

“Strengthening the Feminist Movement to Fight Against Violation of Rights”



Report on

Training for Village group Women leaders on GBV, Gender Norms, Decision-making, and Inclusion

Organized by: Nice Foundation

Supported by: CREA-FON

Venue: Hall Room, Nice Foundation

Date: 14 July, 2025

Introduction:

The day-long training for a capacity-building training program for Village group Women leaders on GBV, gender norms, decision-making, and inclusion has been conducted by the Nice Foundation with the support of CREA-FON with 38 participants. The training was held in the Hall room of the Nice Foundation Head Office, Khulna. The training focused on four key areas: gender-based violence (GBV), gender norms, women's participation in decision-making, and inclusive leadership.

This program aimed to empower women leaders to actively engage in their communities, raise awareness, and contribute to reducing gender inequality and violence. Ms. Nigar Sultana, the Social Service Officer of Batiaghata enlightened the training session. The honorable Executive Director of Nice Foundation, M. Mujibor Rahman, and Rabeya Sultana,



Program Director (PD) of Nice Foundation, were also present at this training.

It should be noted that our 10 CSOs also conducted 10 training sessions for the Women group leaders on GBV, gender norms, decision-making, and inclusion, with 30 women leaders participating in these trainings.

Training Objectives:

- To raise participants' awareness about the different forms of gender-based violence.
- To provide a fundamental understanding of gender norms and women's rights.
- To highlight the importance of women's active participation in decision-making processes.
- To develop the inclusive leadership skills of women group leaders.
- To assist in identifying the strengths and challenges faced by women's groups.
- To formulate practical, community-based action plans for awareness activities at the local level.
- To create opportunities for participants to share experiences and engage in mutual learning.
- To encourage women leaders to take initiatives locally after the training.

Participants:

A total of 38 participants (35 female and 3 male participants) attended the training, including 30 women leaders from 10 women's groups of the Nice Foundation. The participants actively engaged in all activities and discussions throughout the day. In addition, 30 women leaders participated in 10 other training sessions on same topics, conducted by 10 different CSOs.

Training Schedule Overview:

Time	Session Title	Details
09:45 – 10:00	Registration	Participant registration and materials distribution
10:00 – 10:15	Seating & Introductions	Introduction of participants and guests
10:15 – 10:25	Opening Remarks	Opening speech by key organizers
10:25 – 10:35	Organization & Project Overview	Introduction to Nice Foundation and FON project
10:35 – 11:00	Guest Speech	Addressing gender-based violence
11:00 – 11:15	Tea Break	
11:15 – 11:25	Training Objectives	Explanation of training themes and objectives
11:25 – 11:45	Thematic Discussions	Gender-based violence types, gender norms, inclusion, and decision-making
11:45 – 12:00	Experience Sharing	Participants discussed real-life challenges and local perspectives
12:00 – 12:30	Role Play	Group role play on women's participation in village decision-making
12:30 – 13:30	Group Work	SWOT analysis on women's leadership in rural groups
13:30 – 14:30	Lunch & Prayer Break	
14:30 – 14:45	Action Planning	Planning awareness activities in participants' communities
14:45 – 15:00	Exhibition of videos	Videos on GBV, decision-making, and transgender
15:00 – 15:30	Q&A Session	Open discussion and question-and-answer
15:30 – 15:45	Reflection	Written feedback on VIP cards
15:45 – 16:00	Closing	Final remarks and conclusion

Training Methodology:

The training was conducted using a participatory approach, including:

- Group discussions
- Role plays
- Presentations
- Experience sharing
- Exhibition of videos
- Action planning and Feedback
- Question & answer sessions

Description of training:

Afroz Zahan, Project Coordinator, FON Project, Nice Foundation, moderated the training. The training started with the welcoming of the Executive Director of Nice Foundation, M. Mujibor Rahman. He highlighted the overview of the Nice Foundation, which was established in 2005 to alleviate poverty and uplift marginalized communities, especially women by improving livelihoods, securing rights, and promoting gender equality. Then the Program director Rabeya Sulnata also greeted and welcomed to everyone and thanked them for participating in the training. She mentioned that, the Nice Foundation has been working towards women's



empowerment, gender equality, and women's rights since a long time. We believe that a justice and prosperous society cannot be built without women's empowerment. Therefore, to strengthen women's voices, women must be given equal opportunities in every field of education, health, employment, and leadership. Nice Foundation stands by women and will continue to do so in the future. After that, participants also exchanged greetings and introduced themselves.

Following that, Ms. Nigar Sultana, Social Service Officer, Batiaghata delivered her greeting speech. At first, she gave special thanks to the women leaders of Batiaghata upazila for arriving on time in this hostile environment. Then she mentioned that many participants here have expressed a desire to be born as men in their next life. In our country, there is a clear division between the roles of men and women, unlike in developed countries where everyone shares responsibilities equally. Here, women's hobbies are also confined to traditional activities like cooking, raising poultry, etc. We need to break free from this mindset. The desire to be reborn as a man should no



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longer arise. It may take time to reach that stage, but change will come. Men and women will become equals. After that, she highlighted the various social and public welfare activities of the Department of Social Services, which are carried out for the underprivileged people. The social service activities he mentioned are- assistance to orphaned and disabled children; lifetime allowance for disabled; assistance to orphanages; old age allowances; medical assistance for poor patient and assistance for six complex diseases such cancer, thalassemia, liver cirrhosis, kidney, paralyzed stroke and congenital heart diseases; providing legal assistance to victims of violence against women and children etc.

After ending the greeting speech, the moderator explained the training themes and objectives, and then discussed thematic matters on types of gender-based violence, gender norms, inclusion, and decision-making.

Group work:

Participants were divided into five small groups for group work. The facilitator gave a task for group -1: to identify the type of GBV (Gender Based Violence); group - 2: traditional gender norms; group – 3: women’s position in decision-making; group – 4: gender inclusion; group – 5: women's strengths, weaknesses, opportunities & threats.

Outcome from the group work:

Group – 1: Type of GBV

- Child marriage
- Violence against women
- Polygamy
- Abuse of third-gender individuals
- Physical abuse
- Violence against all genders
- Economic abuse
- Social abuse
- Abuse in the medical field

Group – 2: Traditional Gender Norms

- Females are not allowed to go outside frequently
- Being a woman means always doing household chores and taking care of children
- Restrictions on clothing
- Forced marriage at the age of 14
- Barriers to girls' education
- Food discrimination between boys and girls
- Hindrance in expressing girls' opinions
- No right to father’s or husband's property
- No right to the income earned by women



- Even minor mistakes lead to family abuse
- Women are blamed for the birth of a girl child, and often husbands marry a second time because of it
- Very limited opportunities for women to participate in politics
- Women are deprived of proper treatment in the healthcare system
- Women are blamed for sexual harassment



Group – 3: Women’s position in Decision-making

- Men make all decisions in the household
- Boys are prioritized for education
- Women's preferences are not valued
- Women's opinions on childbirth are not considered
- Women's opinions in shopping or family matters are ignored
- Women have no freedom in the workplace
- Women have no freedom in selling domestic animals (cows, goats, ducks, chickens, etc.)

Group – 4: gender inclusion

- Women must be included alongside men in all social activities
- Women must be included in all family decisions
- Equal rights for men and women in political participation
- Women's opinions on childbirth must be valued
- Women should have the right to property

Group – 5: Women's Strengths, Weaknesses, Opportunities & Threats

Women’s Strengths:

- A woman’s true strength lies in her morale and unity. Additionally, women gain strength through teamwork, family support, etc.
- When women become economically self-reliant, their strength increases both in the family and in society, and their opinions are respected

Women’s Weaknesses:

- A woman’s greatest weakness is the family and society
- Racial discrimination
- Lack of skills
- Lack of access to healthcare
- Lack of leadership
- Underestimation

Feedback and Outcomes:

At the end of the training, the facilitator distributed VIP cards to every participant and requested to write feedback or any comments regarding the training. The participants gave the following feedback:

- Through this training, we realized that women must be given all kinds of rights and opportunities.
- Through this training, we understood the importance of prioritizing our own wishes.
- I really liked this training; I will share what I have learned with others. (3 participants)
- Through this training, we realized that to claim women's rights, we must build resistance, unity, strength, and organization.
- We will not accept injustice and will protest against it.
- This training helped me learn how to discuss and understand issues. (2 participants)
- From this training, I will teach others that men and women should have equal rights in society. (3 participants)
- After receiving the training, I will teach everyone about gender and direct victims to the social service office.
- This training boosted our morale.
- From this training, we learned how to claim women's rights. (2 participants)
- From this training, we learned how to protect ourselves from male violence.
- Through this training, we learned about violence against women.
- If a woman wills it, she can establish her own rights.
- This training taught us that we must claim women's rights ourselves.
- From this training, we learned about the importance of women in society.
- If a woman desires, she can establish her rights by herself and protect herself from male oppression.
- I will try to help women become self-reliant.
- I learned a lot from this training; I benefited from it and hope to help others as well.
- If necessary, I will contact social workers.
- I will stand by neglected girls and women in society, protest against injustice, and make myself self-reliant.
- After receiving the training, we will go home and raise awareness about equal rights for women and ensure no woman is abused.
- I will change myself and protect others from social superstitions.
- We learned many things from this training and became aware of previously unknown topics such as violence, discrimination, and neglect towards women.



- Women should be given importance in society.

Conclusion:

The training concluded successfully with active participation and positive feedback from attendees. It marked a significant step toward empowering rural women leaders in the fight against gender-based violence and the promotion of gender equity through informed leadership and inclusion.

Report Prepared and Submitted by:

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Nice Foundation

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