

## Validation Workshop on 'Gender Equality and Leadership' training manual

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Date: 03 December, 2022

Venue: YWCA conference hall, Iqbal Road, Dhaka.



Organized by: Development Wheel (DEW)

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

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

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## **1. Introduction**

A workshop was held on 03 December, 2022 at YWCA conference hall, Iqbal Road, Dhaka to validate a training manual named 'Gender equality and leadership' for mid-level staff of artisan groups.

The workshop, hosted by Development Wheel (DEW), brought together 14 relevant personnel from concern organizations. Workshop was supported by Christian Aid UK & Bangladesh, People Tree Foundation and was facilitated by Basanti Saha, Professor & Development Consultant Dr. Ainoon Naher, Jahangirnagar University and gender specialist. The workshop successfully connected the experience of participants and reached wide-ranging consensus.

## **2. Background**

In 2021, Christian Aid UK & Bangladesh, People Tree Foundation and fair-trade organizations' network 'Ecota' thought that gender issues should be incorporated in artisan level of fair-trade organizations. In addition, if the working environment of artisan groups and their families become more gender sensitive, safe and sexual harassment free, it would create an enabling environment for the artisan groups at workplace as well as in the family. The product of that thought is this training manual.

First of all, a draft training outline was prepared and shared in different consultation meetings. After many consultations, a draft training manual was developed and two training courses were held on it. There are—

1. Basic training on 'gender and Leadership' for mid-level staff of artisan groups
2. ToT on 'gender and Leadership' for mid-level staff of artisan groups, who will multiply the training in artisan level.

After that, to incorporate the learnings from two trainings, a group of training and gender experts work together to finalize the manual. Finally, a complete training manual has been developed. That manual was presented and shared in the validation workshop. The workshop indicated some key points to add the manual.

## **3. Specific objectives of the workshops:**

- Whether the content, method and material that are mentioned in the manual for artisan groups is enough or not.
- To incorporate opinions from expert and relevant personnel

#### **4. Discussion and key outcome of the workshop**

Mr. Shah Abdus Salam, Executive Director of Development Wheel (DEW), welcomed the participants and narrated the background of the workshop. After his speech, Ms. Anjum Chowdhury, Program Manager of Christian Aid Bangladesh, Mr. U Thein Maung, Treasurer, Ecota fair-trade forum ltd. also spoke there. They said about the gender perspective of development organizations and the necessity of the training. After their speech, Basanti Saha, consultant of the manual, presented contents, methods and process of the manual by a power point presentation.

#### **Key outcomes of the workshop:**

The manual has been developed through several rounds of consultations. Expert advices were also incorporated during the development process. So very few comments are raised form the participants during this workshop. Those are—

- Revise the participants' level and target group of the manual so that it will be a universal training manual on 'Gender and Leadership'
- Change few methods and add available material at field level
- Incorporate Bangla words instead of English words as much as possible

#### **5. Conclusion**

The participants requested the consultants to add the outcomes in the manual. The participant also agreed to organize the training at artisan level once the manual is published.

#### *Prepared by*

Basanti Saha (01713328807)

Freelance Consultant

basantitaposh@gmail.com

Adabor, Dhaka.