



**COVAMS**



# **Working Paper**

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## **Effectiveness of training** **without monetary incentives**

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(COVAMS)**

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## 1. Summary

COVAMS project provide training courses to target villages of the project without provision of any monetary incentives for the participants. It seems it is an unusual manner in Malawi. The participants used to request the project to provide some refreshment as least thing at the beginning of the COVAMS training. Nonetheless, the project has just continued providing the training according to the project's principle. The training courses were started in June 2008, and the project comes to observe some changes in attitude of the village residents by Sept. 2008. It might be just tiny thing but it is something that the project should not over see.

The project made an interview to some participants in Chiwalo village during Bee Keeping training conducted on 24 Sept. 2008, in order to analyze what made them decide to participate in the training. The reason why the project chose this training was that the number of participants turned to increase compared to the beginning of this training theme.

## 2. Monitoring result

Bee Keeping training started with "Introduction to Bee Keeping" spending one afternoon in Chiwalo village with 10 participants (6 females and 4 males). It can be said that the number of participants was relatively small, despite that the theme was requested by the village residents. According to the trainer, their number was attributed to funeral in a village near-by. In this training "Introduction to Bee Keeping", the trainer and her assistant introduced what kind of products they can produce and how much of benefit they can expect.

Some of the farmers encouraged with this training theme and formed a group with 7 farmers who have common interest in Bee Keeping. The members consist of Village headman, 2 of Village Development Committee members and 4 of ordinary village residents. The village head contributed her trees and others contributed around K 200, and collected K1,600 to pay a carpenter for making Bee hives from plunks, although they have not been taught yet how to make one in the training course.

When the trainer conducted the two day course training on "Preparation of Bee Keeping equipment" topic as a second training, the number of participants increased tremendously to 40 people in the second day, while the first day was 23. In this training, the trainer invited a farmer who engages in Bee Keeping business as an assistant, on

how to make bee suit and smoker with affordable materials. The material the trainer introduced was used empty fertilizer bags and lace curtain. The participants mentioned two reasons why the participants number increased, those are;

- ① Village headman held a village meeting to explain about the project concept after having village headmen meeting which was organized by one of the PIU members. As a result of this village meeting, the residents understood more about the project.
- ② During September to November, the price of vegetables becomes so low. The farmers are looking for alternatives to the vegetable growing. With the assistant of the trainer's story, they found that Bee Keeping has a big potential as business. Hence the farmers are now interested in this training.

During the training course, the participants were able to make only one Bee suit because of time constraint. Therefore, the trainer left some materials for making the Bee suit to the participants for them to be able to practice by themselves.

After some days, it was observed that the participants were practicing the Bee suit making with their initiative.

### 3. Analysis

This interview revealed that even just provision of training for the village residents would motivate them to start business with their own initiative when they see its potential and practicability. Another point is that use of local human resource that is practicing the business for the theme of the training is quite effective and the farmers appreciate its presence in the training. Lastly, making the village headman understand about the project makes easier that the ordinary village residents understand the project. When the ordinary residents understand the project, the eagerness to gain knowledge and skills seems to be increased.

Interviewer:

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Lecture on how to make Bee suit.



Now let's start making the Bee suit using the used fertilizer bag. The assistant has adequate experience.



Men also participating for sowing the suit.



Everyone given a chance to participate in the suit making



This is a pair of trousers.



This is a shirt.



Village headman can not be just sitting. She started sowing view protection part using lace curtain.



Putting the protection on the suit.



The suit is almost completed.  
Just left the part of head.