

“Gender Equity Awareness Training in Fair Trade Artisan Groups”

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

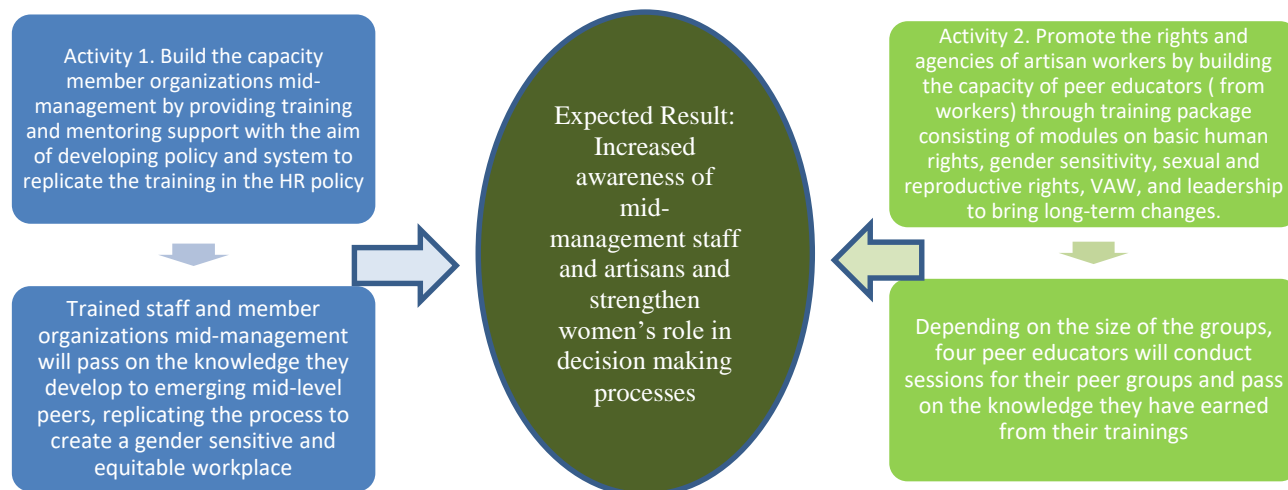
Implementing Organization: Development Wheel (DEW) with the close cooperation with Ecota Fair Trade Forum.

Donor: The project is supported by Christian Aid, People Tree Foundation and Global Village/People Tree

Timeframe: 10 (ten) months, covering the period March 1st to December 31st, 2022

Location: Dhaka, Barisal, Rajshahi, Gazipur, Tangail/Jashore, Narayanganj.

Description of the project: This project aims to build awareness of Gender Equity in the handicraft sector in Bangladesh. ECOTA supports about 35 Fair Trade organizations, which work with over 120,000 artisans in the country, 80% of whom are women. The project will be piloting with six member organizations- CORR the Jute Works, Artisan Hut, Kumudini Handicrafts, Thanapara Swallow, DEW Crafts and Prokritee. The project methodology is as follows:



Overall Objective: To empower women artisans by raising their awareness and building their capacity to take leadership roles and to ensure gender equity in the workplace.

Objective 1: Increase the capacity of ECOTA and member organizations middle management to reduce gender-based discrimination in the workplace through trainings on system and practices, VAW, gender sensitivity and legal rights so that they can replicate training within their HR planning.

Objective 2: Promote the rights and agency of artisans to reduce gender-based discrimination in the workplace.

Methodology:

S.N	Activity	Outcome
1.	Meeting with top management of fair trade organizations.	Introduction to the project.
2.	Policy review (HR, code of conduct etc.) and implementation of the policies to promote Gender Equity and prevention of sexual harassment.	Effective mechanisms are in place to promote Gender Equity.
3.	Knowledge assessment of workers and managers	Shared Knowledge
4.	Module development for managers and workers	Knowledge product developed
5.	Arrangement of training with mid-level managers	Enhancement capacity
6.	Arrangement of training with peer educators	Increased Leadership, Voice and capacity.
7.	Awareness sessions with artisans	Increased awareness Gender Equity, leadership, voice, and capacity
8.	Inception with the members, Primary information collection, Assessment of the factories, Sharing the findings and action plan	Improved Gender Equity in working place
9.	Establish day care center for the children’s of artisans	Ensured child care for the artisans
10.	Produce short video documentary on the project	Video documentation and visualisation of outcome of the project



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This project wants to set a better standard for fair working conditions in the fair-trade handicrafts manufacturing sector to ensure that women and men should not be afraid of challenging their male colleagues, supervisors, owners, and managers’ unfair and inappropriate behaviour and embed good working practices. The fair-trade sector offers an alternative model of ethical environment for the embedding of gender equity.

