

**EVALUATION RESULTS OF THE
LAND GOVERNANCE: BUILDING TRUST – A TRAINING PROGRAM
ON TRANSPARENCY IN LAND ADMINISTRATION
22-24 JANUARY 2008, KUMASI, GHANA**

Total number of respondents: 29 out of 31 (including 27 participants and 4 observers)

1=strongly disagree; 2=disagree; 3=agree somewhat; 4=agree; 5=strongly agree

Average score and number of responses indicated after each question.

Objectives and Training Scheduling

1. Clearly understood the training objectives. **(4.5)** (29)
2. The stated training objectives were fully met. **(4.2)** (29)
3. The scheduling, timing and length of the training was suitable to my needs. **(3.9)** (29)

Programme Design and Training materials

1. The training was designed to allow me to learn from and share with participants effectively in order to produce effective results. **(4.7)** (29)
2. I found the training consistently stimulating, of interest and relevant to me. **(4.1)** (29)
3. The training programme was designed in a sensible manner. **(4.0)** (29)
4. The training materials and handouts were informative and useful. **(4.9)** (29)
5. The balance between presentations and practical sessions was about right. **(4.1)** (28)

Course Delivery

1. Presentations made by participants stimulated my thinking & the discussions deepened my knowledge. **(4.7)** (29)
2. The training has contributed to a better understanding of transparency/corruption in land administration. **(4.2)** (29)
3. The geographic, gender and organizational mix of participants was about right. **(4.4)** (29)

Facilitation

1. I was able to see clear links between various components of the program. **(4.1)** (29)
2. I had adequate opportunities to express my views in small group work. **(4.4)** (29)
3. I had adequate opportunities to express my views in plenary discussion. **(3.6)** (28)
4. The atmosphere promoted openness and sharing amongst all participants. **(4.3)** (29)

Logistics and Administration

1. The invitation letter and the accompanying information leaflet were sufficient to allow me to prepare for and participate in the course. **(3.6)** (28)
2. The conference rooms and facilities were favorable to learning. **(3.2)** (29)
3. The hotel and the local transport arrangements were satisfactory. **(3.0)** (25)
4. The organizers were supportive and sensitive to my needs **(4.0)** (28)

Perceived Impact:

1. The knowledge and ideas gained through this training are appropriate and adequate to engage in improving transparency in land administration **(4.2)** (29)
1. Overall, I am very satisfied with this training. **(4.3)** (29)
2. When I return to my organization, I will inform my colleagues and other stakeholders about the training. **(4.7)** (29)

I found the following course topics very useful

1. Land governance and transparency. **(4.4)** (29)
2. Understanding and assessing transparency in land administration. **(4.1)** (29)
3. Access to information and public participation. **(4.0)** (29)
4. Professional ethics and integrity. **(4.2)** (29)
5. Institutional and organizational reforms. **(4.0)** (28)
6. Case studies I. **(4.1)** (29)
7. Case studies II. **(4.1)** (29)

Overall average – 29 questions (4.1)

Which messages and/or methods you learned during the course did you find most interesting?

- Transparency in Land Administration;
- Overlapping issue on land
- Transparency
- Integrating the customary land administration system to the formal land administration; Educating/reminding ourselves first, and their members of staff on ethical behavior to enhance transparency and good governance.
- Corruption is a “social malady” that could be diagnosed and curable
- How to ensure and improve transparency in land administration and management; How to ensure professional ethics and integrity in land administration
- Transparency/Openness, Group/Team work, Freedom of expression, sharing experiences (country-wide) with other participants, Practical learning from other country's practices.
- Everything
- Understanding the issue of transparency corruption in land administration. Professional ethics and integrity. Access to information and public participation.
- Participatory method of doing things
- The messages on transparency.
- Transparency in land governance ethical issues, code of conduct.
- Transparency and good governance.
- The transparency/ anti corruption tool-kit. Experiences of other countries on problem of transparency in land administration.
- Graphical presentations of some presentations/discussions. The seamless transition from one programme to the other.
- The methods which I found to be very/most interesting are presentations and the group work.
- Transparency, Ethics, Teamwork and Integrity.
- The development of the personal strategic plan. This is because it does put you to task to show how you intend to implement what you have learnt.
- Messages – The need to recognize the different concepts of land in every society and how that influences property rights was very intriguing to me.
- The link between customary and statutory structures and the challenge of harmonizing or integrating them. The impact of lack of transparency on transaction cost. The different experiences and complex systems in the participating countries.
- The case studies were most interactive since they prompted thinking and reflection on how to solve some issues with tools discussed.
- Messages on transparency and ethics and case studies were interesting. The way the case studies were depicted pictorially was very helpful. The group discussion after presentation made application easy.

- There are several stakeholders in land administration and all these stakeholders were participants. This is essential as there would be need for collaboration following the workshop.
- Corruption can be measured hence can be improved on and eradicated.
- The case studies and participatory learning approach.

How do you intend to apply what you have learned during the course?

- Capacity building: for City and Town Planning employees, Land Commissioners, Chiefs, Elders, Women and Youth;
- Through advising and teaching; letters/articles to press and lecture on campus
- Through workshops in my country
- To lead by example and organize both formal and informal training of other colleagues and subordinates in my organization.
- Presentation to colleagues at work; Set up a work group on open access to information and build team for transparency; Publication on academic and professional journal.
- I intend to introduce the idea of transparency in my institution and incorporate same in my daily activities.
- Hold discussion with fellow staff members and members of grassroots communities for transparency in relation to access to land and other dealings. Review the present processing of land document in order to make it simple, flexible and quicker.
- Through a Training of Trainers (TOT) Programme.
- Through capacity building and research on transparency in land administration in Nigeria.
- By starting with a small project in any organization which has to do with land resettlement and compensation.
- Working with integrity and passing the message across to others back home. Indeed, I intend to organize a small workshop on transparency and ethics when I return home, Lagos, Nigeria.
- By improving information gathering, reporting and monitoring.
- I am going to advise my local chief to establish a customary land registry and also to reduce the cumbersome process one has to go through to acquire land from him or the village.
- Incorporate relevant aspects in my teaching and research.
- I will inform my colleagues about transparency in land administration which could help in making land delivery more efficient and cheaper.
- Through Training of Trainers
- By informing my mayor and the staff.
- Brief the current President and Secretary of Transparency International in Nigeria and get to implement some projects on land administration transparency in Nigeria.
- Would input transparency and good governance dimensions into all my subsequent lectures, discussions and interactions with students and co-lecturers.

- I intend to encourage my fellow workmates to practice the basic norms in transparency in the workplace also improve on the data in the office so as to enhance good service delivery.
- Taking all what I have learnt back to my organization by giving them a day's lecture so that we can see how best we can incorporate that into our work as we have designed the best practice guides for various ministries in my country.
- I also intend to organize a small workshop for my staff on the things that I have learnt and then together implement the strategic plan that I have built.
- We work with the traditional institutions so I will try to incorporate the ideas in the design and implementation of our intervention. Training in ethical decision-making is one key thing I will do for them.
- Will share with my colleagues at meetings. Will incorporate some of the topics in the organizations training programmes.
- In all land transactions which I am involved, I will also impart into my students the idea of ensuring transparency and good professional ethic in all their things after school.
- After presentation – allow groups to discuss in different mixes – gender, interest, profession etc.
- In my anti-corruption, I never thought of land administration as an important area. Now I have seen that it is an important area for inclusion in the work. I can now add what I learnt here to my anti-corruption training exercises.
- To do research work and work with the indigenous community to find ways to get the government to listen and act on the rights to access to land in planned areas of the federal capital city.
- Report back to my organization and have an in-house training. Sensitize and create awareness of the various women groups affiliated to our organizations on land administration and transparency. Pay advocacy visits to the traditional institutions to enable me understand their customary land policies.

Which follow-up-activities would you like to see?

- Application of capacity by City and Town planning employees and tribal authorities;
- Shared e-mail addresses. Perhaps a response (electronic) in 1 year;
- From regional to country action plan
- Other training programmes to keep us reminded of transparency in land administration; a workshop to obtain results of the implementation of what we have learnt.
- Evaluation of post training impact.
- Analyzing case studies.
- To have a contact person in all participating countries for a progress report from time to time.
- Training on community, paralegal on land administration in local languages towards sustainable land requisition.
- Empowerment of participants to adapt, develop and replicate training programme at their national level.
- I would like to follow up activities on the case studies of coastal land in Senegal and also the whole issues discussion on the transparency in land administration during the training programme. Finally, I would like to be the contact person for my organization in your consequent programme.

- Transparency is our goal in land administration in Lagos; hence we have put some measures in place by publishing our procedure, rates in allocation and subsequent translation. The follow-up I would like to see is whether or not we are improving in our land administration system.
- A high level training of this nature for policy and decision makers who need such an orientation.
- A full implementation of what has been proposed for a change in the administration of land in my country.
- Sharing of information and networking.
- Transparency.
- Have the person and organizations that participated in the programme maintain contact and share ideas and also collaborate in designing and implementation of land transparency projects. Design forms for organizations to submit progress reports on their individual thematic and country action plans – the extent of implementation, the activities, the difficulties, and the breakthrough.
- Organising similar training workshops for students and professional colleagues.
- To maintain contact with the organizers to enable me organize follow-up courses in my country. Also, the organizers should also find time to inquire about the changes in attitude in the various countries to land administration.
- Courses of similar nature be extended to my country. I would also like to be the contact person in my organization for such courses in the future.
- More follow-up workshops to find out how far with the implementation of the strategic plan. Follow-up e-mail correspondence on how strategic plans are being implemented.
- Country specific monitoring of action plans. Same for individual plan and coaching support in implementation.
- There should be a network developed among the participants so that we can continue to share experiences. A follow-up course should be organized to assess whether use is being made of what was learnt.
- It will be very useful if some selected institutions could be visited to see how things are happening.
- In a year's time – country visits by team to see how participants have implemented their projects. Successful participants should become part of future training teams.
- After one year, it would be necessary to see how many participants have been able to apply what was learnt here to their professional work.
- This course should be run after a while so we can come and present situation reports on how far we have gone with the transparency issues.
- Similar trainings to be conducted at country levels to allow for more participation. Gender specific trainings on land governance and administration at the sub-regional and country levels.

Other Comments and Suggestions:

- Organize another workshop after every two years; Thanks for the workshop. God bless you all.
- Organisation was chaotic. ITC knew about this weakness in Ghana yet did nothing to support the locals.

- It seems as if funding for the programme was not adequate. The accommodation and food was not very much appreciated. I suggest the organizers, UN-HABITAT and ITC should consider the issue in the next programme.
- The workshop was excellent and should be continued with more areas of presentation and discussion. The facilitators were well informed and prepared. Thank you very much.
- To support participating countries to undertake similar training just completed at local levels.
- I will like the entire programme to be generalized with women's face reducing cultural and tradition barriers that deny women access, control of land.
- Very good.
- I wish to sincerely thank the organizers of the training for the opportunity given to me to be part, because I am well equipped with ideas and cases that I can apply in my country.
- Please remember to invite politicians of hosting country in subsequent programme.
- It is very important to undertake such training regularly not only at the international level but also at the national level.
- Have back to back with this training, a short training on "leadership" transparency on land administration. Restructure the sessions so that: each morning begins with a review of participants of lessons from high points of previous day, exercises; end each day with assignments to be done over-night against the next day; Insist on application of transparency tools for the action plans.
- The organizers, sponsors and facilitators have done marvelously well and this would definitely impact on humanity generally. I salute them because I have really benefited and would pass it to others.
- For future courses, try to invite at least two from different organizations my country (Sierra Leone) as the representation is low compared to other countries. There are many other stakeholders in my country that are related to this course but who are not here.
- There is a need for more of such workshops.
- There was not enough time to discuss the presentation. Everything appeared to be in a rush due to time constraint. There should have been a bit of plenary discussions and questions during group presentations so that people outside a particular group can make inputs. The course on institutional and organizational reforms was rushed and did not provide enough time for discussion.
- The programme is very relevant to the African situation. If possible, the training of trainers may help since the group comes from far away country and cannot have it very often.
- In future part of the training team sponsors should go an advance party to help the good organizing committee to put things in place.
- Though understandable, accommodating participants at different locations came with its problems.
- Transportation and accommodation should have been properly worked out. Timing of the course should have been changed as the pressure on facilities for the soccer affected the course.
- I will be appreciative if there would be country exchange programs for practical and sharing of best practices. There is the need to have support for training of grassroots on transparency in land administration thus

encouraging the formation of networks and coalitions. The report of the workshop and contacts of all participants should be distributed.

I would have liked to have more

- Plenary discussions (15)
- Lectures/Presentations (13)
- Group Work (16)
- Social Events (4)
- Free Time (3)
- Other (Specify below)
 - Transparency and trust in land governance go beyond corruption in the state land agencies. Especially in our African situation there is much to do in the customary institutions. I think there was too much focus on the technocrats. Also transparency and trust goes beyond corrupt officials.
 - Plenary discussions. Social events.
 - Group work make you to know more things about what you people are discussing

I would have liked to have less

- Plenary discussions (1)
- Lectures/Presentations (2)
- Group Work (2)
- Social Events (4)
- Free Time (4)
 - Other (Specify below)
 - Local Ghanaian dishes
 - The free time will enable me to do my work at my office