

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

Report on

**Training for Young Boys and Young Girls on GBV, Gender
Norms, Decision-making, and Inclusion**



Organized by: Nice Foundation
Supported by: CREA-FON

Venue: Hall Room, Nice Foundation

Date: 25 April, 2026

1. Introduction

Gender-based discrimination and violence among rural and marginalized communities in Bangladesh is a long-standing social problem. Women, children, and marginalized communities are constantly subjected to various forms of violence and discrimination. In this context, Nice Foundation organized a day long training for young boys and young girls under the project “Strengthening Feminist Movements Against Rights Violations” with the support of CREA-FON with 28 participants including 20 youth (10 young boys and 10 young girls). The main objective of this training was to raise awareness about gender-based violence, ensure women’s participation in decision-making, and develop inclusive leadership. The training focused on four key areas: gender-based violence (GBV), gender norms, and women’s participation in decision-making and inclusive leadership.

Mr. Mamun Akhter, the Deputy Director, Bangladesh Betar 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. Afroz Zahan, Project Coordinator, FON project of Nice Foundation, facilitated the training.

2. Objectives of the Training

The training aimed to:

- Increase awareness on GBV and its different forms
- Build understanding of gender norms and gender policies
- Promote women’s participation in decision-making
- Strengthen inclusive leadership among youth
- Encourage shared responsibility between young men and women
- Support development of community-level action plans
- Facilitate peer learning and experience sharing

3. Methodology

The training followed a participatory and inclusive approach using:

- Interactive discussions
- Role plays
- Group work and presentations
- Experience sharing
- Interactive exercises
- Question & answer sessions
- Action planning and Feedback

4. Participants:

A total of 28 participants (23 female and 5 male participants) attended the training, including 10 young boys and 10 young girls. The participants actively engaged in all activities and discussions throughout the day.

5. Training Schedule Overview

Time	Topic	Facilitator
10:00–10:15	Registration of Participants	Ishrak Jahan, Community Organizer, Nice Foundation
10:15–10:25	Introduction of Participants	Moderator: Afroz Zahan, Project Coordinator, FON Project, Nice Foundation
10:25–10:40	Inaugural Speech	M. Mujibur Rahman, Executive Director, Nice Foundation
10:40–11:00	Brief Overview of Nice Foundation & FON Project	Rabeya Sultana, Focal Person, FON Project, Nice Foundation
11:00–11:15	Tea Break	
11:15–11:25	Introduction to the Session Objectives & Agenda	Afroz Zahan, PC, FON project, Nice Foundation
11:25–11:45	Discussion: Types of Gender-Based Violence, Gender Norms, Decision-Making & Inclusion	Tripti Mondol and Israk Jahan, Community Organizer, FON Project, Nice Foundation
11:45–12:15	Gender Policy & Local Realities, Sharing of Participant Experiences	Afroz Zahan, PC, FON project, Nice Foundation
12:15–12:45	Women's Participation in Decision-Making- Role Play: "A Village Problem & Women's Decision"	Participants - Moderator: Afroz Zahan
12:45–1:30	Group Work: Inclusion	Group Activity - Moderator: Afroz Zahan
1:30–2:30	Lunch & Prayer Break	
2:30–3:00	Action Plan: Developing & Presenting Community-Based Awareness Initiatives against GBV by young boys and girls	Group Activity - Moderator: Afroz Zahan
3:00–3:30	Questions & Answers Session and Interactive Activity	Afroz Zahan, PC, FON project, Nice Foundation
3:30–3:45	Written Reflection / Feedback Form Completion	Participants
3:45–4:00	Conclusion & Closing Remarks	Rabeya Sultana, Focal Person, FON Project, Nice Foundation

6. Summary of Sessions

6.1 Registration and Introduction:

The training began with participant registration facilitated by Nur Islam Mollik, followed by an interactive introduction session moderated by Afroz Zahan, ensuring a comfortable and inclusive learning environment.

6.2 Inaugural Speech:

The inaugural speech was delivered by **M. Mujibur Rahman**, Executive Director of Nice Foundation. He emphasized the urgency of addressing GBV at the grassroots level, the importance of youth participation in social transformation, and the need for collective efforts to build an equitable and inclusive society. He encouraged participants to actively engage and utilize their learning for community development. He also 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.



6.3 Overview of Nice Foundation and FON Project:

Rabeya Sultana, Program Director and Focal person of the FON project provided an overview of Nice Foundation and the FON Project. She mentioned that, Gender-based violence (GBV), discrimination and social exclusion remain major obstacles in rural Bangladesh, particularly affecting women, adolescents and marginalized communities. Nice Foundation, a rights-based feminist development organization, has been working to promote human rights, gender equality, education and climate resilience since 2005. Under the FON project (September 2024 – June 2026), the organization is working to strengthen feminist movements and promote inclusive leadership and participation in eight districts. The training has designed to engage young people as agents of change, so that they can prevent gender-based violence and promote gender equality at the community level.



Overall she highlighted:

- Organizational focus on human rights, gender equality, and social justice
- Implementation of the FON Project across multiple districts
- Collaboration with civil society organizations
- Focus on feminist movement strengthening and inclusive leadership

6.4 Special Guest Speech:

The special guest, Mamun Akhter, Deputy Director of Bangladesh Betar, delivered an inspiring speech highlighting the significance of youth as a transformative force in society. He emphasized that youth is a critical stage of life- a time for self-development, growth, and shaping one's future. According to him, this is the period when individuals should actively invest in building their skills, values, and achievements, which will guide the rest of their lives.

He encouraged the participants not to neglect this valuable time, but rather to utilize it with dedication and purpose. He also stressed the important role that young people can play in addressing gender-based violence (GBV) within their communities. By raising awareness, challenging harmful social norms, and promoting equality, youth can become key agents of change in preventing violence and fostering a more just and inclusive society.



6.5 Participant Expectations:

At this stage, participants were invited to share their expectations from the training. Participants shared diverse expectations, including learning about GBV, understanding gender inequality, gaining practical knowledge, increasing awareness, and building social connections.

Key expectations included:

- Learning about GBV and gender discrimination
- Understanding women's rights and social equality
- Learning about women's health awareness
- Gaining practical knowledge for personal and community use
- Increasing awareness and confidence
- Building new connections

Some participants also mentioned attending for social interaction and curiosity, reflecting diverse motivations.

6.6 Session on GBV, Gender Norms, Decision-Making, and Inclusion:

Tripti Mondal and Israk Jahan, Community Organizers of FON project, led a session on:

- Types of GBV (physical, psychological, sexual, economic)
- Harmful gender norms and stereotypes
- Barriers to women's participation in decision-making
- Importance of inclusive practices

Participants actively engaged in discussions and shared local examples.

6.7 Gender Policy and Local Realities:

This session, facilitated by Afroz Zahan, Project Coordinator of FON project focused on:

- Basic concepts of gender policy
- Existing laws and protections
- Local challenges in implementation



Participants shared real-life experiences, highlighting gaps between policy and practice.

7. Role Play Sessions

Two role plays were conducted before group work.

Role Play 1: Education vs. Early Marriage:

Participants demonstrated the conflict between a girl's desire for education and family pressure for early marriage. The activity emphasized the importance of girls' education and their right to participate in decisions affecting their lives.

Participants portrayed a scenario where a girl wanted to continue her education while her family pressured her into early marriage.

- The activity highlighted the importance of girls' education
- Encouraged discussion on decision-making rights

Role Play 2: Street Harassment:

This role play illustrated harassment in public spaces and highlighted the importance of positive male roles, bystander intervention, and community responsibility.

This scenario depicted harassment in public spaces and responses from bystanders.

- Emphasized positive male engagement

- Encouraged community accountability

8. Group Work Findings

8.1 Activity on Safe Community (4 Groups):

Participants were divided into four groups, each addressing a specific question. Their responses were presented on colored poster papers.

Group 1: What can we do to ensure social safety in our community?

- Raise awareness among community members and marginalized groups
- Ensure education rights for women and children
- Prevent child marriage
- Promote women's participation in decision-making
- Increase awareness on gender equality
- Support women's empowerment initiatives
- Build capacity of women and children



Group 2: Where and when do girls feel unsafe?

- When a girl is surrounded by multiple boys
- During travel in public transport
- At night or after evening hours
- In some cases, even within workplaces
- While commuting to and from educational institutions
- During social or family gatherings



Group 3: What role can boys play in ensuring safety?

- Refrain from all forms of GBV
- Raise awareness in the community
- Protest against harassment and eve-teasing

- Ensure safety of women in homes and public spaces
- Take action against perpetrators
- Respect the rights of minorities and marginalized groups

Group 4: What is a safe community?

Participants defined a safe community as an environment where everyone feels:

- **Secure:** Free from bullying, harassment, or harmful behavior
- **Respected:** All identities, opinions, and beliefs are valued
- **Trusted:** Individuals can express themselves without fear
- **Supported:** People stand by each other in times of need

They emphasized that a safe community allows individuals to be themselves without fear or judgment.

8.2 Activity on Dreams and Barriers (Separate Groups)

The participants were divided into two groups, boys and girls. Both groups were asked three similar questions-

1. What could be the dream of a young person (boy/girl)?
2. What obstacles could come in fulfilling that dream?
3. How can society and family help?

Here an attempt has been made to understand at the dreams, obstacles, and family and social status of boys and girls.



Boys' Group:

- **Dreams:** Quality education, becoming established, entrepreneurship, contributing to society
- **Barriers:** Financial constraints, lack of guidance, social norms, poor decision-making
- **Support Needed:** Proper guidance, financial support, community and organizational assistance, safety

Girls' Group:

- **Dreams:** Higher education, financial independence, self-identity, improved family conditions



- **Barriers:** Child marriage, lack of awareness, financial limitations, social restrictions, lack of decision-making power
- **Support Needed:** Family awareness, financial and emotional support, access to education, safe environment

9. Interactive Activity

The “Power Walk” exercise was conducted to demonstrate inequality and privilege. Participants experienced differences in access to opportunities, leading to meaningful reflection and discussion.

Due to time limitations, the second interactive activity was not conducted.

10. Action Plan Development

The participants came together and develop structured action plans for community awareness and GBV prevention. They identified key activities, target audiences, and expected outcomes.

Examples of Action Plans:

- Conducting courtyard meetings (Uthan Boithok) in 15–20 households on GBV awareness
- Organizing awareness sessions in schools and youth groups
- Engaging parents and community leaders on girls’ education and decision-making
- Creating peer groups to prevent harassment and promote respectful behavior
- Promoting women’s participation in local decision-making forums

Participants presented their plans and received feedback, demonstrating their ability to translate learning into practical initiatives.

11. Participant Feedback Summary

Participants expressed highly positive feedback regarding the training:

- **Increased Knowledge and Awareness:** Participants gained new understanding of feminism, GBV, and gender equality.
- **Practical Learning:** Sessions were relevant and applicable to real-life situations.
- **Improved Understanding of Social Norms:** Misconceptions about gender roles were clarified.
- **Empowerment:** Female participants felt encouraged and supported.
- **Engaging Methodology:** Interactive and participatory methods were appreciated.
- **Positive Environment:** Friendly facilitators and peer interaction enhanced learning.

- **Overall Satisfaction:** Participants found the training informative, enjoyable, and impactful.

Some participants suggested allocating more time for deeper discussions.

12. Key Achievements

- Enhanced awareness on GBV and gender issues
- Increased confidence and participation among youth
- Strengthened understanding of inclusive decision-making
- Development of practical community action ideas

13. Challenges

- Limited time restricted coverage of all planned activities
- Need for more time for reflection and discussion

14. Recommendations

- Extend duration of future trainings
- Conduct follow-up sessions for action plan implementation
- Strengthen community engagement mechanisms
- Continue involving both young men and women

15. Conclusion

The training successfully created an inclusive platform for young boys and girls to engage in meaningful discussions on GBV, gender norms, and inclusion. It enhanced awareness, encouraged critical thinking, and promoted shared responsibility.

The development of practical action plans reflects participants' readiness to take initiative within their communities. With continued support and follow-up, such initiatives can contribute significantly to building a more equitable, inclusive, and violence-free society.

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