pavas : 42	- Number of Hats and	- M.O : 01
(Sub-villages)	Bazars : 04	- M - Assist : 01
- Opinion leader	- Road Milage	- FWV : 01
Imans : 15	Pucca : 08 (m)	- AHG : 02
Total Teachers : -	Kucha : -	- FPA : 01
Secondary : 11	- Total collages : Nil	- FWA : 03
Primary : 12	- Secondary Schools : 01	- TBAS : 08
Habbars : 14	- Primary schools : 03	
(Village Head)	- Total Mosques : 15	
UDP leaders : 01	- Total Madrasah : 01	
LVDP leaders : 01	- Total T.V.S : 20	
Social organizations: -	- Total churches : -	
Male : 06	- Total radios : 50	
Females : 02	- Total taperecorders : not known	
	- Total carts : 95	
	- Total boats : 50	
	- Total Bicycles : 115	

DETAILED PLAN OF ACTION

- Title of project : Introduction of volunteers (Non-salary) at grass root level to increase contraceptive pre-valence rate (CPR)
- Duration : (one year)
- A. Commencement date : 1 - 4 - 1988
- B. Completion : 31 - 3 - 1989
- Total cost of the project : TK 40,000 (Taka fourty thousand) only
- Funding source : Fund will be available from Upazila out of "Health Family Planning & Social Welafare Head"
- Project objectives :
- To cover most of the ELCO under one of the methods of FP in order to increase CPR from 26,56% to 45% in the project area within one year.
 - To cover all under 2 children and mothers by EPI program.
 - To dessiminate nutrition education to all mother by FWV at FWC.

ACTIVITIES	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	PERSON RESPONSIBLE
	'88	'88	'88	'88	'88	'88	'88	'88	'89	'89	'89	'89	
- Meeting at Upazila HQ to publicise the project and obtain necessary approval	V												- Chairperson- Chairman Upa- zila Parishad - Participants- members Upa- zila Parishad, FPA, FWAs, FWVs of project area including MO (MCH-PP). - Chairperson UZ Chairman
- Meeting at Union HQ (project area) to publicise the project and to seek support for the same.	V												- Participants UP members, youth leaders women group, co-operative groups, tea- chers primary, & secondary, Religious lea- der, VDP membe (male or female professional group leaders etc.
- Recruitment of volunteers 300 volunteers will be recruited for 3000 elcos, each volunteer will be responsible for 10 Elcos only.	V		V										! UFPO, Chairman, ! Unisa Parishad ! FPA, FWAs.
- Training of volunteers at Union HQ : - Development of subjects and schedule Training will be given in 6 groups each having 50 volunteers. Each group will have 3 day training.			V										! Union chairman, ! UFPO, MO(MCH-PP) ! UFPO & MO(MCH-PP) ! FPA and FWAs
- Collection of basic data, Elco registration, processing of data, development of elco map etc. 20th June to 30th June.			V										! UFPO, FPA, FWA, ! Volunteers.
- Distribution of IEM materials ie leaflets flush-cards, booklets, etc. and contraceptives to the volunteers 1st July'88.				V									! UFPO, FPA, FWAs

ACTIVITIES	PERSON RESPONSIBLE												
	Apr '88	May '88	Jun '88	Jul '88	Aug '88	Sep '88	Oct '88	Nov '88	Dec '88	Jan '89	Feb '89	Mar '89	
- Motivation and recruitment of new acceptors starts on 21st July 1988 and continues upto 20th March 1989!				V	V	V	V	V	V	V	V	V	UFPO, FPA, FWAs Chairman/members Union Parishad
- Each FWA will supervise supervise and assist 100 hundred volunteers, collect fortnight reports from them and submit the same to FPA. FPA will closely supervise and assist FWAs collect reports from them and forward the same to Upazila & district office etc.													
- IEM activities through Dist. FP film show unit. 15 shows will be organized in different spot of the project area beginning from 15 Aug. 88 per 3 month (5 programs per month)				V	V	V	V						DDFP, UFPO, Uncharge, film show unit, FPA, FWAs and Volunteers.
- To immunize all under 2 children and mothers EPI program will be launched in the project area in collaboration with the Health Sector the of 1st May 1988. Once in a week EPI program will take place at FWC during whole project period.	V	V	V	V	V	V	V	V	V	V	V	V	CS, DDFP, UH & FPO, UFPO, N/Ass FWV, FPA, FWAs, & Volunteers (after their recruitment).
- After initial supply of contraceptives to volunteers, replenishment of the same will be made through FPA from Upazila FP store on regular basis through out project period as and when needed.			V	V	V	V	V	V	V	V	V	V	UFPO, FPA, FWA
- Apart from FWC, twice in a week mobile sterilization and IUD program will be organized at different spot of the project area on regular basis.			V	V	V	V	V	V	V	V	V	V	UH & FPO, MO (MCH-PP), UFPO, FWV, and other clinical staff.

ACTIVITIES	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	PERSON RESPONSIBLE
	'88	'88	'88	'88	'88	'88	'88	'88	'89	'89	'89	'89	
- To supervise field work of the volunteers, FWAS and FPA including clinical service delivery and to ensure proper coordination at different level, inspection of the project area will be made on regular basis by officials and public representatives. (Chairman, Upazila Parishad will supervise once in month, chairman, UP twice in a month, DDFP once, UFPO & MO (MCH-FP) at least once in a week.				V	V	V	V	V	V	V	V	V	Chairman, Upazila/Union DDFP, UFPO, MO(MCH-FP)
- Monthly staff and volunteers meeting will be conducted at FWC to evaluate program of work and to remove bottlenecks if there is any (different 50 volunteers will attend meeting).				V	V	V	V	V	V	V	V	V	DDFP, UFPO, Chairman, Upazila/Union FPA, M/Asst., FWV, FWAs, Volunteers.
- FPA will collect fortnight performan report of the volunteers through FWAS and after compilation will forward the same to UFPO by 17th and 2nd of next month.				V	V	V	V	V	V	V	V	V	UFPO, FPA, FWA.
- To assess the effectiveness of the project internal evaluation shall be made during 4th week of March'89!												V	DDFP, UFPO, Upazila statistical officer and his staff.
- Development of criteria for the award to volunteers!	V												Chairman, Upazila Parishad
- Publicity of award criteria among the volunteers				V									UFPO, FPA, FWA
- 09 best volunteers shall be awarded Taka, 500/00 each on the basis of evaluation result.													Chairman, Upazila Parishad.

BUDGET FOR THE ACTION PLAN :

-
- 1st meeting at Upazila HQ : 1,500.00
for publicising of the action
plan
 - 1st meeting at Union HQ for : 1,000.00
publicising of the action
 - Staff monthly meeting inclu- : 12,000.00
ding volunteers at Union HQ
 - Printing cost of reports : 6,000.00
and returns to be used by
volunteers, FWA and FPA
 - IEM activities for film : 3,000.00
shown program
 - Service delivery ie. inci- : 5,000.00
dental cost for mobile steri-
lization & IUD program
 - Unfore seen incidental cost : 2,000.00
 - Reward to best 09 volunteers : 4,500.00
(3 in each ward)

35,000.00

(Taka thirty five thousand only.)

All family planning field-staffs as well as clinical staffs shall get their salary, TA and DA from govt fund as usual. Strict economy will be observed in connection with all expenditure of the action programs.

Conclusion : In fine, on evaluation of the action plan found to be effective one, it will be expanded to other unions of the Upazils phasewise.

PLAN OF ACTION

Upazila : PATGRAM, Dist : Lalmonirhat

Proposed date of implementation : 1st May, 1988 to 30th April 1989

Date Submitted : February 26, 1988, Puncak, Jawa Barat - Indone

Prepared by

1. Mr. Hakim Ahmed Rouf
Chairman Patgram Upazila Parishad
2. Mr. Mortuza Ali
Upazila Family Planning Officer, Patgram
3. Dr. Muhammod Abdus Sabur
Ministry of Health and Family Planning
4. Dr. A.K.M. Jahid Hussain Lashker
MO (MCH-FP) Patgram
5. Mrs. Afroz Huda
Asia Foundation, Dhaka

Signature of executing authority

1. Title of the project : PANBARI GORO (DEVELOP PANBARI)
2. Duration of the project: 1st May, 1988 to 30th April 1989
3. Area, Population covered by the project : 5 square miles; 6500 population
4. Purpose of project
 - a. To increase C P R and decrease birth rate and thereby form a small happy prosporeus family norm tradition and develop the community as a whole.
 - b. To make contraceptive practice popular within the target ELCO group
 - c. To immunize all pregnant women and children under 2 years
 - d. To increase better health facilities
 - e. To provide knowledge about nutrition, sanitation and safe drinking water and health education.

4. Activities

COMPONENT OF ACTIVITIES	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	RESPONSIBLE PERSON
	'88	'88	'88	'88	'88	'88	'88	'88	'89	'89	'89	'89	
A. PREPARATION													
1. Meeting of Upazila Parishad for approval of project	V												U.Z.Chairman
2. Meeting of the UZFP Committee for acting as advisor of the project.	V												U.Z.Chairman & UPPO
3. Formation of the project committee to be formed with UZ Chairman, UP Chairman, ward member, UPPO, MO(MCH-PP) Upazila Ansar and VDP officer, Religious Leaders, PPA, FWA, PWV, MA.	V												U.Z.Chairman & UPPO
4. Local people be informed about the project through local leaders by personnel contact and/or holding open meetings.	V	V											Ward member
5. Formation of a selection committee with UZ Chairman UPPO, MO (MCH-PP), UZ educ. officers, Uz Ansar and VDP officer, UP Chairman, Ward members, PPA, FWA and fixation of criteria for volunteer selection.	V												UPPO
6. Selection of 50 volunteers from following groups :	V												UPPO
- unemployed educated upto class VIII married women													
- unemployed educated upto class VIII married men													
- Primary/ Jr. High School teachers													
- Madrasa teacher/religious leaders													
- Ansars/VDP members													
- Village formal and informal leaders													

COMPONENT OF ACTIVITIES	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	RESPONSIBLE PERSON
	'88	'88	'88	'88	'88	'88	'88	'88	'89	'89	'89	'89	
7. Preparation of job description for volunteers and leader of volunteers (4 leaders)	V												UFPO
8. Development of forms for Elco Registration, Record Keeping, Reporting.	V												UZ Chairman, UFPO, MO (MCH-
9. Curriculum development for trainers & Trainees and Leaders of Volunteers.		V											UFPO MO(MCH-PP)
10. Selection of Trainers		V											UFPO
11. Training of Trainers for 2 days.		V											UFPO MO(MCH-PP)
12. Area allocation among the volunteers dividing into 4 group with selection of leader of each group.		V											Ward members FPA
13. Training of volunteer for 6 days in 4 batches.		V	V										UFPO MO(MCH-PP)
14. Training of Leaders of volunteers for 1 day			V										UFPO
15. Census, couple Registration and mapping (to know population, Elcos no. existing, CBR, under 2 years pop.) by volunteers supervised by FPA, FWA, MA, FWV, and random sample checking by UFPO and MO(MCH-PP)				V									UFPO MO (MCH)
16. Fixation of target for each of 4 sub group and volunteers for FP acceptors, immunization.				V									UFPO
17. Formation of women group in each sub area with emphasis on including wives of formal and informal leaders					V								Ward member FPA
18. Formation of youth group in each sub area with emphasis on including youth leaders.					V								Ward member FPA

COMPONENT OF ACTIVITIES	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	RESPONSIBLE PERSON
	'88	'88	'88	'88	'88	'88	'88	'88	'89	'89	'89	'89	
19. Formation of monitoring cell by DD, FP, UZ Chairman! UPPO, MO(MCH-PP)						V							UZ Chairman
20. Fixation of criteria for award to be given to best volunteers best sub group, best workers among women and youth group and best Religious Leaders to be selected by monitoring cell and its announcement.		V	V										UZ Chairman UPPO MO (MCH-PP) PPA
B. OPERATION													
1. Motivate the BLCOs for FP acceptance along with Health education, immunization education and nutrition education by house to house visit every fortnightly by volunteers supervised by PPA, and FWA and random sample checking by UPPO and MO (MCH-PP)					V	V	V	V	V	V	V	V	PPA FWA
2. Updating the mapping					V	V	V	V	V	V	V	V	PPA FWA
3. Monthly meeting of project committee	V	V	V	V	V	V	V	V	V	V	V	V	PPA
4. Monthly meeting of UZ FP committee for follow up of the project activities.	V	V	V	V	V	V	V	V	V	V	V	V	UPPO & Volunteers
5. Conduct monthly meeting of women group on FP activities and income generating activities.						V	V	V	V	V	V	V	FWA
6. Conduct monthly meeting of youth group on FP activities other development activities.						V	V	V	V	V	V	V	Ward member
7. Monthly meeting with BLCOs in each sub area to popularize FP activities to be participated by : - UP Chairman - Ward members - Religious leaders - Formal and informal leader!						V	V	V	V	V	V	V	Leaders of Volunteers

COMPONENT OF ACTIVITIES	May '88	Jun '88	Jul '88	Aug '88	Sep '88	Oct '88	Nov '88	Dec '88	Jan '89	Feb '89	Mar '89	Apr '89	RESPONSIBLE PERSON
8. Functioning of mobile clinics in each sub area monthly to be participated by MO (MCH-FP) and paramedics along with FPA, FWA and Volunteers.							V	V	V	V	V	V	MO (MCH-FP)
9. Monthly staff meeting to be participated by UPPO, MO (MCH-FP), FPA, FWA, MA, FWV along with volunteers.							V	V	V	V	V	V	FPA
10. Contraceptive supply in staff meeting. UPPO to FWA or volunteers.							V	V	V	V	V	V	TFPA (stores)
11. Film show in different sub areas							V	V	V	V	V	V	UPPO
12. Folk Talent Team Program in sub areas.							V		V		V		UPPO
C. EVALUATION													

1. 3 monthly evaluation of the project by monitoring cell									V			V	UZ Chairman
2. Selection of Awards by Monitoring cell												V	UZ Chairman
3. Award giving ceremony												V	UZ Chairman
4. Evaluation of the project by DD, FP through random field check.												V	UZ Chairman

5. Resource Needed

A. Financial

- Meeting of UZ FP Committee monthly 12 in number @ TK = 100/00 =	12 x 100/00	1,200/00
- Meeting of Project Committee 12 in number @ TK = 100/00	12 x 100/00	1,200/00
- Women's group meeting 4 x 6 in no @ TK 100/00	4 x 6 x 100/00	2,400/00
- Youth group meeting 4 x 6 in no. @ TK 100/00	4 x 6 x 100/00	2,400/00
- Staff meeting 4 x 6 in no. @ TK 100/00	4 x 6 x 100/00	2,400/00
- Meeting of Monitoring cell 2 in no. @ TK 225/00	2 x 225/00	450/00
- Training of volunteers in 4 batches (1 wk. duration) @ TK 150/00 per day	100/00 x 4 x 6 days	2,400/00
- Training materials cost TK 15/ per participant	TK 15/00 x 50	750/00
- Couple registration materials		3,000/00
- Income generating activities support for 4 women groups (2 sewing machine) or other thing for each 2 group.	2 x 10,000/00	20,000/00
- Support materials for youth group (2 TV/or others) for each 2 group.	2 x 12,000/00	24,000/00
- Award 20 in no.		10,000/00
- Training of Trainers (2 days)	2 x 50/00	100/00
- Training volunteers leader 1 day		100/00
- Other contingency (unforsen)		3,500/00

Total = 73,900/00

(Taka seventy three thousand nine hundred only).

B. Personnel

50 volunteers

Trainers and other personnels required will be made available by utilizing Upazila Parishad Organogram and motivating local people.

C. Materials :

Different IEM materials such as posters, pamplates, Tinplates, Flipchart, and demonstrative materials be made available from district FP Office.

Film exhibition will be made available by utilizing district FP Office personnel and District Public Relation Office.

Folk Talent Team, already existing in the Upazila also be utilized as a part of IEM activity.

VI. FUNDING SOURCES

From Upazila Parishad.

VII. EVALUATION PLAN

A monitoring cell will constantly monitor for the project every 3 months as described in component activities.

An external evaluation of the project will also be done at the 11th month of the project as stated in the component activities.

VIII. NEXT STEPS

Depending upon the evaluation report the project may be continued for the sub-sequent years and project activities may be extended to surrounding villages and then the whole of the union and Upazila phase by phase.

COMMUNITY PROFILE

UPAZILA : PATGRAM, LALMONIRHAT

DATE :

A. Demographic

1. Total population : 129,000

Male : 70,000

Female : 59,000

2. Eligible couples : 22,808

3. Total under five : -

4. Total households : 11,500

5. Vital rate :

- CBR 42/1000

- CDR 18/1000

- IMR x

- CMR x

- MMR x

B. Administrative/political

1. Upazila chief: Uz. Chairman

2. Total village : 63

3. Total hamlets : 7 unions

4. Political leaders : 50

5. Formal leaders : 100

6. Informal leaders : 200

7. Social organization: 15
local clubs

C. Socio Economic

1. Literacy rate = 30 %

Male = 20 %

Female = 10 %

2. School enrollment ratio

3. Total radio sets = 3,000

4. Total TV sets = 300

5. Total motor cars = 1

6. Total motor cycles = 300

7. Total bycycles = 3,000

8. Other vehicles = 1,000

82+

D. Family Planning

1. Total ELCOS = 22,808

2. Current users

Total = 10,611
IUD = 1,600
Oral pill = 5,510
Others = 250
Condom = 1,056
Implants = nil
Tubectomy) = 2,195
Vasectomy)

3. New acceptors
(last month)

Total = -
IUD = -

4. Pre-valence rates

Total = 46,52 %
IUD = 15,07 %
Oral pill = 51,92 %
Others = 2,35 %
Condom = 9,95 %
Implants = x
Vasectomy) = 20,68 %
Tubectomy)

E. Social Facilit'

1. Hospital = 1 UZHC

2. Health centre =
2 Health sub centre

3. Schools = -

Elementary = 63
Secondary = 9
Others = 13
(Madrasha)
Teachers = 334

4. Physicians = 12

5. Midwives/Nurses = 10

6. TBA = 18

7. Govt. College = 1

ANNEX 11
PROJECT PROPOSAL
FOR
ACTION PLAN

TITLE : PAHARTALI UNION COMMUNITY BASED FAMILY PLANNING-MCH PILOT
PROJECT UPAZILA : RAUZAN, DIST : CHITTAGONG

IMPLEMENTING AUTHORITY : UPAZILA PARISHAD, RAUZAN, CTG.

PERIOD OF ACTION PLAN : 1 ST JULY 1988 to 30 TH JUNE 1989

DATE OF SUBMISSION : 27 TH FEBRUARY, 1988, PUNCAK, CIANJUR,
INDONESIA.

PREPARED BY : MR. ABDULLAH, CHAIRMAN UZ PARISHAD RAUZAN, CTG.

MR. SHAHJAHAN CHY, CHAIRMAN UZ COX'S BAZAR

MR. ABUL KALAM ASST CHIEF MINISTRY OF H & FP.

MS NOOR BEGUM G.S, MOTHERS CLUB, CTG.

DR. MAMUNUR RAHMAN, MO-MCH-FP, RAUZAN, CHITTAGONG

MR. MOHAMMAD FARUQUE, UFPO, RAUZAN, CHITTAGONG

Preface : Rauzan UZ has 15 unions out of which we have selected Pahartali Union for the following reasons :

- 1) It is connected with the Chittagong-kaptai Highway and linked by matalled road with Upazila Health Complex and Upazila parishad HQ. and public transportation services are available.
- 2) The population of the union is ideal and 3 religious communities namely : Muslims, Hindus and Buddists are the residents of the area, approximately of the equal numbers.
- 3) There are 3 (three) registered youth clubs and one women vocational organisation run by Ministry of Social Welfare and aided by Japanese philanthropic organisation
- 4) There is one Engineering College, One secondary High School, 3 Govt. primary schools and Madrashah in the area.
- 5) Literacy rate is comparatively higher than the rest of the Upazila ie. 25 %.
- 6) There is a Union Health Sub-Centre and facilities to organize 24 sattelite clinics are present in the union.
- 7) The average employment rate and per-capita income are higher compared to other unions of the Upazila.
- 8) The Chairman UP and members of UP are more committed to the FP. Program.

Aims of the project : This Pilot project has been designed to develop a model Community based FP-MCH services for Pahartali UP under Rauzan UZ. The main objectives of the project are as follows :

- 1) To strengthen IEM activities involving community participation
- 2) To strengthen service delivery including MCH and EPI Programme.
- 3) To bring about social orientation and legitimation of the FP programme.
- 4) To bring fundamental changes in the working pattern of field workers involving MUP, PVDC, MVC. and community depot holders in the IEM and service delivery in FP Programme.
- 5) To recruit, train and set to work 12 MUPs, 24 PVDCS, 120 MVCS, and 48 CDHS to supplement and gradually substitute activities of field workers specially the FWAs.
- 6) To approach all religious leaders and leaders of formal and informal groups to remove religious mis-beliefs combatting the FP Programme.
- 7) To involve all elected representatives of the people beginning from UZ Chairman down to MUP to obtain their commitment for FP Programme.
- 8) To evolve and develop a scientific infrastructure from Upazila down to village level.
- 9) To reach Demographic goals by raising CPR from existing 28 % to 35 % by 30.6.1989.
- 10) To develop income generating project for women aiming at participation of women in FP Programme at village level.
- 11) To strengthen IEM Programme by organising youths both male and female and tie them with income-generating project.

8/2/89

LIST OF ORGANOGRAM AND FLOW-CHART :

A. Organogram No. I : Show whole structure of both implementation and coordination side from UZ level to village level.

Legend for organogram No. 1.

B. Organogram No. 2.: Describes the line and relationship of the coordinating bodies.

C. Organogram No. 3 : Showing vertical and horizontal relationship in course of implementation of the project.

D. Shows clinical service delivery flow-chart.

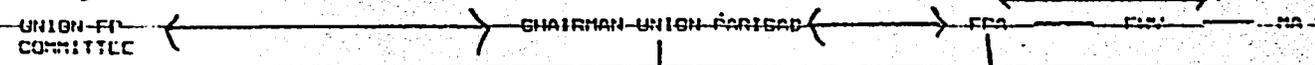
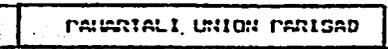
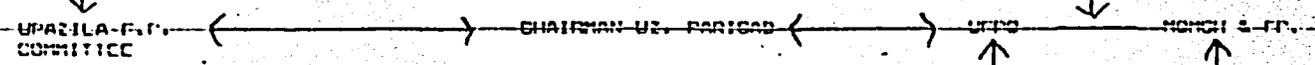
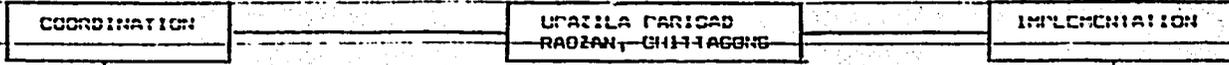
E. Shows flow of reports and returns for logistics, MIS and MCH.

F. Shows supply and logistics flow-chart from dist.store / RWH down to MVC/CDH.

LEGEND. For Organogram No.1.

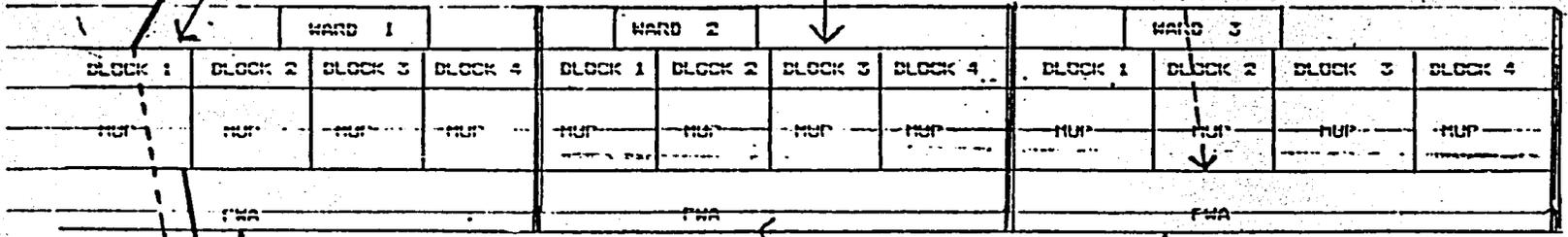
-
1. Block : - The block will be headed by elected member of the Union Parisad. Each Block will contain 2 villages.
 2. MVC - Member of volunteer core. In each village 5 (five) volunteers will be selected by C.U.P. from amongst the following group: TBAs, Representative of local women programme, local religious leaders, Teacher of primary school/Madrashah, NGO representative, youth leaders, local elites, members of VDP, Ansar and chowkidars.
 3. MUP - member of union parisad.
 4. Community Depot Holder - Each village will have 2 Depot holders under supervision of FWA who will be called community Depot holders to be selected from Village Doctors, Homepaths, shop-keepers and Pharmachish.
 5. CUP - Chairman Union Parisad.
 6. UFPO - Upazila Family Planning Officer.
 7. MOMCH and FP - Medical Officer Maternity, child Health and Family Planning at Upazila level.
 8. FWV - Family Welfare Visitor, responsible for service delivery at union level including UHSC.
 9. M.A. - Medical Assistant responsible for service delivery at union level.
 10. FWA - Family Welfare Assistant. They are ward level field workers responsible for IEM, service delivery all coordination.

ORGANIZATION NO. 1



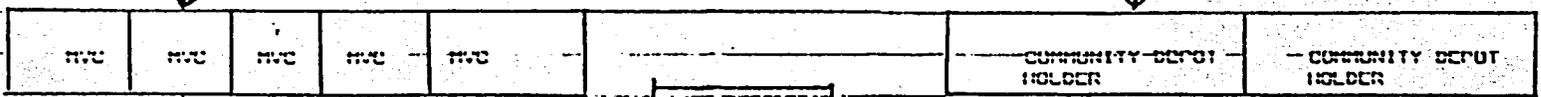
WARD-FP-COMMITTEE

ONE-MEMBER-UNION PARIGAD (MUP) AS CHAIRMAN-NOMINATED BY CHAIRMAN UNION PARIGAD.



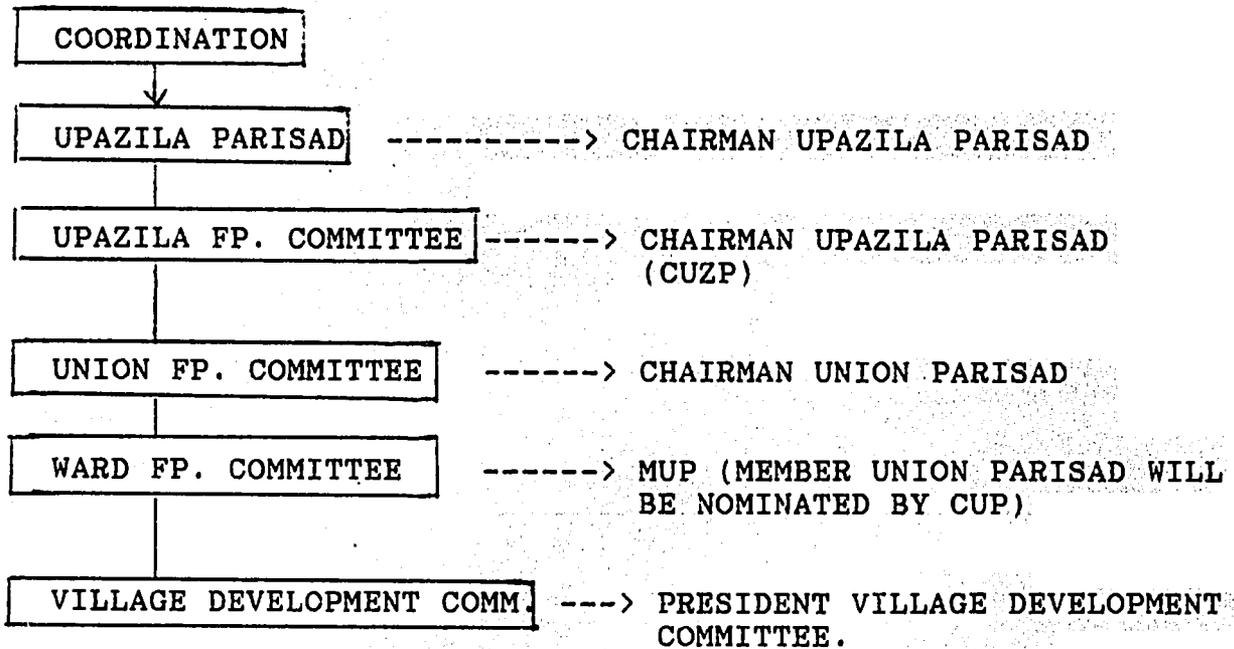
1. VILLAGE DEV. COMMITTEE
PRESIDENT VILLAGE DEVELOPMENT COMMITTEE

2. VILLAGE DEV. COMMITTEE
PRESIDENT VILLAGE DEV. COMMITTEE.



CLIENTS

ORGANOGRAM NO. 2



EXPLANATION :

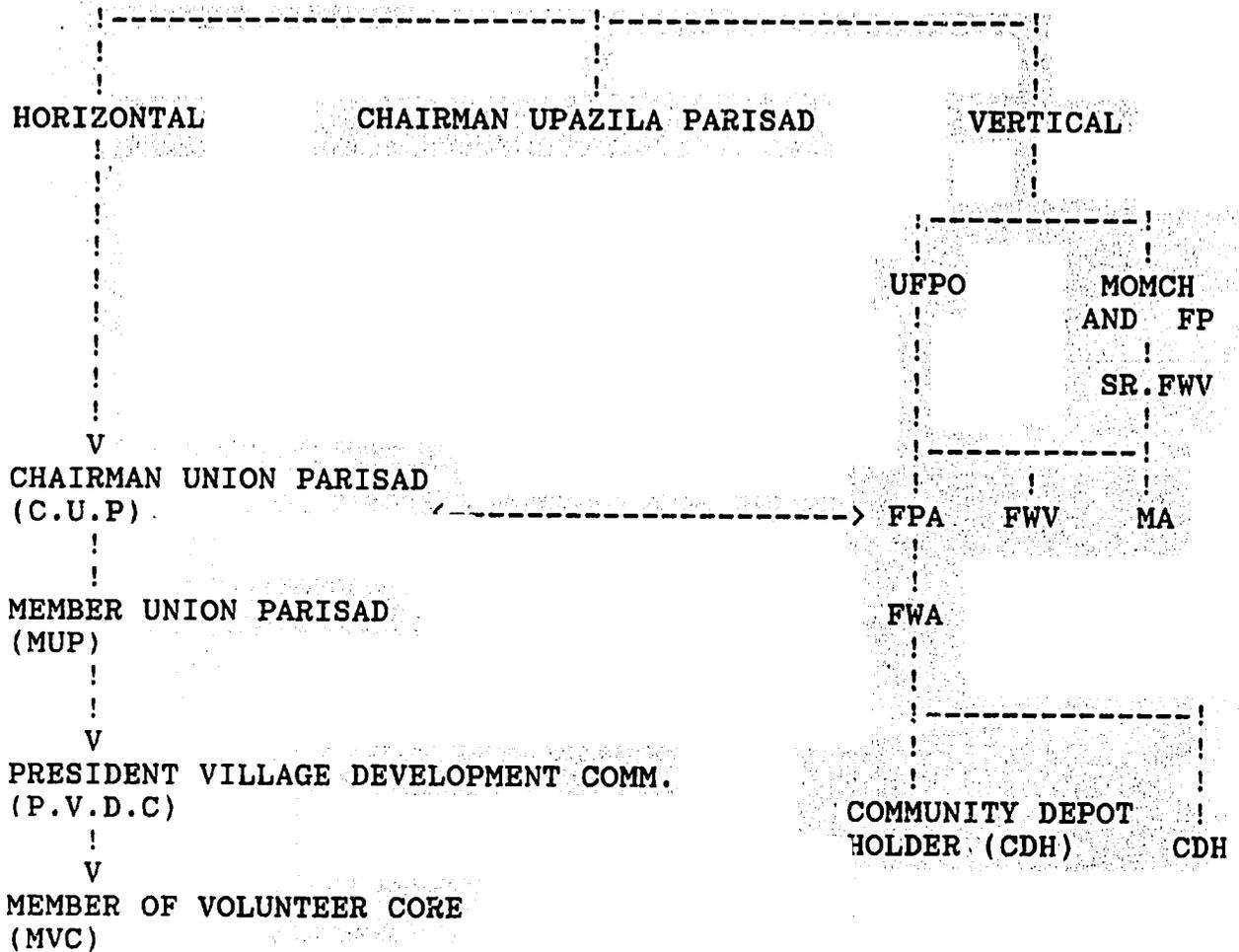
-
1. Ward Family Planning Committee to be headed by one local MUP to be nominated by concerned CUP.
 2. Village Development Committee President to be nominated by CUP in consultation with concerned MUPS.

GLOSSARY :

-
1. Upazila Parisad : All CUPS, all official functional heads, 3 nominated members headed by CUZP.
 2. Upazila FP. Committee-CUPS, concerned Head office at Upazila level and 3 nominated member headed by CUZP.
 3. Union FP. committee-MUPS, concerned staff of health Department and other government and non government departments, 3 nominated members headed by CUP.
 4. WARD FP. Committee-Concerned MUPS, head of educational institution, religious leaders local elites, representative of local women programme, NGO and youth organization.
 5. Village Development committee-Local formal and informal leaders, teachers of local educational institutions, religious leaders, representative of VDP and Anshers headed by president to be nominated by CUP.

ORGANOGRAM NO. 3

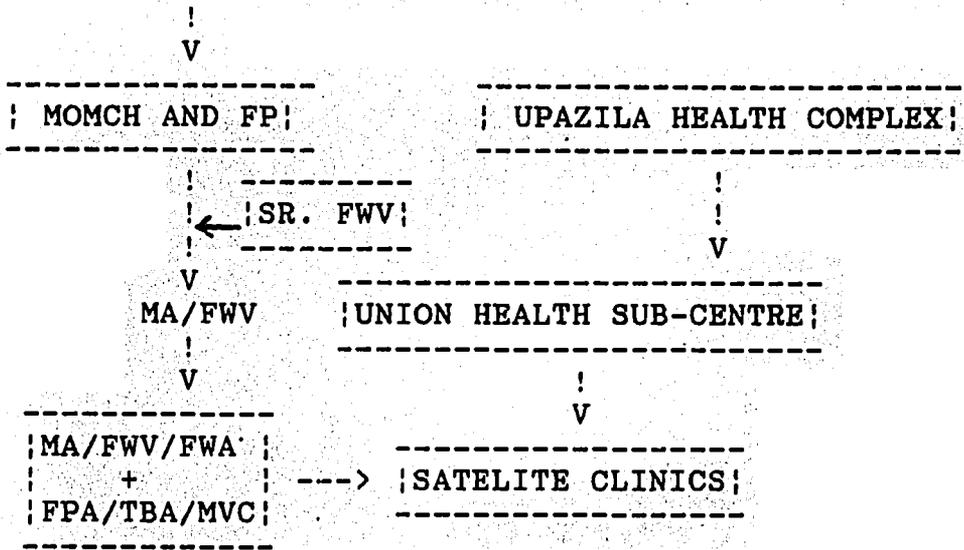
IMPLEMENTATION



GLOSSARY :

- 1. UFPO-Upazila Family Planning Officer
- 2. MOMCH-Medical Officer Maternity and child health
- 3. FWV-family welfare visitor
- 4. FPA-family Planning Assistant
- 5. SR.FWV-Senior family welfare visitor
- 6. MA-Medical Assistant
- 7. FWA-family welfare Assistant.

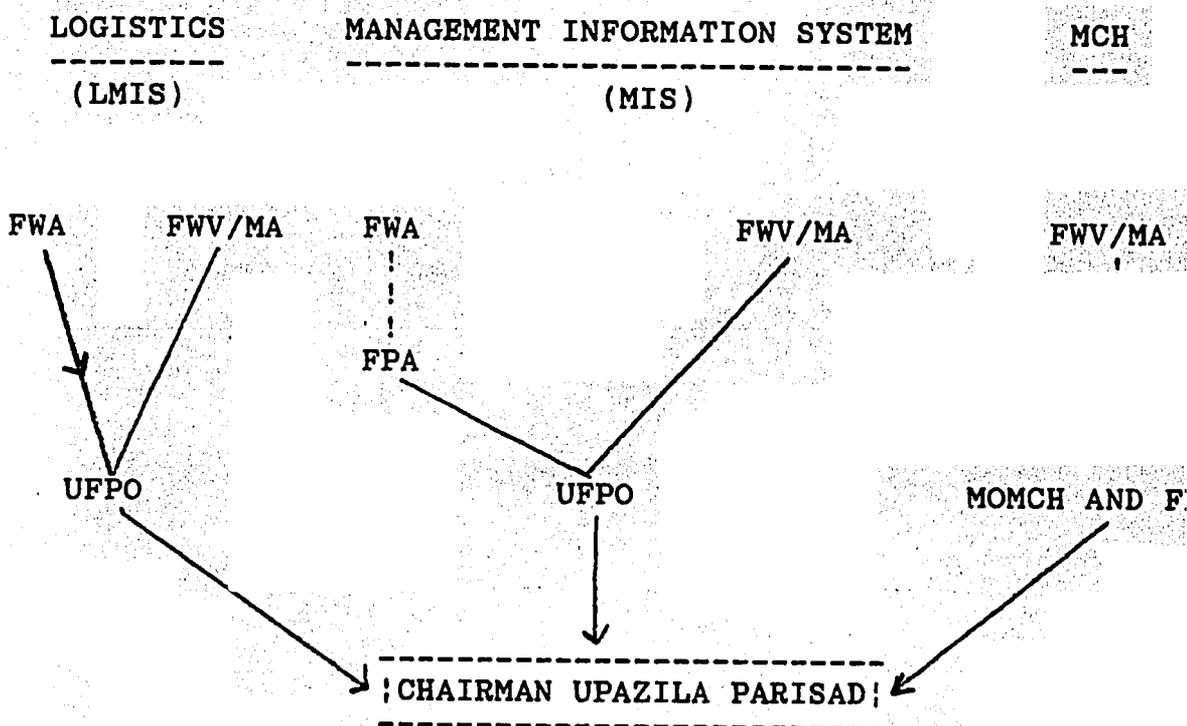
CLINICAL SERVICE DELIVERY FLOW CHART



EXPLANATION :

- A) Clinical service Delivery
1. Clinical contraceptives-sterilization, IUD, injectable and MR. Sterilization will be done in UHC (Upazila health Complex) only while all contraceptives service delivery and follow up at all levels.
 2. MCH service delivery will cover all the maternity and child health service at all levels. Growth chart will be maintained and nutrition education will be imparted.
 3. EPI (expanded programme on immunization) programme will be implemented at all levels with proper documentation and vaccines will be carried maintaining cold chain.
 4. Health education including environmental health, public and social health.
- B. Sattelite clinics - sattelite clinics will be held in each of the 24 villages once in a month. MOMCH will divide staff of union health sub-centre and supervise the sattelite clinics activities while FPA/FWA/TBAS will co-operate and help and send clinics to the settelite clinics.
- C. TBA - Traditional Birth Attendants.

FLOW OF REPORTS AND RETURNS



EXPLANATION :

- A. MCH - Maternity and child health
- B. Report on logistics, MIS and MCH will be prepared at the levels shown above in the approved proforma of the Govt. and to be submitted as per time schedule prescribed by the government.

Notes :

- A. Report on logistics will reach Director (L&S) in NHQ through Deputy Director, Family Planning of the District and shall have feedback down to UZ. Level.
- B. MIS Report will reach Director (MIS) in NHQ. through Deputy Director and shall have feed-back down to UZ. Level.
- C. MOH Report shall reach Director (MCH) in NHO through D.D, F.P. of the District and shall have feedback down to UZ. Level.
- D. NHQ : National Head Quarter.
- E. LMIS : Logistics Management Information System.

DEMOGRAPHIC AND OTHER DATA SHEET

A. Demographic

- 1. Total population : 24000
 - Male : 12240
 - Female : 11760
- 2. Eligible couples : 4800
- 3. Total under fives: 3840
 - Total under two : 1536
- 4. Total house holds: 4752
- 5. Vital rates
 - CBR : 38/1000
 - CDR : 16/1000
 - Growth rate : 24/1000

B. Family Planning:

- 1. Total ELCOS : 4800
- 2. Current users
 - Total : 1344
 - Sterilization : 232
 - IUD : 82
 - Injectables : 22
 - Oral pills : 520
 - Condom : 438
 - Others : 50
- 3. New acceptors
 - Last month : 120
 - Proposed every month : year : 160:1920
- 4. Existing prevalence rates : 28% = 1344 ELCO
 - Proposed prevalence rates : 35% = 1680 ELCO

C. Administrative Set Up

- 1. Executives
 - Chairman UZ Parishad - I
 - Chairman Union Parishad - I
 - UFPO - I
 - MOMCH-FP - I
 - Member Union Parishad - 12

D. Field Functioneries

- Senior FWV - I
- FWV - I
- FPA - I

MA	-	I
FWAS	-	3
PVDCS	-	24
MVCS	-	120
CDHS	-	48

E. Service Delivery Facilities

UZ Health Complex	-	I
Union Health subcentre	-	1
Satellite clinics	-	24

F. Social Facilities

Engineering college	-	1
Degree college	-	1
Govt. Primary School	-	3
Secondary High School	-	1
Madrasha	-	1

G. Social Service Providers

Registered Physicians	-	
Homeopaths/Aurbedhs	-	
Marriage Registrars	-	
Teachers of all institutions	-	
Pharmacy Holders	-	
Shop keepers	-	
TBAS	-	
Member of UDP	-	
Member of Ansars	-	
Number of Co-op societies	-	
Number of Youth clubs	-	
Number of Sports clubs	-	
Number of NGOs	-	
Number of Women Co-ops	-	
Number of Mothers clubs	-	

H. Field Staff of Other Departments

Assist. Health Inspector	-	
Health Assistant	-	
Agri. Block Supervisors	-	
Supervisor Women Program	-	

I. Literacy Rate

	-	25%
Male	-	
Female	-	
Enrollements	-	
Primary School	-	
High School	-	
Madrasha	-	
College	-	

J. Mass Media

Total Radio sets	-	
Total TV sets	-	

96*

Management and Supervision of the Project : The Upazila Parishad and Upazila Family Planning Committee shall manage and supervise the proposed Pilot Project. Upazila FP Officer will monitor the Progress and bottlenecks and report to the UZ Chairman regularly and from time to time to the UZ Parishad/UZ FP Committee particularly in the monthly meeting of the UZ Parishad and UZ FP Committee. Upazila Family Planning Officer and MO MCH-FP shall be responsible to the UZ Chairman in the implementation of the Pilot Project.

The Pilot Project shall ensure maximum commitment from the elected representatives under the leadership of UZ Chairman. In the Union, Ward and village level, it is expected, CUP, MUP and village opinion leaders shall play pivotal roles in the implementation of the Project. They shall, through concerned committees, ensure both vertical and horizontal coordination as shown in Organograms.

UFPO shall be responsible for overall coordination of the Project under advice and guidance of UZ Chairman. He will ensure supply of contraceptives and logistics at all levels. He will supervise the activities of FPA, FWAs, FWV, MA and other field personnel. He will be responsible for financial management of the Project with the approval of UZ Chairman. He will be responsible for the IEM Activities and Evaluation of the Project.

MO-MCH-FP will be responsible for Service Delivery of the Project at Upazila Health Complex, Union Health Sub Centre, Sattelite Clinics and with Depot Holders. He will supervise the activities of Senior FWV, FWV, MA and TBAs in the discharge of their day to day activities. He will supervise the follow-up activities in respect of Clinical Contraceptives and make arrangement for the treatment of complicated clients.

Senior FWV : She will assist MO-MCH to provide Service Delivery in the Project. She will guide the FWV on the job basis to improve the quality of services. She will attend all the Sattelite Clinics to assist MO-MCH to organize them.

FWV : Shall be responsible for the MCH-FP services in the UHSC and S. Clinics. She will procure all logistics from UZ office. She will submit reports regularly to UFPO/MO-MCH.

Medical Assistant : He will remain responsible to provide general treatment to the Mother and Children in the Union Health Sub Centre and Setellite Clinics. He will submit reports to UFPO/MO-MCH regularly.

Family Planning Assistant : He will supervise the activities of FWAs. He will be responsible for overall co-ordination of the Programme in Union, Ward and Village level under guidance and advice of the UP Chairman. He will contact and approach MUPs, other govt. and non-govt. field staff, teachers, religious leaders, formal and informal leaders to involve them as per Organogram of the Project. He will regularly visit PVDC, MVC and

CDH and give them guidance to play their role in the Project. He will arrange meetings of the Union FP Committee, Ward Committees and village Development Committees in consultation with head of the committees with the help of FWAs. He will organise the Setellite Clinics in the Union with the help of local MUP, PVDC, MVC, CDH, TBA and FWAs. He will notify the dates of S. Clinics. He will be responsible for IEM activities in the Union.

Family Welfare Assistants : She will be responsible for implementation and coordination of the Project in the Ward. He will organize the meetings of Ward and village committees under guidance of the FPA in consultation with head of committees. She will procure contraceptives from UFPO and supply them to the clients, MVC and CDH and shall keep proper records. She will submit report regularly to the UFPO. She will collect reports from PVDC, MVC & CDHs.

The FWA shall cover the whole Ward in a month as her IEM and service delivery work shall substantially be substituted by PVDC, MVC and CDHs. She will contact ELCOs on follow-up visits. She will contact PVDC, MVC and CDH to support them in IEM and service delivery activities. She will register and update the ELCO Register with the help of PVDC and MVC. He will collect vital statistics and report to the UFPO. She will recruit Clients for Clinical Contraception, EPI and send mother and children to the clinics with help of MVC. She will prepare ELCO Maps village wise with the help of MVC under guidance of FPA.

Member Volunteer Core : He/She will be responsible for IEM and Service delivery in the assigned area. He/She shall substitute the work of the FWA. He/She will do ELCO Map and Registration with the help and guidance of FWA. He/She shall send clients to the clinics for clinical services, MCH and EPI Programme. He/She will regularly follow-up the clients and send complicated clients to the clinics. He/She will help FWA/FPA in organising the satellite clinics. He/She will procure contraceptives from the FWAs and supply and re-supply them to ELCOs and keep proper account of the contraceptives.

Community Depot Holders : They will be selected from amongst the village doctors, Homeopaths/Aurbedths, Marriage registers, TBAs, Members of VDP/Ansars and shopkeepers. They will procure contraceptives from the FWA and supply and re-supply them to the ELCOs. They will keep records of contraceptives supply. They will also give support to the MVC in IEM activities.

Coordinated Activities : At UZ level co-ordinating activities shall be piloted by the UZ Chairman. All functional heads will be required to implement FP Programme at his level and down to the field. Health Dept will provide Service Delivery and technical assistance to FP staff in the UHC, UHSC, S. Clinics. Health assistants will give health and nutritional education to the clients. They will distribute vitamin 'A' capsules and ORS to the children and mothers/children. Priority shall be given to the ELCO Acceptors and their children in UHC and UHSC. Medical

980

officers of UHC will divide the Setellite Clinics and visit them to assist MO-MCH. UHFPO shall visit UHSC and Setellite Clinics to give technical guidance to MOs and Paramedics. The UHFPO and MOs shall submit their Tour Programme to the UZ Chairman in this regard. In the first year of the Project Field Staff of Agriculture, Social Welfare, Co-operative, IRDP and Women Prog. Shall support the IEM Programme of the Project through their existing line. From the next years all field workers of Government and Non Government Dept. shall be involved in IEM activities.

The Chairman UP shall co-ordinate the Project activities with all Union level staff of different Depts., MUP, Chairman Ward Committee, PVDC and FPA and FWA, Teachers and religious leaders. NGO and women representatives.

The chairman of the Ward Committee (one MUP nominated by CUP) shall co-ordinate the project activities in the Ward level with the help of FPA, FWAs, MUPs, Representatives of NGOs, youth and women organizations, formal and non formal leaders, leaders of VDP, Ansars and religious leaders, teachers.

The President of Village Development Committee shall be responsible for coordination of the Project activities at village level with the help of FPA, FWA, Local Opinion leaders, VDP members, Chowkidar, Teachers, Religious Leaders etc.

Dates of Meetings of Different Committee Meetings :

Dates of first meetings of all committees shall be fixed on the formation day meeting of the committees in such a convenient way so that all members as well as supervisors of higher tyre may attend the meeting. Meetings of UZ FP Committee, Union FP Committee, Ward FP committee and village dev. committee shall be held once in a month.

IEM Activities : Face to face motivation by FPA, FWA, MVC and VDC members and CDHs shall remain the main strategy for motivation. Attempt will be made to form a local folk singer team to propagate the FP IEM activities in the Project Area. Mobile FP Film Projection Team shall organise Film shows in the Project area. Publicity materials shall be procured from the Dist. FP Office and shall be used in the Project Area. Attempt shall be made to procure a Mini Audio-visual Unit from the Director IEM to strengthen IEM activities in the area. Group meetings and community approach of motivation shall be practiced in the Project Area. While Radio and TV FP Programmes shall be best utilised through widening of listening of Radio and viewing of TV in group approach.

MCH and EPI activities : These services shall be made available at UZ Health Complex, UHSC and Satellite Clinics. While FWV and MA will also make domicilliary visits for the service and follow-up services to mother and children.

Training Programme : Before take-off of the Project the training programme shall be conducted as under :

- A. 1 day's Orientation of FPA, FWAs, HA, AHI, H9, FWV, Sr.FWV, MA, CUP, MUP and PVDC
- B. 3 day's training of MVCs
- C. 1 day's Orientation of CDHs
- D. 1 day's Orientation for all members of UZ FP Committee.

All the training programme shall be approved by the Chairman UZ Parishad and shall be coordinated by UFPO and MO-MCH.

Trainers for Group 'A' shall be UFPO & MO-MCH
Trainers for Group 'B' shall be UFPO, MO-MCH, Senior FWV and FPA
Trainers for Group 'C' shall be FWV, MA, FPA & FWA
Trainers for Group 'D' shall be Cchairman UZ Parishad.

In the process of implementing the training programme attempts will be made to ensure 100% participation of the groups and to make all groups understand the spirit of the Pilot Project.

In addition to the above Director IEM would be moved to allocate funds for the special training programme of Ulamas in the Project area. Director IEM will also be moved to allocate fund to form a Folk-singer team in the area and for training and salary of the members of the team.

Provision of Fund : Provision for fund to meet the salary, establishment cost and contingency of FP set up from UZ to field level shall be met from the allotment of fund made from time to time by DG, FP, directorate as per budget provision and as per requirements. Requirements of fund for inovative activities as included in the Pilot Project is as under :

1. Cost for ward FP Committee Meetings TK.100x12x3	= TK 3,600
2. Cost for village DEV. Committe Meetings TK 50x12x24	= TK.14,400
3. Cost for Union FP Committee Meetings TK 125x12x1	= TK. 1,500
4. Cost for UZ FP Committee Meetings TK 150x12x1	= TK. 1,800
5. Training and orientation	
A. 3 days training of MVCs	= TK. 9,000
B. 1 day orientation of FPA, FWA, FWV & other	= TK. 3,000
C. 1 day orientation of CDHs	= TK. 3,000
D. 1 day orientation for UZ FP Committee Members	= TK. 500
6. Honorarium for MVCs : TK.50 x 120 x 12	= TK.72,000
7. Honorarium for CDHs : TK.30 x 48 x 12	= TK.17,280
8. Awards	= TK. 1,500
9. Stationery and printings	= TK. 5,000
10. Support to income generating activities	= TK.25,000
11. Support to organization/clubs	= TK. 3,000
12. Evaluation	= TK. 5,000

Total = TK.165,580

Provision for funds will be made from Upazila Parishad, Minister of Health and Family Planning and Local Doners. It may be mentioned here that 7 - 15% allocation of Fund could be made available from ADP of Upazila Parishad to support FP activities.

Award will be given to 3 best MVCS of 3 wards each getting award worth TK. 500/=

Evaluation : Independent evaluation of the project shall be made by officials other than those engaged in implementation of the project. Format for evaluation shall be developed and honorarium shall be provided as per financial allocation shown in the project proposal.

Conclusion :

- A. This Pilot project has been designed keeping the existing staffing pattern coordinating committees intact upto village level. Attempt has been made to substitute the FWAs work at village level by MVC and CDHS, so as to make ELCO : Worker ratio 30 : 1. In the next project year ELCO : MVC ratio will come down to 20 : 1 by recruiting more MVC on getting budget provision. Again this year optimum CPR and New Acceptor target have been fixed as lot of time will be consumed for training and orientation and for MVC to know the ELCOS and CUS. Next year target in these fields shall be enhanced.
- B. Contraceptives shall be provided to the clients on cafeteria approach, but stress will be given to transfer ELCOS on pill & condom to IUD, injectables or sterilization.
- C. As there is no NGO working on FP in the Union a NGO will be developed in the area with 90 % female participation and the NGO will work independently with ELCOS on innovative IEM and service delivery activities.
- D. Income generating activities in 2nd 3rd and other project year will be so designed so that large scale women employment may be made in the next years.
- E. In the next years on the appraised of evaluation reports gradually remaining 14 unions of the upazila shall be brought under the Pilot Project.

COMPONENT ACTIVITIES.

ACTIVITIES	Mar.	Apr.	May	June	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Remarks
Upazila Parisad meeting and approval ratification of the project.	V												
Upazila FP committee meeting to take steps to implement the project.		V											
Tabulation of data from the couple registration earlier done to determine current level of CPR for the union, wards and villages.			V										
Union FP Com. Mtg. Upazila chairman, UFPO, and MOMCH shall attend these meeting to from ward and village committees.			V										
Mapping of the villages Map will show the villages assigned to a particular FWA and MVC, the number of ELCOS therein!				V									
Distribute village level target for continuation of CUs and for new acceptors					V								
Training of MVC. Orientation of UZFP committee members, FPA and other field staff and CDHS on work methodology, record keeping, I E M, service delivery EPI and MCH,					V								
Hold satellite clinics on a fixed dates once in a month in every village						V	V	V	V	V	V	V	land on ward
Monthly staff meeting.	V	V	V	V	V	V	V	V	V	V	V	V	land on ward
Evaluation of programme on random basis													June 1989

ANNEX 12

LIST OF PARTICIPANTS

N A M E	P O S I T I O N
<u>Group Goalando</u>	
1. Mr. Md. Akhtaruzzaman Khan	Director, IEM (Team Leader)
2. Mr. Fakir Abdul Jabar	Upazila Chairman, Goalando
3. Dr. Sohel Ali	MO-MCH, Goalando
4. Mr. Wahiduzzaman	UFPO, Goalando
5. Mr. Emdadul Haque Biswas	Upazila Chairman, Rajbari
6. Mr. A.Z. Shamsuddin Fakir	DDFP, Kisboreganj
<u>Group Raozan</u>	
7. Mr. Md. Abdullah	Upazila Chairman, Raozan
8. Dr. Mamunur Rachman	MO-MCH, Raozan
9. Mr. Mohammad Faruque	UFPO, Raozan
10. Mr. Abdul Kalam	Asst. Chief, Planning, FP Wing, MOHFP
11. Mr. Shahjahan Chawdhury	Upazila Chairman, Cox's Bazar Sadar
12. Ms. Noor Begum	General Secretary Chittagong Mothers Club
<u>Group Kachua</u>	
13. Mr. Azizur Rahman	Upazila Chairman, Hakimpur
14. Dr. Golam Mustafa	MO-MCH, Kachua
15. Mr. Sheik Ayub Ali	UFPO, Kachua
16. Mr. Moh. Taher Jamil	DDFP, Dinajpur
17. Ms. Louisa Gomes	Program Officer, USAID, Dhaka
<u>Group Patgram</u>	
18. Mr. Hakim Ahmed Rouf	Upazila Chairman, Patgram
19. Dr. A.K.M. Jahid Hussain Lashker	MO-MCH, Patgram
20. Mr. Md. Murtuza Ali	UFPO, Patgram
21. Dr. Muhammad Abdus Sabur	APS to Minister for Health and Family Planning
22. Ms. Afroz Huda	Program Officer, Asia Foundation, Dhaka.

ANNEX 13

STAFF LIST

A. FACILITATORS

NUMBER	N A M E	POSITION
1.	DR. Fudjo Rahardjo	Chief, Center for Family Planning Policy Development and Chairman of Facilitator Team.
2.	Soemarsono, SKM	Chief, Bureau of Communication and Motivation and Vice Chairman of Facilitator Team.
3.	Drs. Jasmi Kamil	Chief, Overseas Training Division and Facilitator.
4.	Drs. Arif Sukadar, MPH	Chief, Administration Division and Facilitator.
5.	Dra. Sri Sundari Sasongko	Chief, Data Collection and Analysis Division and Facilitator.
6.	Drs. Syamsul Arief, MPA	Chief, Development and Integration Program Services Division and Facilitator.
7.	Drs. Armia Idris, M.Ed.	Chief, Sub Division of Curriculum and Instructional System and alternate.
8.	DR. Donald Chauly	Project Manager, Indonesia - Bangladesh Project, Family Planning Management Training Project, Management Sciences for Health.
9.	Dra. Martha Ismail, MSc.	Project Assistant, Indonesia Bangladesh Project, Family Planning Management Training Project, Management Sciences for Health.

B. SUPPORT STAFF

NUMBER	NAME	POSITION
1.	Drs. Furqan Ia Faried	Staff, Center for Education and Training for Program Personnel.
2.	Mr. Martinus Munthe	Ditto
3.	Mr. Ramlan Saulan	Ditto
4.	Mr. Asrul Agin	Ditto
5.	Mr. M. Bawardadi	Ditto
6.	Mr. Suryanto	Ditto
7.	Mr. Untung Margono	Ditto
8.	Mr. Bambang Subagyo	Ditto
9.	Mrs. Kristiana Muktini	Ditto
10.	Mrs. Murfitriati	Ditto
11.	Ms. Suhartati	Ditto
12.	Ms. Elvira	Ditto
13.	Ms. Bayu Adhika	Ditto

ANNEX 14

EVALUATION OF THE DHAKA BRIEFING

Participants were asked to rate each session of the Dhaka briefing according to the following scale :

- 1 = not at all useful
- 2 = somewhat useful
- 3 = useful
- 4 = very useful
- 5 = excellent

Ratings for each session and their relative rankings were :

<u>Session</u>	<u>Title</u>	<u>Rating</u>	<u>Rank</u>
1A	The Bangladesh FP Program: Overall Program Management	2.68	9
1B	The Bangladesh FP Program: Supervision	2.57	10
1C	The Bangladesh FP Program: Service Delivery	3.05	6
1D	The Bangladesh FP Program: Logistics	3.64	1
1E	The Bangladesh FP Program: IEC	3.18	2
2	Team Building: Broken Squares	3.05	6
3	Changes in Field Worker Jobs	2.86	8
4	Introduction to Indonesian Culture	3.09	5
5	Introduction to the Action Plan and the Indonesian Study Tour	3.14	3
6	Administrative Arrangements	2.57	10
7	Slide-tape: The Indonesian FP Program	3.10	4

Open-ended comments about each session were also elicited from the participants. The comments which represent suggestions for changes are as follows :

- o For the Bangladesh FP Program sessions, provide written

handouts.

- o For Session 2, Team Building, a) provide translation and b) make the objectives of the session clearer.
- o In Session 3, Changes in Field Worker Jobs, the focus was too theoretical: it was recommended that more emphasis be placed on the actual rather than the written job descriptions. Also, more emphasis should be placed on the FWA and FPA jobs rather than on all the jobs. Finally, it was recommended that a handout be provided, listing the written job descriptions.
- o For the Introduction to Indonesian Culture, Session 4, a) the Indonesian Ambassador should be allotted more time; and b) the criticisms of participant behaviour (based on the 1981-82 version of this project) were not realistic.
- o For Session 5, the Introduction to the Action Plan and the Indonesian Study Tour, a more substantial introduction to the action plan - during the Upazila visit rather than the briefing in Dhaka - was recommended.
- o The last session, the Slide-tape presentation of the Indonesian FP Program, was given at the same time as the distribution of travelers checks. Participants felt that time for this should have been allotted without any such overlapping disturbance.

Participants were also asked to make any general comments or recommendations for the briefing program.

- o District-level MO(MST)s should be included with future groups.
- o Prior to the briefing, there should be a 2-day orientation conducted in each Upazila, involving participants, other FP staff and local NGO personnel.
- o Some of the Upazila Chairmen were not at all knowledgeable about the FP Program in their own Upazila. Some efforts should be made to ensure that they have a better understanding of it before the briefing.
- o A pre-test should be given to assess participants' understanding of the Bangladesh FP system.
- o Selected participants from previous groups should assist as facilitators in the implementation of the briefing.
- o Participants should be allowed to work on their own initiative rather than being frequently guided by others.
- o More audio-visual aids should be used.

- o More modern techniques of teaching should be used.
- o There should be more handouts.
- o The Indonesian glossary should be provided earlier in the briefing.
- o The Dhaka briefing should be longer (3-5 days).
- o The MIS Unit should be included in the orientation.
- o All participants should be required to attend all sessions of the briefing.
- o Participants should be taught 5 sentences in Bahasa Indonesia.

ANNEX 15A

EVALUATION QUESTIONNAIRE

BANGLADESH/INDONESIA ORIENTATION STUDY PROGRAM
NATIONAL FAMILY PLANNING COORDINATING BOARD (BKKBN).

11 - 29 FEBRUARY 1988

Instructions :

1. Please do not write your name on this questionnaire.
2. Please use the following scale when answering the questions on this form :
 - 1 = not at all useful
 - 2 = somewhat useful
 - 3 = useful
 - 4 = very useful
 - 5 = excellent
3. Please write any comments in English.

In Jakarta BKKBN office, the following presentations/lectures were held to orient to you on Indonesian national family planning program. Give your evaluation on each one of them by putting V mark in appropriate column of their usefulness.

Presentations/Lectures	Not at all useful	Somewhat useful	Useful	Very useful	Excellent
1. National Family Planning Program operation	-----	-----	-----	-----	-----
2. BKKBN's Logistic System	-----	-----	-----	-----	-----
3. National level Program Planning for F.P.	-----	-----	-----	-----	-----
4. National Family Planning Program monitoring and Evaluation	-----	-----	-----	-----	-----
5. Administrative Briefing at Grand Menteng Hotel.	-----	-----	-----	-----	-----

In Yogyakarta you have attended lectures / observed the following field activities. Give your evaluation on each one of them by putting V mark in appropriate column of their usefulness.

Presentations/field activities	Not at all useful	Somewhat useful	Useful	Very useful	Excellent
1. Lecture and discussion at Yogyakarta BKKBN office	-----	-----	-----	-----	-----
2. Lecture and discussion led by religious leaders	-----	-----	-----	-----	-----
3. Observation of PPLKB conducting a meeting with PLKB.	-----	-----	-----	-----	-----
4. Discussion and dialogue with PPLKB/PLKB	-----	-----	-----	-----	-----
5. Data observation	-----	-----	-----	-----	-----
6. Discussion on religious leaders roles and participation in Family Planning program.	-----	-----	-----	-----	-----
7. Discussion on the process of acceptance towards Family Planning	-----	-----	-----	-----	-----
8. Discussion on form of activities conducted at the Pesantren/ Madrasah.	-----	-----	-----	-----	-----
9. Puskesmas observation and dialogue with Puskesmas Personnel.	-----	-----	-----	-----	-----
10. Dialogue with Camat	-----	-----	-----	-----	-----
11. Dialogue with PPLKB	-----	-----	-----	-----	-----
12. Dialogue with PLKB	-----	-----	-----	-----	-----
13. Dialogue with PKK	-----	-----	-----	-----	-----

- | | | | | | |
|---|-------|-------|-------|-------|-------|
| 14. Observation of female
PLKD conducting a
meeting with PPKBD
and Kaders, and
dialogue with the
meeting participants. | ----- | ----- | ----- | ----- | ----- |
| 15. Presentation on ELCO
census and mapping | ----- | ----- | ----- | ----- | ----- |
| 16. Data gathering and
mapping exercise | ----- | ----- | ----- | ----- | ----- |
| 17. Observation of
Posyandu activities | ----- | ----- | ----- | ----- | ----- |
| 18. Dialogue and
discussion with
Posyandu parti-
cipants. | ----- | ----- | ----- | ----- | ----- |
| 19. Consolidation of
field data and
information. | ----- | ----- | ----- | ----- | ----- |

In Bali, you have attended lectures/observed the following activities, give your evaluation on each one of them by putting V mark in appropriate column of their usefulness.

Presentations/field activities	Not at all useful	Somewhat useful	Useful	Very useful	Excellent
1. Lectures and discussion at Bali Provincial BKMBN	-----	-----	-----	-----	-----
2. Film presentation on Banjar system	-----	-----	-----	-----	-----
3. Discussion on the film presentation	-----	-----	-----	-----	-----
4. Traditional IEC demonstration	-----	-----	-----	-----	-----
5. Presentation community involvement presented by local leaders, Camat, religious and cultural leaders.	-----	-----	-----	-----	-----
6. Discussion with the local leaders on political support of NKKBS	-----	-----	-----	-----	-----
7. Dialogue with PPLKB/ PLKB on their changing role.	-----	-----	-----	-----	-----
8. Dialogue with PPLKB/ PLKB on their role as "Agent of Change" through LKMD (Board of Village Dev't)	-----	-----	-----	-----	-----
9. Observation of youth group activities	-----	-----	-----	-----	-----
10. Dialogue with youth group	-----	-----	-----	-----	-----
11. Observation of Puskesmas activities	-----	-----	-----	-----	-----

12. Dialogue with family planning miniworkshop participants	-----	-----	-----	-----	-----
13. Dialogue with female PLKB	-----	-----	-----	-----	-----
14. Dialogue with PPLKB/Kader	-----	-----	-----	-----	-----
15. Dialogue with Kelian	-----	-----	-----	-----	-----
16. Observation an ELCO census and mapping in the Banjar	-----	-----	-----	-----	-----
17. Observation of Pos-yandu	-----	-----	-----	-----	-----
18. Dialogue with PKK, Kaders and non-formal Kelian	-----	-----	-----	-----	-----
19. Consolidation of field data and information	-----	-----	-----	-----	-----

PREPERATION OF ACTION PLAN

The purpose of the visit to Indonesia is to help you improve family planning services, service delivery and management in your Upazila. The action plan is intended to be your working document to help you develop improved family planning services in your area. What is your opinion of the Action Plan Development Program in Puncak and Jakarta.

Presentations/field activities	Not at all useful	Somewhat useful	Useful	Very useful	Excellent
1. Technical guidance from BKIKDN to help prepare action plans.	-----	-----	-----	-----	-----
2. Relevance of materials provided to help prepare action plans.	-----	-----	-----	-----	-----
3. Relevance of field visits in Jogja to help prepare action plans.	-----	-----	-----	-----	-----
4. Relevance of field visits in Bali to help prepare action plans.	-----	-----	-----	-----	-----

Please provide below any other comments you may have regarding the Action Plans development of this program. What further assistance do you think you will need to implement your action plan in your Upazila ?.

LOGISTICS

In order to help us improve the program for future batches please answer the following questions :

	Not at all adequate	Somewhat adequate	Adequate	Excellent
1. Hotel facilities in				
a. Jakarta	-----	-----	-----	-----
b. Yogyakarta	-----	-----	-----	-----
c. Bali	-----	-----	-----	-----
d. Puncak	-----	-----	-----	-----
2. Food in :				
a. Jakarta	-----	-----	-----	-----
b. Yogyakarta	-----	-----	-----	-----
c. Bali	-----	-----	-----	-----
d. Puncak	-----	-----	-----	-----
3. Transportation in :				
a. Jakarta	-----	-----	-----	-----
b. Yogyakarta	-----	-----	-----	-----
c. Bali	-----	-----	-----	-----
d. Puncak	-----	-----	-----	-----
4. Length of time in each place				
a. Jakarta	-----	-----	-----	-----
b. Yogyakarta	-----	-----	-----	-----
c. Bali	-----	-----	-----	-----
d. Puncak	-----	-----	-----	-----

116^x

5. Prayer/worship facilities in :

- a. Jakarta -----
- b. Yogyakarta -----
- c. Bali -----
- d. Puncak -----

6. Recreational activities in :

- a. Jakarta -----
- b. Yogyakarta -----
- c. Bali -----
- d. Puncak -----

Please provide below any other comments regarding the logistical aspect of the Study Tour.

GENERAL COMMENTS

Please provide below any additional comments about the study tour program.

ANNEX 15b

EVALUATION RESULTS:
PRESENTATIONS/LECTURES
J A K A R T A

No.	Name of Lecture	Blank		Not Useful		Somewhat Useful		Useful		Very Useful		Excellent		Total		Mean (1-5)
		f	%	f	%	f	%	f	%	f	%	f	%	f	%	
1.	National Family Planning Program Operation							3	13.6	12	54.5	7	31.8	22	100	4.2
2.	BKKBN's Logistic System	1	4.5			1	4.5	7	31.8	9	40.9	4	18.1	22	100	3.7
3.	National Level Program Planning for FP	2	9					1	4.5	8	36.3	11	5	22	100	4.4
4.	National FP Program Monitoring and Evaluation	1	4.5			4.5		1.9	11	5	7	31.8	22	100	4.1	
5.	Administrative Briefing at Grand Menteng Hotel	1	4.5					6	27	12	54.5	3	13.6	22	100	3.8

ANNEX 15c

EVALUATION RESULTS:
LECTURES AND FIELD ACTIVITIES
Y O G Y A K A R T A

No.	Name of Lecture and field activi- ty.	Blank		Not Useful		Somewhat Useful		Useful		Very Useful		Excellent		Total		Mean (1-5)
		f	%	f	%	f	%	f	%	f	%	f	%	f	%	
1.	Lecture and Discussion at Yogyakarta BKKBN office					1	4.5	4	18	15	68.2	2	9	22	100	3.8
2.	Lecture and Discussion led by Religious Leaders					2	9	9	40.9	6	27	5	22.7	22	100	3.6
3.	Observation of PPLKB conducting a meeting with PLKB	1	4.5					6	27	10	45	5	22.7	22	100	4.0
4.	Discussion and Dialogue with PPLKB/PLKB	2	9			1	4.5	3	13.6	13	59	3	13.6	22	100	3.9
5.	Data Observation	1	4.5			2	9	4	18	10	45	6	27	22	100	4.3
6.	Discussion on Religious Lea- ders Roles and Participation in FP Program	1	4.5	1	4.5	2	9	5	22.7	9	40.9	4	18	22	100	2.9
7.	Discussion on the process of acceptance towards FP Program	1	4.5					5	22.7	12	54.5	3	13.6	22	100	3.8

NO.	Name of lecture and field activity	Blank		Not Useful		Somewhat usefull		Useful		Very Useful		Excellent		Total		Mean (1-5)
		f	%	f	%	f	%	f	%	f	%	f	%	f	%	
8.	Discussion on form of activities conducted at the Pesantren / Madrasah			1	4.5	1	4.5	7	31.8	9	40.9	4	18	22	100	3.6
9.	Puskesmas Observation and Dialogue with Puskesmas Personnel							3	13.6	11	50	8	36	22	100	4.2
10.	Dialogue with Camat							11	50	8	36	3	13.6	22	100	3.6
11.	Dialogue with PPLKB							6	27	13	59	3	13.6	22	100	3.8
12.	Dialogue with PLKB							8	36	9	40.9	5	22.7	22	100	3.8
13.	Dialogue with PAK					1	4.5	15	68.2	3	13.6	3	13.6	22	100	3.4
14.	Observation of Female PLKB conducting a meeting with PPKBD and cadets and dialogue with the meeting participants					2	9.0	5	22.7	9	40.9	6	27	22	100	3.8
15.	Presentation on Elco census and mapping							3	13.6	7	31.8	12	54.5	22	100	4.4

120x

No.	Name of lecture and field activity	Blank		Not Usefull		Somewhat Usefull		Useful		Very Useful		Excellent		Total		Mean (1-5)
		f	%	f	%	f	%	f	%	f	%	f	%	f	%	
16.	Data gathering and mapping exercise							3	13.6	9	40.9	10	45	22	100	4.3
17.	Observation of Posyandu activities							5	22.7	15	68.2	2	9	22	100	3.5
18.	Dialogue and discussion with Posyandu participants							8	36	11	5	3	13.6	22	100	3.7
19.	Consolidation of field data and information					1	4.5	6	27	10	45	5	22.7	22	100	4.3

NO.	LOGISTICAL ASPECT	BLANK		NOT AT ALL ADEQUATE		SOMEWWHAT ADEQUATE		ADEQUATE		EXCELLENT		TOTAL		MEAN
		f	%	f	%	f	%	f	%	f	%	f	%	(1-4)
	c. Bali					4	18	10	45	8	36	22	100	3.2
	d. Puncak			1	4.5	8	36	5	22.7	8	36	22	100	2.9

ANNEX 15d

EVALUATION RESULTS:
LECTURES AND FIELD ACTIVITIES
B A L I

No.	Name of Lecture and field activi- ty	Blank		Not Useful		Somewhat Useful		Useful		Very Useful		Excellent		Total		Mean (1-5)
		f	%	f	%	f	%	f	%	f	%	f	%	f	%	
1.	Lecture and dis- cussion at Bali Provincial BKKBN!							9	40.9	12	54.5	1	4.5	22	100	3.6
2.	Film presenta- tion on Banjar system							6	27	15	68.2	1	4.5	22	100	3.7
3.	Discussion on film presentation					1	4.5	9	40.9	11	50	1	4.5	22	100	3.5
4.	Traditional IEC demonstration					3	13.6	7	31.8	11	50	1	4.5	22	100	3.5
5.	Presentation on community led by Local Leaders, Camat religious and cultural leaders							9	40.9	9	40.9	4	18	22	100	3.7
6.	Discussion with local leaders on political sup- port for NKKBS	1	4.5			2	9	6	27	9	40.9	4	18	22	100	3.7
7.	Dialogue with PPLKB/PLKB on their changing role	1	4.5					5	22.7	14	63.6	2	9	22	100	3.8

No.	Name of lecture and field activi- ty	Blank		Not Usefull		Somewhat Useful		Useful		Very Useful		Excellent		Total		Mean (1-5)
		f	%	f	%	f	%	f	%	f	%	f	%	f	%	
8.	Dialogue with PPLKB/PLKB on their role as "agent of change" through LKMD (Board of vil- lage Dev't)					1	4.5	9	40.9	10	45	2	9	22	100	3.5
9.	Observation of youth group activities					1	4.5	10	45	7	31.8	4	18	22	100	3.6
10.	Dialogue with youth group					2	9	11	50	7	31.8	2	9	22	100	3.4
11.	Observation of Puskesmas acti- vities	1	4.5					5	22.7	12	54.5	4	18	22	100	3.9
12.	Dialogue with FP mini workshop participants					2	9	10	45	10	45			22	100	3.3
13.	Dialogue with Female PLKB					1	4.5	10	45	9	40.9	2	9	22	100	3.5
14.	Dialogue with PPKBD/Kader							8	36	10	45	4	18	22	100	3.8
15.	Dialogue with the Kelian							6	27	11	50	5	22.7	22	100	3.9
16.	Observation on Elco census and mapping in the Banjar							5	22.7	11	50	6	27	22	100	4.2
17.	Observation of Posyandu							6	27	14	63.6	2	9	22	100	3.8

No.	Name of lecture and field activi- ty	Blank		Not Useful		Somewhat Useful		Useful		Very Useful		Excellent		Total		Mean (1-5)
		f	%	f	%	f	%	f	%	f	%	f	%	f	%	
18.	Dialogue with PKK, Kaders, and non-formal Keli- an					1	4.5	7	31.8	12	54.5	2	9	22	100	3.6
19.	Consolidation of field data and information					1	4.5	5	22.7	11	50	5	22.7	22	100	3.9

ANNEX 15a

EVALUATION RESULTS:
PREPARATION OF ACTION PLANS
PUNCAK

No.	WORKSHOP ACTIVITY	Blank		Not Useful		Somewhat Useful		Useful		Very Useful		Excellent		Total		Mean (1-5)
		f	%	f	%	f	%	f	%	f	%	f	%	f	%	
1.	Technical guidance from BKKBN to help prepare action plans							6	27	12	54.5	4	18	22	100	3.9
2.	Relevance of materials to help prepare action plans					1	4.5	7	31.8	10	45	4	18	22	100	3.7
3.	Relevance of field visits in Jogjakarta to help prepare action plans							3	13.6	12	54.5	7	31.8	22	100	4.2
4.	Relevance of field visits in Bali to help prepare action plans					1	4.5	4	18	13	59	4	18	22	100	3.9

ANNEX 15f

EVALUATION RESULTS:
L O G I S T I C S

NO.	LOGISTICAL ASPECT	BLANK		NOT AT ALL ADEQUATE		SOMEWHAT ADEQUATE		ADEQUATE		EXCELLENT		TOTAL		MEAN (1-4)
		f	%	f	%	f	%	f	%	f	%	f	%	
1.	Hotel facilities in													
	a. Jakarta							15	68.2	7	31.8	22	100	3.3
	b. Jogjakarta							9	40.9	13	59	22	100	3.5
	c. Bali			1	4.5	6	27	11	50	4	18	22	100	2.8
	d. Puncak					5	22.7	11	50	6	27	22	100	3.0
2.	Food in													
	a. Jakarta					3	13.6	15	68.2	4	18	22	100	3.0
	b. Jogjakarta					3	13.6	11	50	8	36	22	100	3.2
	c. Bali					4	18	11	50	7	31.8	22	100	3.1
	d. Puncak					2	9	11	50	9	40.9	22	100	3.3
3.	Transportation in													
	a. Jakarta					2	9	15	68.2	5	22.7	22	100	3.1
	b. Jogjakarta					1	4.5	14	63.6	7	31.8	22	100	3.2

NO.	LOGISTICAL ASPECT	BLANK		NOT AT ALL ADEQUATE		SOMEWHAT ADEQUATE		ADEQUATE		EXCELLENT		TOTAL		MEAN (1-4)
		f	%	f	%	f	%	f	%	f	%	f	%	

	c. Bali					1	4.5	16	72	5	22.7	22	100	3.2
	d. Puncak					2	9	14	63.6	6	27	22	100	3.2

4.	Length of time in each place			2	9	8	36	10	45	2	9	22	100	2.5
	a. Jakarta													
	b. Jogjakarta					4	18	13	59	5	22.7	22	100	3.0
	c. Bali					2	9	17	77.2	3	13.6	22	100	3.0
	d. Puncak					2	9	14	63.6	6	27	22	100	3.2

5.	Prayer/worship facilities in													
	a. Jakarta	1	4.5			1	4.5	12	54.5	8	36	22	100	2.8
	b. Jogjakarta	1	4.5			1	4.5	12	54.5	8	36	22	100	3.3
	c. Bali	1	4.5	1	4.5	5	22.7	9	40.9	6	27	22	100	2.9
	d. Puncak	1	4.5			3	13.6	11	50	7	31.8	22	100	3.1

6.	Recreational activities in													
	a. Jakarta			2	9	6	27	10	45	4	18	22	100	2.6
	b. Jogjakarta					2	9	11	50	9	40.9	22	100	3.3

NO.	LOGISTICAL ASPECT	BLANK		NOT AT ALL ADEQUATE		SOMENHAT ADEQUATE		ADEQUATE		EXCELLENT		TOTAL		MEAN (1-4)
		f	%	f	%	f	%	f	%	f	%	f	%	
c. Bali						4	18	10	45	8	36	22	100	3.2
d. Puncak				1	4.5	8	36	5	22.7	8	36	22	100	2.9

ANNEX 15g

EVALUATION RESULTS:
PARTICIPANTS' RESPONSES TO OPEN-ENDED EVALUATION QUESTIONS

I. About the Overall Orientation Study

1. Kindly request your Embassy in Dhaka to discuss more on your social norms.
2. Kindly include demographic projections and CYP implications in the tour Program.
3. Kindly make and sample evaluation on longterm IUD users and kindly provide that to the next batch.
4. Kindly increase the duration of Study Tour Program to 1 month .
5. The Study Tour as a whole is good and meaningful.
6. Study Tour in Indonesia was very useful, it should continue for further teams.
7. Most encouraging.
8. The team should be complete; e.g. the selection criteria should be followed properly by MOHFP/Bangladesh.
9. Useful and needful
10. In Jakarta BKKBN office, after opening ceremony, throughout the day were full of lectures. It was boring, tired job, everyone got fatigue after lunch. Can't it be held in two days ? So many lectures in first day in an unknown situation is not appropriate for concentration.
11. Language was a barrier throughout the trip.
12. Excellent opportunity to learn the program, to know the country and nation as a whole. Rememberable experience of hospitality of BKKBN personnel, rememberable person forever, Dr. Pudjo.
13. Very needful and meaningful .
14. I have acquired a good knowledge studying the FP Program implemented by the Government of Indonesia as ll as the BKKBN overall orientation study.
15. Instead of broken team, full team is preferable for such kind of Study Tour.

16. There are a lot of other things to know for which more program duration should be extended.
17. The duration of the program need be extended for one month.

II. Logistics

1. Good.
2. Kindly include audivisual aids
3. Computer facility should be more adequate.
4. Logistics in the form of stationaries were inadequate.
5. Everything is o.k.
6. Good
7. Each group should be provided with a pocket calculator during the trip. There should be adequte supply of pencils, sharpener, stapler, etc.
8. Each group should be provided with calculator, pencil, sharpener, clip etc.
9. Try to improve logistic support.
10. In action plan development sessions, necessary materials like clips, pins, stapler etc. are to be provided.
11. Hotel accomodation arranged in Bali should be changed. In Puncak though accomodation was nice, it seems to be a concentration camp. Can't it be arranged in Jakarta ?
12. Can't the Bangladesh/European food be arranged ?
13. In Bali, the length of time seems to be lengthy. Nothing more to mark except Banjar system. Can't it be shortened?
14. Logistical aspect was satisfactory.
15. If time permits, arrangements may kindly be made to adopt railway trip between Jakarta - Jogyakarta instead of air trip.

III. About the Plan of Action

1. Kindly include action plans modules
2. Logistic for action plans not adequate
3. More time should be allotted and place be changed.
4. Satisfactory assistance had been arranged in making action plan by the agency of BKKBN. The authority and the manpower worked very hard to help us prepare the action plan .
5. Formal approval from the government that the Gov. will place no restriction to implement the plan of action.

ANNEX 16

EVALUATION OF INDONESIA PROGRAM: STAFF

(Consolidation of comments
by individual staff members)

No.	Agenda Item/ Issues	Location	Organization of Activities	Assessment by BKKBN		Assessment by Participants		Salient Points for Discussion	Suggested Improvements and Remarks
				Positive	Negative	Positive	Negative		
1.	Arrival of Parti- cipants	CGE Airport	* Protocol	V		V			
			* Baggage handling	V		V			
			* Transportation	V		V			
2.	Hotel/Lodging	Grand Menteng /Jakarta	* Check-in Service			V			
			* Rooms	V		V			
			* Restaurant/food			V			
			* Other facilities/ services	V		V		Service should be provided in a more professional way	
3.	Administrative briefing	Grand Menteng Hotel	* Distribution of ST materials and facilities						- Inadequate materials were distributed - Late distribution - Name tags were too small to be helpful. Write them with a thick marker large enough to be readily seen.
			* Agenda of the ST Program					- Background - Objective viewed from learning process - OS detailed program - Plan of Action - Glossary	Need detailed information on field sessions, including wrap- up meetings
			* Rules of conduct						

No.	Agenda Item/ Issues	Location	Organization of Activities	Assessment by BKKBN		Assessment by Participants		Salient Points for Discussion	Suggested Improvements and Remarks
				Positive	Negative	Positive	Negative		
4.	Opening Ceremony	BKKBN	* Protocol * MC * Opening address	V V V					
5.	Briefing I: FP Program Poli- cies & strategies	BKKBN	Lecture and discussion led by the Chairman of BKKBN			Cancelled Replaced by video presentation			
6.	Briefing II: FP Operational Development	BKKBN	Panel Discussion led by Soemarsono SKM	V				-Coordination at various level -Main activities	- Program development (current status) should be included as it was not presented in a special session as it was in the first group.
7.	Briefing III: FP Program Planning	BKKBN	Panel Discussion led by Sudibyo MSc.	V				-Top down and bottom up system -Role of horizontal coordina- tion -Problems and constraint of planning system	-Presenter was not used to pre- senting a lesson in English
8.	Briefing IV: FP Program Report- ing and Recording System & Contra- ceptive Logistics	BKKBN	Panel Discussion led by Drs. Sami Azis, Drs. Sugeng Margono, dr. Rudy Pekerti, MPH.	V				- Contraceptive service - Reporting and Recording System	
9.	Interpreter	Jakarta portion		V					
10.	Hotel check-out	Grand Menteng Hotel	* Check out service * Baggage handling	V					

No.	Agenda Item/ Issues	Location	Organization of Activities	Assessment by BKKBN		Assessment by Participants		Salient Points for Discussion	Suggested Improvements and Remarks
				Positive	Negative	Positive	Negative		
11.	Travel to Jogja- karta	Cengkareng Airport	* Transport to air- port * Baggage handling * Check in	V V V		V V V			
12.	Arrival in Jogja- karta	Adisucipto Airport	* Baggage handling * Transport to Hotel	V V		V V			
13.	Hotel/lodging	Mutiara Hotel	* Check in * Rooms * Restaurant/Food * Other facilities/ services	V V V V		V V V			
14.	Briefing V : Overview of Jogja- karta FP Program	BKKBN Jogyakarta	* Lecture and discus- sion led by the Chairman	V			Too loong- Yogyakarta Dev't Program - Overview of the Yogyakarta FP Program	-More detailed program coordi- nation and implementation at Kabupaten level down to Keca- matan and village level should be emphasized. -Briefing too long. Coordina- tion between talk and transpa- rencies not well done. Room too hot.	
15.	Briefing VI : Support of Religi- ous Leaders in FP Program	BKKBN Jogyakarta	Brief lectures and discussion led by Religious Leaders	V			- Role of Ulama - Funding for Religious affair - Halal/Haram of Vasec/tubec - Ulama who oppose FP	- Presentation should be short- ened and more time should be allocated to discussion - Find other method of transla- tion (too lengthy) - Presentation should be no more than 15/20 min. - Lecture too long, although discussion went well. Room too hot.	

135*

No.	Agenda Item/ Issues	Location	Organization of Activities	Assessment by BRKBN		Assessment by Participants		Salient Points for Discussion	Suggested Improvements and Remarks
				Positive	Negative	Positive	Negative		
16.	Recreation I	- City Tour - Jogyakarta Palace - Batik Pro- cessing	* Choice of sites * Transport * Food * Time allocation	V V V V		Local facilita- tors were very helpful.			
17.	Kecamatan Visit	A.Kec. Jetis B.Kec. Patuk	* Greeting by the Camat * Observation of PPLKB conducting a meeting with PLKB * Discussion/dialogue with PPLKB/PLKB * Data observation	V		Program Monitoring - PLKB's report and achievement - Work plan - Target setting - Problem and constraints - Main duties - BLCO census - Statistics on Pop. and P.P. data presentation	- PPLKB meeting room was very cramped; consider doing this in two kecamatans. - In one of the groups, data observation session was moved earlier so that it preceded the PPLKB/PLKB meeting. This turned out to be an excellent decision, as it helped place the meeting in context.		
18.	Community Involvement Religious Leaders	A.Kec. Jetis, Pesantren, Ngrukem, Pendowoharjo, Sewon B.Kec. Patuk, Madrasah Tsa- nawiyah desa Ngembes	* Discussions on reli- gious leaders roles & participation in the FP Program * Discussions on the process of accep- tance towards FP * Discussions on form of activities con- ducted at the Pesan- tren/Madrasah	V		- FP included in curriculum - Tubectomy and Vasectomy viewed from Islamic rules - Ulama role in motivating people outside Madrasah - Ulama's fatwa and Religious Organization (NU) support - Program adaption and development - Additional meeting with Ulama was arranged	- Speech was too long (30 min) - Introduction of participants too long. - By the time we reached the questions, everyone was too tired. - Presentation should be short and should emphasize Ulama activities		

No.	Agenda Item/ Issues	Location	Organization of Activities	Assessment by BKRBN		Assessment by Participants		Salient Points for Discussion	Suggested Improvements and Remarks
				Positive	Negative	Positive	Negative		
19.	Working session I	Mutiara Hotel	Consolidation of field data and information	V				- Points and activities might be implemented in Bangladesh	
20.	Kecamatan visit: Puskesmas	Puskesmas: A.Kec.Jetis B.Kec.Patuk	Puskesmas observation and dialogue with Puskesmas Personnel	V		V		- Role of Puskesmas of F.P. Services - How Yandu organized - Health services - Contraceptive logistics	1.5 hours is sufficient for this.
21.	4(four) dialogues	Kec. office: A.Kec.Jetis B.Kec.Patuk	Dialogue with: - Camat - PPLKB/PLKB - PKK	V V V		V V		- Administrative aspects - Camat's power in coordinating - Population data - FP Operational Team - Coordination meeting - Role in Supervising the FP Program - Steps in implementing their job - Acceptors monitoring by PLKB - How PPLKB control PLKB - Coordination with Camat and other institution - Role of PKK in FP	-This was excellent; more time should be devoted to this type of structure. -Suggested slight rearrangement 1.UZ Ch/Camat 2. UPPO/PPLKB 3. NONCH/MO 4. Others self- select PLKB or PKK -In one of the groups, the UPPO was not able to discuss super- visor management issues with the PPLKB, because the bulk of his time with the PPLKB was devoted to PLKB issues. Although the latter is very important, we should also try to ensure some time for the UPPO and PPLKB alone to dis- cuss their management issues.

very interesting

137x

No.	Agenda Item/ Issues	Location	Organization of Activities	Assessment by BKKBN		Assessment by Participants		Salient Points for Discussion	Suggested Improvements and Remarks
				Positive	Negative	Positive	Negative		
22.	Visit to sub- villages (4 groups)	A.Kec. Jetis: -Dusun Jayan, Canden -Dusun Karang- semut Trinulyo	† Observation of female PLKB conduc- ting a meeting with PPKBD + Kaders	V		V		<ul style="list-style-type: none"> - How a PLKB encourages a kader to work for FP - How a PLKB monitors a kader's work - Frequency of meeting between a PLKB and kaders - Relationship between PLKB with Kepala Desa/Dukuh 	
		B.Kec. Patuk: -Desa Patuk -Desa Salam	† Dialogue with meeting participants	V				<ul style="list-style-type: none"> - Mapping - How many households are supervised by a kader - How a kader distributes her time - What are the jobs of a kader - How many time do they have meetings, coordination among meetings. - Kader's average number of children - Their voluntary status 	Suggested more familiar setting for dialogue, e.g. at a kader's house. very well done
23.	Working session II	Mutiara Hotel	Consolidation of field data & information	V				<ul style="list-style-type: none"> - Points for admission in Bangladesh FP Program 	
24.	ELCO census Data gathering & mapping	4 dusuns (see above)	† Presentation on ELCO census & mapping	V				<ul style="list-style-type: none"> - Orientation on ELCO Regis- tation form 	-ELCO Registration forms should be translated properly.
			† Data gathering	V				<ul style="list-style-type: none"> - How do make an ELCO mapping 	-Very well done. Could also be useful to visit a REAL non- acceptor's home (i.e, someone who refuses any form of contra- ception).
			† Mapping exercise	V				<ul style="list-style-type: none"> - Field exercise 	

138

No.	Agenda Item/ Issues	Location	Organization of Activities	Assessment by BKRBN		Assessment by Participants		Salient Points for Discussion	Suggested Improvements and Remarks
				Positive	Negative	Positive	Negative		
25.	Visit Posyandu	4 dusuns (see above)	* Observation of Posyandu activities * Dialogue & discus- sion with Posyandu participants	V				- Sequence of Yandu activities - Fund for Yandu - Frequency - Yandu's service - Composition of Yandu committee.	-Yandu is advised to be held at an open area. -Excellent
26.	Working session III	Mutiara Hotel	Consolidation of field data and information	V				- Points for inclusion in summing up session	More time provided
27.	Working session IV	Mutiara Hotel	* Presentation on field visits to provincial level led by team leader * Discussion	V				- Experience on their field observation and visit	Experience on field visit and points for inclusion in Bang- ladesh FP Program might be emphasized
28.	Interpreter	Yogyakarta portion		V (to same intents)					
29.	Check-out from Mutiara Hotel	Mutiara Hotel	* Check out service * Baggage handling	V					
30.	Travel to Bali	Adisucipto airport	* Transport to airport * Baggage handling * Check in	V V V					
31.	Arrival in Denpasar, Bali	Ngurah Bai airport	* Baggage handling * Transport to hotel	V V					
32.	Hotel/lodging	Natour Bali Hotel	* Check in * Rooms * Restaurant/Food * Other facilities and services	V	V V V	V V V		Mosquitos and water supply problem	-Use another hotel for third group with a better condition and services -Change hotel

139X

No.	Agenda Item/ Issues	Location	Organization of Activities	Assessment by BRKBN		Assessment by Participants		Salient Points for Discussion	Suggested Improvements and Remarks
				Positive	Negative	Positive	Negative		
33.	Briefing V: Overview of FP Program in Bali	Natour Bali Hotel	Lecture and discussion led by the chairman	V				- Banjar System used for FP program activities - Program demographic achievement	Very well done. Suggest he add specific data on numbers of and ratios among ELCOs, kaders, Sub-PPKBD, PPKBDs for the keca- matans they will visit (same applies to Jogja).
34.	Film presentation	Natour Bali Hotel	* Film presentation * Discussion	V (Pair)					Film should be a part of the lecture and considered as an introduction
35.	Trad. IEC demons- tration	Batu Bulan	* IEC demonstration * Translation	V V					Linked to the FP IEC only
36.	Kec. visit	Kec. office: A. Tampak Siring B. Kerambitan	* Presentation of com- munity involvement, presented by local leaders: camat, religious & cultural leaders * Discussion with the local leaders on political support & NKKBS	V V				- Coordination aspect - Role of Camat and other institution as well as non formal leaders - Camat as the administrator - Role of Lurah and Ka. Desa - Role of Religious and educa- tional institution	PPLKB and Camat each began with fairly lengthy report; not clear how valuable this was. This was supposed to be a coor- dination meeting but there was no meeting.
37.	Continued	See above	* Dialogue with PPLKB/ PLKB on their chang- ing role * Dialogue with PPLKB/ PLKB on their role as "agent of change"	V V				- Integration of program management at field level - Role of PLKB in Banjar System - Relationship between PLKB and LEMD and kaders	Role of a PLKB in the LEMD mainly in FP Program as part of village dev't program

No.	Agenda Item/ Issues	Location	Organization of Activities	Assessment by BKKEB		Assessment by Participants		Salient Points for Discussion	Suggested Improvements and Remarks
				Positive	Negative	Positive	Negative		
38.	Continued	See above	* Observation of youth group activities * Dialogue with youth group					- Youth activities in FP program particularly in Paped - Youth activities in postponing marriage - Points might be included in Bangladesh FP Program	Observation unnecessary
39.	Working session V	Bali Hotel	* Consolidation of field data and information	V					
40.	Recreation II	-Kechak dance -Bedugul -Art galery -Sunset at Kuta beach	* Choise of sites * Transport * Food * Time allocation	V V V V		(Excellent) V V V V			
41.	Puskesmas visit	Kecamatan A. Tampak Siring B. Kerambitan	* Observation of Puskesmas activities * Dialogue with FP miniworkshop participants	V V				- Puskesmas as the center for Health and FP service - Reporting and Recording System - I B C - Kader participation guidance	Separate dialogues; participants were divided into 3 sub-groups. This went well.
42.	Banjar visit	2 Banjars are selected for each kecamatan	* Dialogue with female PLKB * Dialogue with PPKBD/ Kader	V				- Implementation planning - PPKBD's function in resupply of contraceptives - Kader recruitment	
43.	Working session VI	Hotel	Consolidation of field data and information	V				- Points for inclusion on Bangladesh FP Program	

141
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No.	Agenda Item/ Issues	Location	Organization of Activities	Assessment by BKRBN		Assessment by Participants		Salient Points for Discussion	Suggested Improvements and Remarks
				Positive	Negative	Positive	Negative		
44.	Banjar meeting "Sangkep"	Banjars	† Dialogue with Kelian † Observation on ELCO census/mapping in the Banjar	V				- How Kelian is elected - Kelian's function and task particularly in FP - Relationship between kaders and Kelian - Pop and FP statistics	
45.	Posyandu visit	Banjars	† Observation of Posyandu † Dialogue with PKK, Kaders and non formal Kelian			V		- Type of kaders including task and function - Recruitment and training attended	Exclude this in next program as it was shown in previous province
46.	Working session VII	Hotel	Consolidation of field data and information			V		- Draft and general ideas as well as list of activities in each Upazila for inclu- sion in Plan of Action	
47.	Working session VIII	Hotel	Presentation to pro- vincial level			V		- Experience on observation of FP program by each Upazila and profession	Suggest different structure, with each Upazila presenting on different topic. E.g. Relevance of Posyandu to Bangladesh situa- tion; relevance of coord. meeting to Bangladesh situation.
48.	Interpreter	Bali portion		adequate			They should be able to know FP terms		Both are helpful but needs more knowledge about FP
49.	Check out from Bali Hotel	Hotel	† Check out † Baggage Handling			V			

142

No.	Agenda Item/ Issues	Location	Organization of Activities	Assessment by BKKBN		Assessment by Participants		Salient Points for Discussion	Suggested Improvements and Remarks
				Positive	Negative	Positive	Negative		
50. Travel to Jakarta		Ngarah Rai Airport	* Transport	V					
			* Baggage Handling	V					
			* Check in	V					
51. Arrival in Jakarta		CGK Airport	* Baggage Handling	V					
			* Transport to Punca*	V					The bus broke-down
52. Hotel/Lodging		Lembah Hijau (Puncak)	* Check in	V		V			
			* Rooms	V		V			- Only one telephone is not enough for one whole cottage.
			* Food	V		V			- Water problem, no connection between rooms
			* Other facilities/ services	V		V	Seems like con- centration camp.		- Cottages too far from each other, difficult to communi- cate
53. Workshop 1st day		Hotel	Development of action plans	Excellent					-Need three working computers. -Suggest they be requested to first develop the activities then develop the rest of the plans (because the activities need to undergo several revi- sions; the rest usually does not).
54. Workshop 2nd day		Hotel	Development of action plans	Excellent					-The activities portion of the Action Plans should undergo at least two revisions (i.e, a total of three versions, each an improvement on the previous one). Each time, there should be fairly substantial comments from BKKBN staff.

No.	Agenda Item/ Issues	Location	Organization of Activities	Assessment by BKRBN		Assessment by Participants		Salient Points for Discussion	Suggested Improvements and Remarks
				Positive	Negative	Positive	Negative		
55.	Workshop 3rd day	Hotel	* Presentation of action plans * Feed back	adequate/too lengthy					Participants/group leader should not read their Plans of Action but give their high- light of it.
56.	Evaluation	Hotel							
57.	Hotel check out	Lembah Hijau	* Check out * Baggage Handling						
58.	Travel to Jakarta		* Transport * Baggage Handling * Hotel check in						
59.	Recreation III	- City Tour - TMII - Pancasila - Sakti Monu- ment	* Choice of sites * Transport * Food * Time allocation	Excellent on time Good Enough		Very impressed Very good Good Enough		None None None None	None None None None
60.	Closing ceremony	Hotel	* Protocol * MC * OC Report * Address by team leader * Closing address by the Chairman of BKRBN	Good		Good			
61.	Departure for Dhaka		* Hotel check out * Transport to air- port * Baggage Handling * Flight check in * Immigration	Fast On time Fast Fast Good		Fast On time Fast Fast Good			

77

GENERAL SUGGESTIONS

Very small group sessions (with only 1-3 participants at a time) usually went very well. We should try to increase the quantity of such sessions.

English terms NOT to use (use the Bahasa Indonesia words only): district, sub-district, regency, VCDC, sub-VCDC, family planning fieldworker, national family planning coordinating board. Emphasize this to the provincial/kabupaten officials and to the translators.

I don't think they really made use of the Guide Sheet questions in the little red book. Perhaps this would be more useful if we could distribute DAILY a list of questions (either in the morning or the night before) to help them focus on that day's topics. These lists could then serve a second purpose of providing a focus for the late-afternoon wrap-up sessions.

The afternoon wrap-up sessions were generally useful. However, I think they could be more useful if there were some additional structure provided. The question suggestion above is one possibility. Another is to establish an ever-evolving set of objectives for these sessions, such as:

SESSION	OBJECTIVE
Jogya: day 1	To answer that day's questions
Jogya: day 2	To answer that day's questions
Jogya: day 3	All four groups together: for each Upazila to identify three specific ideas which they MAY want to include in their action plan.
Bali : day 1	Two groups together: for each Upazila to obtain suggestions from one other Upazila for improvement of its tentative plan.
Bali : day 2	Two other groups together: for each Upazila to obtain suggestions from one other Upazila for improvement of its tentative plan.
Bali : day 3	All four groups together: presentation of draft plans.

This suggestion would also provide a remedy for another flaw in the action planning process: the participants never really had any opportunity to provide feedback to each other. (Obviously, we need to ensure that this is a positive rather than a destructive process, but this should be possible.)

Although there were a number of attempts to accomplish this, we did not completely succeed at clarifying the way in which the current situation has evolved over time. This refers to the evolution of the PLKB's job and to the evolution of political and religious support. I suggest we modify the general approach slightly, emphasizing in Jogya that the goal is to help participants to understand the current situation, and in Bali that the goal is to help participants learn how things have changed. Perhaps speakers could be assigned topics such as 'the role of religious leaders in the fp program in 1975, or in 1980.'

There is a need for some sort of preview of each day's plans, either via a 10-15 minute meeting at the hotel prior to departure or a BKKBN-Pusat-led meeting in the field before beginning activities. This would help participants to focus more clearly on the day's objectives.

There were never any opportunities for quiet, small meetings with kaders: it was always with masses of them. There should be opportunities for 2-3 participants to talk with 2-3 kaders.

There is a need for participants to consolidate what they have learned from/about PLKBs. I suggest we arrange a final small-group dialogue with PLKBs near the end of the Bali time.

Translators: It is much better to have the translators sit with the people who have language problems and translate to them directly (and quietly). Use of a microphone by the translators should be the exception rather than the rule. Their normal way of working should be to organize the people with language problems so that they can sit or stand off to one side where the translator can translate quietly without disturbing others. (And they should not have to be given this same instruction every day.)...Translators should not be assigned by the provincial-level BKKBN, as they do not know which of the participants have translation needs; this assignment should be done daily by the BKKBN-pusat people...There is no need for translators at the workshop in the Puncak.

The provincial offices should be requested to select at least some villages which have REAL non-acceptors.

Change the column head in the program schedule from 'speaker' to 'resource person'.

There is a need for greater focus in the dialogue between UFPOs and PPLKBs.

I suggest we establish a steering committee consisting of the BKKBN staff and some of the participants (most logically, the four Upazila Chairmen and the central ministry people). This committee would meet at least every other day to assess the previous day's activities, discuss the next day's activities, and discuss any other topic the participants wish to have addressed. The major advantages of such a structure are that it gives participants a feeling of 'ownership' of the course and that it provides the means to head off any problem before it has a chance to develop into something detrimental to the program.

FILE

**REPORT OF THE ORIENTATION STUDY TOUR
ON FAMILY PLANNING PROGRAM MANAGEMENT
FOR BANGLADESH OFFICIALS**

OCTOBER 12 - 28, 1987

NATIONAL FAMILY PLANNING COORDINATING BOARD

INDONESIA

1987

MAY 20 1988

147

P R E F A C E

This report functions as an overall information on the implementation of the first batch of the orientation study for the Bangladesh Family Planning Officers scheduled on October 12 through 28, 1987.

The orientation study covers three phases. The first phase is educational and administrative preparation prepared by BKKBN Task Force appointed by the Chairman of BKKBN with the decision No.236/KT.005/H2/87. The second phase is the implementation of orientation study which covers three activities : (1) initial orientation in Jakarta; (2) field visit activities in Yogyakarta and Bali; (3) a workshop in Puncak, West Java to develop the plans of action. The third phase is evaluation and reporting which includes information and evaluation of the orientation study.

Based on evaluation administered, the implementation of the first batch of the orientation study is considered good and has reached its accomplishment even though it needs some changes and adjustments which are necessary for the implementation of the next batches successfully.

I would like to acknowledge those both the national and local BKKBN, program advisors, facilitators, and program task force for their continued assistance and contribution to the success of the orientation study program.

Prof.DR. Santoso S. Hamijoyo
Orientation Study Tour
Task Force Coordinator

Jakarta, October 1987

TABLE OF CONTENTS

CHAPTER I	
INTRODUCTION	1
CHAPTER II	
ORIENTATION STUDY TOUR IMPLEMENTATION	2
A. Initial Orientation Phase	2
B. Field Phase	4
C. In-Country Workshop	5
CHAPTER III	
PROGRAM LOGISTICS AND ORGANIZATION	6
A. Accommodation and Transportation	6
B. Learning and Teaching Facilities	6
C. Organization of Participants	6
CHAPTER IV	
EVALUATION	9
A. Participants' Evaluation of the Orientation Study Tour Program.	9
B. Facilitators' Assessment of Participant Activities.	9
C. Summary	10

TABLE

1. Preliminary Assessment: Orientation Study on Family Planning Program Management for Bangladesh Officials.	12
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ANNEXES

1. Program Schedule.	20
2. Draft Action Plans.	31
3. Participant Evaluation Questionnaire.	65
4. Evaluation Results: Presentations and Lectures in Jakarta	71
5. Evaluation Results: Presentations and Field Activities in Yogyakarta.	72
6. Evaluation Results: Presentations and Field Activities in Bali.	73
7. Evaluation Results: Action Plan	74
8. Evaluation Results: Logistics	75
9. Evaluation Results: Participants' Responses to Open-ended Evaluation Questions	76
10. Number of Personnel Involved	77
11. Welcoming Speech by DR. Haryono Suyono.	78
12. Closing Speech by DR. Haryono Suyono.	82
13. Closing Speech by Prof. DR. Santoso S. Hamijoyo.	86
14. Closing Speech by Mr. Najmul Haq.	90

CHAPTER I I N T R O D U C T I O N

The Government of Bangladesh (GOB) has recently begun implementing a policy of decentralizing to the Upazila level some of its authority for selected programs. Among the programs to which this policy applies is family planning. For the first time, some program decisions are to be made by Upazila level officials, supplementing the more basic program decisions which will continue to be made at the national level.

To assist the Upazila level officials to make better quality decisions, the GOB requested the Government of Indonesia to provide teams of Upazila personnel with the opportunity to observe and learn about the Indonesian family planning program. In beginning to fulfill this request, the National Family Planning Coordinating Board (BKKBN) conducted the first of what will be a series of Orientation Study Tours on Family Planning Program Management.

The major objective of this Orientation Study Tour is to assist Bangladeshi teams of personnel to develop innovative plans to improve the functioning of family planning program management at the Upazila level.

To achieve this objective, participants are given the opportunity to observe the functioning of the Indonesian program at all levels in two selected provinces. They also are given opportunities to discuss what they have observed with program and other personnel and with community members. Finally, each team is provided guidance in the development of Upazila level action plans which are to be implemented on their return to Bangladesh.

The first Orientation Study Tour, for 22 participants, was conducted from 12-28 October 1987. Both informal and formal evaluation suggest that the objective of the program was fairly well achieved, although there is room for improvement for subsequent groups.

This report describes the first Orientation Study Tour and its evaluation. Suggestions for improvement are also included.

CHAPTER II

ORIENTATION STUDY TOUR IMPLEMENTATION

The Orientation Study Tour was divided into three separate phases: an initial orientation conducted in Jakarta, field visits to the provinces of Yogyakarta and Bali, and a two-day workshop to develop action plans, held in the Puncak, West Java.

The instructional objectives developed for the first two were:

Upon the completion of the initial orientation and field observation, the participants are expected to recognize, and have the ability to analyze and synthesize the strategies which have been developed towards the success of family planning in Indonesia in terms of the following aspects:

- planning strategies
- community participation
- political and religious support
- information, education and communication strategies
- role and activities of field workers
- reporting and recording
- monitoring and supervision.

A. Initial Orientation Phase

1. The initial orientation phase was aimed at equipping the participants with factual and conceptual information on the National Family Planning Program.
2. For this phase, presentations were made by the Chairman and Deputies of BKKBN on:
 - a. The Development and Current Status of the Indonesian Family Planning Program
 - b. The Planning Function
 - c. Family Planning Program Operations
 - d. Manpower Development
 - e. The Logistics System.
3. A courtesy call was paid to the Coordinating Minister for Public Welfare, HE Alamsyah Ratu Perwiranegara. The Minister elaborated on the importance of national political stability and the role of religious leaders to ensure and sustain the success of the family planning program.
4. The participants were also provided with the following written materials:

NO.	ITEMS / MATERIALS
1.	The Development of the Indonesian Family Planning Program with References to the Bangladesh Family Planning Program.
2.	Orientation Study on Family Planning Program Management for Bangladesh Officers.
3.	The Role of Fieldworkers in the Institutionalization of Family Planning Activities in the Indonesian National Family Planning Program.
4.	Active Community Participation in the Indonesian National Family Planning Program.
5.	Methods of Collecting and Analyzing Data for Service Statistics in the Indonesian National Family Planning Program.
6.	Ways of Improving Continuation Rates in the Indonesian National Family Planning Program.
7.	The Supervision and Control System of the Indonesian National Family Planning Program.
8.	National Family Planning Program in Indonesia.
9.	Indonesia: An Overview of the National Family Planning Program.
10.	Decree of the President of the Republic of Indonesia on the National Family Planning Coordinating Board, Number : 64 year 1983
11.	The Decision of the Chairman of the National Family Planning Coordinating Board, 99/HK. 010/D4/1984 on Regional Officers of the Provinces and Regencies/Municipalities of the National Family Planning Coordinating Board.
12.	The Management of Integrated Family Planning and Other Development Sectors.
13.	The Contraceptive Services Recording and Reporting System.

Field Phase

Through the field activities conducted from the provincial level down to the sub-village level, the participants were helped to identify, analyze, and synthesize the Indonesia Family Planning Program's needs, achievements, and problems. Ten days of the orientation study tour were conducted in the field - five days in each province. The field visits consisted of general orientation about the program through lectures and discussions, field observations, and working sessions to consolidate these field observations.

During the field visits, the participants were divided into four groups, each consisting of the respective Upazila team, and accompanied by local and national facilitators.

A more detailed schedule of the participants' field activities (as well as the remainder of the Program) is presented as Annex 1.

2. The following topics were presented more formally:
 - a. In Yogyakarta

Topic	Lecturer	Location
F.P. Program Development in Yogyakarta	Chief of the BKKBN Yogyakarta	Yogyakarta
F.P. Program System, Procedure, and Process	Head of the Planning Division, BKKBN Yogyakarta	Yogyakarta
F.P. Program Orientation at the Kabupaten.	- Deputy Bupati of Bantul - Deputy Bupati of Gunung Kidul	Bantul Kabupaten Gunung Kidul Kabupaten.

b. In Bali

Topic	Lecturer	Location
F.P. Program Development in Bali	Chief of the BKKBN Bali	Denpasar, Bali
F.P. Program Orientation at the Kabupaten	- Deputy Bupati of Tabanan - Deputy Bupati of Gianyar	Tabanan Kabupaten Gianyar Kabupaten

Country Workshop

The final in-Indonesia phase of the Orientation Study Tour consisted of a two-day workshop conducted in the Puncak, West Java. During this workshop the participants developed plans of action for their respective Upazilas, namely:

Charghat Rajshahi Upazila

Bhandaria Perojpur Upazila

Fatickchari Upazila

Bhola Sada Upazila

Each group, consisting of one Upazila Parishad Chairman, one Union Parishad Chairman, one Family Planning Officer, one Medical Officer for MCH/FP, and an NGO member - assisted by their national-level team leaders and the BKKBN facilitators - prepared an Upazila plan of action. The groups presented their plans of action at a seminar held in Jakarta on the final day.

Their draft plans of action - prior to revisions which were made when they returned to Bangladesh - are presented as Annex 2.

CHAPTER III

PROGRAM LOGISTICS AND ORGANIZATION

A. Accommodation and Transportation

1. During their stay in Indonesia, the participants stayed at the following hotels :

Jakarta : Grand Menteng Hotel
Yogyakarta : Mutiara Hotel
Denpasar : Bali Hotel
Puncak : USSU Hotel

2. The committee provided one air-conditioned bus and three minibuses in Jakarta. In Yogyakarta, four minibuses were provided for field trips, and one bus for city travel in Yogyakarta. Four minibuses were provided in Bali for both field trips and city travel.

B. Learning and Teaching Facilities

1. Class/meeting rooms :

in Jakarta : the auditorium at BKKBN and one classroom at the hotel (*)
in Yogyakarta : one classroom at the hotel and the auditorium of the Provincial BKKBN office (**)
in Denpasar, Bali: one classroom at the hotel and the auditorium of the Provincial BKKBN office
in Puncak : one classroom

(*) The courtesy call to the Coordinating Minister for Public Welfare was held in the auditorium of his office.

(**) The courtesy call to the Vice-Governor, HRH Paku Alam VIII, was held at his court.

2. Learning Facilities

Each participant was provided with a kit containing reading materials and stationary.

AVA equipment, consisting of video films and overhead projectors, were made available in Jakarta, Yogyakarta, and Bali.

C. Organization of Participants

The participants were divided into two large groups, each consisting of ten participants (from two Upazilas) and one team leader. Each of these groups visited one kabupaten. In the kabupaten, they were further divided into smaller

groups, consisting of five participants, within one kecamatan. Each sub-group was a national and local facilitators.

**ORGANIZATION OF GROUPS AND FACILITATORS
IN YOGYAKARTA**

NO.	NAME OF PARTICIPANT	FACILITATOR	FIELD
1.	dr. MD. Ismail	DR. Pudjo	Gunung Kidul
2.	dr. Arun Chandra Bhoic	Rahardjo	Desa Karang Majo,
3.	dr. MD. Quamrul Hassan		Kecamatan Karang
4.	Mr. MD. Najmul Haq	Dra. Sri	Majo
5.	Dr. Alauddin	Sundari	Desa Patuk,
6.	Mr. Maksudur Rahman		Kecamatan Patuk
7.	Mr. Manirul Haq	Drs. Syamsul	
8.	Mr. Mojibul Haq	Arief, MPA	Desa Dadas, Desa
9.	Mr. MD. Solaiman		Bendohardjo,
10.	Mr. Abdul Hannan Mian	Suryadi (**)	Kecamatan Semaun
11.	Mr. A.S.M. Belayet Alikhan	Sudarno (**)	
12.	Mrs. Mazida Haq Chowdhury	Abdul Karim (*)	
1.	Mr. A.M. Abdul Jabbar	Soemarsono,	Bantul
2.	Mr. MD. Nurul Hossain	SKM.	Desa Brajan, Desa
3.	Mr. Abdur Rashid Sarkar		Banguntapan,
4.	Mr. M.A. Momin	Drs. Jasmi	Kecamatan Pleret
5.	Mr. MD. Delwar Hossain	Kamil	Desa Potornio,
6.	Mr. MD. Aminul Islam		Kecamatan Dusun
7.	dr. Chinmoy Kanti Das	Dra. Martha	Merto Sanan
8.	Mr. Abdus Sabur	Ismail, MSc.	
9.	Mr. Habiluddin		
10.	Mrs. Sakina Chowdhury	Drs. Armia Idris, M.Ed. Sukanto (**) Habi Al- Azhari (**) Abdul Gafur (*)	

(**) Local Facilitators

(*) Bangladeshi Student

ORGANIZATION OF GROUPS AND FACILITATORS
IN BALI

NO.	NAME OF PARTICIPANT	FACILITATOR	FIELD
1.	Mr. MD. Najmul Haq	-DR. Pudjo	Gianyar Kecamatan Ubud
2.	Mr. Maksudur Rahman	Rahardjo	
3.	dr. Arun Chandra Bhomic	-Dra. Martha	
4.	Mr. Abdul Hannan Mian	Ismail, MSc.	
5.	Mr. M.A. Momin	-I.B.Permana,	
6.	Dr. Alauddin	MSc. (**)	
7.	Mr. MD. Nurul Hossain	-Dra. Sri	Kecamatan Sukawati
8.	Mr. Manirul Haq	Sundari	
9.	Mr. MD. Delwar Hossain	-D.P.Widjaya	
		(**)	
10.	dr. MD. Quamrul Hassan	-Abdul Karim	
11.	Mr. A.S.M. Belayet Alikhan	(*)	
1.	Mr. A.M. Abdul Jabbar	-Soemarsono,	Tabanan Kecamatan Kediri
2.	Mr. Mojibul Haq	SKM.	
3.	Mr. MD. Solaiman	-Mrs. I.A.M.	
4.	Mr. Abdus Sabur	Wirati (**)	
5.	Mrs. Sakina Chowdhury	-Drs. Jasmi	
6.	dr. MD. Ismail	Kamil	
7.	Mrs. Mazida Haq Chowdhury	-Drs. Syamsul	Kecamatan Marga
8.	Mr. Abdur Rashid Sarkar	Arief, MPA.	
9.	Mr. MD. Aminul Islam	-Drs. Armia	
10.	dr. Chinmoy Kanti Das	Idris, M.Ed.	
11.	Mr. Habiluddin	-Mrs. Made Wardani (**)	

(*) A Bangladeshi student from the Islamic institute in Yogyakarta who assisted during the field trips in both provinces

(**) local Facilitators

CHAPTER IV

EVALUATION

Evaluation of the Orientation Study Tour Program

At the conclusion of the Orientation Study Tour Program, each participant was requested to complete an evaluation questionnaire (see Annex 3). Eighteen of the 23 participants responded.

There were 38 evaluation questions, arranged in five categories, namely: lectures in Jakarta, presentations and field visits in Yogyakarta, presentations and field visits in Bali, the action plan, and logistics.

The rating scale used for the evaluation was:

- 1 = not useful
- 2 = somewhat useful
- 3 = useful
- 4 = very useful
- 5 = excellent

The overall result of the evaluation is that the program was considered to be very useful (the total mean was 4.0).

The evaluation result is summarized in Annexes 4-8, each representing one of the basic categories. In addition, Annex 9 lists their responses to open-ended questions.

B. Facilitator Assessment of Participants' Activities

1. The four facilitators were asked to informally assess the participants' extent of participation in the program. The following results suggest that the level of participation was reasonably good:

- attendance	: 100 %
- participation in dialogue	: 70 %
- participation in field activities	: 90 %
- participation in working sessions	: 90 %
- participation in the action plan	: 100 %
- participation in submitting documents	: 85 %

2. Throughout the program, a daily assessment was made by the staff. This assessment covered both the technical and administrative aspects of the program, and is presented below as Table 1.

2. Summary

The following is a summary of the major conclusions and recommendations from both the participants' and the facilitators' evaluations:

The overall orientation study

- The participants were overwhelmed by the lecture on the first day of their arrival
- The language barrier was a problem throughout the study tour
- There should be translations of materials from English/Indonesian to Bengali
- More one-on-one dialogues are preferable
- Stress should be given to field visits at the kecamatan and banjar/village levels
- The provincial lectures are considered to be somewhat irrelevant
- The Bupati(s) should be available to meet and have discussions with the participants
- The orientation study program should not only present an overview of the Indonesian Family Planning Program, but also focus on one content area (the breadth and the depth of the program).

2. The action plan

- The action plan should be developed conceptually throughout the field trips, not only during the 2 days of workshop activity
- The workshop should be done in Jakarta
- Four full days should be kept apart for preparing the action plan.

3. The logistics

- Hotels in Jakarta, Yogyakarta, and Bali were considered to be very good. The one in Puncak was not
- Make convenient Bangladeshi food and tea for the next batches.

4. The non-technical aspects/administration of the program

There was a shortage of time to prepare the materials, therefore only half of them were ready to be distributed

Office building was not available during program preparation. There was also a shortage of office equipment

Most of the study tour staff are part time workers, they have other responsibilities at the BKKBN's office

Funding was not received on time.

5. The task force team

- There was a shortage of staff to work on secretarial tasks
- There needs to be a more detailed job description of the task force team
- Bali local facilitators, were considered to be very helpful. In Yogyakarta, however, the local facilitators were considered to be passively involved during field activities
- Good performance of the national facilitators is noted by most of the participants. They appreciated the constant assistance of the facilitators during the whole program. See table 6 for the number of personnel involved in the program.

pr:
ops activities

IMPLEMENTATION AND MONITORING
ORIENTATION STUDY ON
CIVIL PLANNING THROUGH MANAGEMENT
ON MANULABEN OFFICER.

JAKARTA, TUGURAHATI, MANULABEN .
10-20 October 1980.

Agency Item/ Issues	Location	Organization or Activities	Assessment by UKRUM		Assessment by Participant		Salient Points for Discussion	Suggested Improvements and Remarks
			Positive	Negative	Positive	Negative		
1. Arrival of Participants	CGK Airport	1 Protocol 2 Video Coverage 3 Baggage handling 4 Transportation	Excellent		Excellent		none	
1. Hotel/Accommodation	Grand Menteng/ Jakarta	1 Rooms 2 Check-in Service 3 Restaurant 4 Food	Adequate Adequate Adequate	Very slow	Adequate Adequate Adequate	Very Slow	Recommended for subsequent batches, but strongly recommend faster service. Punctuality is very essential.	
1. Video Coverage	All locations	Video Team	Excellent		Unobtrusive		For subsequent batches abbreviated versions of video documentation should be made available. This will be reviewed later for the orientation session to start.	
1. Commencement of Program	Jakarta			Participants appear to be very tired		Participants do feel tired	The day after arrival should only be devoted to briefing about the orientation study, and rest.	

NO.	Type of Item	Location	Organization or Activities	ASSESSMENT BY DR/IN		ASSESSMENT BY PARTICIPANT		Comments or Discussions	Remarks
				Positive	Negative	Positive	Negative		
5.	Orientation	Central SKKBM	Chairman of SKKBM facilitated the program.	Excellent		Excellent			
	Orientation I: Program Operations	Central SKKBM	Deputy for Program Operations was absent, and was substituted by Mr. Sudarsono	Excellent			Participants were too tired to ensure the substance		See item 3
	1. Briefing II: Program Planning	Central SKKBM	Deputy for Planning and Evaluation presented	Excellent			Participants feel that briefing should concentrate on the bottom up aspects		Revise materials for the subsequent batches Also suggested that the structural arrangement of the program in relation to the Government be given more elaboration
	2. Briefing III: Personnel Development	Central SKKBM	Deputy for Manpower Development presented	Excellent		Participants were too tired to absorb			Efficiency & Optimization Training Job Description & Specification Compensation & Rewards The role of women Materials were well prepared and presented, however, the timing and physical conditions of the participants were the most unfortunate factors
	Briefing IV: Logistics System	Central SKKBM	Deputy for Administration and Management presented, assisted by Mr. Sudarsono	excellent		Participants were obviously too tired to absorb			Participants could obviously not absorb any of the materials Procurement Distribution Warehousing CRS The materials were well prepared and presented, again it is the timing and exhaustion on the part of the participants which were the most unfortunate hindering elements

102

No.	-agenda item- ISSUES	LOCATION	Organization of Activities	Assessment by DKKDK		Assessment by Participant		Salient Points for Discussion	Remarks
				Positive	Negative	Positive	Negative		
10.	Offering of agenda of the workshop	Grand Hening Hotel	The facilitators		Only half of the participants attended obviously too exhausted	Participants feel that this agenda item is important, but are too tired to attend		see item 3	
11.	Courtesy Call to the Coordinating Minister for people's welfare	The Office of the Minister	The Minister was assisted by the Chairman of DKKDK and Prof. Santoso	Excellent		Participants were impressed by the well articulated address of the Minister		none	
12.	Travel to Yogya- karta	CGK Airport	* Transport to Airport * Baggage handling * Check-in	Punctual Excellent Fast				none	
13.	Arrival in Yogya- karta	Adisucipto Airport	* Baggage handling * Transport to Hotel	Fast Adequate		Satisfactory Satisfactory		none	
14.	Hotel/Accommodation	Mutiara Hotel	* Registration * Room Allocation		Slow Slow/in- accurate	Satisfactory Satisfactory		loser contact should be	
15.	Courtesy Call to the Vice-Governor	"Kepatihan"	HK Sri Pakualam VIII welcoming the par- ticipants	Punctual		Satisfactory		Especially, no interpreter should be employed in this occasion	

103

No.	Purpose/Item	Location	Organization of Activities	Assessment by UNKAM		Assessment by Participants		Salient Points for Discussion	Suggestions/Comments and Remarks
				Positive	Negative	Positive	Negative		
16.	Briefing VII: Development Program in the 51 Regencies in	Governor's Office	Inter-Sectoral Agencies presenting their programs		Too Detailed Too presentation		Not interesting		This activity should be deleted and replaced by direct dialogue with the participants. Method of presentation should be significantly improved, and utilize AVA equipment.
17.	Briefing VII: Development about 16 P. Program in Yogyakarta	Provincial Office BKKBN	Presentation by the Chairman and the Senior Staff	Adequate		Satisfactory	<ul style="list-style-type: none"> 1 Role of Religious Leaders 2 Coordinative meetings 3 Target Segmentation 4 Political Commitment 5 Pasyandu 6 Role of PKK and Youth 7 Mobilization of local funds 	<p>Adjustments were made by the Facilitator/Moderator to emphasize the religious aspects</p> <p>The local facilitators should be strongly encouraged to be more active</p> <p>Method of presentation should be significantly improved, and strongly suggest to utilize AVA equipment</p>	
18.	Field Observations:	Yogyakarta Special Province	Field trips to Kabupaten Gunung Kidul and Bantul	Adequate		Adequate		-- None --	
19.	Courtesy Visit to the Bupati of Gunung Kidul	Office of the Bupati	The Bupati was absent, and was represented by the SEKWILDA		Too lengthy but dialogue was satisfactory	Adequate		<ul style="list-style-type: none"> 1 Role of Bupati in FP 2 Transmigration 3 Demographic profile 	This activity was held in subsequent periods
20.	Consultation Meeting of the Fieldworkers Supervisors	Office of the PEMMAS	The Fieldworkers' Supervisors submitting their monthly reports, a case presentation		Too lengthy		Fifty-fifty interest	<ul style="list-style-type: none"> 1 Recording & Reporting forms 2 Job functions of the fieldworkers 	This activity should be limited to observing the reports and the process, and thus not too much time should be budgeted

Agenda Item Issues	Location	Organization of Activities	Assessment by DKKBN		Assessment by Participants		Salient Points for Discussion	Suggested Improvements and Remarks
			Positive	Negative	Positive	Negative		
1. Coordination Meeting at the Kecamatan	Kecamatan Menang	The Camat chaired the meeting, attended by the Village Heads and Inter Sectoral agencies at this level		Full observation not possible	Satisfactory		<ul style="list-style-type: none"> the role of the Camat Means for coordinating FP program in Kecamatan. Why are people committed to FP program? 	This forum should be considerably abbreviated to emphasize the active coordinative role of the Camat
2. Health Center Functions	Kecamatan Karang Mojo	The Health Center Physician chairing a coordination meeting (MIMI LUKA-KARYAI)	Satisfactory		Satisfactory		<ul style="list-style-type: none"> Clinic facilities Relationship of Clinic personnel with fieldworkers 	National Facilitator made adjustments This activity should be attended by all participants since it demonstrated the close liaison between the FP Fieldworkers and the Health Center personnel
3. Coordination Meeting at the Village level	Beji Harjo Village	The Village Head chairing a meeting of VCDC, Sub-VCDC and neighborhood cadres	Satisfactory		Satisfactory		<ul style="list-style-type: none"> Women are openly stating the contraceptive method they are using FP as main topic for Friday Sermon/Khutbah at Village mosque 	At this forum the participants should be encouraged to interact closely with the village cadres
4. Courtesy Call to the Bupati of Bantul	Bantul	The Bupati was absent and was represented by the SEKWILDA		Information about FP is too brief	Satisfactory		<ul style="list-style-type: none"> Active participation of FP inter-sectoral implementing units Active community participation Strong leadership of the Bupati in FP program 	This activity should be kept in subsequent batches, but more time allotted to elaborate FP operational systems and procedure
5. Project Monitoring Meeting	DKKBN Office	Chairman of Kabupaten DKKBN chairing, attended by Fieldworker Supervisors and staff, financial and activity reports submitted	Satisfactory		Satisfactory		<ul style="list-style-type: none"> Major functions of the Fieldworkers Supervisors in Financial Management The inter-sectoral role of the Fieldworkers Supervisors The significance of the Monitoring System 	This activity should be one of the major emphases for the subsequent batches

105

No.	Event Item / Series	Location	Organization of Activities	Assessment by UNKUM		Assessment by Participant		Salient Points for Discussion	Notes for Improvement or Remarks
				Positive	Negative	Positive	Negative		
26.	Observation at the Al-Masjid: Moslem School	Kecamatan Plered	Headmaster of the Moslem School presiding, attended by the Camat, and local Moslem Leaders	Excellent		Excellent		<ul style="list-style-type: none"> Strong support of the Ramadhan activities should be emphasized in the subsequent batches Integration of Population Education into the curricula of the Moslem School Orientation Sessions for the Ulama's at the Province and Kabupaten levels The active role of Moslem women in FP and Development in general 	
27.	Coordination Meeting at Kecamatan level	Kecamatan Banguntapan	Camat chairing, attended Intersectoral representation at Kecamatan level, Fieldworkers and Supervisors		Pure Observation not possible	Satisfactory		<ul style="list-style-type: none"> MINILUKARYA where FP Activities for the following month are formulated Monthly workplan of the Fieldworkers Recruiting procedures of the Fieldworkers Role of the VCOC 	National Facilitators made adjustments
28.	Friday Prayer	Kecamatan Banguntapan		Satisfactory		Satisfactory		<ul style="list-style-type: none"> FP as main topic for the Friday Prayer Sermon/ Khutbah at the Mosque 	
29.	Coordination Meeting at the Village level	Patorono Village	Village Head chairing attended by local local community leaders, VCOC, etc	Satisfactory		Satisfactory		<ul style="list-style-type: none"> POSTRAMBU Income Generating for Accceptors 	
30.	Wrap-up Meeting for Yogyakarta Program	Hotel	Attended by Chairman and Staff	Satisfactory		Satisfactory			The National Facilitators are of the opinion that the participants were unable to grasp some of the technicalities in

No.	Agenda Item/ Issues	Location	Organization of Activities	Assessment by BKKDM		Assessment by Participant		Salient Points for Discussion	Requested Improvements
				Positive	Negative	Positive	Negative		
31.	Travel to Bali	Ngurah Rai Airport	• Transport to Airport • Baggage handling • Check-in	Punctual Satisfactory Fast					no existing problems since no contribution was made in Greta
32.	Arrival in Denpasar	Ngurah Rai Airport	• Baggage Handling • Transport to hotel	Fast Comfortable		Fast Comfortable			none
33.	Hotel/Accommodation	Bali Hotel	Rooms		Unsatisfactory		Unsatisfactory		Change Hotel for to welcome
34.	Briefing VIII: Development of the FP Program in Bali	Bali Hotel	Chairman BKKDM Bali presented, assisted by the Senior Staff	Satisfactory		Satisfactory			Bali Local Facilitators are far more active compared to those of Yogyakarta Method of presentation and use of AVN were outstanding
35.	Interpreter		-- see item 15 --	Adequate		Satisfactory			For the present batch a gra- duate student from Yogyakarta, a Bangladesh national, employed Due consideration should be given to employ such a person in subsequent batches
36.	Coordination Meeting at Kabu- paten Ibanan	Ibanan	Dupati chairing, atten- ded by inter sectoral representation, inclu- ding NGOs	Satisfactory		Satisfactory		• Low motivation • Contraceptive complications • Role of Dharma Wanita/Pri • Role of Armed Forces • Structural arrangements	none
37.	Banjar Meeting	Kecamatan Kediri Banjar Kelang	Monthly traditional calendar meeting, attended by all Heads of Households	Satisfactory		Satisfactory		• The role of the Banjar system in FP • FP training through the Banjars • Mapping for FP • Institutionalization of FP	none

167

No.	Theme/Issue	Location	Organization of Activities	ASSESSMENT BY UNLDA		ASSESSMENT BY PARTICIPANT		Major Point for Discussion	Suggested Recommendations
				Positive	Negative	Positive	Negative		
38.	Coordination Meeting at the Kecamatan level	Kecamatan Kediri and Marga	Event chairing, attended by inter-sectoral representation, NGOs, youth, Village heads	Satisfactory		Satisfactory		<ul style="list-style-type: none"> Monthly Review of achievements Workplan for the following month Coordination 	None
39.	Health Center/ Puskesmas	Kecamatan Kediri and Marga	Observation	Satisfactory		Satisfactory		<ul style="list-style-type: none"> Medical IEC and Services Reporting & Recording Referral procedures 	Observations to Puskesmas should preferably be organized without meetings, and proceed directly into the technical aspects
40.	PUSYAKOWI	Bajar Panenang and Dadakan	Organized by the village cadets	Satisfactory		Satisfactory		<ul style="list-style-type: none"> Integrated services Reporting procedures Immunization and supply of vaccines Food demonstration Training of Cadets 	This activity should be given priority
41.	Mental Stimulation for Under-fives	Banjar Banyuwangi	Organized by the village Cadets, held once a week	Satisfactory		Satisfactory		<ul style="list-style-type: none"> Training of Cadets Educational Aids 	This activity should not be emphasized, however, it is important as an entry point

-----The Series of Program at Kabupaten Gianyar and assessments thereof are similar to Kabupaten Tabanan-----

107

ANNEX 1

ORIENTATION STUDY ON FAMILY PLANNING PROGRAM MANAGEMENT
FOR BANGLADESH OFFICERS
ORIENTATION STUDY PROGRAM SCHEDULE
11 TO 28 OCTOBER 1987

DAY/DATE/TIME	PROGRAM	LOCATION	ACTIVITIES	SPEAKER	MODERATOR/ FACILITATOR	REMARKS

SUNDAY, Oct 11, 1987	Arrival				Protocol	SR 210,
MONDAY, Oct 12, 1987						21:00, Ho-
06.30-07.30	Breakfast	Hotel			Protocol	tel Grand
07.30-08.00	Standby to leave for BKKBN	Hotel			Protocol	Menteng
08.00-09.00	Proceed to BKKBN					-
	OPENING CEREMONY					Transport-
						ation
						provided
09.00-09.10		BKKBN Central Office	Report of the orga- nizing committee	Prof. Santoso S. Hanijoyo	Protocol	
09.10-09.30			Opening Address by BKKBN Chairman	DR. Haryono Suyono		Refer to annex II
09.30-10.00	Coffee Break					
10.00-11.30	Orientation on The National FP Program	BKKBN Central Office	National FP Program Policies and Strategies	DR. Haryono Suyono	Prof. Santoso S. Hanijoyo	
11.30-12.30	Lunch					
12.30-13.30	Presentation and Discussion	BKKBN Central Office	National FP Program Planning	Drs. Sutodjo Mulyodihardjo	Drs. Adjie A Zairin Drs. Arnia	
13.30-14.00		BKKBN Central Office	Family Planning Program in Indonesia			
14.00-15.00	Presentation and Discussion	BKKBN Central Office	National FP Program Operations	Dr. Mahyudin	DR. Pudjo Rahardjo Drs. Syamsul Arief, MPA	
15.00-15.30	Coffee Break					

DAY/DATE/TIME	PROGRAM	LOCATION	ACTIVITIES	SPEAKER	MODERATOR/ FACILITATOR	REMARKS
15.30-16.30	Presentation and Discussion	BKKBN Central Office	National FP Program Manpower Development	Prof. Santoso S. Hamijoyo	Drs. Jasmi Kamil Drs. Arsa	
16.30-17.30	Presentation and Discussion	BKKBN Central Office	BKKBN's Logistics System	Dr. Loet Affandi	Suarsono, SKH Drs. Arief Sukandar	
17.30-19.00	Break	Hotel				
19.00-20.00	Dinner	Hotel				
20.00-21.30	Briefing on the Organization of the Orientation Study	Hotel		DR. Pudjo Rahardjo Ms. Harrison	Drs. Jasmi Kamil Drs. Mened BK/Drs. Armita Idris	
TUESDAY, 13 Oct 1987						
06.30-07.30	Breakfast	Hotel				
07.30-08.30	Proceed to the Office of the Coordinating Minister for People's Welfare					
08.30-10.00	Courtesy Call to the Coordinating Minister for People's Welfare	The Coordinating Minister for People's Welfare's Office		H. E. Alamsyah Ratu Prativiranegara		
10.00-11.00	Return to Hotel	Hotel				
11.00-12.00	Lunch	Hotel	Preparation for departure for Yogyakarta			
12.00-	Proceed to Airport and Departure, to Yogyakarta				Protocol	GA 430, H. 30

DAY/DATE/TIME	PROGRAM	LOCATION	ACTIVITIES	SPEAKER	MODERATOR/ FACILITATOR	REMARKS
YOGYAKARTA						
TUESDAY, 13 Oct 1987						
15.30-	Arrival in Yogyakarta					
15.30-16.30	Proceed to Hotel				BKKBN Yogyakarta	Hotel Mutiara
16.30-19.00	Break	Hotel				
19.00-20.00	Dinner	Hotel				
20.00-21.30	Design of the Plan of Operation and Field Activities	Hotel		DR. Pudjo Rahardjo Drs. Sumarsono	BKKBN Yogyakarta	
WEDNESDAY, 14 Oct 1987						
06.30-07.30	Breakfast	Hotel				
07.30-08.00	Proceed to the Governor's office				BKKBN Yogyakarta	Transportation provided
08.00-09.00	Courtesy Call to the Vice Governor of Yogyakarta	Governor's Office	Introduction of participants Report by the chief of BKKBN Yogyakarta Welcome Address by the Vice Governor		BKKBN Yogyakarta	
09.00-10.30	Presentation and Discussion	Governor's Office	Development program of Yogyakarta	Provincial Government	Chief of the BKKBN Yogyakarta	
10.30-11.00	Proceed to the Office of BKKBN Yogyakarta					Transportation provided
11.00-12.30	Presentation and Discussion	BKKBN Yogyakarta	FP Program : System, Procedure and Process	Chief of the BKKBN Yogyakarta	BKKBN Yogyakarta	

DAY/DATE/TIME	PROGRAM	LOCATION	ACTIVITIES	SPEAKER	MODERATOR/ FACILITATOR	REMARKS
12.30-14.00	Lunch	BKKBN Yogya- karta				
14.00-16.00	Working Session	BKKBN Yogya- karta	Consolidation of field data and information		Central and Local Facilitators	
16.00-19.00	Break	Hotel				
19.00-20.00	Dinner	Hotel				
20.00-21.30	Reading Session	Hotel				
: KABUPATEN/REGENCY:						
THURSDAY, 15 Oct 1987						
07.00-08.00	Breakfast	Hotel				
08.00-09.00	Proceed to the Regencies (Kabupaten)	Bantul and Gn. Kidul	Field Orientation		Central and Local Facilitators	Partici- pants are divided into two groups
09.00-10.00	Meeting with the Kabupaten officials	Office of the Bupati	Introduction of participants & report by Chief BKKBN, Yogyakarta FP Program orientation	Sekwilda	BKKBN Kabupaten	
10.00-12.00	Meeting with Kabu- paten FP Operatio- nal Team	Local BKKBN Office	RAKOR/RAYEK/STAFF Meeting	Chief of BKKBN Kabupaten	BKKBN Kabupaten	
12.00-13.00	Lunch	Local BKKBN Office				
KECAMATAN(SUB-DISTRICT):						
13.00-16.00	Field Orientation	Kecamatan Gunung Kidul Bantul	Kecamatan - RAKOR (Coordination Meeting) Pesantren(Islamic School)	Camat /Community leaders Local Community Laders	Central and Local Facilitators	Each Kabu- paten Group is

DAY/DATE/TIME	PROGRAM	LOCATION	ACTIVITIES	SPEAKER	MODERATOR/ FACILITATOR	REMARKS
						Divided into two Sub-groups
16.00-17.00	Return to Hotel					
17.00-19.00	Break					
19.00-20.00	Dinner	Hotel				
20.00-21.00	Working Session	Hotel	Consolidation of field data and information		Central and Local Facilitators	
FRIDAY, 16 Oct 1987						
07.00-08.00	Breakfast	Hotel				
08.00-09.00	Proceed to Kecamatan				Central and Local	Transportation
09.00-11.30	Field orientation	Kecamatan G. Kidul	Mini Workshop, FP clinic services, etc	PPLKB/FPFMS	Central and Local Facilitators	
		Bantul	Rakor meeting	Camat/Community Leaders		
11.30-13.00	Friday Prayer	Kecamatan				
13.00-14.00	Lunch	Kecamatan				
14.00-16.00	Field Orientation	Village	Village F.P. Pro- gram Activities (POSYANDU)	PPLKB + PLKB/ FPFM /Community Leaders	Central and Local Facilitators	
16.00-17.00	Proceed to Borobudur	Borobudur Temple			Central and Local	
17.00-18.30					Facilitators	
18.30-19.00	Return to Hotel	Hotel				
19.00-20.00	Dinner	Hotel				
20.00-	Free program					

DAY/DATE/TIME	PROGRAM	LOCATION	ACTIVITIES	SPEAKER	MODERATOR/ FACILITATOR	REMARKS
SATURDAY, 17 Oct 1987						
07.00-08.00	Breakfast	Hotel				
08.00-09.00	Packing	Hotel				
09.00-10.30	Working Session	Hotel	Consolidation of field data and Information in DIY (Recapitulation)		Central and Local Facilitator	Attended by BKKBN D.I.Y Officials
IN BALI						
10.30-	Proceed to Bali					
13.00-14.00	Lunch	Bali				
17.00-18.00	Sunset	Kuta Beach				
19.00-20.00	Dinner					
20.00-	Free program					
SUNDAY, 18 Oct 1987						
07.00-08.00	Breakfast	Hotel				
08.00-17.00	Recreation	Batur (lake) Art Gallery (I.B. Tilea) Sukawati art Center		Local guides	Central and Local Facilitators	Transportation Provided Lunch box served
17.00-19.00	Free program					Bali
19.00-21.00	Meeting & Dinner with Provincial Officers & FP Implementing Units	Hotel	* Report by Chief of BKKBN Bali * Welcome Address by Provincial Government Official * Dinner		Local Facilitators	

DAY/DATE/TIME	PROGRAM	LOCATION	ACTIVITIES	SPEAKER	MODERATOR/ FACILITATOR	REMARKS
MONDAY, 19 Oct 1987						
06.30-07.30	Breakfast	Hotel				
07.30-08.00	Proceed to BKKBN office					
08.00-11.00	Presentation and Discussion	BKKBN	Orientation of the Bali FP Program	Chief BKKBN Bali	Central and Local Facilitators	Transportation Provided
11.00-13.00	Presentation and Discussion	BKKBN Office	FP. Film : "Ngavit Saking Banjar" & discussion		Central and Local Facilitators	
13.00-14.00	Lunch					
14.00-14.30	Proceed to Kecamatan				Central and Local Facilitators	Transportation Provided
14.30-16.00	Field orientation on I.E.C	Kecamatan Sukawati	Demonstration on traditional IEC	PPLKB/PPFWS	BKKBN Kabupaten and Central and Local Facilitators	
16.00-16.30	Return to Hotel				Central and Local Facilitators	
16.30-18.30	Break					
18.30-19.30	Dinner	Hotel				
19.30-21.30	Working Session (tentative)	Hotel	Consolidation of field data and information		Central and Local Facilitators	

DAY/DATE/TIME	PROGRAM	LOCATION	ACTIVITIES	SPEAKER	MODERATOR/ FACILITATOR	REMARKS
TUESDAY, 20 Oct 1987						
06.30-07.30	Breakfast	Hotel				
07.30-08.30	Proceed to Kabupaten	Kabupaten Tabanan, Kabupaten Gianyar			Central and Local Facilitators	Participants are divided into two groups
08.30-12.00	Presentation and Discussion	BKKBN Kabupaten	* Kabupaten FP Program Orientation * Kabupaten RAKOR * Institutionalized activities	Bupati, Chief of BKKBN Bali	BKKBN Kabupaten	
12.00-13.00	Lunch	Kabupaten				
13.30-16.30	Field Orientation	Village	Sangkep & Banjar Activities	Head of Banjar	BKKBN Kabupaten	
16.30-17.30	Return to Hotel					
17.30-18.30	Break					
18.30-19.30	Dinner					
19.30-21.00	Working Session	Hotel	Consolidation of Field Data and information		Central and Local Facilitators	
WEDNESDAY, 21 Oct 1987						
06.30-07.30	Breakfast					
07.30-09.00	Proceed to Kecamatan	1. Kec. Kediri and Marga (Tabanan) 2. Kec. Ubud & Sukavati (Gianyar)			Central and Local Facilitators	Each Kabupaten Group is divided into Sub-Groups

DAY/DATE/TIME	PROGRAM	LOCATION	ACTIVITIES	SPEAKER	MODERATOR/ FACILITATOR	REMARKS
09.00-12.00	Field orientation of Kecamatan FP Program	Kecamatan	* RAKOR(Coordination Meeting) * Mini Workshop * FP Clinic Services	PPLKB/FPFWS	Central and Local Facilitators	
12.00-13.00	Lunch					
13.00-16.00	Field Orientation of village FP Activities	Village/Desa	* PPKBB * Mapping * UPPKA * POSYANDU	PPPLKB, PLKB/FPFW	Central and Local Facilitators	
16.00-17.00	Proceed to BKKBN office					
17.00-18.30	Working Session	BKKBN office	Field data recapitulation + Presentation on target setting	Chief of BKKBN Bali	Central and Local Facilitators	Attended by BKKBN Bali Officials
18.30-19.30	Dinner	Hotel				
19.30-	Free Program					
THURSDAY, 22 Oct 1987						
06.30-07.30	Breakfast	Hotel				
07.30-09.00	Packing	Hotel				
09.00-14.00	Recreation	Tampak Siring Palace			Central and Local Facilitators	
14.00-	Proceed to Airport					
16.45	Departure to Jakarta					
18.00-	Arrival in Jakarta					
18.00-19.30	Proceed to Puncak					Approximately 1 hour drive
19.30-20.30	Dinner					
20.30-	Free Program					

*) Kec.=Kecamatan

DAY/DATE/TIME	PROGRAM	LOCATION	ACTIVITIES	SPEAKER	MODERATOR/ FACILITATOR	REMARKS
FRIDAY, 23 Oct 1987						
07.00-08.00	Breakfast	Hotel at Puncak				
08.00-09.00	Workshop		Briefing on the Plan of Action	DR.Pudjo Rahardjo	DR. Jasni Ka- mil	
09.00-12.00	Workshop (Continued)		Group Session		DR. Arnie Idris	
12.00-13.00	Lunch					
13.00-16.00	Workshop (continued)		Group Session (continued)			
16.00-18.30	Break					
18.30-19.30	Dinner					
19.30-22.00	Workshop (continued)		Group Session (continued)			
SATURDAY, 24 Oct 1987						
07.00-08.00	Breakfast	Hotel				
08.00-13.00	Workshop (continued)	Hotel	Group Session			
13.00-14.00	Lunch					
14.00-15.00	Packing					
15.00-17.00	Return to Jakarta				Organizing Committee	Hotel Grand Menteng
17.00-18.30	Break	Hotel				
18.30-19.30	Dinner					
19.30-	Free program	Hotel				

DAY/DATE/TIME	PROGRAM	LOCATION	ACTIVITIES	SPEAKER	MODERATOR/ FACILITATOR	REMARKS
SUNDAY, 25 Oct 1987	Recreation	TMII			Central Facilitator & I.O.C	Transportation provided
08.00-15.00		Pancasila Sakti Monument				
15.00-	Free program					
MONDAY, 26 Oct 1987						
07.00-08.00	Breakfast	Hotel				
08.00-12.00	Presentation	Hotel	Presentation of Plan of Action	Group Leaders	Prof.Santoso S Hani joyo Facilitators Protocol MSH Represen- tative	Each Upazila Team will present their report
12.00-13.00	Closing Ceremony	Hotel	1.O.C. Report 2.Address by the Team Leaders 3.Closing address by BKKBN	Prof.Santoso S Hani joyo Dr. Haryono Suyono Mr.Najaul Haq		1.Refer to annex 13 2.annex 14 3.annex 12
13.00-14.00	Lunch					
14.00-	Free program					
TUESDAY, 27 Oct 1987						
07.00-08.00	Breakfast				O.C.	Submit eva- luation forms by 10.00 AM to Arma Idris
08.00-	Free program					
WEDNESDAY, 28 Oct 1987						
	Departure for Dhakha				O.C.	Transportation to Airport provided

ANNEX 2

DRAFT ACTION PLANS :

1. BHANDARIA UPAZILA
2. BHOLA SADAR UPAZILA
3. CHARGHAT, RAJSHAHI UPAZILA
4. FATICKCHARI UPAZILA

PLAN OF ACTION

UPAZILA : BHANDARIA, PEROJPUR

PROPOSED DATES
OF IMPLEMENTATION : JANUARY 1 - DECEMBER 31, 1988.

DATE SUBMITTED : OCT. 24, 1987
PUNCAK, BOGOR, INDONESIA

PREPARED BY : MONIRUL HAQ, CHAIRMAN, BHANDARIA UPAZILA
BELAYET ALI KHAN, CHAIRMAN, KAUKHALI UNION
DELWAR HUSSAIN, UFFO, BHANDARIA
KAMRUL AHSAN, MO (MCH) BHANDARIA
M. ALAUDDIN, COUNTRY REPRESENTATIVE
PATHFINDER FUND, BANGLADESH.

Title of the Project : Shukhi Bhandaria

This project has two components: component one will cover only one Union, Bhitabaria and component two will cover the rest of the six unions of the Bhandaria Upazila.

While in the six unions of the Upazila the general family planning activities will be intensified, the Bhitabaria union has been chosen to be made a model for family planning activities in the Upazila.

Bhitabaria union has been selected to be the model for the following reasons:

a. Bhitabaria is the number one Union of the Upazila; we want to start with the number one Union and then gradually extend move to the other unions of the Upazila;

b. The Union is nearer to the headquarters of the Upazila which will facilitate easy supervision by the Upazila Chairman;

c. Easy communication;

d. Upazila Health Complex is closer to the union, the proximity of the health centre to the Union will facilitate the use of health facilities by the eligible couples of the selected union;

e. The Chairman and other members of the Union Parisad are expected to be more cooperative in the implementation of the project; and

f. All the fieldstaff are in their respective positions and currently at work.

Duration of the project : January 1 to December 31, 1988

Purpose of the project : The purposes of this project are to :

1. achieve 75 per cent continuation rate at the end of 12 month project period for those eligible women who are currently using family planning methods,

2. Recruit such number of new acceptors of family planning methods so that the rate of achievement becomes 10 per cent of the non-acceptor eligible women in model union,

3. Immunize all pregnant women and children under 2.

4. Visit all eligible women at least once a month for education, information, recruitment, reassurance and supply and resupply.

5. Hold mobile clinics at the Ward level for the provision of clinical contraceptive services.

Component of Activities

Activities	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Who's Responsibility
Upazila Parisad mtg and approval/ ratification of the project	-													Upazila Chairman
Upazila FP Com Mtg to take steps to implement the project	-													Upazila Chairman UFPO
Tabulation of data from the couple registration earlier done to determine current level of CPR for the Union andfor the Wards	-													UFPO
Union FP Com Mtg-Upazila Chairman, UFPO, UHFPO and MO mch shall attend these mtgs to form Ward Committees- Ward members shall chair Ward level mtgs by rotation; FWA shall act as Secretary of Ward Comm.Primary school,HA,BS,Imam, VDP Member,Soc. worker, and other influentials.	-	-												UFPO/FPA, Union Parisad Chairman
Mapping of the Wards; map will show the villages assigned to a particular FWA and the number of ELCOs therein.		-												FPA, FWA
Each Ward will be divided into 2 halves; one half shall be assigned to government FWA and another half to family planning volunteer.	-	-												Upazila Chairman Union Chairman UFPO
Distribute Ward level target for continuation and for new acceptors	-													UFPO, FPA
Hold mtgs of the influentials to popularize FP in the Union and announce Award for best performing Ward.		-				-								UFPO, Union Chairman Upazila Chairman
Training of the fieldstaff on work methodology, record keeping,reporting, immunization,nutrition education, breastfeeding, etc.		-												UFPO, MO (NCH)

Activities	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Who's Responsibility
Hold mobile clinic by the FWV for IUD services on a fixed date once a month in every Ward; in these mobile clinic days the HAs will also hold immunization camps for pregnant women and children under 2		-	-	-	-	-	-	-	-	-	-	-	-	MO (MCH) FWV, FPA, HA
Monthly staff meeting		-	-	-	-	-	-	-	-	-	-	-	-	UFPO, UHFPO, MO (MCH)
Spot check the activities of the FPA/AHI/FWV at least once a month. Spot check the work of the FWA/FWW/GHA at least once a week.		-	-	-	-	-	-	-	-	-	-	-	-	UFPO, UHFPO, MO (MCH) FPA, HI, AHI

Administration and Management of the project: Under the overall guidance of the Upazila Parishad, the Upazila Family Planning Committee shall implement the project; the chairman of the Upazila Parishad and Upazila FP Committee and the UFPO are responsible for the management of the implement of the project. They are also responsible for the financial and program management and submit financial and program performance reports.

Strategy of Work : All the ELCOs already registered shall be visited at least once a month, regularly and consistently. Updating of couple registration shall be an on going task of the FWA in their assigned areas. The younger and lower parity ELCOs shall receive focused attention from the field workers for education and service delivery. Along with family planning service delivery by the family planning workers, the health workers shall arrange to provide immunization to pregnant women and children under 2. Other services which enhance community participation for family planning, such as income generating activities for women and mobilization of youths for sports and other community welfare activities shall be supported. Through various committees at different levels, involvement of wider and expanded community participation shall be attempted.

Resources Needed

- Honorarium of 3 female volunteer	Tk.500 X 3X 12=	Tk. 18,000
- Upazila FP Committee Monthly Mtgs	Tk. 100 X 12 =	Tk. 1,200
- Union FP Com. Monthly Mtgs	Tk. 150 X 12 =	Tk. 1,800
- Orientation of Union Parisad Chairman, members and other members of the Union FP Committee twice a year	Tk. 60 X 30 X 2 =	Tk. 3,600
- Ward level 3 public mtgs	Tk. 750 X 3 =	Tk. 2,250
- Fieldstaff and Volunteer FWA Training for 3 days	Tk. 50 X 15 X 3 =	Tk. 2,250
- 3 Awards		= Tk. 3,000
Supplies and Printings		= Tk. 5,500
- Support to Income-generating activities		= Tk.21,000
- Support to youths		= Tk. 2,000
- Evaluation		= Tk.20,000

Grand Total,		= TK 80,600

In addition, technical assistance for determining CPR, target setting and distribution for Union and Ward level, strategies and substance of family planning promotion meetings, designing recording keeping and reporting system will be needed for the implementation of the project.

Funding Sources : Upazila Parisad/Ministry of Health and Family Planning/Donor Agency with approval of the Ministry of Health and Family Planning; joint funding desirable.

Evaluation Plan: Evaluation shall be conducted by external evaluators preferably during the last week of the 12th month of the project implementation. The evaluator shall assess the process of project implementation in terms of:

- Number of Upazila FP Com Mtgs held and the number of members attended per meeting;
- Number of Union FP Com. Meetings held and the number of members attended per meeting;
- Number of Ward FP Com. Meetings held and the number of members attended per meeting;
- Number of ward level public meetings held and the number of people attended per meeting;
- Whether the fieldstaff training conducted and the number of trainee trained;
- Number of orientation training held for influential members and the number attended per orientation meeting;
- Number of staff meetings held and the number of field staff attended;
- Number of supervisory spot check undertaken by the UFPO, UHFPO, MO (MCH), FPA, and AHI at their respective levels.

The evaluators in their evaluation shall find out: project impact :

- the extent of ELCO visit once a month by the fieldworkers;
- the extent of achievement of 75 per cent continuation rate and of 10 per cent new acceptors,
- extent of immunization of pregnant women and children under 2.

Next Plan : Depending on the success and achievement of the project, its continuation/termination shall be by the Upazila FP Committee/Upazila Parisad.

COMMUNITY PROFILE

UPAZILA : BHANDARIA IN PIROJPUR

DATE : OCT. 24, 1981

A. DEMOGRAPHIC	:	B. ADMINISTRATIVE/ POLITICAL	:	C. SOCIO-ECONOMIC	:	Upazila Chairman
1. Total Population : 130494		1. Upazila Chief	:	UZ Chairman		1. Literacy Rate : 24 %
Male : 65246		2. Total Villages	:	37		Male :
Female : 65248		3. Total Hamlets	:			Female :
2. Eligible Couples : 20545		4. Political leaders	:	12	Position : Minister/Organizer	2. School Enrollment
3. Total under-fives:		5. Formal Leaders	:	40	Position : Public	Ratio :
4. Total Households :		6. Informal leaders	:	78	Position : Profesional	3. Total Ratio Sets:
5. Vital Rates :		7. Social Organizations	:	5	Kinds : Social Welfare	4. total TV Sets :
CBR : 42/1000					Membership:72	5. Total Motor Cars:
CDR : 16/1000						6. Total Motor
IMR :						Cycles :
CMR :						7. Total Bicycles :
MMR :						8. Other Vehicles :

D. FAMILY PLANNING : **E. SOCIAL FACILITIES** :

1. Total ELCOS : 20,545		1. Hospital	:	1
2. Current Users :		2. Health Centers	:	1
Total :		3. Schools	:	
IUD :		Elementary	:	98
Oral Pill :		Secondary	:	
Others :		Others	:	18
Condoms :		Teachers	:	17
Implants :		4. Physicians	:	8
Vasectomy :		5. Midwives/Nurses	:	5
Tubectomy :		6. T D A	:	45

3. New Acceptors
(last month) :

 Total :

 IUD :

4. Prevalence Rates : 26.2%

 Total :

 IUD :

 Oral Pill :

 Others :

 Condoms :

 Implants :

 Vasectomy :

 Tubectomy :

PLAN OF ACTION

UPAZILA : BHOLA SADAR

Proposed date of Implementation : 1 (one) year

(1st January '88 to 31st December 1988)

Date submitted : 23 -10 - 1987, Puncak - Indonesia

Prepared by : Mr. Maqsudur Rahman - Upazila Charirman
Dr. Arun Chandra Bhowmic - M.O. (MCH & CC)
Mr. M.A. Momin - UFPO

DETAILED PLAN OF ACTION

1. Title of project : Integrated Family Welfare project
2. Duration dates : 1st January '88 to 31st December 1988
3. Location of Project : Bapta Union and Alinagar Union under Bhola Sadar

4. Purpose of project

Short term - To increase the CPR from 30% to 40% within 12 months.

- To involve all local community organization like mothers club, VDP, Youth organization, religious institutions, women groups.

- To make all out efforts to popularize the concept of two child family norm.

Long Term

To achieve NRR-1 by the year 2000 AD.

5. Activities

- To contract all digible cuples
- To prepare Elco maps
- Door steps of the couple
- To refer motivated clients to the clinic
- To follow up acceptors
- To organize group meetings
- To training local volunteers
- To achieve NRR-1 by the year 2000 AD.
- Involvement of ulamas through village meeting religious meeting
- Involvement of various Govt. Depts.
 - i.e. Agriculture department
 - Education department
 - BRDB
 - Health Department
- Involvement of community leaders
- Motivation through volksong.

6. Work Plan

MAJOR TASK	PERIOD/MONTH												PERSON	SUPER- VISION		
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC			STBLE	
1. Reg. of ELCO + MAP	---														FWA+ FPA	UFPO
2. Selection of volunteers	---														Union Chairman	UFPO
3. Training of volunteers	--														UFPO	Upazila Chairman UFPO
4. Organizational meeting at village	-----														Upz Chairman Union Chairman UFPO	Uz. Chairman
5. Family Planning committee meeting	-----														-"	Upazila Chairman Union Chairman
6. Creation of C D P	-----														FWA FPA UFPO	UFPO
7. Improvement of services at FWC, RHC	-----														M.O	Upazila Chairman
8. Distribution of contracep- tives to the couples	-----														FWA	FPA
9. Referral for clinic method	-----														FWR/FPA	MO UFPO
10. Supervision of activities	-----															DD Chairman UFPO, MO.
11. Evaluation of the project.	-----														MO UFPO	Upazila Chairman

7. Resources needed :

i) Bapta Union : Monthly incidental cost

10 Volunteers,	Yearly
(1 volunteer per 25 household)	$200 \times 10 = 2000/=$ 24,000
Monthly Meeting	$200 \times 12 =$ 2,400
Total (Yearly)	$=$ 26,400

ii) Alinagar Union :

7 Volunteers Monthly honourarium	Yearly
(1 volunteer per 25 household)	$200 \times 7 = 1400/=$ 16,800
Monthly Meeting	$200 \times 12 = 2400/=$
Total (yearly)	$=$ 19,200

iii) Misc

Card printing	$=$ Tk. 15,000/=
Registrar Khata (for contraceptive distribution)	$=$ Tk. 1,000/=
Award = Tk.1000x3	$=$ TK 3,000/=
Training Cost.	$=$ TK 5,000/=
Evaluation cost	$=$ TK 7,000
Grand total	$=$ Tk 75,600/= \$ 2,538

8) Funding source : Govt. of Bangladesh

Donor Agency
Upazila parishad

9) Evaluation plan : By external evaluation, and supervision
Committee by Upazila Family Planning committee

10) Next Steps

The project will be extended to all other unions of Bhola Sadar Upazila in phase wise as and when fund will be made available.

COMMUNITY PROFILE

Upazila - Bhola Sadar

Date : 23-10-1987

A. DEMOGRAPHIC :

1. Population		318,000
Male		166,713
Female		151,287
2. Elcos		63,600
3. Total under 5 children		47,700
4. Vital rates :		
CBR	-	39/1000
CDR	-	15/1000
IMR	-	117/1000
CMR	-	15.2/1000
MMR	-	6/1000

B. ADMINISTRATIVE/POLITICAL

1. Upazila Chief : Mr. Maqsudur Rahman (Chairman)
2. Total Union : 14
3. Total Warad : 42
4. Total Village : 153 (including poara shava)
5. Political leaders : 5
6. Formal Leaders :
 - i) MP
 - ii) Upazila Chairman
 - iii) Union parishad Chairman
 - iv) Ward Member
7. Social organizations : i) Sathijon Parishad

- ii) Bandhuion Parishad
- iii) Meghna Tetulia Club
- iv) Mahila Samitee
- v) Srijane Sangsad
- vi) Shilpi Niketon
- vii) Brothers Club

C. Socio Planning

1) Total Elcos : 63,600

2) Current Users : 19,080

Total : -

I U D : -

Oral pill : -

Condom : -

Tubectomy : -

Vasectomy : -

Injectable: -

3) New Acceptors (No Data)

(Last month)

4) Prevalence rate : - 30%

E. Socio Facilities :

1) Hospital : 1

2) Health centres : 4

news : 1

3) School :

Primary : 96
High : 18
Others : 23 (Junior High School)
 19 (Madrasa)

Teachers: 835

- 4) Physician : 14
- 5) Mid wives : 14
- 6) T B A : No Data.

PLAN OF ACTION
UPAZILA - BHOLA SADAR

5. Contraceptive Mix for New Acceptor

NAME OF SELECTED UNION	TOTAL POPULATION	TOTAL ELCO	STATUS OF CURRENT USERS (30%)												TOTAL DROPOUT
			STERI	PILL	CONDOM	IUD	INJ.	OTHER	STERI	PILL	CONDOM	IUD	INJ.	4 %	
1. Bapta	25,000	5,000	550	250	200	75	25	400	550	600	300	700	50	200 (40 %)	
									550	250	200	75	25	(current)	
									0	350	100	625	25	New Accept	
2. Alinagar	12,000	2,400	264	120	96	36	12	192	264	288	144	336	24	96 (40%)	
									264	120	96	36	12	(current)	
									0	168	48	300	12	New Accept	

PLAN OF ACTION

UPAZILA : CHARGHAT, RAJSHAHI

PROPOSED DATES
OF IMPLEMENTATION : January 1988 to December 1988

DATE SUBMITTED : 24 October 1987

PREPARED BY : 1. Dr. Chinmoy Kanti Das, MD (MCH-FP)
2. MD. Abdur Rashid (Chairman Upazila Parishad)
3. MD. Aminul Islam (UFPO)
4. MD. Habibuddin (Union Parishad Chairman)
5. Mrs. Mazida Haque Choudhoury
6. Group Adviser : Mr. A.M. Abdul Jabbar
of Indonesian Study group.

COMMUNITY PROFILE

UPAZILA :

DATE :

=====

A. DEMOGRAPHIC :

1. Total Population : 134392
 Male : 69109
 Female : 65283
 2. Eligible Couples : 23000
 3. Total under-fives :
 4. Total Households : 16579
 5. Vital Rates :
 CBR : 42/1000
 CDR : 15/1000
 IMR : 111.9/1000
 CMR :
 MMR : 6/1000

B. ADMINISTRATIVE/
 POLITICAL :

1. Upazila Chief : Chairman Upz. Parishad
 2. Total Villages : 120
 3. Total Hamlets : 16579
 4. Political leaders : 70
 5. Formal Leaders : 60
 6. Informal leaders : 300
 7. Social Organizations : 10

C. SOCIO-ECONOMIC

1. Literacy Rate : 22%
 Male : 16%
 Female : 6%
 2. School Enrollment
 Ratio :
 3. Total Ratio Sets :
 4. total TV Sets :
 5. Total Motor Cars :
 6. Total Motor
 Cycles :
 7. Total Bicycles :
 8. Other Vehicles :
 Membership:400

D. FAMILY PLANNING :

1. Total ELCOS : 23000
 2. Current Users :
 Total : 9200
 IUD : 1652
 Oral Pill : 963
 Injectibles : 427
 Condoms : 633
 Implants :
 Vasectomy : 1213
 Tubectomy : 4312
 3. New Acceptors
 (last month) :
 Total : 318
 IUD : 11
 4. Prevalence Rates :
 Total : 40 %
 IUD : 17.9%
 Oral Pill : 10.4
 Injectibles : 4.7
 Condoms : 6.9
 Implants :
 Vasectomy : 13.2%
 Tubectomy : 46.9%

E. SOCIAL FACILITIES :

1. Hospital : 2
 2. Health Centers : 5
 3. Schools :
 Elementary : 50
 Secondary : 17
 Others : 35
 Teachers : 549
 4. Physicians : 10 (qualified), 40 village doctors
 5. Midwives/Nurses : 5
 6. T B A

DETAILED PLAN OF ACTION

- I. Title of Project : CHARGHAT SHUKHI SAMAJ PROKOLPO, RAJSHAHI
- II. Duration Dates : Started in January 1988 and ended in Dec 1988
- III. Purpose of Project : To reduce the growthrate, to have a small family and thereby to increase the standard of living and to strengthen the development work of the community by increasing CPR from current 40% to 50% within the duration of the project.
- IV. Component Activities: The task will be started in January 1988 and Upazila F.P. officer will be responsible for the project. Dy Director Family Planning, Rajshahi will support the programme.

To achieve the above mentioned target (in one year) the following measures to be taken :

1. Elco's map should be prepared catagorically to mention the eligible couples and the type of current users and also the geographical position within the project area. Elcos' map and couple registration will be prepared initialy by the FWAS now working at the ward level in each union. FWAS will supervise and assist the FWAS in this work. Subsequently leaders are selected, this may be improved by them. Elcos map will be kept in each village/para, union parishad office and Upazila Parishad office.
2. Couple registration of the area (Para and village wise) should be completed by the end of February 1988.
3. Immediately after completion of the couple registration and mapping groups should be formed consisting of 15 to 20 houses as a unit and group leader is to be selected within the groups who command respect. These group will sit every month wordwise and, group leaders should be choosen from the same area and should be selected by the people of that area.
4. Unit-wise contraceptive supply should be ensured, and family planning worker should be made responsible for suppling recording and reporting of the contraceptive.
5. Mobile clinical facilities on F.P. and MCH should be ensured wordwise by concerned FWV under direct supervision of MO (MCH). This should be done once a month. Physical check-up of the child is to be taken and Nutritional education should be given in coordination with immunization programme.

200

6. All existing local income generating programmes should be linked up with F.P. programme as far as possible. Government may be suggested to issue necessary instruction.
7. Local leaders, religion leaders and volunteers should be collected from the locality and they should be properly trained. Upazila Chairman /Upazila family planning officer will be responsible for arranging the training programme.
8. Women groups should be formed ward-wise under the leadership of women member of the local union Parishad. Women organization may select their own leaders.
9. Health and Family Planning Education, (MCH Based) should be extended upto village level. Ministry of Health and Family Planning may be suggested to give necessary information.
10. Existing NGO's should be linked up into this programme. All NGOs working in Upazila should be made member of the Upazila family planning committee.
11. Regular monthly meeting from unit level upto Upazila level should be held and monitoring, and reporting system should be regularly ensured through feedback mechanism simultaneously.
12. Upazila F.P. committee should give be geared up to actively participate in the F.P. programme.
13. Currently existing EPI programme should also include F.P. programme.
14. Mobile sterilization and IUD camp should regularly be organized every month upto ward level/Union level. Upazila Chairman/Upazila Family Planning Officer will be responsible for arranging this camp.

V. Resource Needed :

I. For Elcos map and Couple Registration :

- | | |
|----------------------|---------------|
| 1. Board paper | = TK. 600/ = |
| 2. Registration form | = TK. 3000/ = |
| 3. Operational cost | = TK. 300/ = |

II. Volunteers engagement :

(local women 27 in members)

- | | |
|---|--------------|
| 1. Operational cost and training purpose (27 persons) | = TK 8600/ = |
|---|--------------|

III. Youth group's Participation +

- | | |
|---|------------|
| Operational cost and for training allowances of the participants (27 persons) | = TK 8500/ |
|---|------------|

IV. Local and religious leaders (27 in numbers) Operational cost and for training allowances of the participants	= TK 8300	
V. Training for womens leaders Operational cost and for training allowance	= TK 5000/	
VI. Signboards, posters, leaflets, etc. printing coast	= TK 8000/	
VII. Upazila family planning continent expenditure	= TK 1200/	
VIII. For reward (one for each word)	= TK 2000/	
IX. Evaluation cost of the project/Operational cost	= TK 9000/	

Total,	= TK 54500/	= e.g. US.\$ 1750

VI. Funding Source

Government of Bangladesh/U.Z. Parisad/NGO's.

VII. Evaluation Plan

The project will be evaluated by the following.

1. Union F.P. committees
2. Upazila F.P. committees
3. Upazila parishad, and
4. National F.P. monitoring cell.

Evaluation may be done specially by a Upazila Evaluation cell which shall consist of 3 members. The members of this cell may be selected by the Upazila family planning committee.

VIII. Next steps

If fund is made available the project may be extended with other three unions of the upazila in next two years to achieve the national target.

- IX. a. Short term project area
 1. Solua Union Parishad
 2. Yusufpur Union Parishad
 3. Nimpara Union Parishad
- b. Long term project area
 1. Charghat Union Parishad
 2. Via Laxmipur Union Parishad
 3. Sardah Union Parishad.

DATA OF CURRENT ACCEPTORS

NO.	NAME OF UNION	TOTAL POPULATION	TOTAL ELCOS	STATUS OF CURRENT USERS							TOTAL	%
				VAS	TUB	IUD	PILL	COND	INJ.	OTHERS		
1	2	3	4	5	6	7	8	9	10	11	12	13
1.	Solua	19206	3382	115	465	316	215	195	49	-	1355	40%
2.	Yusufpur	24721	3950	281	802	275	160	101	61	-	1580	40%
3.	Nimpara	23504	3760	100	445	504	315	100	40	-	1504	40%

DATA OF "NEW ACCEPTORS" TARGET GROUP

NO.	VASECTOMY	TUBECTOMY	IUD	ORAL PILL	CONDOM	INJECTION	OTHERS	TOTAL	%	REMARK
1.	35	105	315	95	35	21	-	606	58%	
2.	80	320	180	40	40	48	-	708	58%	
3.	45	125	350	128	58	70	-	676	58%	

Note : Target is 50% and 8% is for dropout.

WORKING POLICY OF THE PROJECT (SHORT TERM)

1. In January and February 1988 Ecolo maps and couple registration be completed
2. Formation of the groups at ward level be completed in March and April 1988.
3. Training of the groups and committee members be completed in May and June 1988.
4. In July 1988 regular contraception program along with the IUD and sterilization programme should be started to raise LPR by within December 1988.
5. In November 1988 program evaluation will start.
6. In December 1988 final evaluation be completed on the total program.

Then if fund permits, we shall launch another project of the remaining 3 unions from January 1989 to December 1989.

WORKING POLICY OF THE PROJECT (LONG-TERM)

In anticipation of the success of the short-term program, the long-term programme should be started in January, '89.

1. With the experience of the short term project mapping the work of mapping, couple registration of another 3 union may be completed between January 1989 to March 1989.
2. In the month of April 1989 groups and local leaders be selected for proper functioning
3. In May 1989 to June 1989 training of the personels be completed on F.P. and MCH services. Civil surgeon/D.D. family planning may be involved to support the Upazila Chairman and to arrange the training personel.
4. From July 1989 contraceptive program and IUD along with sterilization may be started to cover to long-term CPR from 50% to 60% in 1989.
5. Within December 1989 the estimated target should be covered and the evaluation program be strated from January 1990.
6. Similar programme may be started 1990 to enhance another 10 % CPR from 60% to 70%.

7. The programme may be extended if permits to 1991 to achieve the national target.
8. All local leaders and religious leaders trained in this programme should be involved in the programme. Religious leaders may be requested to let people know by them, the religious approval of the planned family. They should speak about it in all religious gathering. All local leaders and political leaders may also speak about it when they meet in any public meeting or public gathering. These leader should also attend the Upazila family planning committees at their respective level as adviser to the committees.

PLAN OF ACTION

UPAZILA : FATICKCHARI

PROPOSED DATES
OF IMPLEMENTATION : 1 st January 1988 to 31 st Dec, 1988

DATE SUBMITTED : 24/10/87

PREPARED BY : MR. MUJIBUL HAQUE CHOWDHURY
MR. MD. SOLAIMAN
Dr. MD. ISMAIL
MR. ABDUS SOBUR
MRS. SAKINA CHOWDHURY.

TENTATIVE PLAN OF ACTION

I. Title of Project : Fatickchari Shuki Paribar Prakarpa.

II. Location of the project. : Paindong, Sundapur and Abdullah pur unions

III. Duration Dates : First January to 31st Dec, 1988

IV. Responsibility for Implementation : Fatickchari Upazila Parishad Headed by the Upazila Chairman will be responsible for implementation of the project.

V. Purpose of Project: a. Short Term :

The project seeks to increase the C.P.R. from the current level of 36 % to 50 % within one year in the project area through intensive IEC activities, involvement of community leaders including the ulamas, participation of the community organisations and effective service delivery system.

b. Long Term :

The Long Term objective of the project is to achieve N.R.R. = 1 by the year 2000 A.D. in conformity with the objectives of the National Family Planning programme.

V. Target :

SL NO	NAME OF UNION	POPULATION	ELCOS	NO OF CURRENT USERS	NO.OF.COUP WHO DID NON ACCEPT	NO. OF DROPOUT COUPLES	TOTAL COUPLES NEEDING SERVICES (Column 6+7)	COUPLES TO BE COVERED UNDER THE PROJ.
1	2	3	4	5	6	7	8	9
1.	PINDONG	18,000	3010	1257	1753	63	1816	180
2.	SUNDARPUR	17,000	2910	942	1968	47	2015	364
3.	ABDULLAH PUR	6,000	938	341	597	17	614	86
T O T A L,		41,000	6858	2540	4318	127	444,5	630

CONTRACEPTIVE MIX				
Sterilization	IUD	Oral Pill	Condom	Others
10	11	12	13	14
36	27	72	27	18
73	55	145	55	36
18	12	35	12	9
127	94	252	94	73

VI. Component Activities

SL NO	ACTIVITIES	DATE OF COMMENCEMENT	DATE OF COMPLETION	WHO IS RESPONSIBLE	WHO WILL SUPERVISE
1	2	3	4	5	7
1.	Division of the Project area into 14 units	1.1.88	7.1.88	Upazila Family Planning Officer	Upazila Chairman
2.	Orientation of the existing F.P. workers on project activities	4-1-88	4-1-88	UFPO	Upazila Chairman
3.	Preparation of the ELCO maps	8.1.88	15.1.88	Upazila engineer & staff of UFPO	Upazila Chairman
4.	Volunteers Selection 6 NOS	16.1.88	31.1.88	Chairman Union parishad and Family Planning Officer	Upazila Chairman
5.	Training of Volunteers	4.2.88	7.2.88	UH & FPO, MD (MCH-FP) and FPA	Deputy Director, Family Planning
6.	Orientation Workshop of community leaders in three groups	10.2.88 11.2.88 12.2.88	10.2.88 11.2.88 12.2.88	Deputy Director, F.P Chairman Upazila Parishad U.N.O. Upazila Education Officer Upazila Social Welfare Officer B.R.D.B. Officer, Union parishad Chairman, UFPO & his staff.	Member of the Parliament
7.	Organizational meeting at village level preceded by film show on Family Planning	Once in every month		UFPO, FPA and members of the Union parishad	Upazila Chairman
8.	Establishment of contraceptive distribution centre with 6 volunteers	15.2.88	22.2.88	Upazila Family Planning Officer and Upazila store keeper	

SL NO	ACTIVITIES	DATE OF COMMENCEMENT	DATE OF COMPLETION	WHO IS RESPONSIBLE	WHO WILL SUPERVISE
1	2	3	4	5	7
8.	Organising nutrition camp in each village	Once in every month begining March 1988	March '88	Family Welfare visitor, assistant and volunteers	Upazila Health and Family Planning officer (UH & F.P.O) medical officer (MCH &FP) UH & F.P.O.
9.	Holding mobile sterilization camp in each union	Once in a month	-	Medical officer (MCH & FP) FWV and Supporting staff & UFPO	UH & F.P.O.
10.	Establishing MCH-FP clinic in sundurpur & Abdullahpur Union & making them functional.	Middle of February	-	Family Planning Officer (UFPO) M.O. (M.C.H) & FP F.W.V	Upazila Chairman
11.	Meeting of Upazila and union Family Planning Committee	Once in every month	-	Upazila Chairman U.F.P.O F.P.A. F.W.A.	Upazila Chairman Union Chairman
12.	Activiting youth club for F.S.P.S. activities		-	U.F.P.O. Union Chairman	Upazila Chairman
13.	Reward to the best worker		Dec.'88	Upazila Chairman UFPO, MO (MCH FP)	

I would like to mention here that the existing union and Ward level F.P. workers will be actively utilized to complete the component activities mentioned above.

Besides, the existing mechanism for record keeping and reporting will be utilized.

VII. Resources needed

BUDGET ESTIMATE

NO.	PARTICULARS	PURPOSE	AMOUNT
1.	Meeting of Upa- zila, Union and village family planing commit- tees.	Incidental cost for holding THE MEETING (MEMBERS 200 x meeting 12 x TK 10	TK 24,000
2.	Training of volunteer	Incidental cost for training and transport cost, to the volunteers (6 x 3 x TK 100)	TK 1,800/-
3.	Orientation workshop.	Incidental and transport cost to the participants (participants 300 x TK 100)	TK 30,000/-
4.	Activising youth clubs.	Sports materials (12x500)	TK 6,000/-
5.	Printing of growth chart for nutri- tion program	Printing cost of 20,000 of growth chart and purchase of 14 register	TK 6,000/-
6.	Preparation of Elcos map	Cost of preparation	TK 1,400/-
7.	Reward to the three best workers		TK 2,000/-
8.	Evaluation		TK 10,000/-
9.	Contingency		TK 15,000/-
			----- TK 96,200/-

If growth chart is supplied from Government sources no money will be spend for the purpose.

VIII. Funding Source : GOB/Donor Agency/Upazila Parishad

IX. Evaluation Plan : 1) The project activities will be evaluated in each meeting of the Upazila Family Planning Committee.
2) On completion of six months, a midyear evaluation will be made by a small evaluation committee consisting of the UFP committee members.

X. Next Step : If resource is available, the activities of the project may be spilled over to the next year.

COMMUNITY PROFILE

UPAZILA : FATICKCHARI

DATE : 24-10-1987

A. DEMOGRAPHIC

1. Total Population : 366433
 Male : 196220
 Female : 170213
 2. Eligible Couples : 55844
 3. Total under-fives :
 4. Total Households : 55114
 5. Vital Rates :
 CBR : 37.16 %
 CDR : 14.3 %
 IMR : 111.9%
 CMR : 15.2 %
 MMR : 6 0/00

B. ADMINISTRATIVE/
POLITICAL

1. Upazila Chief :
 2. Total Villages : 87
 3. Total Unions : 20
 4. Political leaders : 150
 5. Formal Leaders : 362
 6. Informal leaders : 1000
 7. Social Organizations : 14

C. SOCIO-ECONOMIC :
Upazila Chairan

1. Literacy Rate : 24 %
 Male :
 Female :
 2. School Enrollment
 Position : Ratio : 220
 3. Total Ratio Sets :
 position :
 Kinds :
 4. total TV Sets :
 5. Total Motor Cars :
 6. Total Motor
 Cycles :
 7. Total Bicycles :
 8. Other Vehicles :

D. FAMILY PLANNING :

1. Total ELCOS : 55,844
 2. Current Users :
 Total : 15,261
 IUD : 1,752
 Oral Pill : 5,145
 Others : 1,935
 Condoms : 2,562
 Implants :
 Vasectomy : 25
 Tubectomy : 3,842

E. SOCIAL FACILITIES :

1. Hospital : 1
 2. Health Centers : 13
 3. Schools : 220 including colleges
 . Elementary :
 Secondary :
 Others :
 Teachers :
 4. Physicians : 19
 5. Midwives/Nurses : 4
 6. T B A : 30

3. New Acceptors
(last month) :

Total : 213
 IUD : 76

4. Prevalence Rates : 27.30 %

Total : 15,261
 IUD : 3,13
 Oral Pill : 9,21
 Others : 3,46
 Condoms : 4,58
 Implants :
 Vasectomy :)
 Tubectomy :) 6.92

ANNEX 3

EVALUATION QUESTIONNAIRE

BANGLADESH/INDONESIA ORIENTATION STUDY PROGRAM

NATIONAL FAMILY PLANNING COORDINATING BOARD (BKKBN)

12 - 27 OCTOBER 1987

Instructions :

1. Please do not write your name on this questionnaire.
2. Please use the following scale when answering the questions on this form :
 - 1 = not at all useful
 - 2 = somewhat useful
 - 3 = useful
 - 4 = very useful
 - 5 = excellent
3. Please write any comments in English

In Jakarta BKKBN office, the following presentations/lectures were held to orient to you on Indonesian national family planning program. Give your evaluation on each one of them by putting V mark in appropriate column of their usefulness.

Presentations/Lectures	Not at all useful	Somewhat useful	Useful	Very useful	Excellent
1. National Family Planning policies and strategies	-----	-----	-----	-----	-----
2. National Family Planning Program operation	-----	-----	-----	-----	-----
3. National Family Planning Program Manpower Dev.	-----	-----	-----	-----	-----
4. BKKBN's Logistic System	-----	-----	-----	-----	-----
5. National level Program Planning for F.P.	-----	-----	-----	-----	-----
6. National Family Planning Program monitoring and Evaluation	-----	-----	-----	-----	-----

215

In Yogyakarta you have attended lectures/observed the following field activities. Give your evaluation on each one of them by putting V mark in appropriate column of their usefulness.

Presentations/field activities	Not at all useful	Somewhat useful	Useful	Very useful	Excellent
1. Orientation lectures at Governor's office on Yogyakarta Province	-----	-----	-----	-----	-----
2. Orientation lecture at Yogyakarta BKKBN office	-----	-----	-----	-----	-----
3. Orientation at the Bupati's office	-----	-----	-----	-----	-----
4. Consultation meeting at the Kabupaten Head office	-----	-----	-----	-----	-----
5. Meeting with the Camat coordination committee members, their presentation and discussion.	-----	-----	-----	-----	-----
6. Visits to Mothers club	-----	-----	-----	-----	-----
7. Visits to Puskesmas	-----	-----	-----	-----	-----
8. Visits to Posyandu	-----	-----	-----	-----	-----
9. Visit to Readers, Listener, and Viewers Group	-----	-----	-----	-----	-----
10. Friday prayer where Imam mentioned for in his Khotba.	-----	-----	-----	-----	-----

In Bali, you have attended lectures/observed the following activities, give your evaluation on each one of them by putting V mark in appropriate column of their usefulness.

Presentations/field activities	Not at all useful	Somewhat useful	Useful	Very useful	Excellent
1. Orientation lectures on Bali Family Planning Program by the chairman of Bali Provincial BKKBN	-----	-----	-----	-----	-----
2. Film show on Banjar System	-----	-----	-----	-----	-----
3. Visit to Kabupaten coordination meeting	-----	-----	-----	-----	-----
4. Visit to Kecamatan coordination meeting	-----	-----	-----	-----	-----
5. Visit to Banjar meeting and observing the Elco mapping	-----	-----	-----	-----	-----
6. Visit to Women and Youth Welfare activities	-----	-----	-----	-----	-----
7. Visit to Posyandu	-----	-----	-----	-----	-----
8. Presentation for target setting	-----	-----	-----	-----	-----

PREPERATION OF ACTION PLAN

The purpose of the visit to Indonesia is to help you improve family planning services, service delivery and management in your Upazila. The action plan is intended to be your working document to help you develop improved family planning services in your area. What is your opinion of the Action Plan Development Program in Puncak and Jakarta.

Presentations/field activities	Not at all useful	Somewhat useful	Useful	Very useful	Excellent
1. Technical guidance from BKKBN to help prepare action plans.	-----	-----	-----	-----	-----
2. Relevance of materials provided to help prepare action plans.	-----	-----	-----	-----	-----
3. Relevance of field visits in Jogja to help prepare action plans.	-----	-----	-----	-----	-----
4. Relevance of field visits in Bali to help prepare action plans.	-----	-----	-----	-----	-----

Please provide below any other comments you may have regarding the Action Plans development of this program. What further assistance do you think you will need to implement your action plan in your Upazila ?.

LOGISTICS

In order to help us improve the program for future batches please answer the following questions :

1. Were the hotel and food facilities adequate in :

a. Jakarta	Yes	No	Comments
b. Jogja	Yes	No	Comments
c. Bali	Yes	No	Comments
d. Puncak	Yes	No	Comments

2. Was the transportation provided adequate ?

Yes	No	Comments
-----	----	----------

3. Were prayer workshipping facilities adequate ?

Yes	No	Comments
-----	----	----------

4. Was the length at time incach place appropriate ?

a. Jakarta	Yes	No	Comments
b. Jogya	Yes	No	Comments
c. Bali	Yes	No	Comments
d. Puncak	Yes	No	Comments

Please provide below any other comments you may have regarding the organization at your visit to Indonesia.

GENERAL COMMENTS

Please provide below any additional comments about the study tour program.

dk/bdes

ANNEX 4

EVALUATION RESULTS:
PRESENTATIONS/LECTURES
J A K A R T A

No.	Name of Lecture	Blank		Not Useful		Some what Useful		Useful		Very Useful		Excellent		Total		Means (1-5)
		f	%	f	%	f	%	f	%	f	%	f	%	f	%	
1.	National Family Planning Policies and Strategies	3	17					2	11	9	50	4	22	18	100	4.1
2.	National Family Planning Program Operation	3	17					3	17	10	55	2	11	18	100	3.9
3.	National Family Planning Program Manpower Development.	3	17			1	5	3	17	10	55	1	5	18	100	4.2
4.	BKKBN'S Logistic System	2	11			2	11	3	17	9	50	2	11	18	100	3.7
5.	National level Program Planning	3	17			1	5	2	11	9	50	3	17	18	100	3.9
6.	National Family Planning Program Monitoring and Evaluation	3	17			2	11	1	5	8	44	4	22	18	100	3.9

ANNEX 5

EVALUATION RESULTS:
PRESENTATIONS AND FIELD ACTIVITIES
Y O G Y A K A R T A

No.	Name of Lecture and field activi- ties.	Blank		Not Useful		Some what Useful		Useful		Very Useful		Excellent		Total		Means (1-5)
		f	%	f	%	f	%	f	%	f	%	f	%	f	%	
1.	Orientation at Governor's office	3	17	1	5	1	5	4	22	8	44	1	5	18	100	3.4
2.	Lecture by Jogyakarta BKKBH	1	5					2	11	13	72	2	11	18	100	4.0
3.	Orientation at the Bupati's office	2	11					3	17	8	44	5	27	18	100	4.1
4.	Rakon	2	11					2	11	10	55	4	22	18	100	4.1
5.	Meeting with Caat	4				1	5			9	50	4	22	18	100	4.1
6.	Mother's Club	2	11					2	11	13	72	2	11	18	100	4.2
7.	Puskesmas	2	11					2	11	8	44	6	33	18	100	4.2
8.	Posyandu	3	22					2	11	9	50	4	22	18	100	4.1
9.	Klopencapir or Pesantren	2	11					2	11	11	61	3	17	18	100	4.0
10.	Friday Prayer	2	11			1	5	3	17	10	55	2	11	18	100	3.8

ANNEX 6
EVALUATION RESULTS:
PRESENTATIONS AND FIELD ACTIVITIES
B A L I

No.	Name of Lecture and field activi- ties.	Blank		Not Useful		Some what Useful		Useful		Very Useful		Excellent		Total		Means (1-5)
		f	%	f	%	f	%	f	%	f	%	f	%	f	%	
1.	Lecture on the Bali Family Planning Program	2	11			1	5			10	55	5	27	18	100	4.1
2.	Film Show	3	17			1	5	4	22	5	27	5	27	18	100	3.9
3.	Kab. Rakor	2	11					4	22	10	55	2	11	18	100	3.6
4.	Kec. Rakor	3	17					4	22	8	44	3	17	18	100	3.9
5.	Visit to Banjar Meeting	3	17							7	30	8	44	18	100	4.5
6.	Visit to women & youth activi- ties	3	17							11	61	4	22	18	100	4.2
7.	Visit to Posyanda	3	17							10	55	5	27	18	100	4.6
8.	Presentation of target setting	2	11			3	17	1	5	11	61	1	5	18	100	4.3

**EVALUATION RESULTS:
ACTION PLAN**

No.	I T E M S	Blank		Not Useful		Some what Useful		Useful		Very Useful		Excellent		Total		Means (1-5)
		f	%	f	%	f	%	f	%	f	%	f	%	f	%	
1.	BKKBN'S Technical guidance	1	5	1	5			4	22	9	50	3	17	18	100	3.7
2.	Relevance of materials	1	5					4	22	9	50	3	17	18	100	3.7
3.	Relevance of field visits in Jogjakarta	1	5			1	5	3	17	9	50	4	22	18	100	3.9
4.	Relevance of field visits in Bali	2	11					3	17	8	44	5	27	18	100	4.1

ANNEX 8

EVALUATION RESULTS:
LOGISTICS

NO.	I T E M S	BLANK		GOOD		BAD		TOTAL	
		f	z	f	z	f	z	f	z
1.	Hotel and Food Facilities in Jakarta	2	11	16	88			18	100
2.	In Jogja	2	11	16	88			18	100
3.	In Bali	2	11	12	66	3	17	18	100
4.	In Puncak	2	11	10	55	6	33	18	100
5.	Transportation	2	11	16	88			18	100
6.	Worshipping facilities	3	17	12	66	3	17	18	100
7.	Length of time in Jakarta	2	11	15	83	1	5	18	100
8.	In Jogja	2	11	14	77	2	11	18	100
9.	In Bali	2	11	16	88			18	100
10.	In Puncak	1	5	13	72	4	22	18	100

ANNEX 9

EVALUATION RESULTS: PARTICIPANTS' RESPONSES TO OPEN-ENDED EVALUATION QUESTIONS

I. About the Overall Orientation Study

1. We are grateful to the BKKBN, the Government of Indonesia and also the people of Indonesia as they give us chance to visit their country and to select important experiences from their current Family Planning Program. The experiences will be beneficial to our country and to the development of our Family Planning Program. Thanks to all and we hope our Friendship will long live.
2. Nice program. In general the Study Tour will help a lot to improve the Family Planning Program in Bangladesh. Thanks to all of you very much.
3. The Study Tour is very helpful to us, so I appreciate this kind of Study Tour.
4. The Study Tour is fruitful (two comments)
5. Language barrier is indeed a problem throughout the Study Tour.
6. Very good experiences.
7. Stress should be given to field visits at the Banjar and Kecamatan level.
8. The Orientation Study is very useful for us, it shows us where we are with the Family Planning Program, and what should be done to implement our Family Planning Program.

II. About the Indonesian Family Planning Program

The mechanism and policies taken by the Government of Indonesia for making the Family Planning Program a success undoubtedly is a praiseworthy one. I hope the program will exist for the future and for the betterment of the people.

III. About the Plan of Action

1. Action plan is better done in Jakarta
2. Four full days be kept apart for preparing the action plan.
3. Action plan is needed, so it is an excellent idea.
4. Community participation and religious commitment are very important and should be included in the action plan.

IV. Logistics

Make Bangladeshi food and tea convenient for future batches.

ANNEX 10

NUMBER OF PERSONNEL INVOLVED, BKKBN

No.	Group of Rank	National	Yogyakarta	Bali	Total
1.	Coordinators	8	-	-	8
2.	Staff of experts	5	-	-	5
3.	Consultants	8	-	-	8
4.	Esselon II	16	1	1	18
5.	Esselon III	10	9	9	28
6.	Esselon IV	5	2	2	9
7.	Administrative staff	10	2	2	14
8.	Technical staff	6	4	4	14
9.	Field staff	-	6	6	12
10.	Others	11	4	4	19
Total,		79	28	28	135

ANNEX 11

WELCOME SPEECH BY THE CHAIRMAN OF BKKBN,
DR. HARYONO SUYONO,
AT THE OPENING CEREMONY OF
THE BANGLADESH ORIENTATION STUDY TOUR
FOR FAMILY PLANNING IN INDONESIA

Jakarta, 12 October 1987

Assalamu'alaikum wr. wb.

Your Excellencies the Ambassadors,
Distinguished Representatives from Major Agencies,
Honored Colleagues and Program Participants,
Ladies and Gentlemen,

With continuous prayer of thanksgiving to God Almighty, let me take this opportunity to welcome you all in Jakarta for a special orientation study tour in our country.

Today's celebration is both an historic and happy occasion for us here at BKKBN. It is an historic occasion in that it marks the implementation of a two-country agreement that indicates a commitment on the part of each to improve their society through family planning.

It is now commonly understood that population planning, or the lack of it, has an effect that is both national and international. Because of this, BKKBN has engaged in many international service activities.

Since 1979, over eleven hundred foreign government officials and health practitioners have visited Indonesia to share their views and witness our program in action. During this same period, we have sent over eight hundred persons abroad, either for long term training or to conduct comparative studies in family planning and related fields.

Ladies and gentlemen,

For the last seventeen years we have been working very hard. This cross pollination I just mentioned has helped to make our effort successful.

In 1971, after our first year of operation, we had registered fifty thousand new acceptors. We are now registering over 20,000 new acceptors every day. At last count, there were

sixteen point five (16.5) million acceptors enrolled in the program, which represents around 64% of all eligible couples.

Such a success seems to be attributed to the proper policy adopted by institutionalizing and internalizing the family planning program within the government and community organizations and within the Indonesian people as well. This significant performance is also due to at least four factors which can be considered as the basic program strategies which include :

- strong political commitment by the government, from the president of the Republic of Indonesia down to the Village Heads;

- active participation by the local community and its non-formal leaders throughout the country in all aspects of program planning and implementation;

- an effective management system utilized by the NFPCB, including a system of management for the integrated family planning programs, reporting, recording and manpower planning and development;

- integration of family planning and development programs, which is defined as consolidation and linkage of activities between family planning and one or more other development programs that are mutually supportive in reaching a common target group to achieve a similar goal.

From the beginning, a three dimension family planning program approach was adopted to include, first, the expansion of program coverage; second, the promotion of continued use of contraceptives or program maintenance; and third, institutionalization of family planning practice and low fertility in the society, or program institutionalization.

Ladies and gentlemen,

With this magnitude, we of course, have to work harder to sustain the current level of participation, while at the same time increasing the rate of acceptance.

We believe that the solution to this problem lies in the institutionalization of the Family Planning Program in our society. This means that the attitudes and practice toward family planning in the community as well as their management support have to become daily life of our people and of our supporting institutions.

The Indonesian Family Planning Program, eventually, should emerge as a social movement, as a community movement, in which the people themselves have to become the starting point of further program development and activities.

For those reasons, we are also mobilizing support from many institutions for the adoption of a small, happy and prosperous family norm.

In the coming weeks you will be hearing a great deal about the activities we are undertaking to achieve this goal.

Among these are the following :

- linkage of the family planning program to other development programs in order to assure continued prevalence and sustained growth,

- income generating activities that tie family planning to total family welfare,

- information, education, and communication program, an all pervasive activity that has a changing function during each phase of the program. It is used to induce the institutionalization process, increase prevalence rates, and stimulate interest and responsibility in integration programs.

As mentioned before, all of these activities pave the way to a self sustaining role for family planning participants in the social movement, which then develop their program which we may call "KB Mandiri". In this process, the role of program management is transferred gradually to the people themselves, according to its viability in their community.

Ladies and gentlemen,

We believe in sharing our experiences fully with friendly nations, especially with Bangladesh, with whom we have a close relationship. It is this relationship and our mutual commitment to improve the world in we live that make today a truly historic occasion.

Another reason for our happiness today is the fact that this cooperative effort is being carried out with assistance from our old friends at USAID. It shows insight on their part and a wisdom born of extensive experience in fostering international cooperation. Together with our friends from other donor agencies that are represented here today, their sharing of this experience and wisdom has been of immeasurable value to us as we have sought to bring the lessons we have learned here to the eyes of the world.

I said earlier that our success in international cooperation and in the sharing of experience has helped to strengthen our program. Now, we have before us an even better opportunity to both give and receive information on population control, family planning and community health programs.

Preparation are underway for the inception of an international training program, which will offer a forum for the sharing of ideas and practice about all aspects of family planning which plays a key role in national development and progress in many parts of the world.

The cornerstone of this international training program will be our experience in the community-based approach, in which information, education, communication, and social action are constantly elicited from all group and institutions in the community, its goal being self-sustained community and individual participation in the campaign for a better quality of man.

It is this experience we offer to you and other brothers who are interested. It is the experience of a national program carried out at the community level, the experience of harnessing both national and international resources to improve our society.

How lucky we are, my friends, to be involved in an undertaking that holds such hope for our people. It is my most sincere hope that our visitors from the People's Republic of Bangladesh will join with us in our aspirations and share with us their perceptions and experience. Together we will learn, together we will plan, and together we will forge ahead in a cooperative effort to better our world.

And now, with Bismillahirohmanirohim, I declare this Orientation Study Tour Program officially open.

Thank you.

Wassalamu'alaikum wr. wb.

Chairman of BKKBN,

Haryono Suyono

ANNEX 12

CLOSING ADDRESS
BY
DR. HARYONO BUYONO,
CHAIRMAN OF BKKBN

Jakarta, 26 October 1987

Assalamu'alaikum wr. wb.,

Honoured Colleagues and Programme participants,
Ladies and Gentlemen,

It gives me great pleasure indeed to this special forum at the conclusion of a most important milestone in the very warm relationship between the Bangladesh and the Indonesian Family Planning Programmes.

As I mentioned at the Opening Ceremony two short weeks ago, thi programme is a historic stride in the long-standing collaboration between the two national programmes, and is proof of the solid committments of the two National Governments in the efforts to improve the people's welbeing through family planning.

I also mentioned on that occasion that this Study Observation programme is unique in the sense that it is not "pure" training, rather it is a programme designed to provide the opportunity for the participants to observe the Indonesian Family Planning Programme in operation, observe the realities, discuss operational issues with the appropriate counterparts, and to arrive at matters which may be adapted in improving the National Family Planning Programme in Bangladesh.

Unlike the "conventional" training programmes, the present programme does not attempt at imparting knowledge and insights through lectures and discussions. Only a small portion of your tenure in Indonesia was used for lectures, the greater proportion was spent on observing actual field conditions. Also as I mentioned in my opening address, BKKBN expects to gain from this programme, particularly with regard to your detection of shortcomings which would escape our observations. This, I must add is one of the strengths of the Indonesian programme in the sense that we are always open to criticisms and suggestions.

Ladies and Gentlemen,

Although I have not been physically participant to your field observations, I have been following the progress of your trips with careful interest. Indeed, I make it one of the most important policies to have BKKBN personnel intimate with field problems. As you may have noticed, the Facilitators assigned to you are conversant with people at the lowest levels. It is through this method that we made ourselves acutely aware of the peoples needs, and consequently immediate expeditious corrective or remedial actions taken.

You may also have observed the effectiveness of the coordinative fora at various levels. It may seem to have been uninteresting for you to observe these activities. However, we are of the opinion that these meetings are important to be one of the focus of your observations. It is through these meetings that inter-sectoral commitments are sought, and the strong leadership of the formal administrative functionaries are secured. If language barrier prove to be a problem, we will endeavour to our utmost to facilitate better comprehension for the future groups from Bangladesh.

One other important aspect of IE and C is the solid commitment of the national and local religious leaders in the Family Planning programme. You may also have noticed how Friday Prayer Khutbahs contain Family Planning messages. This, have not come forthright. To arrive at where and what we are today have taken us a number of years of diligent work and maintaining close linkage with these leaders.

Ladies and Gentlemen,

I would like to take note to the statement made by Mr Najmul Haq, the Team Leader of this group, before the Coordinating Minister of People's Welfare. You, rightly stated that one of the problem in Bangladesh is to pinpoint the correct entry-point to break the vicious circle to develop the Family Planning programme in Bangladesh. I would like to join you in responding that this was also one of our problems. But once we found the way, as it were, our programme gained momentum markedly. I am confident that with the strong commitment towards Family Planning now existing in Bangladesh, you will attain your goals.

Ladies and Gentlemen,

I certainly hope that you gained insights that the Indonesian Family Planning programme has evolved from the "service-oriented" approach to the emerging "social movement" nature. For programme managers this means that the communities are almost ready to take-over programme management in their respective immediate surroundings. The "Dasa Wisma" concept, and the village meeting at Bejiharjo in Gunung Kidul, is one example that you observed. Similar examples were also observed. You may also have observed that women are not only open to family planning but are also ready to pass-on motivational activities to their peers. I am hopeful that you may identify similar social dynamics elements through which your programme can be invigorated.

Ladies and Gentlemen,

An important aspect which I would like to underscore is that by comparing the programme in Bali and that of Yogyakarta, you may have noticed that no two provinces in the nation is similar. Most certainly, similarities do exist, but each of the twenty-seven provinces have their own specific social and cultural characteristics. As Family Planning is for the major part a programme in attitude and normative change, you may have noticed that the the Banjar system in Bali is different from the social concept applied in Yogyakarta. This is what the Indonesian programme so challenging even to ourselves. But this also demands considerable management skills. Here is where the Manpower Development Aspects of the programme come to the fore.

Ladies and Gentlemen,

Those are but a few of all the aspects which you have come across during your short observation tenure in Indonesia. I do hope that the things you observed may be useful in implementing the Plan of Actions in your respective Upazilas.

It was a true pleasure for me and my staff to be host to this most dynamic and graceful group. I would like also herewith, and on behalf of my staff, to offer my sincere apologies for any shortcomings and displeasures you may have encountered. As the saying goes, "mistakes are inherent in human nature".

I wish you great successes in your efforts to develop your programme further, and wish you a safe journey home. May Allah grant us with His Divine guidance in all our endeavours.

Thank you.

Wassalamu'alaikum Wr. Wb.-

pr:23/10/87.-

ANNEX 13

REMARK BY PROF. SANTOSO S. HAMIJOYO

DEPUTY FOR MANPOWER DEVELOPMENT BKKBN

AT THE CLOSING CEREMONY OF BANGLADESH ORIENTATION STUDY TOUR

JAKARTA, OCTOBER 26, 1987

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1. Bapak DR. Haryono Suyono, chairman of BKKBN
 2. Honored colleagues and Orientation study tour participants
 3. Ladies and Gentlemen,

Assalamualaikum Wr. Wb,

May I take this opportunity to express my grateful thanks to you all for your presence in this occasion which will officially mark an end of a process of a two-week Orientation Study on the community based family planning program management.

As already planned, this orientation study tour for Bangladesh Family Planning officers is divided into three major phases. These cover an initial orientation phase on main topics of the Indonesian national family planning program including the development of the Indonesian Family Planning Program with some references to the Bangladesh Family Planning Program presented by the chairman of the National Family Planning Board as the principal reference for this study; field visit or observation to collect data and information on system, process and procedures adopted for program operation at field level; in-country workshop which is used solely to develop an Upazila level plan of action of the Bangladesh Family Planning.

Ladies and Gentlemen,

Beside the BKKBN chairman paper, four other written topics in the Indonesian national Family Planning Program management were also given in the initial orientation phase. They were the Family planning program Operational Development, the Family Planning Program Planning System, Program Manpower Development and the BKKBN's logistics system. Also included in this phase was a visit to the Coordinating Minister for People's Welfare who briefed the participants on high level commitment toward making the Indonesian National Family Planning Program a success.

The next phase of this orientation study was a field visit to the provinces of Jogjakarta and Bali which included a visit to 2 agencies, 4 sub-districts, 6 villages in Jogjakarta and 2 agencies, 4 sub-districts and 9 villages in Bali. In this phase the participants were exposed to a typical community based family program management as reflected by strong leadership and political commitment of the local government from governor down to village head in the program implementation, active participation of community and Family Planning Inter-sectoral Implementing Units at various levels, the role and significance of program monitoring system, the BKKBN personnel human relations among Family Planning implementors at various levels which provides a strong support in making the national program a social movement.

These tight orientation study field program schedules were interrupted with some social events to create an enjoyable recreational process to encourage the participants, to take a

more active participation in group working sessions and several wrap-up meetings held during and at the end of field visit to consolidate data and information as inputs for in-country workshop.

DR. Haryono Suyono, Ladies and gentlemen,

An active participatory learning strategy was successfully employed in this Orientation Study. Such a conclusion was made based on the participants' satisfied expressions which were stated in the wrap-up meetings. They actually took many experiences from field observations and from their dialogues with the local government and community leaders, such as Governor, Bupatis, Camats, Lurahs, Kelians, PKK. etc. Therefore, my sincere hope which I expressed in the opening ceremony of this orientation study that this first group of distinguished participants would become the vanguard for a legion of their colleagues who would visit over the next three or five years, may come true.

Benefiting these findings, the participants then returned to Jakarta, and Puncak for in-country workshop to develop an Upazila level Plan of Action led by the Upazila Chairman. There are in all 4 Plans of Action which will be reviewed and improved in a de-briefing session to be held in Dhaka.

Ladies and Gentlemen,

Such a successful implementation of this Orientation Study Tour for Bangladesh Family Planning Officer is made possible due to the active participation and dedication of all participants,

of the Task Force members, consultants, kelompok Widyaaiswara (facilitators), and provincial BKKBN Chairman and staff particularly local facilitator and others. I would also like to acknowledge my sincere thanks to MSH (Management Science for Health) officials for their cooperation in this program. However, we all think that this Orientation Study has its deficiencies both from the organization, and implementation points of views.

On behalf of the Task Force, and kelompok Widyaaiswara, I like to ask all participants to accept our apology. We welcome and accept critics and these will be used to improve our plans for the coming batches.

Dr. Haryono, Ladies and Gentlemen

With this I conclude my remark and may I ask you to officially close this First Batch of the Orientation Study Program and to all of my Bangladesh colleagues I say good bye and hope you will soon be in the midst of your family and start with your work anew. We are confident that you all would become a new spearhead for a better family planning and a better life for the people of Bangladesh.

Thank you, Wassalamualaikum Wr. Wb.

dk/bdjasm1

ANNEX 14

SOME REMARKS FROM THE PARTICIPANTS
GIVEN BY MR. NAJMUL HAQ WHO ACTS AS THE TEAM LEADER
OCTOBER 26, 1987

Pak Haryono, Chairman of BKKBN Indonesia, Prof. Santoso and my respected colleagues from BKKBN Indonesia, and my colleagues and friends,

Ladies and Gentlemen,

Assalamualaikum,

We are now at the end of our tour for the last 16 days. We have visited many of the family planning activities in Indonesia, and I am very thankful to BKKBN for giving us this opportunity to observe the family planning program in Indonesia.

As we have observed from the village level to the national level, the one most important lessons, I think, we have learned is that family planning success lies not in isolation but in the involvement of all the people at all levels.

Ladies and Gentlemen,

We are very proud to observe the program which Pak Haryono has led in Indonesia. The program is not only institutionalized, but it is actually internalized and it becomes a way of each individual of Indonesia. And I think we have to learn this lesson for our Bangladesh also.

As we are here, the momentum goes back in Bangladesh, There will be 180 thousand new bhads accruing. So you can see the magnitude and the problem we have in our country. We are in disparate situation. We are just drawing men catching any straw we get. So I hope the lesson we have learned in Indonesia, could be implemented in Bangladesh as far as practical.

Learning will not end here, we will try to implement in our own way, in our own Upazila by we have learned something of community participation.

As you know, Indonesia, the land, the people we have observed, we have seen, is really a unity in diversity. It is the unity in diversity in which has given the people of Indonesia the strength to solve the problem not only the population problem but quality of human life. This is another lesson we have learned and I am sure my colleagues, my friends, particularly the chairman of Upazila will be able to generate the sense of belongingness, the sense of participation when they go back to their own Upazila. We are very impressed by the dedication of our colleagues in BKKBN. They were always with us. Particularly I want to thank Pak Pudjo and his team, who were all along assisting us.

As a matter of fact, during the moment of our stay in Indonesia they were with us. I thank all of them on behalf of the team for their sense of dedication they have shown to us. And I also through you Pak Haryono, like to thank all the people in the field, in Yogya, in Bali, those who have given us their time, their energy and their way of showing us, the team, we really appreciate very much.

And as you know, Indonesia and Bangladesh have a historical background, a historical similarity a cultural similarity and above all religious similarity. We all belong to the same Islamic Ummah and I believe that if we work, Indonesia - Bangladesh, we can improve the quality of our life which is the principal of Islamic religion.

We still have today, in Bangladesh, religion as a barrier to the acceptance of family planning and we have seen how you have adopted the religion to solve the basic problem of human life. I think we will also try to adopt this in our program.

Before I conclude, I once again thank all the people who are very kind, who have given us a warm hospitality. We are indeed impressed with the people at the Banjar level and from the Banjar level to the National level, we found that everybody was very cooperative, every body was sincerely open to us and there was nothing to hide. We have observed and learned a lot of things from them. And I once again want to thank every one of them.

In Indonesia, we have seen that it is not only the success of the achievement of family planning. We discussed all the problem you solved. All features of human life you are trying to improve, and hopefully, Insha Allah, we will be one of the leading nations, at least in the Asian Region.

Before I conclude, I also want to say that during our tour, during our stay in Indonesia, if we have done anything because of our ignorance of culture, ignorance of language, if we have hurted any body's feeling, I on behalf of the team, I apologize. So, I am sure that many officers we want to see back in Bangladesh, so I hope in this room today many of you have assembled and I will be looking forward, all the team members will be looking forward to meet you at Dhaka. So, before I say good bye I once again express sincere thank you on behalf of the team, not only to BKKBN but to all the people of Indonesia, and all the respect to them.

Thank you.

dk/team