

## SWAZILAND WORKSHOP PROPOSAL

This is a proposal of the in-country workshop which is slated for Swaziland on the last two weeks of September, 1982. This workshop will be a follow-up of the "Training of trainers" seminar which was held at CODEC.

The proposed theme of the workshop is "Communication for Social Development." The aim of which is to train field workers in the provision of basic services. These workers can generally be referred to as extension workers, who will come from all government ministries as well as NGO's, which are concerned with rural as well as urban development.

### I CONTENT FOR COUNTRY WORKSHOP

#### SECTION A - THE EXTENSION WORKER

- 1) Extension workers in Swaziland face difficulties to relate to communities as animators since government/community goals differ.
- 2) There is a need in the country to interpret feedback from the grassroot level concetly. Such a process in Swaziland is there, but it is not effectively operational.
- 3) There is a tendency for rural farmers to misuse extension workers. This is usually due to extension workers using a wrong approach initially, by being dominated by a certain clique of well to do farmers. As a result they end up neglecting their duties in relation to the other farmers.
- 4) There is a need for extension workers to "self evaluate" themselves.

The Swaziland country group accepted the proposed curriculum for training the xtension worker except the two following points.

- 1) The issue of low/poorpay/low status/morale which we felt could not be adequately tackled.
- 2) The problem of multiple languages is not applicable in Swaziland. Since Swazi or Zulu is readily understood all over Swaziland.

#### TASKS OF THE EXTENSION WORKER

- 3) a) The group accepted all the content curriculum on the "extension worker in community dev lopment"(Community analysis). The following points, it was felt were adequately covered, and were therefore redundant.
  - 1) Self-enlightenment on important community profiles for meaningful interaction with community.
  - 2) Examining the effect of the community is incompatible behaviour on other live sections of the community.

b) SENSITIZATION, MOTIVATION AND ORIENTATION OF COMMUNITY ANIMATOR

All the content curriculum was accepted and will be used in country workshop. The first one the group rejected, and it goes as follows:

- 1) Programming an education program (action oriented) that suits the pattern of community organisation - the group felt this would be difficult to implement.
- 2) Preparing community leaders for change. The group felt that this point would be better left to be influenced by national forces.

c) PLANNING, IMPLEMENTING AND MANAGING EVALUATION PROGRAMMES

The group accepted all of this section, except numbers 2,4,6 and 7.

II TRAINING OBJECTIVES

1. OBJECTIVES RELATING TO WORKING WITH A' COMMUNITY

The group felt that the proposed curriculum content was adequate, particularly the following two points:

- a) The integration of activities with other relevant development programmes.
- b) Field workers should seek the acceptance of community superiors and subordinates when implementing their programmes.

2. OBJECTIVES RELATING TO WORKING WITH EXTENSION WORKER.

The content curriculum was accepted in full. The rise of institutional/organisational/community conflict needs will be explained, as suggested.

III APPROACHES, STRATEGIES AND METHODS OF TRAINING THE EXTENSION WORKER

The country group accepted the proposed approaches/strategies and methods as advocated on the proposed training curriculum.

IV TRAINING CONTENT, APPROACHES AND RESOURCES

- a) The group agreed to use model I, whose title is "Communication theory and practice. Both section A and B will be used in the country workshop.
- b) "The Community Approach", was also accepted in toto.
- 3) Human relations - the group advocated that one lecture be given on this topic.

- 4) The adult learner - here the group agreed that local resource persons will be used for syllabus/content. It was also agreed that Dr. Msimuko's material will be useful.

NOTE: The rest of the content, is adequately covered.

c) THE TRAINER

- Target Group a) Agricultural extension colleges  
b) Non-governmental organisations.  
c) Parastatal bodies  
d) Management services Unit (Estabs)  
e) University training department

The whole section was accepted as it is.

PLANNING: Trainers from the present workshop particularly the Swaziland group, should acquire effective planning skills, so that they can plan programmes in their own institutions.

TRAINING MODULE: The Swazi group opted for training (module 8) which is on page 16 on training package. The title is "LEADERSHIP STRATEGIES", and is as follows:

MODULE 8 - FOR SWAZILAND COUNTRY WORKSHOP

LEADERSHIP STRATEGIES

- a) TARGET AUDIENCE  
All rural and urban extension workers (field workers) from government and non-governmental bodies.
- b) CRITIQUE OF MODULE  
The content was found suitable for the proposed target group.
- c) METHODS AND MATERIALS  
1. LECTURE AND HANDOUTS  
- Leadership styles and patterns  
- group organisation  
- group dynamics  
- Critical analysis of group growth and behaviour characteristics

BRAINSTORM LECTURE - DISCUSSION

- identification of shared goals
- motivation

BRAINSTORM AND DISCUSSIONS

- characteristics of a leader
- cultural leadership norms.
- roles and functions of group members
- human relations
- motivation

GROUP DISCUSSION

- problem solving
- human relations
- motivation

### REASONS FOR CHOICE OF METHODS AND MATERIALS

- convenient and effective
- readily available

### SOURCES

- all ministries involved in rural development
- DEMS
- SIMPA
- Red Cross

### RECOMMENDATIONS:

- Would prefer to use locally produced materials.
- Would also prefer greater involvement of local planners at pre-planning stages. This is necessary for the development of Swazi personnel.
- we would also want the involvement of policy makers in proposed country workshop
- for future workshops, we would prefer to involve more local resource persons
- we appreciate and would like UNICEF to continue sponsoring locally organised workshops in the future.

### PROBLEMS ANTICIPATED FOR COUNTRY WORKSHOP

1. There is usually a problem of participants, being released by their departments.
  - Presently there is no co-ordination of training packages by the different training institutions in Swaziland. Attempts could be made at limiting duplication of training curriculum. e.g. Some government participants, do not have enough time to prepare reports.
2. TRANSPORT
  - a) As organisers of seminars, we are not in a position to offer transport.
  - b) Even in the case of an institution, it is not directly involved with the offering of transportation during a workshop.

### POSSIBLE DATES OF COUNTRY WORKSHOP

End of September (two weeks) Reason being:

- a) Trade Fair
- b) Planting Season

Last two weeks of September - 1982

### PRE-PLANS

### RESOURCES

- a) Financial - UNICEF - estimate - \$14 000
- b) Human resources - local, and will be drawn from governmental and non-governmental organisations, dealing with rural development and field workers.

- c) Materials - local papers - hardware
- d) IDENTIFICATION OF LOCAL resource persons by responsible committee.

PLANNING COMMITTEE

- 1. Mrs. Elizabeth Mdziniso (Min. of Health)
- 2. Mr. Phillip S'kosana (Swaziland Broadcasting Service)
- 3. Mr. Willard Nxumalo (Min. of Agriculture)
- 4. Mr. Musa Mdladla (SIMPA)
- 5. Mr. Jeremiah Gule (DEMS) Martin Byram & Linda Maepa
- 6. Miss Ncane M. Ziyane (Min. of Education)
- 7) Department of Establishments and Training - Official

APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER
FORMATION OF COMMITTEE	REPORT TIMETABLE DELEGATION OF DUTIES LIST OF PARTICIPANTS RESOURCE PERSONS					
CONSULTING PARTICIPANTS DEPT/LEADS						
ACCOMMODATION (CATER)						
TRANSPORT						
RESOURCE PERSONS						
MATERIALS						
SIGHTS OF FIELD TRIP						
PREPARING PAPERS						
SOCIAL ACTIVITY						
PUBLICITY WORKSHOP EVALUATION						
FOLLOW UP						



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**"Swaziland Workshop Proposal" prepared at UNICEF Hq, New York re the Sub-regional Workshop on Training of Trainers for Communications for Basic Services, UNICEF's workshop in Mbabane, Swaziland, 14 March - 2 April 1982**

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Notes

**The proposal outlines the content of the workshop, tasks of extension workers, sensitization/motivation of community animators, planning and implementation of evaluation programmes, training objectives, approaches and strategies. Names of members of the Planning Committee.**

Print Name of Person Submit Image

SAROJA DOUGLAS

Signature of Person Submit

Saroja Douglas

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