

COMMUNITY WOMEN BROADCASTERS MASTER TRAINER WORKSHOP



Organized by

Commonwealth Educational Media Centre for Asia

In association with Radio Active CRS

1- 4 April, 2013

*Jain University, Kanakpura Road, Jakkasandra
Bengaluru, Karnataka*

INTRODUCTION

As part of CEMCA's continued support to community radio in India, under the current three-year plan (TYP) 2012-2015, CEMCA has undertaken an initiative to enable community women to engage more effectively with community radio to expand their learning opportunities. The activity is focused on identifying community women with leadership potential who were involved with community radio at some level and build upon their media literacy and leadership skills at a master trainer workshop in a Community women Broadcasters' Train –the- Trainer (CBW TOT) mode. As this objective also resonated with the goals of another project of CEMCA, on "Enabling Media Access for community's Self Expression" supported by Ford Foundation, CBW TOT was launched as a combined initiative that would enable the community women to become good broadcasters as well as trainers, who in turn could train others in the community, leading to an increase in participation in community radio. Under the cascade model, post training CEMCA supported each of the participating CRS to conduct a local level training for at least ten other women at each location with the help of the community women master trainers. Two TOTs were planned with a group of community radios stations in the Northern and Southern regions of India.

The CBW_TOT for South was conducted in association with Radio Active CR Bengaluru, who hosted the training at their picturesque Jain University campus in Kanakpura. The workshop brought together grassroots women practitioners from eight different community radio stations from three southern Indian States namely Andhra Pradesh, Tamil Nadu and Karnataka.

OBJECTIVES

The main purpose of the workshop was to nurture a core team of women as broadcasters and trainers by equipping them with skills to plan, design and organize training at local level for other community women to engage with their community radio. Specifically, the objectives were to build capacities of the community women to:

- develop interpersonal and group communication skills
- understand of the basics of communication especially behavior change communication
- engage with different aspects of CR station management in non-programmatic areas
- develop programme content in a systematic way to aid learning
- train a group of community women locally, so as to increase their engagement with the CRS
- plan, organize and conduct a training programme
- plan outreach and community mobilization activities

METHODOLOGY

The workshop followed a learn-by-doing strategy. All the sessions were interactive, interspersed with activities, group work, discussions and presentations. Every thematic session had a demonstration, a role-play, a game and or a group work. Thus every major learning point was underscored both with an example and an exercise where participants got an opportunity to put into practice what was discussed in the sessions.

Selection of CRS

Community radio stations were selected keeping two aspects in mind-- commonality of language and their track record of community engagement, based on the baseline information available from different sources like the C R Compendium and CEMCA's previous engagement with them. A mix of community and campus based CRS were included, giving a greater preference to the former. Thus the eight stations selected for the training were:

1. Radio Active, Bengaluru
2. Krishi CRS, Dharwad
3. Radio Siddhartha, Tumkur
4. Radio Vishnu, Bhimavaram
5. Deccan Radio, Hyderabad
6. Kalanjiam Samuga Vaanoli, Nammakal
7. Namma Dhwani, Budhikote
8. Holy Cross CR, Trichy



Selection of participants

Three participants were invited from each CRS-- a station representative (preferably female) and two community women, who were already engaged with the CRS so as to ensure that the women were familiar with the CR station. In a cascade model, the success of the training depends to a large extent on the ability of the master trainers to motivate and train others; hence community women participants were accepted on the basis of their profile provided by the CRS. Two aspects were given importance in this regard-- prior engagement of the women in CR and their commitment to continue working with the CRS. Profile details were sought on a proforma provided by CEMCA. **(Annexure IV)**

TRAINING METHOD

For most of the community women, this was their first experience of travelling outside their community to participate in a formal training. Most of them only spoke their native language, and had also never interacted with members of other CR communities. Language of training was thus of great importance. The lead trainers were proficient in all the three linguistic groups represented- namely Telugu, Tamil and Kannada. The sessions were conducted in English and facilitators translated these simultaneously for different groups. Though it slowed down the process to some extent, it ensured that all the participants were able to keep pace.

The entire training adopted informal and interactive methods, using games, practical exercises, group work and demonstrations interspersed with presentations and discussions

SESSIONS REPORT

Day I

Participants filled a pre-workshop questionnaire, indicating their current level of participation in the CRS. The workshop started with an ice-breaker where participants got to know each other through a game called "Find your pair". Participants were given picture-stickers (of fruits, vegetables etc), which were stuck on their backs. They had to move around silently without speaking at all, and locate a matching sticker which resulted in pair formations. The pairs were given some time to get to know about each other and then had to introduce them to the group. Despite some language barriers and other inhibitions, participants managed to communicate with each other and also address the group. This activity helped the participants to relax and feel at ease for the workshop. Some 'misinterpretations' due to unfamiliarity with each others' language caused a lot of mirth and helped the groups to relax.

This activity was followed by a theoretical orientation by Ms. Rukmini Vemraju, who briefly explained the concept of Community Radio and what it does. Sharing experiences from around the world, she focused on the role of CRS in raising critical local issues, rights entitlements and social justice. She emphasized a point that mainstream media often ignores people's rights; hence, it is an area which community radio needs to focus on in a more detailed manner. This was followed by a presentation on **"Basics of Communication"** emphasizing the relevance of



'shared context and symbols or language'. A small game "dumb charades" was played where some participants were given certain situations that they had to enact while the other participants were asked to guess the action. This activity helped the participants understand the importance of shared context in communication. Afternoon session, post lunch began with a game- an energizer, and a session on **"7 Cs of Communication"**- a concept borrowed from Community Health Projects at John's Hopkins University, which identifies the seven basics of good communication as :

1. Command Attention
2. Clarify the message
3. Cater to the Heart and the Head
4. Create Trust
5. Communicate a benefit
6. Call to Action
7. Consistency Counts

A group activity using debate as a format was conducted to generate discussions and understanding among the community members. The participants were divided into three groups who were asked to choose a topic and speak for and against it, as in a debate. As language was a major criterion for understanding, it was taken as a basis for group formations.

The first group consisting of Holy Cross and Kalanjiam Vanoli chose 'Dowry' as the topic of debate. The main question was whether one should give/take dowry or not? The second group comprised participants from Radio Vishnu, Deccan Radio and Radio Universal. Their topic was 'Child Labor'. The question addressed was whether one should support child labor or not. The last group consisted of Namma Dhvani, Radio Active, Krishi CRS and Radio Siddhartha. They presented their views on the topic 'Mobile telephones'. The question was whether the community should encourage the use of mobile phones or not?

The objective of this exercise was to sensitize participants to the process of raising an issue in the community, hearing divergent views and finally guiding the community thinking in the desired direction through engaging content.

The group activity was followed by a discussion cum presentation on '*raising an issue*' in the community where Ms. Vemraju underlined an important consideration, where while making a programme on a specific issue or problem it is very important to know if the problem is an issue of the community or is being raised by the CRS as this would determine the programmatic treatment.

It is important to be aware of the current situation in the community vis-à-vis an issue, which in



turn means knowing about the consequences of the problem, the changes that can be brought about and the benefits which would be seen with the solution. She also introduced the concept "**5 Ws and H**" (What, Who, Where, When Why and How) in doing an engaging story, it is important to include as many of these as possible to present complete content.

In the last session of the day, Ms. Vemraju introduced the "**Message**

Matrix" to the participants as a way of organizing content into five basic questions:

- What is the problem? (Issue)
- What are people currently doing that is problematic?(negative behaviour)
- What is the harm/damage? (negative consequences)
- What could/should people do instead? (positive behaviour)
- What would be the benefits/advantages of that? (positive consequences)

Working in four groups, participants used the message matrix method to zero-in on an issue and explore it further and made presentations. The first group worked on the topic '*Sanitation*', the second group chose the topic '*Oral Cancer*', the third group took up the issue of '*Rape of Women*' and the last group chose '*Tuberculosis*'.

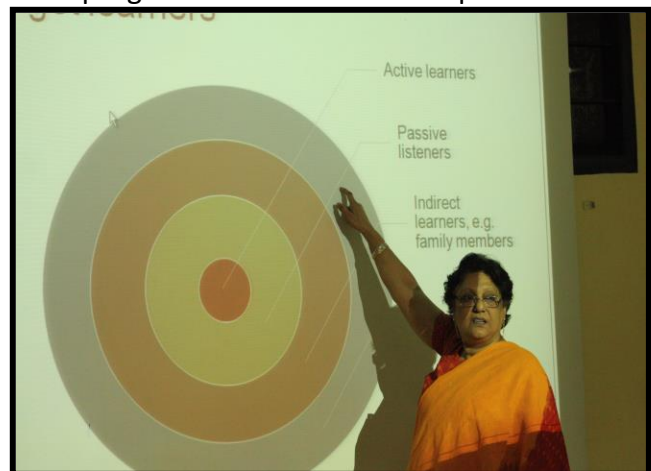
Day II

The second day began with Ms. Vemraju revisiting the objectives of the workshop where she briefly provided the focus and nature of the post workshop activity that the participants were

required to conduct in their communities. A recap of the previous day was provided by the participants of Namma Dhwani CRS who also presented the message matrix prepared by their group in a proper format which they had not been able to do the previous day . Ms Vemraju highlighted the importance of discussions and debate in the community. She stated that it makes the understanding of an issue clearer by providing a space of all kinds of views on a given topic.

Following this, a session on the **“Steps of Behavior Change”** was conducted by Rupica Saxena assisted by Vandana R. Jaikumar. The situations in which people are likely to change behavior were explained with the help of examples. It was underscored that while developing content it is important to keep in mind the audience profile, the stage at which the community is in terms of behavior change, the situations which will encourage and motivate people to change their behavior .

This session was followed by a discussion on different programme formats with a special focus on the magazine format. A topic can be covered in different formats depending on the content, audience, time and resources available. Ms Vemraju explained that a magazine has about 4 – 5 different formats; it is a blend of a variety of formats. The content needs to be according to the theme of the magazine. In order to arrive at different time slots allotted to each format within the magazine, the concept of a **“Programme Clock”** was introduced. She also discussed the **“anatomy of a radio programme’** i.e. different elements like spoken word, sound effects, music and silence. Voice aspects like expression, emphasis and voice modulation were also demonstrated. The importance of identifying **“Target Learners”** while making a programme was also discussed.



An activity session was conducted following the above session where the groups were asked to script a short programme using different formats. They had to choose a topic, script a magazine programme for the duration of 15 minutes using a minimum of three different formats. They were also asked to make a programme clock and note down the timings for each segment. The groups were encouraged to use behavior change communication techniques while developing content. Each group made a live presentation that was timed.

The first group chose *‘Environment’* as a topic and created a magazine using five different formats namely : drama, narration, song, interview and debate. The second group’s topic was *‘Boy or Girl Child’* and they used song, interview and drama as the formats. Both the groups made programmes for 15 minutes each. The third group presented a programme on *‘The Effect of Alcoholic Parents on Children’*; the formats used were interview, drama and song for duration

of 10 minutes. The fourth group chose 'Child Marriage' and used drama and interview for 15 minutes. The fifth group chose 'Female Feticide' as a topic and used drama and song for the duration of 5 minutes. The sixth group chose 'HIV/AIDS' and used song, drama and life story as formats, however, made a programme only for the duration of 7 minutes. Since the last 2 groups had not been able to successfully complete the task, they were encouraged to come back the next day with programmes of longer duration and varied formats.

Day III

The third day started off by presentations by group five and six of their programmes. A significant improvement was seen in both the groups by the addition of new formats and longer time duration.

The third day was devoted to exploring the non-programmatic activities of a CRS. This session was led by Ms Jayalakshmi Chittoor. The thrust of this was to explore how the community



women engaged with the CRS beyond programmes. Thus CR representatives were asked to note down the non programme activities being undertaken in their CRS, as stated by the community representatives. The commonly reported activities by each group were mixing, editing, recording, documentation, trainings, scheduling, certificate making, conducting and planning meetings. Some of the other non programme activities stated were engagement in community awareness,

sorting of photographs, CD burning, operating the generator, managing the playlist and collecting information updates. Following the activity the CR representatives were asked to share their experience of organizing this activity. Most of them felt that the community women had covered all of the activities but barring a few.

Following the activity Ms Vemraju made a brief presentation on “**Elements of Participation**”. Main points of the discussion were that it was imperative for all stations to formalize the Programme Management Committee (PMC) and inform the community about it. It is the right of the community to be informed about the PMC and to be a part of it. For the CRS It is a good practice to involve the community members in the committee. The community can be involved in decision making process, and participate in content planning and development through community interaction, mobilization and/or through feedback and evaluation.

The next session was conducted by Rupica Saxena who provided “**Guidelines for Conducting a Workshop**”. She provided the basics of conducting a workshop and things that the participants need to take care of while conducting the local workshops in their communities. She explained that a workshop is divided into three phases -- pre workshop, the workshop and the post

workshop phase. Each phase has a set of activities and arrangements which need to be taken care of during the specific time periods to run a successful workshop. The importance of energizers and ice breakers during a workshop was emphasized upon. This session was followed by a session on “**Facilitation Skills**” conducted by Jayalakshmi Chittoor. She explained the difference between training and a workshop. It is important to identify the quiet people and encourage them. Planning group work as a part of the workshop design helps the workshop to be more interactive. She explained the characteristics needed to be a good facilitator. On the whole she emphasized the facilitation skills needed for conducting a workshop.

Following the sessions the CRS groups were asked to make a tentative work plan for their local workshops. They were asked to decide on thematic sessions of their workshop and make a sample schedule for their own workshops. Sessions were to include aspects of 7 Cs, Behavior Change Communication, Basics of Communication, Message Matrix, Programme Clock, Target Learners and all the others elements that had been introduced during the workshop. After the group work the CRSs presented their specific work plans and gave their tentative dates for the workshop. Feedback was provided for each CRS on their prepared agendas for further improvement.



Day IV

On the fourth day the participants visited Radio Active and were exposed to a number of new ideas and activities that could be introduced at their stations. Ms Vemraju advised all the CRS to have a notice board where they can display information on technical and other issues in the similar manner as Radio Active. This was followed by a feedback session by each participant about the workshop. Most of the participants stated that they learnt a lot during the workshop and found the workshop very interactive and engaging. Most of the community women stated that it was their first time of travelling away from home to attend a workshop and they had a



wonderful experience as they had learnt a lot of new things and made new friends. Most of them were nervous while coming to attend the workshop, however, now they felt sad while parting. Some participants also felt that the workshop was useful for every broadcaster as it taught them a systematic way of doing things at the

CRS. The workshop helped them to put theory into practice with the help of the activity sessions. Most of the participants didn't know about magazine as a format and learnt other concepts also like Behavior Change, Basics of Communication, Message Matrix etc. The workshop helped the participants to address issues, explore new ways of making programmes and they were waiting to go back and put them into practice. All the participants liked the food and the accommodation and the atmosphere at the workshop. They liked the way in which Ms Vemraju conducted the sessions and the feedback provided by Jayalakshmi Chittoor after each participant presentation session. It was also a thrilling experience for most of the participants to interact with their fellow participants who belonged to different states and spoke different languages. They stated that at first they had some issues in interacting due to the language barrier, however, in a day they were able to interact with each other. They appreciated all the energizers as it kept them interested in the workshop.

Following the feedback the CEMCA and the Radio Active team thanked everyone for attending the workshop and hoped that they would go back to their communities and conduct similar successful workshops. Certificates of participation were distributed to all the participants.

WAY FORWARD

All the participating CRS have to conduct similar workshops at their CRS with 10 – 15 community women as participants. They are also required to share the following details with CEMCA pre workshop:

- Dates of workshop
- Agenda
- List of participants

After the successful completion of the workshop the CRS team is required to submit a workshop report in accordance with the format that was provided during the workshop.
(Annexure V)

ANNEXURE I LIST OF PARTICIPANTS

S.No	State	Organization	Name of Participant
1	Andhra Pradesh	Deccan Radio	Zahed Farooqui
2	Andhra Pradesh	Deccan Radio	Syeda Sadia Banu
3	Andhra Pradesh	Deccan Radio	Nazia
4	Karnataka	Namma Dhwani	Vazdev Gunalan
5	Karnataka	Namma Dhwani	Leela
6	Karnataka	Namma Dhwani	Renuka
7	Tamil Nadu	Kalanjiam Samuga Vanoli	Porkodi
8	Tamil Nadu	Kalanjiam Samuga Vanoli	Kasturi
9	Tamil Nadu	Kalanjiam Samuga Vanoli	V Vigneshwari
10	Karnataka	Radio Active	Vandana R Jaikumar
11	Karnataka	Radio Active	Vimala Bai
12	Karnataka	Radio Active	Manjula
13	Karnataka	Radio Active	Priyanka
14	Karnataka	Radio Active	Lavanya
15	Andhra Pradesh	Radio Vishnu	G Omkar Murthyji
16	Andhra Pradesh	Radio Vishnu	P Annamani
17	Andhra Pradesh	Radio Vishnu	V Lalitha
18	Karnataka	Radio Siddhartha	Rashmi Ammembala
19	Karnataka	Radio Siddhartha	Rihan Taj
20	Karnataka	Radio Siddhartha	M R Rangamma
21	Tamil Nadu	Holy Cross CR	Arul Raj
22	Tamil Nadu	Holy Cross CR	Geetha Lakshmi
23	Tamil Nadu	Holy Cross CR	Jayanthi Lakshmi
24	Karnataka	Krishi CR	Nirmala Hanamar
25	Karnataka	Krishi CR	Kavita Danadamani
26	Karnataka	Krishi CR	Sudharani Beragimath
27	Karnataka	Radio Universal	Mannan
Facilitators			
S.No	State	Organization	Name of Participant
28	Delhi	CEMCA	Rukmini Vemraju
29	Delhi	CEMCA	Jayalakshmi Chittoor
30	Delhi	CEMCA	Rupica Saxena

**ANNEXURE II
AGENDA**

DAY – I (1.04.2013)			
10:00 - 10:30	Mapping expectations & experience	Pre Workshop Quest. (30 mts)	
10:30 - 11:15	<ul style="list-style-type: none"> Getting to know each other Workshop Objectives 	Ice-breaking exercise(45 mts)	RV
11:15 - 11:30	TEA BREAK		
11:30 - 13:00	<ul style="list-style-type: none"> What can a CR do? Basics of communication 7 C's of BCC 	Interactive Session Game- Guess what? Presentations	RV
13:00 - 14:00	LUNCH		
14:00 - 14:15	Energizer	Game – Alert!	RS
14:15 - 15:00	Raising an issue	Group Exercise - Debate	RV
15:00 - 16:00	Advantage radio (writing for the ear)	Elements of radio	RV
16:00 - 16:30	TEA BREAK		
16:30 - 16:45	Energizer	Voice Exercises	JC
16.45 - 17:30	Developing message content	Activity session	JC/RS
DAY – II (2.04.2013)			
9:30 - 11:00	<ul style="list-style-type: none"> Recap of Day I Presentation & Discussion 	Participants (15 mts) 5 groups	JC/RS
11:00 - 11:30	TEA BREAK		
11:30 - 13:00	Scripting and production (MOCK)	Activity session	
13:00 - 14:00	LUNCH		
14:00 - 14:15	Energizer	Story-telling chain game	RS
14:15 - 16:00	Presentation & Discussion	5 groups	
16:00 - 16:30	TEA BREAK		
16:30 - 17:30	Non programme activities in CR	Activity session 8 CRS	JC
DAY – III (3.04.2013)			
9:30 - 11:00	<ul style="list-style-type: none"> Recap of Day II Workshop activity & discussion 	Participants(15 mts) Presentation by 8 CRS	
11:00 - 11:30	TEA BREAK		
11:30 - 13:00	<ul style="list-style-type: none"> Enhancing Facilitation skills Planning your workshop Plan your workshop 	Presentation (30 mts) Presentation (30 mts) Activity sessions- 8 CRS (30 mts)	JC RS
13:00 - 14:00	LUNCH		
14:00 - 14:15	Energizer	15 mts - Game	RS
14:15 - 16:00	Consolidating work plans & discussion	Presentations – 8 CRS	
16:00 - 16:30	TEA BREAK		
DAY – IV (4.04.2013)			
08:30 - 11:00	Visit to Radio Active CRS		
11:00 - 11:30	TEA BREAK		
11:30 - 13:00	Feedback	<ul style="list-style-type: none"> Interactive Session with discussions Participants to fill out the post workshop questionnaire 	
13:00 - 14:00	LUNCH AND DISPERSE		

ANNEXURE III
PRE-POST WORKSHOP ASESMENT

S.NO	CRS	PARTICIPANT	PRE - WORKSHOP	POST – WORKSHOP
1	Deccan Radio	Zahed Farooqui	<p>Involvement: Station Management, Organizing Meetings, Outreach Programmes, Conducting Camps, Promotional Activities</p> <p>Want To: Fund Raising Campaigns, Association with Government Officials</p>	<p>Learning: New Ways of Organizing Workshop for Community Members, Engagement With People With Different Languages, Message Matrix, Programme Clock, 5 Ws & H</p>
2	Deccan Radio	Syeda Sadia Banu	<p>Involvement: Recording, Developing Content, Editing, Promoting Local Culture & Local Talent</p> <p>Want To: Political News, Good RJ, Involve More Communities</p>	<p>Learning: Engage More Communities by Meeting NGOs, Message Matrix, 7 Cs, Formats</p>
	Deccan Radio	Nazia	<p>Involvement: <i>Recording, Editing, Outreach Activities, Promoting Local Culture</i></p> <p>Want To: <i>Live Programmes, Phone in Programmes, Training about Radio to Community Members</i></p>	<p>Learning: Involvement of Slum People & Solving their Problems through CR, Organizing Trainings</p>
4	Namma Dhwani	Vazdev Gunalan	<p>Involvement: Station Management, Developing Content, Addressing Different Issues</p> <p>Want To: Legal Information Programmes, Conduct Campaigns About Women Harassment, Information on Cervical Cancer</p>	<p>Learning: Develop New Volunteers, Improve Radio Programmes in Different Formats, Engagement with Community, Addressing Local Issues</p>

5	Namma Dhwani	Leela	<p>Involvement: Programme Broadcasting, Editing, Conducting Community Meetings</p> <p>Want To: Conduct Training for SHGs</p>	<p>Learning: What is CR, 7 Cs, Schedule Preparation</p>
6	Namma Dhwani	Renuka	<p>Involvement: Programme Broadcasting, Editing, Mixing, Women Rights, Introducing New People</p> <p>Want To: Conducting Training to SHGs</p>	<p>Learning: Good Communication, Agenda Making, Behavior Change, Clarify Message, resenting Content, 7 Cs, Sound Effects</p>
7	Kalanjiam Samuga Vanoli	Porkodi	<p>Involvement: Announcer, Editing, Office Work</p> <p>Want To: Expand Programme Time, More Live Programmes</p>	<p>Learning: How to do Conduct Programmes, Various Steps involved in Development of a Programme, Programme Clock & Magazine</p>
8	Kalanjiam Samuga Vanoli	Kasturi	<p>Involvement: Medication Tips, Advertisements for FM, Folk Song Programmes, Awareness Programmes, General Knowledge Information</p> <p>Want To: Connect with people, Sing Folk Songs, More Medication Tips</p>	<p>Learning: 7 Cs, Importance of 5 Ws & H, Preparing a Plan, Follow up on a Programme, Preparations for a Workshop, Agenda Preparation</p>
9	Kalanjiam Samuga Vanoli	V Vigneshwari	<p>Involvement: Agricultural Programs, Medication Tips, Yoga</p> <p>Want To: Training SHGs</p>	<p>Learning: Message Matrix, Shared Context, 7 Cs, Formats, Agenda Planning, Programme Clock</p>
10	Radio Active	Vimala Bai	<p>Involvement: Recording, Editing, Outreach Work, Admin Work, Organizing Workshops, RJ Training, PLHIV Groups Livelihood Training</p> <p>Want To: Create More Opportunities for PLHIV Groups to Use CRS, Station Management Training, Accounts</p>	<p>Learning: Training to Community People, Preparations for Workshop, 7 Cs</p>

11	Radio Active	Manjula	<p>Involvement: Programme List, Editing, Operating Audio Software, Mixing, CD Burning, Staff Meeting, Outreach Activities, Training</p> <p>Want To: Involve More Communities, More Outreach Activities, Develop Livelihood Based Programmes for CRS Sustainability</p>	<p>Learning: Teaching Others, Importance of Understanding, Group Work</p>
12	Radio Active	Priyanka	<p>Involvement: Editing, Survey, Recording, Outreach Activities, Scrap Dealer Training, Waste Picker Identification, Registration for ID Cards</p> <p>Want To: Identify New NGOs, Community Empowerment, Training New Communities</p>	<p>Learning: 7 Cs, Programme Process, Presentation, Group Work</p>
13	Radio Active	Lavanya	<p>Involvement: Programme Production, Editing, Writing Reports, Conducting Workshops, Outreach Activities</p> <p>Want To: Introduce New Communities, Through CRS Help Visually Impaired to Get Information about Government Facilities, Teach Visually Impaired to Manage a CRS</p>	<p>Learning: Recognized Self Capability of Translation, Workshop Management, Handling Participants, Importance of Group Work</p>
14	Radio Vishnu	G Omkar Murthyji	<p>Involvement: Content Development, Recording, Editing</p> <p>Want To: KVKs, District Health Department, Animal Husbandry Department</p>	<p>Learning: 7 Cs, Programme Elements, How to Encourage Community to Participate</p>

15	Radio Vishnu	P Annamani	<p>Involvement: Interview with Farmers, Women & Youth, Scripts for Interviews</p> <p>Want To: Visit Different Villages, Identify & Interview Youth, Women & Farmers</p>	<p>Learning: New Ways of Thinking & Approaching Programmes, Systematic Way of Working & Time Management, How to Make Trainings Interesting so People Don't Get Bored</p>
16	Radio Vishnu	V Lalitha	<p>Involvement: Interview Programmes, Recording Interviews, Briefing People About Interview</p> <p>Want To: Visit Different Villages, Interview Youth & Other Audiences, Engage With Farmers to Discuss Problems, Writing Scripts & Recording</p>	<p>Learning: How to Communicate With People, Speaking in a Workshop Without Fear & With Confidence, Time Management, Activities & Games, How to Conduct Workshop</p>
17	Radio Siddhartha	Rashmi Ammembala	<p>Involvement: Conducting programmes, Encouraging Community Participants, Field Recording, Feedback</p> <p>Want To: Programmes for Women & Children, Improve Field Contacts, Convince NGOs to Participate</p>	<p>Learning: Involvement of Special Groups in CRS, New Ideas for Programmes, More Field Work for Women</p>
18	Radio Siddhartha	Rihan Taj	<p>Involvement: Cultural Activities with School Children, Interview, Group Mobilization</p> <p>Want To: More Interviews, Voice to the Voiceless, Outdoor Recordings</p>	<p>Learning: Teaching Others, Timetable Making, Conducting Programmes with Community People</p>
19	Radio Siddhartha	M R Rangamma	<p>Involvement: Recording, Social Service, Organization</p> <p>Want To: Contact Visitors</p>	<p>Learning: Training Marginalized Communities</p>

20	Holy Cross CR	Arul Raj	<p>Involvement: Audio Editing, Recording, Live Programmes</p> <p>Want To: Children's Education, Cleanliness, Precautions for Diseases, Against Women Violence</p>	<p>Learning: Writing Scripts, Clear & Confident Communication, Conducting Programmes from Beginning till End</p>
21	Holy Cross CR	Geetha Lakshmi	<p>Involvement: Announcer, Programmer, Recording, Live Programmes</p> <p>Want To: Improve Programmes</p>	<p>Learning: Time Management, Voice Modulation, Agenda Making, 7 Cs, Sticking Photos with Designations through Radio Active Visit</p>
22	Holy Cross CR	Jayanthi Lakshmi	<p>Involvement: Script Writing, Coordinating Students, Preparing Sources for Feature Contents & Narratives</p> <p>Want To: Announcer for Market rates for Everything, Team Head, Prepare for Moral Songs</p>	<p>Learning: Technical Terms in Programming, Magazine Format, Facilitation of Workshops</p>
23	Krishi CR	Nirmala Hanamar	<p>Involvement: Field Facilitator</p> <p>Want To: Agricultural Programmes, Timely Information About Farmer's Schemes</p>	<p>Learning: Communication with Others, Taking Care of Others</p>
24	Krishi CR	Kavita Danadamani	<p>Involvement: Farmer's Programmes, Bringing Farmer's to Studio</p> <p>Want To: Women Farmer's Programmes, Information on Agricultural Schemes</p>	<p>Learning: A Lot of Things</p>
25	Krishi CR	Sudharani Beragimath	<p>Involvement: Announcer, Editing, Field Visits</p> <p>Want To: Get Advertisements, Commercial Programmes, Interesting Programmes</p>	<p>Learning: Information to Become Good Community Women Broadcasters, Time Management, Behavior Change, Good Facilitation Skills</p>

26	Radio Universal	Mannan	Involvement: Programme Coordination, Community Indulgence, Content Support, Health Shows Want To: Improve Listenership Base, More Community Programmes Especially Children, Develop Self Sustainable Model	Did Not Attend last day
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**ANNEXURE IV
PARTICIPANTS PROFILE PROFORMA**

CRS: _____ LOCATION: _____

CRS REPRESENTATIVE: Name: _____

DESIGNATION: _____ Working with CRS since: _____

Participant (Please fill separately for each participant)

Name: _____ Age: _____ Education: _____

1. Details of participation in CRS Programmes (production, recording, scripting, voice, anchor etc)

2. Details of participation in Outreach activities (Health Camps, Melas, community mobilisation etc)

3. After receiving training from CEMCA, do you think she will be able to train other women in the community? Please indicate why you think so.

ANNEXURE V

REPORTING TEMPLATE

1. Brief introduction of CRS (when it was set-up, hours/languages of broadcast, type of programmes. Attach sample Broadcast Schedule for a week- Fixed Point Chart) – Not exceeding One page
2. CR's engagement with community especially women (how women participate and contribute to CRS, special programmes, activities , programmes etc) Not exceeding One page
3. Brief note on CRS participation in TOT (include feedback from participants, skills acquired etc.)-
4. Workshop Plan (include dates, schedule, list of participants)
5. Session report (Include a brief session-wise, day-wise report of activities)
6. Feedback from participants
7. Experience of trainers (Feedback from three persons who attended the TOT)
8. CR plans for to taking the training forward (plans for engaging the trained women in CR activities)

9. Annexures

- Photographs (group photo, Banner, workshop sessions)
- Presentations/hand-outs if any
- Fixed point chart of CRS