

Report on

Gender equality and Leadership training for Mid-level management staff of fair-trade organizations

Date: July 30- August 01, 2022.

Venue: UST Training Center, Adabor-16, Mohammadpur, Dhaka.



Organized by: Development Wheel (DEW)

Supported by: Christian Aid UK & Bangladesh, People Tree Foundation.

Participants: Mid-level management staff of fair-trade organizations

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Annex-1: Schedule

1. Introduction:

A Capacity enhancement training was held on 'Gender equality and Leadership' with an objective to build the capacity of seven fair-trade organizations on 30th July- 1st August, 2022 at UST Training Center, Adabor-16, Dhaka. A total of 16 participants participated in the training.

Now a days, Gender equality and women's empowerment is an essential component for all development partners, NGOs as well as Government. Gender is not only a national issue and it doesn't depend on any specific country or its people. It's a global issue. So, it should be addressed collectively.

Training for gender equality is a transformative process that aims to provide knowledge, techniques and tools to develop skills and changes in attitudes and behaviors. It is a continuous and long-term process that requires capacity and commitment of all parties in order to create inclusive societies that recognize the need to promote gender equality.

2. The course

The Training Course was organized by Development Wheel (DEW) on **Gender equality and Leadership training** in order to enhance their knowledge and skills in developing relevant content for mid-level management staff of fair trade organizations.

The 3-daylong training course on **Gender equality and Leadership training** was supported by Christian Aid UK & Bangladesh, People Tree Foundation. The Course was facilitated & documented by Basanti Saha.

3. The training objectives

The objectives of this three-day training were as follows:

- To share understanding and build capacity on gender equality and women empowerment.
- To develop skills of mid-level management staff of fair trade organizations to strengthen institutional capacities and mechanisms
- To promote gender equality; prevent and respond to violence against women (VAW) and sexual harassment(SH) in the workplace
- To enhance Capacity of mid-level management of fair trade organization on gender responsive action plan development and implementation.

4. The participants profile

The participants included 16 persons (Male- 8, Female-8) of mid-level management staff of fair trade organization.

5. Training Method

The training methodology was interactive as the facilitators ensured that knowledge was not only disseminated but accurately perceived and understood by the participants. In order to ensure this, facilitators engaged participants in discussions and kept the forum open for feedback, queries and suggestions.

The Training utilized multiple methods including presentations and group work sessions, role play, matching game and study circle. The training used a range of participatory methodologies and innovative learning techniques.

6. Training Sessions

5. 1 Day-1

The inaugural session of the training was very concise. Mr. Shah Abdush Salam, Executive Director of Development Wheel (DEW), welcomed the participants and narrated the background of the training. After his speech, Mr. Swapan Kumer Das, Executive Director of Prokritee and Farhana Afroz, Program Manager of Christian Aid Bangladesh also spoke there. They said about the Gender perspective of development organization and the necessity of the training. After their speech, Basanti Saha, training facilitator of the training, initiated the introduction and ice breaking session of the training. Mahenur Alam Chowdhury, Project Manager of Christian Aid Bangladesh presented there.

In the introductory session, Basanti saha requested to express their expectation from the training. After that she introduced herself and narrated the objectives of the training. she said that the training would be mostly facilitated through group discussions and group work. Through the group discussion, we will get more opportunity to introduce one another and will make a comfortable environment in the session.

After the introductory session, facilitator took a pre-test of the participants about the Gender issue. It was a process to scrutinize the concept of the participants.

The content the day one of the training was knowledge based like-

- Self-reflection about gender roles and stereotypical social norms

- Basic concept of Gender
- Gender Terminologies
- Gender discrimination across the life cycle

Though the content was knowledge based and tried to make a common understanding of the participants, it was experience based as well. Participants reflected their concept and experience in the session and expressed different views of the content. The discussion was a perfect blend of knowledge and experience. Mahenur Alam Chowdhury and Basanti Saha facilitated the sessions, Shah Adus Salam also gave relevant input in the session.

After lunch break, Pankaj Kumer, Country director of Christian Aid-Bangladesh joined in the team. He discussed about background of the course and He handed over a backpack for every participant.

6.2 Second Day:

Day 2 started off with an open discussion forum with a focus on previous day's recap; participants were asked to share the learning of previous day. Participants also provided feedback on training contents, training delivery.

The content the day two of the training was knowledge and skill based like-

- Power analysis(Gender and Privilege- power relations)
- Gender-Based Violence (GBV)
- Sexual harassment in the workplace
- Relevant Laws, policies, and guidelines
- Leadership

In the discussion of the content, the facilitator tried to give a clear understanding on gender power analysis, gender-based violence and different sexual harassment of workplace. After the discussion, participants participated role play and matching game techniques to identify the issues.

6.3 Third day:

Day 3 started off with an open discussion forum with a focus on previous day's recap; participants were asked to share the learning of previous two days. Participants also provided feedback on training contents, training delivery.

The content the day three of the training was skill and attitude based like-

- Decision Making and Problems Solving
- Gender-responsive Workplace
- Action plan development
- Training learning sharing

On the third and last day of the training, the participants identified and got the way how they make their workplace gender sensitive and how they respond in Decision Making and Problem Solving process.

In the last part of the training, they shared their learning from the training and made an action plan how they will implement their learning of their workplace.

7. Participants' Learning: Tangible output of the training

- Clear concept about gender and sex, its difference and gender discrimination in entire life cycle of women;
- Difference between gender role and stereotype gender role;
- Socialization process and the role of family, society and culture;
- Concept about equality, equity, justice and gender discrimination, main streaming;
- Gender based violence is this type of violence that a woman faces her entire life born as a woman;
- Learning about power analysis. Power analysis plays a pivotal role in a power structure. The calculation of power is usually benefitted man in a society. Always power over dominates power to. It should be power with, a collective approach of man and women.
- Know about sexual harassment in workplace through picture presentation. We also know about High Court directive to prevent sexual harassment in workplace.
- Adapt leadership skills and how a man become a leader through her contribution in the team, society. Make differentiate types of leadership, qualities of a successful leader.

8. Action plan

The goals and objectives of the training were to provide information on current status of the Gender issue in the context of community level and how they will select their issues and make their action plan according to their project line.

With a view to address the gaps in the systems and promoting gender sensitive workplace at the community level. The facilitator emphasized on taking small and specific issues that they will initiate working on at local level and help to select the issue of the participants from the project area.

All the participants did it organization wise. The facilitator provided the technical support to formulate the planning.

Their action plans are below—

a. Prokritee.

| What do we want ? | What do we need? | When do we do? | Assume Risks | How to prevent risks |
|--|--|------------------------------|--------------------------|-----------------------------|
| Formulate Gender committee | Ensure participation of staff and producer | Within August 2022 | Increase work pressure | Pay extra time to do work |
| Organize gender training | Organize training material | November 2022 | Decrease production | Add extra producer |
| Create gender sensitive workplace | Arrange separate toilet for man and women, rest room, breast feeding room in workplace | June-2023 | Crisis Mooney allocation | Arrange budget allocation |
| Ensure sexual hassrasment free workplace | Create awareness about sexual hassrasmentin workplace | In every first week meeting. | Time limitation | Allocate time |

b. Kumudini Handicrafts

| What do we want ? | What do we need? | When do we do? | Assume Risks | How to prevent risks |
|------------------------------|-------------------------|-----------------------|---------------------|-------------------------------|
| Arrange complain box | Ensure box | As early as possible | | |
| Arrange women restroom | Ensure room | As early as possible | | |
| Ensure equal ways and salary | Registration file | As early as possible | | |
| Formulate Gender committee | Discussion meeting | In every month | Reluctant to attend | Allocate money for extra time |

c. CORR- the Jute Works

| What do we want ? | What do we need? | When do we do? | Assume Risks | How to prevent risks |
|---|---|----------------------------|-------------------------------|--|
| Arrange complain box | Ensure directive of high official of organization | As early as possible | | |
| Discussion meeting to create gender awareness | Ensure directive of high official of organization | One hour in every month | Lack of support | Add extra effort to seek sanction |
| Arrange complain box | Ensure transparency | According to specific time | Lack of interest of authority | Ensure victim support and transparency |

D. Artisan hut

| What do we want ? | What do we need? | When do we do? | Assume Risks | How to prevent risks |
|---|---|-------------------------|---------------------------|--|
| Support unprivileged women to make self help | Include in difference production process | Within ongoing training | Lack of support of family | Seek support from local government |
| Discussion meeting to create gender awareness | Ensure directive of high official of organization | One hour in every month | Lack of support | Add extra effort to seek sanction |
| Create gender resilience fund to response gender violence | Support of Authority | Within 6 months | Lack of interest | Create awareness about resilience fund |

e. Thanapara Swallows

| What do we want ? | What do we need? | When do we do? | Assume Risks | How to prevent risks |
|---|--|-----------------------|---------------------------|------------------------------------|
| Discussion meeting to create gender awareness | Ensure approval of high official of organization | In every month | Lack of support of family | Seek support from local government |
| Arrange women restroom | Ensure approval of high official of organization | Within one year | Lack of support | Add extra effort to seek sanction |

f. Dew Crafts

| What do we want ? | What do we need? | When do we do? | Assume Risks | How to prevent risks |
|---|---|--------------------------------|--|---|
| Gender sensitive workplace | Ensure approval and support of authority | Official meeting and documents | Lack of support of authority, lack of budget, time | Seek support from authority and ensure gender sensitive workplace |
| Arrange women restroom, toilet, breast feeding room | Ensure approval of high official of organization, budget allocation | | Lack of support | Add extra effort to seek sanction |
| Arrange complain box | Complain box exists | | | Formulate committee to make it functional |

9. Training evaluation

a) Knowledge Assessment

To measure the knowledge level of participants before and after training, the pre and post tests took place. The result is as follows:

| Pre-test | Post-test | % of increasing Knowledge |
|--------------------------------------|--------------------------------------|---------------------------|
| An average of 16 participants' score | An average of 16 participants' score | |
| 51% | 75% | 24% |

b) Training evaluation

At the of the training, each of the participants was served with an evaluation sheet to express their feelings on several aspects covering contents, process, materials, facilitator of the training. Analysis of the filled-up evaluation sheets revealed that the overall impression of the participants moved around good. Their response is below –

| Questions Response | Not Good | Average | Good | Very good | Total response | Remarks |
|--|----------|---------|------|-----------|----------------|--------------------|
| Whether the training topics are relevant and easy to understand? | 0 | 01 | 15 | 0 | 16 | |
| How were the delivery method of the sessions? | 0 | 00 | 16 | 0 | 16 | |
| How were the materials of the sessions? | 0 | 00 | 16 | 0 | 16 | |
| How was the presentation of the facilitators? | 00 | 00 | 16 | 0 | 16 | |
| Was the training participatory? | N/A | N/A | N/A | N/A | 16 | Yes – 16 No – 0 |

Overall Reflections and recommendations from the participants

The overall response is very positive about the course. Every participant mentioned, this training was very helpful as well as fruitful for them. They also raised positive expression about learning environment and facilitator's presentation, participatory methods, how they facilitated the session. They also praised organizer and all management team.

They also said, this was a timely training providing useful insights to promote improved quality learning and attitude.

B) Closing remarks

Consequently, facilitators and organizer made brief speeches to end the Training. Here the participants reflected upon their experience about the training. They said, ``we have gained a common understanding of concepts and different aspects of gender. We also made an action plan which will be very helpful to implement and achieve our project outcome.

In his closing address, Shah Abdush Salam appreciated the efforts of the participants and Chistian Aid officials. He was of the view that this training had presented many examples of how the gender concerns are playing a key role in responsive gender activities. He added that many of the concepts presented in this training workshop were new. For instance, the power analysis and capacities for how to make gender sensitive workplace, as well as the link between practice of gender sensitive behavior of personal life are widely recognized.

Swapon Kumer Das hoped, several important insights and action items were accomplished through this training. He concluded the training by vote of thanks. He thanked the UST officials for their extended support and all others involved in the successful organization of this training. He also extended his gratitude to the training participants for their sincere efforts, attention and fruitful interactive sessions that contributed greatly towards the success of the event. Mahenur Alam Chowdhury and Basanti Saha also spoke there.

Prepared by

Basanti Saha (01713328807)

Freelance Consultant

basantitaposh@gmail.com

Adabor, Dhaka.