

**WOMEN'S EDUCATION AND HOME DEVELOPMENT .  
PROGRAMME**

*SECOND REPORT*  
**APRIL 1963 TO JUNE 1965**

**PAKISTAN ACADEMY FOR RURAL DEVELOPMENT  
COMILLA, EAST PAKISTAN.**

Women's Education and Home Development  
Programme

Second Report

April 1963 to June 1965



Tahrunnesa Ahmed  
Associate Instructor  
Women's Programme.

Pakistan Academy for Rural Development  
Comilla, East Pakistan  
March, 1966.

## C O N T E N T S

- Chapter - I : Introduction
1. Back ground
  2. Objective
  3. Approach
  4. Orientation Phase
  5. Training at the Academy
  6. Village classes
  7. Training for mid-wives
  8. Supporting Programmes
  9. Wheat and Nutrition Programme
- Chapter - II : Activities During the period 1963-65  
Expansion
1. Variety of Activities
  2. New villages
  3. Supervisory System
- Chapter - III : Training
1. General
  2. 'Dai' Training
  3. Adult Education
  4. Amber Charkha and Screen Printing
  5. Kitchen Gardening
  6. Foultry
  7. Sewing
  8. Home Sanitation
  9. First Aid
  10. Forestry
  11. Participants
  12. Villages Covered
  13. Drop-outs
- Chapter - IV : Services
1. Maternity and Child Health
  2. Shares, Savings and Loans
  3. Supplies
  4. Economic activities
- Chapter - V : Administration
1. Administrative Changes
  2. Organizational Structure
  3. Staff Development
  4. Supporting Agencies

Chapter - VI : Conclusions and Recommendations

1. Summary of the progress during 1963-65
2. Observation
3. Problems
4. Recommendations
5. Conclusion

Appendices :

## Chapter - I

### INTRODUCTION

This progress report on the pilot experiment in Women's Education and Home Development Programme of the Academy covers the period from April, 1963 to June, 1965. The first report,<sup>1/</sup> covering the period January, 1962 through March, 1963 which was published earlier, describes the experimental attempts to devise a suitable programme for women to enlighten and emancipate them, and to make them better partners in the struggle for existence in the villages. A summary of the progress during the first report period is included here for easy reference of the reader of this report.

#### 1. Background

In January 1962, the programmes for Women's Education and Home Development started with six villages. In meeting the problems of ignorance and Purdah in the villages and in introducing new concepts of change and progress, the programme is oriented to using many of the methods found successful in the co-operative movement.

#### 2. Objective

The objective of the programme was to develop successful methods to bring about a functional emancipation of the village

---

<sup>1/</sup> "Women's Education and Home Development Programme", Florence E. McCarthy, April, 1963; this publication describes in details the background, principle and operations of the pilot experiments in Women's Education.

women without creating a total upheaval of tradition in the villages.

### 3. Approach

From the beginning the programme had to assume two different approaches—one was to ensure the continued support of the men, and the other was the involvement of women. Winning the initial consent and support of the Co-operative Members in allowing their women to participate in the programme was left to the efforts of the Director and the then Instructor in Sociology.

The following approaches were used to motivate the women. The lady staffs, with the help of the cooperative organizers attended village meetings of the women and discussed common village problems, the role and work of the Academy and proposed women's programme. These meetings served a double purpose. One was to bring the women together in a group to discuss their problems and the other was to create in them the desire to participate in the programme.

### 4. Orientation Phase

The next stage was the orientation phase where village women were invited to the Academy for observing the activities there. The purpose was to develop a group of women in each village who would be interested in learning new ways of solving their own problems. Afterwards, training classes were planned on the basis of felt needs gathered through extensive talks,

interviews and village meetings.

#### 5. Training at the Academy

In early March, 1962 training classes were organised for women who would volunteer to teach similar classes in their own villages. Two to three women from each village were invited to attend the course with a view to keeping the number easily manageable, encouraging initiative among the trainees and developing a model of more emancipated village women. The staff visited each village class once a week and assisted the village teacher in explaining difficult parts of the materials, besides, spreading knowledge about women's programme and doing follow-up works on the women-attended orientation course. In all, there were several courses held during the report period on different subjects like:

1. Child Care
2. Family Planning
3. Home Sanitation (held twice)
4. Kitchen Gardening
5. Spinning
6. Poultry
7. Sewing
8. Literacy
9. Co-operative movement.

Originally, nine cooperative villages joined the programme, but three of them dropped out before the classes were started. In November, 1962, six additional cooperative villages agreed to sponsor the Women's Programme.

Free-discussion approach was found to be a more effective method of teaching than straight lecture course. Courses in kitchen gardening, poultry and sewing for which there were arrangements for practical training were more appreciated by the village women, than courses like maternity disease, child care, and home sanitation.

#### 6. Village Classes

The village teacher holds classes in her village on a certain day of the week at a certain time. The women staff attend the class each week to help the teacher in explaining difficult parts of the material, maintaining a register book and keeping regular class hours. Approximately 489 women attended the classes in the villages. "The primary factor regarding both the village classes those at the Academy, is not what the women do but rather that they are doing it. This is the crucial thing. Certainly three are obvious benefits from the women's learning. But in terms of changing social problems, other things are of even greater importance. The fact that women now leave their homes regularly and for a new purpose, that they meet with other women regularly in the villages, this is important. They rarely, if ever, miss classes even during the inclement weather"<sup>1/</sup>.

---

<sup>1/</sup> Florence E. McCarthy "Women Education and Home Development Programme, Pp.24.



### 7. Training of Midwives

A series of training classes were started for the village midwives, shortly after the beginning of the Women's Programme. A new group of 'Dai's from cooperative villages were trained for three days every alternate week. Only basic information necessary the profession could be given in such a short time. Approximately 180 'Dai's were trained during the period. Arrangements were made later for more specialised training and in March, 1963, a one-month course was started. Eight midwives, four in each group, were trained at the maternity centre at Comilla. At the end of the course, a CARE midwifery kit was given to them on a deposit of Rs.10/-. The midwives' association was formed with the trained midwives, who met at the Academy once a week for additional training.

### 8. Supporting Programmes

A few supporting programmes like spinning (pati charkha), paddy loan and wheat nutrition programme were introduced. The spinning programme was jointly organized with the Khadi Association who supplied trainers and materials and purchased the spun yarn, while the Academy helped in organizing the female group in the villages. After training, women were to buy their own cotton and pay one rupee a month towards the cost of the machine, which would be their own after paying ten such instalments.

In the paddy loan programme, the village women could borrow the paddy at a fixed price of Rs.16.00 per maund. They could take upto three maunds on a three months' bond. After the sale of processed rice in the market, the original price of the paddy is returned to the Association, keeping the profit. Also, wheat loans were made available at a cheap rate to enable the women to eat less from the borrowed paddy. The programme, within four months of its inception, issued a total loan amounting to Rs.986.00 out of which Rs.625.00 had been repaid. Imposition of this condition that any woman desiring loan must be a cooperative member, resulted in drawing several other women who joined the cooperatives.

#### 9. Wheat and Nutrition Programme

The Wheat and Nutrition programme started in August, 1962; it was run on two distinct lines: a school lunch programme, and demonstration in the villages showing ways of cooking wheat. This was a joint project in cooperation with Wheat Associates, U.S.A. Inc. In the sixty cooperative villages demonstration was given to the village mothers. The demonstration consisted of going to a village, preparing wheat in a variety of ways and explaining its nutritional and economic values. Approximately 2,400 students were receiving the benefit from the school lunch programme.

There were three staff members in addition to the Peace Corps Volunteer at the beginning of the programme, and three more were added later. The whole programme was carried on within the frame-work of the village cooperative societies.

## Chapter - II

### EXPANSION

#### 1. Variety of Activities

During the period under report, the Women's Programme has grown both in size and strength. With the opening of more facets the programme has held out great promise of attaining its objective of liberating the creative potentialities of the rural women. The beginning of a one-year midwifery training, opening of maternity and Child Health Centre, Amber Charka, Adult Literacy, Screen Printing unit, taking over and re-organizing the existing cafeteria, experimentation with the poultry raising in battery cages and expansion of loan programmes are all achievements made in this period alone. Sewing, gardening and poultry raising programmes are no more limited to better home making or raising family food supply but through these programmes the village women are also contributing a substantial amount to the family income. More money is now invested by the village women in these fields. The section is helping in providing guidance and in securing loans from various sources.

#### 2. New Villages

Fifty five new villages have come under the programme during the last two years. This active expansion was greatly facilitated by the introduction of Adult Literacy Programme through village women teachers and by extensive 'Dai' training programme.

The Adult Education programme which began in December, 1963, besides its new experiment with Imam teachers, also started female centres with the women teachers. Some of these teachers were selected from the literate women working in the programme villages. Majority of these women teachers who were selected from outside the programme villages were not only trained in special subjects like kitchen gardening, poultry raising etc., but were also asked to organize these programmes in the villages along with literacy programme. Similarly, the training of the midwives which is not limited only to programme villages, as in other cases, gave another outlet to the expansion of the programme in new villages. The trained midwives who attended the Association meetings held at the Academy once in a fortnight became interested in other activities of the Section. Gradually, either they themselves organized women's programme in their respective villages or selected the representative women to undergo training at the Academy and to start programme in the villages.

Apart from these, some women from a few villages, became interested in the programme by observing the progress in the neighbouring programme villages. They visited the Academy with the representatives from the programme villages and learnt the methods and techniques of organizing the programme. In the case of Badarpur, the woman organiser even took the initiative to organize a male cooperative society in her village in order

1/women's  
to fulfil the criteria that "Women's programme can only be organized in cooperative villages".

Moreover, there were a few villages where the male organizer of the society took active interest in convincing the other members and initiating women's programme. These are the new methods of approach that have been tried. The initial approach was -"1) The Sociologist visited the village cooperative meetings, explained the women's programme and discussed it with cooperative members; 2) the members of the women's staff began visiting the villages regularly, talking with the women, holding meetings getting to know the village situation; 3) The women were then asked to visit the Academy for orientation; 4) Follow-up visits were made to find out the particular learning desires of the women; and 5) Training classes will be given as done originally, using revised and improved materials". 1/

### 3. Supervisory System

A supervisory system has been worked out in order "to increase the contact with the villages, yet not over-burden the staff". 2/ Three most successful organizers were promoted to the position of Supervisors. Besides organizing and expanding the programme further in their respective villages they are helping two to three adjacent villages to get organized.

---

1/ F.E. McCarthy: Women's Education and Home Development Programme -First Annual Report, April, 1963; P.A.R.D., Comilla, Pp.34.

2/ Ibid.

The programme is still in its pilot phase and the methods used so far in expanding the programme will be further modified and changed. "The challenge will be perfect methods and procedures so that sheer members will pose no problem".<sup>3/</sup>

---

<sup>3/</sup> Ibid.

## Chapter - III

### TRAINING

#### 1. General

It is asserted everywhere that the real strength of any programme lies in the quality of the people who are involved in it. This same theory is also applicable to our women's programme, which aims at bringing about a planned change in the village women in order to improve their family, their community, and their standard of living while continually adjusting to changing circumstances. For a lasting improvement in the villages it requires training and education of the village women so that they are able to do their work more efficiently.

The training programme of the women's Section aims at imparting a basic knowledge to stimulate action to bring about changes for better living in rural families in the direction of health, education, economic and social life, and development of leadership among the village women. Like other programmes of the Academy and the Cental Cooperative Association, the Women's Section carries on continuous training of representatives from the participating villages.

The women's programme conducts two types of training courses - one for training of the trainers and the other, training for providing services. There are a number of groups that

are trained in various skills with which they are providing services or effectively engaged in certain activities. The Dais, spinners, screen printers, and ready-made garment makers come under this category. It should also be noted here that the trainers besides training others are themselves utilizing their acquired skills. The women teachers trained in various subjects at the Academy classes are then engaged in holding classes in their respective villages to teach the same subjects to other women in the villages. During the year under review, a total of 508 women received training in Adult Education, First Aid, Forestry, Poultry, Vegetable Gardening, Garment making, Screen printing, Home Sanitation, Spinning, Midwifery, Maternity Diseases and Child Care. At present out of them only 185 are engaged in holding classes in the villages. Syllabus for each class was prepared in simple Bengali under the direction of experts. Arrangements were made for practical and field training in midwifery, vegetable gardening and poultry etc. for ensuring the effectiveness of the course. Films on sanitation, communicable diseases, family planning etc. were shown in the classes in addition to charts, picture stories, booklets, and flash cards. Duration of the course varied from one day to one year. The Table on the next page shows a general picture of the total training programme during the report period.



Table

Category of trainees	Total no. of course	Total no. of trainees completed course	Duration of the course
a) Adult Education	2	39	26 days
b) Day Training			
Orientation	15	119	3 "
Monthly	16	50	26 "
Yearly	1	10	300 "
c) First Aid	2	74	6 "
d) Amber Charkha	2	14	78 " (3 months)
e) Screen Printing	2	9	178 " (6 months a week)
f) Forestry	2	40	1 "
g) Poultry	3	45	9 "
h) Vegetable Gardening	3	52	16 "
i) Garment Making	1	16	52 " (6 months a week)
j) Home Sanitation	1	24	6 "
k) Maternity Diseases & Child case	4	42	6 "

These trainees were selected from among women who had formerly visited the Academy under the "Orientation" programme. This was an arrangement to invite the village women to the Academy to see and understand the programme at the Thana Training Centre. This orientation programme was continued in the first year of this

report period and 730 village women visited Abhoy Ashram. Later on, the programme was dropped, since the weekly orientation covered almost all the approachable women from the programme villages, and more stress was put on organizing training courses and village classes. Besides these periodic training, a continuous education and training system has been evolved for women organizers, teachers, 'Dai's and spinners who attend the classes weekly or fortnightly. They learn from the discussions on the activities of the previous week and finding solution to the problems they face.

## 2. 'Dai' Training

One of the earliest and most active programme of the Women's Section has been the 'Dai' Training programme which deserves special mention. The training was started with a purpose of changing and improving the traditional attitudes and practices of the village midwives in order to bring down the high infant and maternal mortality rate and to tackle the problem of malnutrition. The selection of the trainees was made out of the ignorant and superstitious midwives from cooperative villages who before their training had been carrying on their profession in most unscientific ways contributing towards high infant and maternal mortality rate. At the beginning 2-3 days orientation courses were given to batches of 12-20 women. They spend one full day in the Maternity Centre and are shown the process of delivery. Afterwards, one woman

from each village cooperative is selected and training is given in batches of 4-6 for a period of one month at the District Hospital and Maternity Centre. After this period, an oral test is given and the successful trainees are supplied with a midwifery kits. These trained midwives have formed an association and meet at the centre once in a fortnight. The Govt. has granted scholarships for advance training of midwives for a period of one year. The courses given includes theoretical as well as practical training in pre-natal care, delivery of the baby, personal hygiene, baby care and nutrition education.

During the report period 119 midwives were trained in a 3-day orientation programme bringing the total to 299 midwives trained so far. The orientation programme was discontinued for a certain period of time and concentration was given more on one month's training programme, Midwives' Association Meeting and one-year training programme. The one-year training programme has been sanctioned by the government and ten selected midwives completed their training under the government scholarship in June, 1965. They were all awarded certificates and UNICEF midwifery kits. This one-year training programme is a mark of recognition of the Academy's midwifery training programme by the Health Directorate of East Pakistan. Fifty-one midwives, trained for one month are regularly attending the fortnightly Association meeting. All of them have been supplied with CARE midwifery kits for which a deposit of Rs.10.00 is charged.

This fund is utilized for procuring additional medicines and supplies for the kits.

Training of the midwifery course is not limited to the 42 villages where the women's programme is functioning, but it has spread over all the cooperative societies in the Comilla Kotwali Thana.

The Section is aware of the fact that the short duration of training given to such illiterate midwives cannot be very comprehensive and effective. Hence, certain limitations were put to such midwives in their use of training.

Because the 'Dai' training has been an action rather than a medical research programme, no formal attempt has been made to evaluate its impact. Nevertheless, there is considerable evidence based on informal reports from reliable and experienced midwives, that the programme has brought about (a) a significant decrease in infant mortality, and (b) a general improvement in the standards of pre-natal care and infant nutrition.

### 3. Adult Education<sup>1/</sup>

It has been clear from the various experiments and experiences that adult education is a necessity for the development of the country. National development is not possible without basic education and functional literacy of the adults and this includes the female population too. With that object in view, the pilot project in Adult Education was approved by

<sup>1/</sup> Sponsored jointly with the Adult Education Institute, Directorate of Public Instruction, Govt. of East Pakistan.

the Government of East Pakistan and it started functioning from the month of December, 1963. The Section is working jointly with the Institute of Adult Education to combat female illiteracy - virtually total in rural areas. Adult education for women which was a neglected chapter in all previous experiments, created a new enthusiasm in the villages and boosted up the women's programme, as a whole. A few fortunate girls who had the opportunity to read upto 4th or 5th class are brought to the centre for one month's training. After receiving training they return to their respective villages as adult teachers and organize centres for adult education. These women teachers also work in the primary schools. Selection of these female teachers are made by the village cooperative societies. After one month - training, the women teachers report to the centre once a week, giving their comments on the progress made. At the beginning thirty women teachers were selected, all from the cooperative villages; and were given special training for one month in adult education and in other subjects related to economic aspects of life in order to achieve broad-based education. Later on, another course was organized for the training of more women teachers. Besides organizing adult education centres in the villages these women helped in organizing and developing the rudiments of a women's programme in their respective villages. By the end of the report period 33 women teachers were engaged in adult education centres in their respective villages. They conducted classes in elementary

Bengali and simple arithmetic. A total of 834 women attended the course. There is a marked progress in the women teachers their achievements. Out of the total students 436 have received the first literacy certificates, 200 have received the second literacy certificates and 189 have received the third literacy certificates. The women proved to be better students than men. Literacy certificates were given to 18% of the women students, while of the male adults only 10% received certificates during the same period. Through appointment of the adult teachers, there seems to be a new awaking among rural women in the cooperative villages.

#### 4. Amber Charkha and Screen Printing <sup>1/</sup>

In May, 1962, cottage spinning industry was organized by the Section jointly with Khadi Association to supplement the income of the women of the participating villages. By the end of the first report period, there were 90 Paticharka in six villages. In the first report it was mentioned that there was less interest due to meagre earnings considering the time involved. In order to meet this problem to some extent six-spindled-Amber Charka (Semi-automatic spinner) was introduced sometime in July, 1963 with machines provided by the East Pakistan Small Industries Corporation. Two training courses were organized at the Academy for training of the village representative women. Out of the 14 successful participants, 10 were engaged in organizing village centres. Upto the end of the report period 21 spinning centres were running with a total of 150 spinners.

---

<sup>1/</sup> Sponsored jointly with East Pakistan Small Industries Corporation.

The spun yarn is sold by the women to the Comilla Co-operative Khadi Association, which produces the coarse hand-woven cloth that became popular throughout the sub-continent during the years preceding Independence.

Participants in the Amber Charka Programme earn Rs.15.00 to Rs.20.00 per month by this. It has been observed that Khadi cannot compete with mill cloth in price. It should be treated as luxury goods and demand should be for its originality as it is found in cases of Kashmiri Shawl, Dacca Jamdani, Murshidabad silk, or Benaras Saree. These are always expensive but at the same time have constant demand in the markets for their originality and oriental design. What we need to do about khadi is to change its design frequently according to the taste of the selected group who can afford it. In order to make Khadi clothes more attractive to the buyers and successful in creating the market by introducing originality and variety in designs, facilities are made to train designers and printers. During the report period nine persons were trained for a period of six months under courses organised jointly by the Academy and EPSIC. Out of these nine, five were women selected from the cooperative villages. Besides this training, a small production centre called "Screen Printing Unit" has been opened with a view to absorbing these trained persons as well as to make available those newly designed prints of Khadi and Mill cloths to the consumers.

It would be wrong to consider that spinning will be undertaken permanently by the women as an off-time job. Considering its very meagre income, it would be difficult to maintain the interest of the women, specially when there are more profitable jobs. But this does not mean that the programme has no immediate value. It has proved to be one of the main instruments to introduce a change in the traditional conception of the village, women that "it is man's business to earn money and theirs to spend it;" and to get the women to spend their spare time profitably instead of mere gossiping.

In a few cases, it has even proved to be of substantial contribution towards the family budget. One woman from the lower income group reported that earning from the yarn was a great help to her during the troubled month of "Ashar".

##### 5. Kitchen Gardening

Vegetable gardening has long been a common pastime among village women. Through the introduction of improved methods of cultivation, better seeds and fertilizers, this field has been further extended. Village women are increasing the family supply of vegetables, as well as earning small amounts of cash from the sale of extra produces. In some villages women are actively engaged in producing vegetables in large quantity and earning a substantial seasonal income from it. In this connection a loan has been issued to encourage the women in more investment in vegetable production. During the period under report three courses in kitchen gardening were organized for



the women participants from the villages. The women did their practical training in the K.T.C.C.A. farm. Following training, the women were supplied with improved varieties of seeds on payment. Last year various kinds of foreign vegetables were grown successfully in the villages by the women.

#### 6. Poultry

Like Kitchen gardening, the village poultry raising programme is intended to raise family food supplies, and develop a new source of income for village women. Forty-five women have received instructions in improved poultry raising practices including participants attending the course on "Poultry raising in battery cages". An experiment in new method of poultry raising has been started during the year. The chickens purchased from the PIA farm and govt. Poultry farm are raised in the battery portable cages. They are given improved feed containing all nutrients and are vaccinated against diseases. Raised chickens, either alive or dressed, according to consumers' demands are sold in the market after 12 to 14 weeks. Besides, the centre, this experiment was also carried on in four villages out of which two proved very successful. Another training course in vaccination was organized at the request of the village women. The women who participated in the course, have carried on a poultry disease control campaign with the assistance of the Thana Animal Husbandry Officer.

## 7. Sewing

In the case of sewing the efforts of the section were intensified in two directions: (1) training of the village women in garment making, (2) arrangement for marketing of the products. The purpose of the training was to enlarge further the village women's opportunities to earn. Sixteen women from fifteen different villages were trained in garment making under the supervision of a master tailor. Classes were held twice a week for six months. After completion of their training, they used to come once a week for further orientation and delivery of goods. All the successful participants were supplied with machines on hire-purchase basis. The cost of the machines is recovered in two years by instalments.

The sale of readymade garments was initially undertaken by the marketing section of the Central Association. Later, it was transferred to the Women's section. Attempts were being made for marketing of the garments through women agents in the villages and establishing working agreements with the commercial agents. Neither of these proved to be successful, because of inexperience on the part of the staff and also to a greater extent due to existing social habits and customs. Generally, village children wear no clothing and clothing of the women means a five-yard piece of Saree which needs no stitches.

### 8. Home Sanitation

Home Sanitation programme is playing a vital role in the total Women's Programme. Every year a considerable number of our rural population fall victims to various communicable diseases because of their lack of knowledge and non-existence of any sanitation facilities. Quite a number of village women were trained during the past years in better sanitation practices. The success of this programme can be seen in the villages where kitchens are found to be cleaner and more orderly, garbage is disposed in a more sanitary fashion and there is no disposal of night-soil on the side of the road. Water sealed latrines are becoming increasingly common. During the report period, seventy-one of these sanitary latrines were installed in village homes through initiative of the women in this programme.

### 9. First Aid

Two courses in first-aid were organized during the period under report. Besides, other village women, twenty five adult teachers were also given this course, so that they could utilize their knowledge in both adult education centres and in the primary schools. Each woman after successful completion of the course was supplied with a First-Aid kit specially made for her.

### 10. Forestry

Just before the rainy season, courses in forestry were organized jointly with the Forestry Extension workers. Two groups of village women (twenty in each group), attended the

course. The course was followed by an extensive three plantation campaign during "Forestry Extension month". A large number of coconut, betelnut and fruit trees were sold, besides forest plantation.

### 11. Participants

The response to these courses was encouraging and the women expressed their eagerness at improving their lot and promised their active participation in programmes of intensive education and emancipation. A Table presented in the Fourth Annual Report of the "Rural Co-operative Pilot Experiment"<sup>1/</sup> indicates that the percentage of attendance in the classes held in the campus was as high as 100. Another table in the same report shows a high percentage of attendance in the village classes held at different centres. The age of participants varied from 21 to 50 years. Only 2 were 21 years old. Most of the women were between 25-45 years old. As high as 57% were widows.

Nearly 50% of the women were from the farmers' families. The guardians of other participants are service holders, labourers rickshaw-pullers etc. The economic status of the families in which these women belong are very low. 58.9% of women belong to the family which have cultivable land between 1 and 3 Kanis (2½ Kanis make an acre).

---

<sup>1/</sup> Vide a New Rural Co-operative system for Comilla - Fourth Annual Report 1965, Pp.47-48.

This shows that the women who are mostly in need of improving the economic condition of their families are joining the programme. Moreover, with a view to giving the programme a solid foundation it is necessary to change the ideas and opinions of the elderly village women who exert a lot of influence in the family, though sometimes it is a slow process. The number of women from wealthy families in the villages who joined the programme was very insignificant. They consider that the Academy has the role to improve the condition of only the poor.

## 12. Villages Covered

During the period rapid extension of the programme in villages took place specially through training of the midwives and women adult teachers. It has already been mentioned that the adult teachers, besides their literacy programme are also encouraged to help in organizing and developing other activities of the Women's programme in their respective villages. Moreover, from the very beginning, training of the village midwives was extended to all the cooperative villages, unlike other programmes of the Women's Section. Hence although in figures the programme has covered sixty-seven villages, the volume of activities has not developed equally in all the villages. The table below will give a clear idea about the volume of the programme with the number of villages involved:

<u>Number of activity</u>	<u>No. villages</u>
1 - 2	29
3 - 4	6
5 - 6	13
7 - 8	11
9 - 0	2
<hr/>	
Total : 67	
<hr/>	

Thus the above table shows that in 29 villages, only 1 or 2 types of activities of the Women's programme could be implemented. In the rest 32 villages there is a better response and much of the activities could be organized.

### 13. Drop-outs

Out of the 73 villages, six were either screened or dropped out of their own due to the influence of orthodox Imams, internal feuds in the cooperatives, transfer of the teacher after marriage, disinterest and lack of initiative on the part of the teacher, scattered community and the reduction in transport allowances. In order to minimise the cost of the programme, transport allowance of the trainees, to and from the Academy, was further reduced. Though at the beginning a few objections came from the participating societies, it did not affect the programme much. This was also a step to make the village women less dependent on the Academy and to realise the importance of the programme for which they must have some contribution of their own.

Besides, drop-out villages, there were also quite a few teachers who dropped out of the programme. At present it is difficult to ascertain the total number of women trained in various subjects, since many of them took training in two or more subjects. However, it is found that out of the total of 258 teachers trained in various subjects since the beginning of the programme, only 185 still continue in teaching. The drop-outs are mostly for such reasons that on completion of the courses for the village women the teachers did not continue taking classes in the villages, in distant 'para's partly due to Purdah and partly due to their work involvements in the family.

## Chapter - IV

### SERVICES

The main objective of the whole training programme is to enable these trained women to contribute towards social and economic uplift of the people of the country. In addition to training programme certain services are provided by the section, in the fields of Health, Economic and other social aspects of life. The main activities of the section in these fields are as follows :

#### 1. Maternity and Child Health Centre

The Maternity and Child Health Centre at Abhoy Ashram was started in July, 1963. The services provided by the centre are ante-natal and post-natal clinics, mother's classes, baby clinics, midwives' training and supervision. This is a joint programme of the Health Directorate, UNICEF and the Academy. The appointed trained Lady Health visitor is in-charge of the overall programme and attends the clinics 3-5 hours a day on all week days, except sundays and holidays. Nearly 10,000 mothers and children were provided pre-natal care, post-natal care and baby clinic services during the first year. Apart from this the centre serves as the training ground for 'Dai's. The beneficiaries of the services are mostly from the members of the village-cooperatives. One characteristic feature of the group of mothers who come to the centre is that most of them come for treatment of minor ailments. This shows that people are not yet conscious about the need for preventive services.



Besides these, the centre is also conducting coil insertion programme, and 136 coils were inserted since November, 1964.

## 2. Shares, Savings and Loans

The importance of cooperation is brought home to those women who desire to be benefited by the services of the section and a great amount of persuasion is done in order that they become members of their village cooperatives. As a good number of services are made available by the Section, this is a great incentive for them to become members of the cooperatives. During last two years, the number of female members of the cooperatives rose to 300 . They hold a total of 559 shares (representing an investment of Rs.5590/-) and savings deposits worth Rs.7949.00. There is one instance where a single woman is holding 87 shares and has savings deposits of Rs.1,300.00.

Various types of loans are advanced to members in order to enable them to engage themselves in different economic activities. The total amount of loan advanced is Rs.16,986.00 out of which Rs.4,192.00 as paddy, Rs.3,794.00 as ata, Rs.7,000.00 for purchase of poultry and goats. The loan programme has been a great success. Interest is now charged on almost all loans. The position of repayment has been very satisfactory.

## 3. Supplies

In order to supply the materials necessary for the village women for running various programmes, articles were procured either through the marketing section of the K.T.C.C.A. or through

various national and international organizations.

Materials required for operation, maintenance and repair of Amber Charkha such as slide wrench, screw driver and pliers were purchased through the marketing section at the cheapest available rate and were supplied to the spinners. Besides, the section supplied 25 to 30 mds. of cotton annually required by the spinners.

Thirteen 'SINGER' sewing machines were also purchased through marketing section at a much cheaper rate and were given to the trained women on hire-purchase basis.

The water sealed latrines, constructed by the K.T.C.C.A., were made available to the village women on cash payment or on credit for installation in their homes.

Through the local Animal Husbandary Office, Vaccines for innoculating poultry birds against diseases were obtained and supplied to the village women, trained in innoculation.

During last winter, different kinds of improved vegetable seeds were supplied by CARE. These seeds and seedlings were sold to the village women at a nominal price.

The same organization also helped the programme by supplying black boards, chalks and First-aid kits for the Adult Education Centres in the villages.

Simple medical equipment, worth of Rs.1,000.00 were bought for use by the midwives. These include a few essential instruments for the mid-wifery practice and are not supplied in the midwifery kits given by C.A.R.E.

#### 4. Economic Activities

The overwhelming majority of village women come from poor families and are much concerned with the problem of making both ends meet. To enable these women to earn a living, various supporting programmes like spinning, sewing, paddy processing, cow, goat, poultry and vegetable projects have been introduced on experimental basis. Some of these programmes have already been discussed under the training head. Of late, the section has taken over the management of the Abhoy Ashram Cafeteria. It has been renovated and re-organized. It is now managed exclusively by women and is contributing towards creating job opportunity and a new climate for the liberation of women. It has been observed that women are deeply interested in all kinds of economic activities.

## Chapter - V

### ADMINISTRATION

#### 1. Administrative Changes

The associate instructor for women's programme Miss T. Ahmed, assumed charge of the Women's Section in late July, 1963, replacing the Peace Crops Volunteer, Miss F.M. McCarthy. During the report period, the number of staff of the section increased by 10 ( from 6 to 16 ). These additions were: in the M.C.H. Centre one Lady Health Visitor and one Assistant Lady Inspector; in the sewing section one manager and one master tailor; in the adult education programme, one organizer and one assistant organizer; two assistant Lady inspectors for field supervision; assistant manager for the Cafeteria and one accountant. One Peace Crops Volunteer, Miss. Elhen Agen Broad, a registered nurse joined the programme, replacing the previous one who worked with the nutrition programme. Later the assistant Lady inspector of M.C.H. Centre was transferred to Cafeteria as <sup>in staff</sup> Manager. This increase is, however, very small compared to what the expanding programme warrants. However, all the personnel of the section have worked with devotion and contributed their best towards the progress and development of the programme.

#### 2. Organizational Structure

At the end of the report period, eight different sections were functioning under the women's programme. These were (1) General Education, (2) Adult Education (3) Maternity Centre

and Midwifery Training, (4) Sewing Section, (5) Amber Charkha, (6) Screen Printing Unit, (7) Poultry Section and (8) Cafeteria. The programme was headed by the Associate Instructor. She was assisted by the chief Lady Inspector. Under then there were others working as assistant Lady Inspector, Organizer and manager.

### 3. Staff Development

Most of the staff are trained in technical skills in their respective fields. Apart from that, programme for staff development is undertaken generally during rainy season when most of the activities of the staff are suspended due to bad communication in the villages. Moreover, the regular weekly staff meetings provide greater opportunities for free discussion of problems and their solutions.

### 4. Supporting Agencies

The programme is getting both financial and technical support from a number of national and international agencies. The agreement for development of wheat and nutrition programme which was reached between the wheat associate, U.S.A., Inc. and the Academy in August, 1962 was further expanded and intensified. The schemes for Amber Charkha and Screen Printing training submitted to the East Pakistan Small Industries corporation were approved by them. The Laubach Literacy Fund came forward with both Advisory and financial assistance for further strengthening of the programme. The Health Director of East Pakistan

and UNICEF supported in building up the health sector and CARE helped with the various equipment required for health and Economic Programmes. Without the help and assistance of these agencies, it would have been difficult to continue and expand the experiment freely and fearlessly.

## Chapter - VI

### CONCLUSIONS AND RECOMMENDATIONS

1. The Women's Education Programme has continued to progress and new ones have been added. To summarize the progress during 1963-65:

Fifty-five new villages were added to the programme, during the period under report. This brought the number of programme villages to sixty seven.

In July, 1964 the Maternity and Child Health Centre at Abhoy Ashram began functioning and within a year served more than ten thousand village mothers and children.

The Health Directorate, East Pakistan, granted ten scholarships for advance training of midwives for a period of one year. Ten village midwives completed the course and received certificates.

The most significant step during the period was the opening of thirty-three female adult centres by the women teachers who come from villages. Literacy certificates were given to 189 of the women students attending the centre.

Upto the end of the report period 21 spinning centres were running with 150 spinners. Total wages earned by the spinners during last year only was approximately Rs.7,500.00.

During 1963-'65, two more important developments took place one was opening of screen printing unit and another was taking over the management of Abhoy Ashram Cafeteria. These have created new job opportunities for women.

Concentrated attention was given to shares, savings and loan programmes. The number of female members of the cooperative rose to 300 and they hold a total of 559 shares. Their total savings deposit is Rs.7,949.00. An amount of Rs.16,986.00 was issued to village women towards various kinds of loan.

## 2. Observation

The response received from women to the programme is most genuine. They are not only willing to come out of the village to the centre, but are punctual and industrious. They are steadfast learners - whether it is literacy or midwifery, whether it is kitchen gardening or poultry, whether it's family planning or child care. Most surprising is the change of attitude and behaviour in the women leaders. They are polite, but no more docile and weak as they were by tradition. They argue, plan the programme and make decisions. They no longer require to be chaperoned by the staff to go to the Cafeteria, the Bank or to the Animal Husbandry Office. There is a marked change in their manners and looks. Many of them move in the campus without long veils on their faces. They are deeply interested in the economic and health activities. Mothers are now conscious of the ill-health of their children and their own. This awareness is demonstrated by their attendance in large



numbers at the health centre. They are even ready to pay for the services offered to them. In fact, a nominal fee is charged from the patients attending the centre.

A big change has been noticed among the women in their age-old attitude that "every thing from the government is to be given free." They no more ask for any free services or materials. They bargain with the price, get it reduced and pay the price.

### 3. Problems

However, the achievements have not been a rose without thorns. By and large, conservatism, factious and fueds, failure of support from the village Inams, etc. still continue to weaken the programme. Besides that, in a few cases it was observed that the village cooperative organizers were reluctant to enroll female members in their society. This has, to some extent limited the volume of activities in the programme villages. The women participants from those villages were not issued any kind of loans as they were not the members of the societies.

### 4. Recommendations

The Women's Programme is now in its fourth year. It is time that the programme needs a thorough evaluation for the sake of further improvement, and for making the project more useful. The author of this report being closely associated with the projet itself may be prejudiced about its achievements. It is, therefore, suggested that someone not connected with the programme may evaluate its effectiveness.

However, the author feels that at this stage the project needs to be further consolidated and organized. The initial stage of Psychological stimulation has ended and the programme should move in a better discipline. The training syllabi should be further improved and modified. A plan for systematic recording of the progress is to be evolved, which will help all future evaluation. Moreover, to conserve the interest of the women, new job opportunities may have to be explored.

#### 5. Conclusion

The author would like to conclude this report quoting the words of the Director of the Academy from the Fifth Annual Report :-

"Experimental programmes continue to be carried on in women's and youth work, with the expectation that suitable governmental sponsor-ship will develop for those activities, too, by the time the Academy has finished its explorations and testings in these fields. We should not censure ourselves because these frontier programmes are taking on permanent form slowly - rather we should be censured if in haste we failed to identify the basic operational problems involved".

## Appendix - I

Statement of Expenditure on Women's Programme  
July, 1964 - June, 1965.  
(actual)

<u>Source of Receipt</u>			<u>Expenditure</u>		
1. Academy's Research Fund	-	25,000.00	1. Staff Salary	-	39,935.08
2. Laubach Literacy Fund	-	16,825.00	2. Allowances	-	8,810.96
3. Wheat Associates	-	31,013.15	3. Jeep operation	-	5,795.49
4. Health Directorate	-	5,400.00	4. T.A. to village women for attending classes at the Academy.	-	13,881.29
5. EPSIC.	-	56,583.15	5. Stipends and Honorarium to Village Women and 'Dais	-	6,894.23
		<u>Total: 1,34,821.30</u>	6. Cost of Equipments and Materials		17,501.11
			7. Promotional Materials	-	2,000.00
			8. Miscellaneous	-	1,047.95
			9. Balance	-	38,955.19
				<u>Total:</u>	<u>1,34,821.30</u>

Appendix - II

Women's Education and Home Development  
Budget 1965 - 1966.

Receipt

1. Academy's Research Fund - - Rs.25,000.00

Expenditure

1. Staff: 4 Lady inspectors @ Rs.210.00 each p.m.  
210 x 4 x 12 ... Rs.10,080.00
2. Honorarium for 30 organizers @ Rs.10.00 each p.m.  
30 x 10 x 12 ... Rs. 3,600.00
3. T.A. for 32 organizers for attending weekly  
meetings at the academy @ Rs.2.00 each  
2 x 32 x 52 ... Rs. 3,328.00
4. Honorarium for 50 teachers @ Rs.5.00 each  
50 x 5 x 12 ... Rs. 3,000.00
5. T.A. for 50 teachers for attending monthly  
meetings at the academy @ Rs.2.00 each  
50 x 2 x 12 ... Rs. 1,200.00
6. T.A. for the women attending training courses ... Rs. 2,000.00
7. Miscellaneous ... Rs. 1,792.00

Total: Rs.25,000.00

Rs.25,000.00

(2)

<u>Receipt</u>		<u>Expenditure</u>	
2. Wheat Associates	...	Rs.18,500.00	
		1. Staff: Driver @ Rs.160.00 p.m. 160 x 12	... Rs. 1,920.00
		Accountant @ Rs.250.00 p.m. (for six month) 250 x 6	... Rs. 1,500.00
		Peon @ Rs.85.00 p.m. 85 x 12	... Rs. 1,020.00
		1. Conveyance for the incharge @ Rs.60.00 p.m. 60 x 12	Rs. 720.00
		2. Jeep operation (Maintenance, fuel & Insurance) @ Rs.500.00 p.m.	... Rs. 6,000.00
		3. 'Dai' Training:	
		(a) T.A. for 'dai's attending 3 days orientation @ Rs.60.00 p.m. 60 x 12	... Rs. 720.00
		(b) One month training for 6 'dai's per month @ Rs.30.00 each 30 x 6 x 12	... Rs. 2,160.00
		(c) T.A. for Dais Association meeting once in fortnight @ Rs.200.00 p.m. 200 x 12	Rs. 2,400.00
		5. Contingency	... Rs. 2,060.00
		<u>Total: Rs.18,500.00</u>	<u>Rs.18,500.00</u>

Note: The Wheat associate grant will come to an end in December. Miss T. Ahmad will give a revised budget in Nov.

Sd/- Akhter Hameed Khan.

(3)

<u>Receipt</u>		<u>Expenditure</u>	
Laubach Literacy fund	...	Rs.21,180.00	
			1. Staff: One organizer for adult literacy @ Rs.230.00 p.m.
			230 x 12 .. Rs. 2,760.00
			One assistant organizer for adult literacy @ Rs.180.00 p.m.
			180 x 12 .. Rs. 2,160.00
			One manager for the Cafeteria @ Rs.200.00 p.m.
			200 x 12 .. Rs. 2,400.00
			One assistant manager for the Cafeteria @ Rs.150.00 p.m.
			150 x 12 .. Rs. 1,800.00
			2. T.A. for the adult teachers attending weekly meetings average Rs.400.00 p.m.
			400 x 12 .. Rs. 4,800.00
			3. Loan to the village women .. Rs. 5,000.00
			4. Revolving fund .. Rs. 2,260.00
		<u>Rs.21,180.00</u>	<u>Rs.21,180.00</u>

Note: This budget should be transferred wholly to K.T.C.C.A., for operation by P.D.

Sd/- Akhter Hameed Khan.

(4)

<u>Receipt</u>		<u>Expenditure</u>	
E.P.S.I.C.	...	Rs.31,965.00	
		1. Staff: One Supervisor for Ambar Charkha programme @ Rs.130.00 p.m. (including T.A.)	130 x 12 Rs. 1,560.00
		One Supervisor for screen printing programme @ Rs.100.00 p.m.	100 x 12 Rs. 1,200.00
		One worker for screen printing @ Rs.60.00 p.m.	60 x 12 Rs. 720.00
		2. Honorarium for the 20 organizers in Amber Charkha @ Rs.200.00 p.m.	200 x 12 Rs. 2,400.00
		T.A. for 20 organizers in Amber Charkha for attending weekly meetings @ Rs.2.00 p.m. per week	20 x 2 x 52 Rs. 2,080.00
		T.A. for the Training of the women in Screen printing ...	Rs. 2,000.00
		Equipments for screen printing ...	Rs. 2,000.00
		Equipments for Amber Charkha ...	Rs. 2,000.00
		Miscellaneous ...	Rs. 1,000.00
		Revolving fund ...	Rs.17,005.00
		<hr/>	<hr/>
		Total: Rs.31,965.00	Rs.31,965.00

Note: This budget also to be transferred wholly to K.T.C.C.A., for operation by P.D.

Sd/- Akhter Hameed Khan.

Receipt

Health Directorate	...	Rs.5,400.00
		<hr/>
		Rs.5,400.00
		<hr/> <hr/>

Expenditure

Stipend for 10 midwives @ Rs.45.00 each		
	45 x 10 x 12	.. Rs.5,400.00
		<hr/>
		Rs.5,400.00
		<hr/> <hr/>

Miss T. Ahmad,  
Associate Instructor,  
P.A.R.D.


SKR/

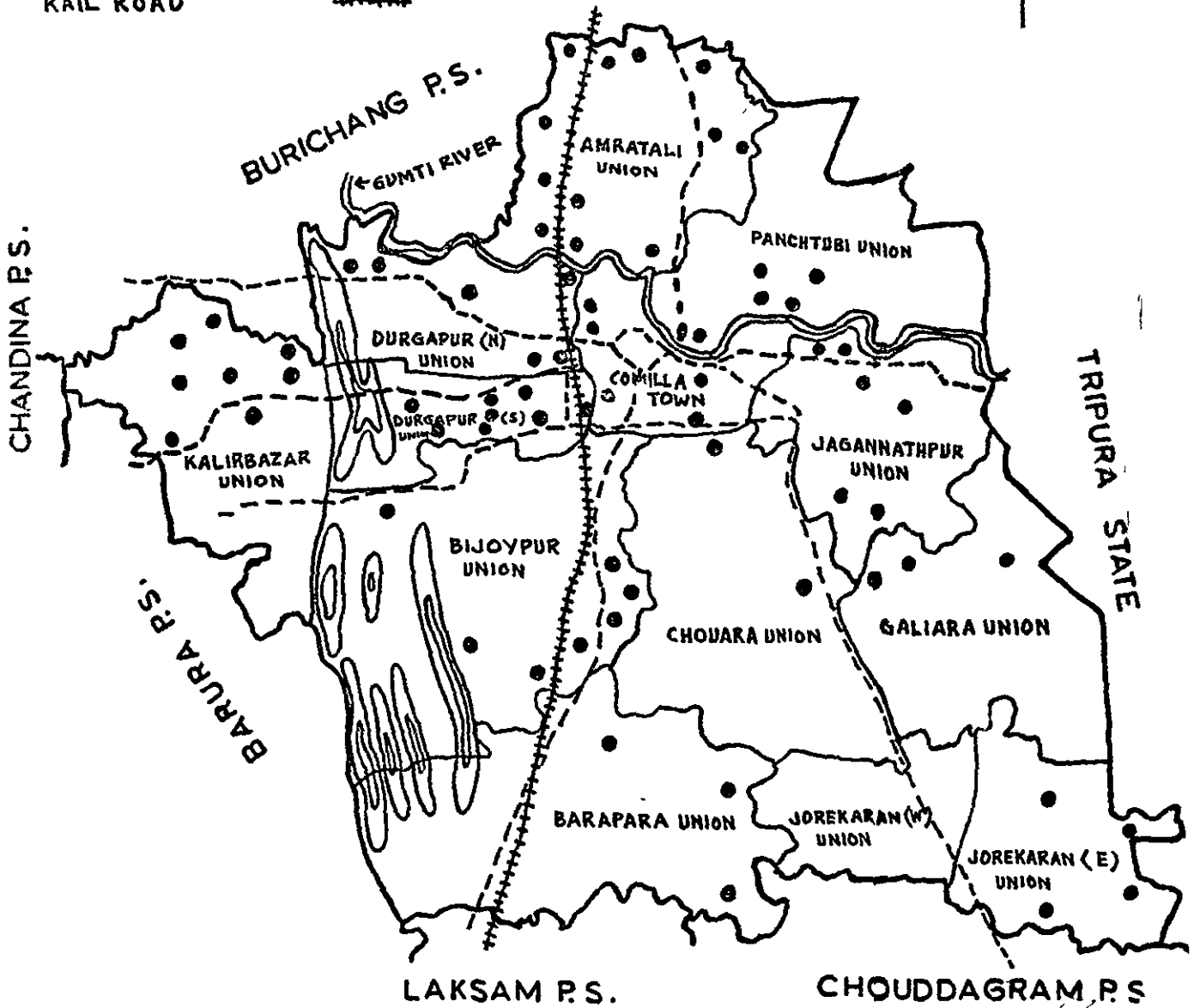


# COMILLA KOTWALI THANA

## (WOMEN'S PROGRAMME VILLAGES)

### INDEX

- WOMEN'S PROGRAMME VILLAGES. ●
- UNION BOUNDARY. ———
- ROAD - - - - -
- HILLS 
- RAIL ROAD -+ -+ -+ -+ -+



*Asadun*