



Date: 22-23 March, 2023.

Day: Wednesday- Thursday

Time: 9.30 AM- 4.30 PM

Place: Bagdha Enterprise, Bagdha, Agiljhara, Barishal.

Gender Equity Awareness Training in Fair-Trade Artisan Groups: Training of Peer-group



Project Name: Gender Equity Awareness Training in Fair-Trade Artisan Groups.

Funded By: Christian Aid UK & Bangladesh, and People Tree Foundation.

Organized By: ECOTA Fair Trade

Implemented By: Development Wheel (DEW)

Report Made By: Tanjina Milee
Project Coordinator.

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Background:

Handicrafts have emerged as an important source of income for women and their families in many regions of the world, including Bangladesh. Fair Trade has become a crucial factor in improving the well-being of producers, particularly those in the handicrafts industry. As more organizations show interest in selling and purchasing Fair Trade products, significant changes are occurring in the demand side of the trade, providing opportunities for handicraft makers to improve their livelihoods and have their voices heard. Fair Trade has proven to be an effective mechanism for addressing unethical trading practices that exploit producers.

The implementation of the 10 Fair Trade Principles, which include fair pricing and wages, has been essential in empowering producers, enabling them to receive just compensation for their work. The growth of handicrafts makers every year provides an opportunity to increase income and job opportunities for producers, especially women.

In Bangladesh, where the handicrafts industry is rapidly growing, Fair Trade can help support its continued expansion while ensuring that producers are treated fairly and have access to secure livelihoods. By implementing the Fair Trade Principles, Bangladesh can help create a more enabling environment for producers and enhance the well-being of those who rely on handicrafts for their income.

In pursuit of creating a secure and enabling environment, Ecota Fair Trade has organized a training program for the peer group of its six member fair trade organizations in Bangladesh. The program is being implemented by Development Wheel (DEW) and funded by Christian Aid & People Tree Foundation. The training aimed at capacity building and focused on 'Gender Equity and Leadership'. It was conducted from March 22 to March 23, 2023 at the Bagdha Enterprise in Bagdha, Agailjhara, Barishal. A total of 11 participants from the peer group took part in this training program.



The Training:

Development Wheel (DEW) organized a training program with the support of Prokritee, aimed at improving the knowledge and skills of peer group of fair trade organizations in creating relevant content. The 2-days training course, titled "Training of Peer-Group of Fair Trade Organizations," was supported by Christian Aid UK & Bangladesh and People Tree Foundation. The course was designed by Basanti Saha, Shah Abdus Salam. The Training was conducted by Basanti Saha, Papri Mandal, Tariqul Islam and Tanjina Milee. The training report documented by Tanjina Milee.



The Training Objectives & Participant Profile:

The primary aims of the two-day peer-group gathering were to share knowledge, develop skills, and enhance capacity related to training and facilitation for a group of fair-trade organizations. Specifically, the objectives were to strengthen the presentation abilities of the peer-group members, improve their capacity to use training methods, techniques, and materials, and enhance their ability to organize and facilitate a successful two-day capacity-building training and awareness session at the producer level. The participating cohort comprised 11 individuals, including 2 males and 9 females, who were members of Prokritee, a fair-trade organization.

Training Schedules of the Course:

The two days training sessions were consisting with the concept of gender and gender-related terminology, gender related violence, understand the concepts of leadership and how they relate to gender, and discuss the beliefs and thoughts about gender at the worker level.

<p><u>Day-01</u></p> <p>9:00 am - Introductions</p> <p>10:30 am - Break</p> <p>11:00 am - Self-reflection</p> <p>12:00 pm - What is gender?/ Gender inequality and roles</p> <p>1:00 pm - Lunch break</p> <p>2:00 pm - Gender-related terminology</p> <p>3:00 pm - Tea break</p> <p>3:30 pm - Gender inequality in various areas of women's lives</p> <p>4:30 pm - End of day</p>	<p><u>Day-02</u></p> <p>9:00 am - Review of previous day</p> <p>9:30 am - Equality, equity, and justice</p> <p>10:30 am - Tea break</p> <p>11:00 am - Gender and leadership</p> <p>12:00 pm - Ongoing discussion</p> <p>1:00 pm - Lunch break</p> <p>2:00 pm - Gender-related laws</p> <p>3:00 pm - Tea break</p> <p>3:30 pm - Planning and evaluation</p> <p>4:30 pm - End of day</p>
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The method of the Training:

The method of training used was interactive, meaning the trainers made sure that the participants not only received information but also comprehended it accurately. To achieve this, the facilitators encouraged discussions and welcomed feedback, questions, and ideas from the participants. The training approach used a combination of techniques such as brainstorming, interactive discussions, sharing of experiences, role-playing, analyzing case studies, group tasks, and presentations by both individuals and groups. The training incorporated various innovative learning methods and participatory approaches.

Training Session:

Day-1

The inaugural session:

The commencement of the training program was brief, with Papri Mandal, the Manager of Jobarpar Enterprise, Prokritee, serving as the inaugurator. In her address, Mandal explained that the training aimed to enhance the skills of participants within a peer-group setting, with a focus on gender and gender-related topics. Both hosts and participants expressed gratitude to Christian Aid and People Tree for their support in facilitating the training. Papri Mandal expressed her optimism that the training would be both educational and productive.

After her speech, some of the group member of peer-group welcomed the trainers with flower to take their seats.



The Day 1 session

Following the formal inauguration, Trainer Basanti Saha proceeded with the consecutive delivery of the peer-group session. To begin, Saha conducted an ice-breaking and introductory session using playful techniques to emphasize the importance of communication and sharing experiences among participants. During this session, participants were asked to draw self-images in the form of natural objects such as birds, trees, and skies. These images were used to group the participants, who then shared their self-images and introduced themselves while also sharing their years of experience.

Upon completion of the introductions, Saha emphasized the wealth of knowledge and experience present in the room, totaling over 200 years. She encouraged participants to share their experiences and apply them throughout the training session to make it productive and participatory. To facilitate effective communication, Saha presented sub-components of facilitation skills such as attending, observing, listening, and questioning. Additionally, she provided an overview of the communication model and emphasized the importance of feedback to ensure quality communication.

Afterwards, Papti Mandal conducted a session on gender-related terminology, wherein she explained to the peer-group how these terms contribute to discrimination in both family and work life. Following this, Mr. Tariqul Islam presented on gender inequality across various aspects of women's lives. The project coordinator served as the facilitator for the entire program, including leading a session on gender relations between men and women.

End of the session for Day-1

The trainers successfully concluded all scheduled sessions on Day 1 of the training program, followed by an open discussion session for participants and trainers. During this session, participants expressed their expectations from the training program and posed inquiries to the trainers.

Day-2

Overview of methods & techniques, development and use of materials; preparation for practice session

Day 2 of the training program commenced with the singing of the National Anthem of Bangladesh, as participants honored the martyrs of Bangladesh from 1971, particularly as this month marks the country's Independence Day. Papri Mandal subsequently welcomed all attendees for the day's session, expressing gratitude for their participation. She then ceded the floor to Basanti Saha, who began her session by facilitating an open discussion forum focused on a recap of the previous day's sessions, encouraging participants to share their learnings. Saha's session also delved into topics such as equality, equity, and justice, where participants gained insight into the importance of gender equity, justice, and equality. Male participants expressed a desire to implement this newfound knowledge in their homes and workplaces to prevent gender-based violence.

Following this, Project Coordinator Tanjina Milee led a session on leadership and gender, during which participants shared their ideas on the qualifications of a leader and their experiences in exercising leadership skills in both familial and workplace contexts. The day's content primarily focused on knowledge and skills-based training, including an overview of methods and techniques for development and use of materials. After a lunch break, Papri Mandal conducted a session on gender-sensitive work environments, followed by Tariqul Islam's session on work plans and implementation strategies.

Subsequently, Basanti Saha resumed her session with a practice activity, dividing participants into two groups and assigning a task to each. The first group presented on the topic of "nijeke kemon dekte chai" from the gender and leadership basic module. The facilitators provided feedback to participants for further improvement.

End of the Day

At the conclusion of the training program, Saha opened the floor for all participants to reflect on the two-day session, share their feelings, and express their expectations from the event. Participants conveyed their happiness and shared joyful experiences from the training. The project coordinator expressed gratitude to all participants, the hosts from Prokritee, the trainers, and the donors, namely Christian Aid UK & Bangladesh, People Tree Foundation, ECOTA foundation, and DEW, for successfully organizing and implementing the event. Finally, the manager of Bagdha Enterprise, Prokritee, presented small gifts to Tanjina Milee and Basanti Saha, who traveled from Dhaka to conduct the training, as an expression of gratitude.

The Course Evolutions

During the course closure, a final evaluation was administered using an evaluation form provided by the facilitator. The evaluation form consisted of three basic questions and an overall comment. Participants were asked to provide feedback on positive aspects of the course, as well as areas for improvement.

In terms of positive feedback, nearly all participants agreed that all sessions were important, and that the presentation techniques and facilitation process were effective and clearly explained. Participants also reported that the proper methods and techniques were applied during the facilitated sessions, and that all participants actively engaged in the sessions. Additionally, participants found the recapitulation to be very important for adult learning, and found the opportunity to practice to be the most useful aspect of the peer-group.

When asked about areas for improvement, nearly all participants suggested that while the course facilitation and management were excellent, the training should be conducted over a longer period of time, and that the full module should be provided prior to the practice session, instead of individual session plans.

Action plan

Following the completion of the training, the peer-group will assume responsibility for training the artisans of each beneficiary organization. The project coordinator will serve as the primary contact person for receiving updates from the peer-group and has been designated as the key contact for all participants in future training events. Participants will be contacted by the project coordinator on an organizational basis. Technical support for planning will be provided by the facilitator.