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GENDER EQUITY AWARENESS TRAINING IN FAIR-TRADE ARTISAN GROUPS



PREPARED BY:
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A WORD FROM THE CHAIR

Development Wheel (DEW) and DEW Crafts on behalf of ECOTA Fair Trade Forum, is very pleased to implement the Project “Gender Equity Awareness Project for Mid-level Managers of Fair-Trade Enterprises in Bangladesh” for its member organizations. This project is the first of its kind in the subcontinent for Fair Trade organizations that will help ensure gender equality among Fair Trade organizations. I would like to thank the donor organizations of this project, Christian Aid UK and Bangladesh, and People Tree Foundation UK and Japan for their continued cooperation and support. I thank Nuzhat Jabin, Country Director of Christian Aid Bangladesh Country Office; Anjum Nahed Chowdhury, Program Manager, Gender Equality and Social Inclusion, Christian Aid Bangladesh; Mr. Swapan Kumar Das, the Chairman of Ecota Fair Trade Ltd. along with Naoko Tanemori, Kate Wakeling, Christine Gent, Ruth Valiant from People Tree Foundation for their guidance and tireless effort. Special thanks to Prof. Dr. Ainoon Naher for her consultation and developing the policy.



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Executive Director
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Summary

The "Gender Equity Awareness Training in Fair-Trade Artisan Groups" project aims to promote gender equality and safe workplaces that reflect fair-trade principles among artisan groups in Bangladesh. The project has two objectives: to increase the capacity of ECOTA and member organizations' middle management to reduce gender-based discrimination in the workplace, and to promote the rights and agency of artisans by reducing gender-based violence and discrimination in the workplace. The project targets six fair trade groups and their artisans, impacting over 900 people, with a focus on women artisans. The project has made significant progress in achieving its objectives, providing training and capacity-building support to mid-management and artisans, developing a replicable training module, and increasing gender equity awareness. The project team is committed to continuing the project activities to achieve its objectives and empower women artisans by raising their awareness of their rights and building their capacity to take leadership roles.

1. Introduction:

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.

The "Gender Equity Awareness Training in Fair-Trade Artisan Groups" project aims to promote gender equality and safe workplaces that reflect fair-trade principles among artisan groups. The project is funded by People Tree Foundation and Christian Aid UK, with technical support from Christian Aid Bangladesh and ECOTA Fair Trade Forum Ltd. The implementing agency is Development Wheel (DEW).

1.1 Objective:

The key objective of the project is to assess the working condition and traditional practices of gender related issues, evaluate the risk level of GBV, and gender discrimination in craft sector and enhance the capacity and knowledge of partner organizations to ensure gender equality, equity and safe workplace that reflects 10 fair-trade principles.

Project Objectives:

The project has two key objectives. The first objective is to increase the capacity of ECOTA and member organizations' middle management to reduce gender-based discrimination in the workplace through training on systems and practices, VAW, gender sensitivity, and legal rights. The second objective is to promote the rights and agency of artisans by reducing gender-based violence and discrimination in the workplace.

1.2 Beneficiaries:

The key stakeholders are the organizations of the ECOTA Fair Trade Forum Limited and their artisans. Six of ECOTA's fair trade groups have agreed to participate in this program, including Thanapara Swallows, Kumudini Handicrafts, Artisan Hut, DEW

Crafts, Prokritee, and CORR The Jute Works. Four peer educators are selected from each of the six fair trade groups. 2/3 of the 24 peer educators are women. Twelve mid-level management personnel are going through the training program, of whom 1/3 will be women and in decision-making positions. Through ECOTA's network, this project will impact over 900 people, more than 90% of whom are female artisans.

2. Project Activities:

The exact tasks, occasions, and actions that are carried out in order to accomplish the project's aims and objectives are referred to as this project activities. The implementation, monitoring, and evaluation of these actions was typically planned out in advance and included different stages.

In the context of a Gender Equity Awareness Training Project in a Fair-Trade Artisan Group, the project activities outlined up to this point covered "Initial Activities" and "Mid-Management."

Activities

- Partner Assessment Visit (Artisan Group)
- Virtual Meeting with Top-Level Management of Partner
- In-Person Meeting
- Virtual Training
- In-Person Training
- Base Line Survey
- Awareness Session
- Assessment Form Distribution
- Basic Training on Gender for 18 Midlevel Managers
- Final Budget Review Meeting with Christian Aid Bangladesh (In Person and Online)
- Follow-Up Communication with Training Participants for Updates of Implementation of Action Plan
- Reporting
- Assessment Visit
- Gender Equity Module (English & Bangla)
- Processing of Module Distribution
- Training Module Development, Validation and Printing
- Basic Training for 18 mid-Level Managers and others
- Gender training for 18 mid-level managers
- Module Translation and Contextualization
- Meeting with top management of 6 fair-trade organizations on reducing gender-based discrimination in the workplace.
- 4 days training on Human Rights and gender for 24 peer educators including one day Leadership training
- Awareness sessions with artisans to raise their awareness on their rights and

agency

- Monitoring Evaluation and Learning
- End line survey
- Audio-visual and IEC material (Ex. flipchart)
- a national level dissemination workshop with the participation of Policy people, Social Enterprises, Donors, Partners, Business bodies and members etc. Total 150 participants

January 2023 – Dec 2023

3. Gender Equality and Awareness Training for Peer Groups of Fair-trade Organizations

3.1 Bagdha Enterprise, Bagdha, Agiljhara, Barishal

Date: 23-24 March, 2023.



The first peer-group training session was held at Bagdha Enterprise, Bagdha, Agiljhara, Barishal. The two-day peer-group gathering was organized 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 training sessions covered the following topics: gender and gender-related terminology, gender-related violence, leadership and gender, beliefs and thoughts about gender at the worker level, methods and techniques for development and use of materials, gender-sensitive work environments, and work plans and implementation strategies. The method of training used in the program 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.

3.2 Thanapara Swallows, Thanapara, Rajshahi

Date: 9-10 May, 2023



Our Second peer-group training session was held at Thanapara Swallows, Thanapara, Rajshahi. A Capacity enhancement training was conducted on "Gender Equality and Awareness" with the aim of building the capacity of group leaders from fair-trade organizations. The training took place on 9th and 10th May 2023 at the Thanapara Swallows Development Society training center, with a total of 15

participants in attendance. The primary objectives of the training were to deepen the participants' understanding of gender equality and women empowerment and to equip them with the necessary skills to conduct awareness sessions at the artisan level in their respective organizations. Organized by Development Wheel (DEW), the two-day training received support from Christian Aid-UK & Bangladesh and the People Tree Foundation. The training was skillfully facilitated and documented by Basanti Saha. The participants were all female peer group leaders from Thanapara Swallows Development Society, totaling 12 individuals. The training methodology adopted an interactive approach, incorporating various techniques such as presentations, group work sessions, role plays, and lectures. The focus was on ensuring effective knowledge dissemination and understanding among the participants. The training commenced with an introductory session, followed by the inauguration by Md. Raihan Ali, Director of Thanapara Swallows Development Society, who also outlined the training's objectives. Basanti Saha then facilitated the training and encouraged the participants to express their expectations. She emphasized that the training would mainly rely on group discussions and activities to foster a comfortable learning environment.

The content covered on the first day included self-reflection on gender roles and social norms, fundamental concepts of gender, gender terminologies, and gender discrimination across different life stages. On the second day, the participants engaged in an open discussion forum to recap the previous day's learning and provide feedback. The topics covered on this day included Gender-Based Violence (GBV), sexual harassment in the workplace, and the High Court directive on Sexual Harassment. Furthermore, the facilitator

delved into the four phases of a woman's life cycle, fostering detailed discussions and addressing participant queries. The training also shed light on the role of the state in preventing Violence Against Women and highlighted the High Court directive. The training concluded with the participants sharing their key takeaways and devising action plans on how to implement their newfound knowledge in their respective workplaces.



3.3 Kumudini Handicrafts, Core the Jute works, DEW crafts

Date: 19-20 August, 2023.

Venue: UST Training Center, Adabor, Dhaka.

A Capacity enhancement training was held on 'Gender equality and Awareness' with an objective to build the capacity of group leader of Artisan of fair-trade organizations on 19-20 August 2023 at UST training center. A total of 18 participants participated in the training. The purpose of this training was to train participants on the concept of Gender equality and Awareness' and its role in building awareness to the artisan level. Training included various topics such as the Basic concept of Gender, Gender Terminologies, Gender discrimination across the life cycle. The Training Course was organized by Development Wheel (DEW) on Gender equality and Awareness training in order to enhance their knowledge and skills in developing relevant content for peer group leader of fair-trade organizations. The 2-daylong training course on Gender equality and Awareness training was supported by Christian Aid- UK & Bangladesh, People Tree Foundation. The Course was facilitated & and documented by Basanti Saha.



The objectives of this two-day training were to increase the understanding of participants on gender equality and women empowerment. It also aimed to enhance the skills of the participants through the sessions and discussions of fair-trade organizations to conduct awareness sessions at artisan level. The total number of participants was 33 (Male-5 female-28) who belonged to the Peer group leader of Kumudini, Dew

Craft, Core the Jute works. The training methodology was interactive as the trainers ensured that knowledge was not only disseminated but accurately perceived and understood by the participants. The Training utilized multiple methods including presentations and group

work sessions, role play, and lecture methods. The training used a range of participatory methodologies and innovative learning techniques.

The training began with a brief introductory session, after that Shah Abdus Salam, Director of Development Wheel inaugurated the training, he also described the objectives of the training. After the inaugural session, Basanti Saha initiated the training session, She 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 opportunities to introduce one another and will make a comfortable environment in the session.



After the introductory session, the facilitator started the discussion according to the planned schedule. The content the day one of the training was knowledge-based like-

- Self-reflection about gender roles and stereotypical social norms
- The basic concept of Gender
- Gender Terminologies
- Gender discrimination across the life cycle.

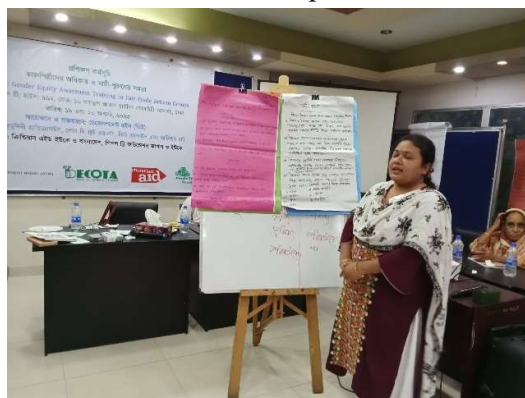
After lunch, Ms Anjum Nahid, Project Manager of Christian Aid was presented there. She drew some suggestions in her speech and propped practice sessions for the participants.

Day 2 started off with an open discussion forum with a focus on the previous day's recap; participants were asked to share the learning of the previous day. Participants also provided feedback on training contents and training delivery. In the session, the participants were introduced to the core concept of gender and sexual harassment in the workplace. Swapan Kumar Das, Director of Prokritee and Chairman of Ecota Fair Trade also presented there.

The 2nd of the training revolved around---

- Gender-Based Violence (GBV)
- Sexual harassment in the workplace
- High Court Directive of Sexual Harassment

In the session, the facilitator explained with the help of presentations and focused on 4 phases of the life cycle of women. Detailed discussion was held on each phase and queries of participants were answered. Moreover, this day also had a brief discussion on the role of



of the state in preventing Violence against Women and the High Court directive. After lunch,

3 practice sessions were held. 3 participants from the mentioned organizations conducted the session. Facilitators Basanti Saha and Shan Abdush Salam recommended some techniques for further improvement of the participants. In the last part of the training, they shared their learning from the training and made an action plan for how they will implement their learning in their workplace.

4. Awareness Session for artisan

4.2 Thanapara Swallows, Charghat, Rajshahi

5-18 June, 2023.

Participant: 150 (30 per session)

The successful organization of the first Awareness Session on Gender Equity Training for artisans in Thanapara Swallows, Charghat, Rajshahi, marks a significant step towards promoting gender equality and inclusivity within the local artisan community. This laudable initiative demonstrates a commitment to addressing gender disparities and empowering women artisans to thrive in their craft. The decision to conduct the training as an interactive session is commendable, as it fosters a more engaging and participatory learning environment. By involving peer group members to facilitate the training, the organizers have utilized a peer-to-peer approach that can enhance the effectiveness of the session. Peers can better understand and relate to the challenges faced by their fellow artisans, creating a safe and empathetic space for discussions.



Holding the training over a period of 5-18 June allowed sufficient time for in-depth discussions and comprehensive coverage of the topic. This timeframe is crucial, as gender equity is a complex subject that requires thoughtful exploration and practical solutions. During these days, the artisans likely had the opportunity to delve into various aspects of gender equity, including identifying biases and stereotypes, understanding the importance of equal

opportunities, and exploring strategies to create an inclusive work environment. By involving six artisan groups in the session, the impact of the training was likely to be far-reaching. It not only benefits individual artisans but also contributes to the collective growth and development of the artisan community. Such comprehensive training was to create a ripple effect, as the knowledge and insights gained by artisans during the session may be shared with their respective groups and beyond, thus extending the reach of the initiative. The location of Thanapara Swallows as the venue for the training adds significance to the event. It demonstrates the commitment of the organization to reach out to rural communities and support artisans who may have limited access to such valuable training opportunities. Empowering artisans in rural areas is vital for sustainable development, as it can strengthen local economies and preserve traditional crafts and skills.

Overall, the first Awareness Session on Gender Equity Training has set a positive precedent for future initiatives. It emphasized the importance of continuous efforts to promote gender equality and inclusivity within the artisan community. By providing artisans with the necessary knowledge and tools to challenge gender biases and created a supportive work environment, this initiative paves the way for a more equitable and thriving artisan industry. The dedication of the organizers and the active participation of the artisans demonstrate a shared commitment to a brighter and more inclusive future for all members of the community.

4.2 Prokritee, Barisal

Date: 20-27 June, 2023.

Participant: 150 (30 per session)



The second Awareness Training Session on Gender Equality and Equity, organized in Prokritee at different locations in Barisal, has made a remarkable impact on the artisan community, with approximately 150 artisans benefiting from the training. The interactive nature of the session allowed artisans to actively engage and gain valuable knowledge about gender equality, fostering a more inclusive and

empowering work environment.

The training sessions were conducted by peer-group trainers, who are artisans themselves. This approach ensured that the trainers could relate to the experiences and challenges faced by their fellow artisans, making the training more relevant and relatable. The training saw

the active participation of almost 150 artisans from six different artisan groups. The large number of participants underscores the significance and relevance of the training in addressing gender-related issues within the artisan community. The training curriculum covered various aspects of gender equality and equity, including recognizing and challenging gender biases, promoting equal opportunities, and fostering an inclusive and supportive work environment.

The training included interactive workshops, group discussions, and activities that encouraged participants to share their experiences and perspectives on gender-related issues. This interactive approach created a safe space for open discussions and learning.



The sessions focused on raising awareness about the importance of gender equality, not only as a matter of social justice but also as a key factor in driving sustainable development and economic empowerment within the artisan community. Artisans were

provided with guidance on developing leadership skills and self-confidence, particularly for women artisans, empowering them to take on leadership roles within their artisan groups and beyond. Sharing Success Stories: The training sessions may have included success stories of artisans who have overcome gender-related challenges and achieved success in their craft. These stories serve as inspiring examples and demonstrate the possibilities of an inclusive and gender-equitable environment. The training emphasized the importance of building supportive networks within the artisan community, where artisans can collaborate, share knowledge, and uplift each other.

Ultimately, the training aimed to empower artisans with the knowledge and tools to challenge gender norms and create an environment where all individuals, regardless of gender, feel valued and respected for their contributions. By providing gender equality and equity training to such a significant number of artisans, Prokritee's initiative has the potential to create a positive and lasting impact on the artisan community in Barisal. The knowledge gained during these sessions can foster a more inclusive and supportive artisan industry, leading to enhanced productivity, creativity, and overall well-being for all individuals involved.

4.3 DEW Crafts

7 October & 17- 19th Oct 2023

Participants: 150 (5 Session)

The successful organization of the third Awareness Session on Gender Equity Training for artisans in DEW Crafts, Deldowar, Tangail involving 150 artisans in five sessions. The purpose of the awareness session is to mark a significant step towards promoting gender equality and inclusivity within the local artisan community. This is to enhance the knowledge of artisans about their rights and agency and gender equity.

Objectives:



The primary objectives of the program were as follows:

- Raise awareness about gender equity issues within the artisan community.
- Promote gender-sensitive practices and policies in the artisan sector.
- Empower women artisans to assert their rights and advocate for their fair treatment.
- Foster a supportive community environment for artisans to thrive.

The awareness session inaugurated by Mr. Shah Abdus Salam, executive Director Development Wheel (DEW) and DEW Crafts. He highlighted that Gender equity is a critical component of artisans' rights. Women are often marginalized in the artisan sector, with limited access to resources and opportunities. He added that, by promoting gender equity, we can create a more inclusive and empowering environment for all artisans. He also said, gender equity also helps to address systemic issues of inequality and discrimination that affect the artisan community.



Then peer educators from the artisan group conducted the day long sessions covering different topic related issues they have learned from the peer-educator training under the “Gender Equity Awareness Training in Fair-Trade Artisan Groups”. The session was conducted as an interactive session, as it fosters a more engaging and participatory learning environment. By involving

peer group members to facilitate the training, the organizers have utilized a peer-to-peer approach that can enhance the effectiveness of the session. Peers can better understand and relate to the challenges faced by their fellow artisans, creating a safe and empathetic space for discussions. It emphasizes the importance of continuous efforts to promote gender equality and inclusivity within the artisan community. By providing artisans with the necessary knowledge and tools to challenge gender biases and create a supportive work environment, this initiative paves the way for a more equitable and thriving artisan industry. The training is likely to have a significant impact because it includes six artisan groups. It helped the entire artisan community grow and flourish in addition to the individual artists who profit from it. The knowledge and insights gained by the craftsmen throughout the session may be shared with their specific groups and beyond, broadening the reach of the program. This kind of thorough training can have a cascading impact.

Overall, the awareness session on gender equity, rights, and agency of artisans was a resounding success. It not only educated and empowered participants but also paved the way for a more inclusive and equitable artisan community. DEW Crafts remains committed to supporting artisans on their journey towards gender equity and agency in their craft and livelihoods.

4.4 Thanapara Swallows, Charghat, Rajshahi

18-19 Oct, 2023 & 1 Nov

Participants: 90 (30 per session)



Thanapara Swallows organized three awareness on Gender Equity Training for artisans in Thanapara Swallows, Charghat, Rajshahi, marks a significant step towards promoting gender equality and inclusivity within the local artisan community. As Artisan Hut was unable to conduct the awareness sessions, three of five of their awareness sessions were given to the Thanapara Swallows, Rajshahi. This initiative demonstrates a commitment to addressing gender

inequalities and empowering women artisans to thrive in their craft.

The training was conducted through different interactive sessions including a few groups works. Peer group members were assigned to conduct the training. By involving peer group members to facilitate the training, the organizers have utilized a peer-to-peer approach that can enhance the effectiveness of the session. Peers can better understand and relate to the challenges faced by their fellow artisans, creating a safe and empathetic space for discussions.



Holding the training over a period of 18th, 19th October and 1st Nov allowed sufficient time for in-depth discussions and comprehensive coverage of the topic. This timeframe is crucial, as gender equity is a complex subject that requires thoughtful exploration and practical solutions. During these days, the artisans likely had the opportunity to delve into various aspects of gender equity, including identifying biases and stereotypes, understanding the

importance of equal opportunities, and exploring strategies to create an inclusive work environment.

By involving two artisan groups in the session, the impact of the training is likely to be far-reaching. It not only benefits individual artisans but also contributes to the collective growth and development of the artisan community. Such comprehensive training can create a ripple effect, as the knowledge and insights gained by artisans during the session may be shared with their respective groups and beyond, thus extending the reach of the initiative.

Overall, the awareness Session on Gender Equity Training has set a positive precedent for future initiatives. It emphasizes the importance of continuous efforts to promote gender equality and inclusivity within the artisan community. By providing artisans with the necessary knowledge and tools to challenge gender biases and create a supportive work environment, this initiative paves the way for a more equitable and thriving artisan industry. The dedication of the organizers and the active participation of the artisans demonstrate a shared commitment to a brighter and more inclusive future for all members of the community.



4.5 Kumudini Handicrafts

Location: Mirzapur, Tangail.

3rd – 7th Nov, 2023

Participants: 150 (30 artisan per session)

Kumudini Handicrafts organized Five awareness on Gender Equity Training for artisans in Kumudini Handicrafts, Mirzapur, Tangail, marks a significant step towards promoting gender equality and inclusivity within the local artisan community. This initiative demonstrates a commitment to addressing gender inequalities and empowering women



artisans to thrive in their craft. Several interactive sessions, including a few group projects, were used to conduct the instruction. Training was to be conducted by members of peer groups. The organizers have employed a peer-to-peer strategy that has the potential to improve the session's efficacy by having peer group members facilitate the training. Discussions can take place in a secure and sympathetic environment since peers are more able to relate to and comprehend the difficulties that their fellow artists encounter.

In summary, the Gender Equity Training Awareness Session has established a favorable standard for subsequent endeavors. In the artisan community, it highlights the significance of ongoing initiatives to advance diversity and

gender equality. This program lays the groundwork for a more just and prosperous artisan sector by arming craftspeople with the information and resources they need to confront gender stereotypes and foster a positive work atmosphere. The commitment to a more open and optimistic future for all community members is evident in the organizers' unwavering dedication and the craftsmen' enthusiastic involvement.

4.6 Corr the Jute Works

Location: Gazipur & Tejgaon, Dhaka

23rd & 30th Nov, 2023

Participants: 60 (30 artisan per session)



In a major move to advance gender equality and inclusivity within the local artisan community, Corr the Jute Works held two awareness events on gender equity training for artisans in Corr the Jute Works at Gazipur & Tejgaon, Dhaka. This program shows a dedication to resolving gender disparities and enabling female craftspeople to succeed in their line of work.

The training was delivered through a variety of interactive workshops, some of which involved group projects. The task of delivering the instruction fell to the peer group members. The trainers have employed a peer-to-peer method that can increase the session's efficacy by having peer group members

lead the instruction. Peers can provide a safe and compassionate space for talks by having a deeper understanding of and empathy for the difficulties faced by their fellow craftspeople. All things considered, the awareness session on gender equity training has created a good example for upcoming projects. It highlights how crucial it is to keep up efforts to advance diversity and gender equality within the artisan community. This program lays the groundwork for a more just and prosperous artisan sector by arming craftspeople with the information and resources they need to confront gender stereotypes and foster a positive work environment. A common dedication to a more promising and inclusive future for every member of the community is evident in the organizers' unwavering commitment and the craftsmen' enthusiastic involvement.

5. Core Team Meetings of “Gender Equity Awareness Training in Fair-Trade Artisan Groups-” Project

5.1 17th May Core Team Meeting

Location: Development Wheel (DEW) & Dew Crafts head office

Date: 17 May, 2023

Time: 3.00 pm-5.00

A meeting was held with Christian Aid Bangladesh, ECOTA Fair Trade Forum, and Development Wheel to discuss project updates, ongoing activities, and future plans. The meeting was inaugurated by Mr. Shah Abdus Salam, Executive Director of Development Wheel, who provided a comprehensive overview of the project. Ms. Anjum Nahed Chowdhury requested an update on the project expenses and the projected budget for June-July 2023. She also mentioned the imminent arrival of a new country director for Christian Aid Bangladesh and the action plan for future project activities. Mr. Swapan Kumar Das, President of ECOTA Fair Trade Forum and Executive Director of Prokritee, expressed interest in expanding the project beyond its pilot phase to benefit a larger number of ECOTA members upon successful implementation. He suggested extending the pilot project to ensure smooth completion. Tanjina Milee, Project Coordinator of the GEAT project, shared her experiences from peer-group training sessions and suggested conducting the remaining peer-group training sessions together to avoid conflicts between project deadlines and partner shipments' deadlines. Mr. Swapan Kumar recommended organizing an online meeting for the six pilot organizations to engage in a comprehensive discussion.

5.2 31st May Core Team Meeting

Location: Development Wheel (DEW) Office Meeting Room

Date: May 31, 2023. Time: 11:00am - 5:00pm

A Core Team Members meeting was held with Christian Aid Bangladesh, ECOTA Fair Trade Forum, and Development Wheel to discuss project updates, budgetary considerations, and future plans. The meeting aimed to involve the Core Team Members in collaborative exploration and identify requirements, obstacles, and potential solutions. Executive Director of Development Wheel, Mr. Shah Abdus Salam, initiated the meeting and delegated facilitation to Ms. Anjum Nahed Chowdhury. Chowdhury engaged the project team and analyzed suggestions for productive dialogue.

Ms. Chowdhury discussed the budget and sought clarification from Finance and Admin manager of Development Wheel (DEW). She suggested a detailed concept note and breaking down the extension timeline. Project Manager at Christian Aid Bangladesh led the discussion on the extension plan, directing the team to create a policy promoting gender equity in the workplace. A workshop was proposed to design and refine the policy. Swapan Kumar Das suggested using existing policies for guidance. Mr. Shah Abdus Salam proposed activities to support mother and female artisans, including dedicated rest areas. DEW Crafts and Thanapara Swallows received a budget allocation for these rest areas. The project coordinator provided an update on peer-group training and awareness sessions, aiming for completion by July 2023.

The project coordinator and team brainstormed ideas for IEC materials, including stickers and posters, to promote the GEAT project, Fair Trade, and Gender Equity. They selected an agency to develop and publish the materials. A video documentary was also decided upon, and a professional team was commissioned. The project was extended from July to December 2023, with a Letter of Intent sent to Christian Aid. Key decisions included extending the project, submitting the final concept note, scheduling meetings for six pilot organizations, completing IEC materials, drafting a policy, developing a booklet, providing a progress report, launching the video documentary, and providing a detailed action plan.

5.3 16th August Core Team Meeting

Location: Development Wheel (DEW) Office Meeting Room

Date: 16th August, 2023. Time: 10:00 am - 1:00 pm

A team meeting was held with the ECOTA Fair Trade Forum, Development Wheel, and Christian Aid Bangladesh to discuss project updates, current activities, and future plans. The goal was to share the project's status with the new country director for Christian Aid Bangladesh and involve the Core Team Members of the GEAT Projects. The meeting was inaugurated by Mr. Shah Abdus Salam, Executive Director of Development Wheel (DEW), and Mr. Swapan Kumar Das, Project Coordinator of the GEAT project. Ms. Nuzhat Jabin, Country Director, Christian Aid Bangladesh and Anjum Nahid Chowdhury, Programme Manager, Christian Aid Bangladesh also attended the meeting.



Discussion including the project aims to renovate existing daycare centers at Prokritee, DEW Crafts, and Thanapara Swallows. Field visits will be conducted to assess the situation of these centers and take necessary steps for renovation. The project is also in the middle of policy booklet development, with existing policies collected from partner organizations to

review and provide a policy booklet to all partner organizations.

The team also shared that the next peer-group training session is scheduled for August 19-20, 2023, and the team is invited to attend. Important decisions were made to ensure the

project's successful implementation, including scheduling an online meeting with Cristian Aid for video documentary quotation selection, drafting the policy after reviewing partner organization policies, conducting field visits to analyze the situation of selected daycare centers, and starting preparations for a national seminar.

5.4 13th October Core Team Meeting

Location: Development Wheel (DEW) Office Meeting Room

Date: 13th October, 2023. Time: 4:00 pm - 6:00 pm

A team meeting with head of the piloting organizations organized with the Development Wheel and ECOTA Fair Trade Forum, where project updates, current activities, and future plans were discussed. The goal of the meeting was to share the project's status with the implementation partner organizations. Also, to involve the Core Team Members of the GEAT Projects and explore



potential avenues while coming up with ways to overcome obstacles. The meeting was inaugurated by Mr. Shah Abdus Salam, Executive Director of Development Wheel (DEW), at 4.30 p.m. He expressed gratitude to all attendees for joining. Then he requested Mr. Swapan Kumar Das to provide a comprehensive overview of the project and the brief history behind the project. Then, Subhatun Nur Prithy, the Project Coordinator of the GEAT project, provided a brief overview of the project's overall activities and shared the plan for future endeavors. Next session Mr. Shah shared an update about the video documentary. Mr. Shah also shared that we are in the middle of policy booklet development. He requested the partner organizations to submit their existing policies for review and to develop a policy booklet for all partner organizations. Then, Mr. Shanti Prada Saha explained the project budget breakdown and provided an overview of the expenses incurred thus far and a brief presentation on the financial status. Everyone present at the meeting was satisfied with the financial update shared.

6. Video Documentary:

The production of a comprehensive video documentary will showcase the project's progress, impact, success stories, and encountered challenges that hold great importance in the realm of project communication and advocacy. This documentary will serve as a powerful tool to raise awareness, promote understanding, and inspire other organizations to embark on similar initiatives. Few activities conducted for smooth selection of the filmmaker for developing the video documentary.

6.1 Work order Signing and Meeting of Video Documentary under the “Gender Equity Awareness Training in Fair-Trade Artisan Groups-” Project

Location: Development Wheel (DEW) Office Meeting Room

Date: 10th September, 2023. Time: 3:00pm - 4:00pm

According to the planned activity a video documentary was to prepare for showcasing the project's progress, impact, success stories, and encountered challenges holds great importance in the realm of project communication and advocacy. To do that DEW organized an interview to select the most suitable candidate for making the documentary. The selected documentary filmmaker was invited to a meeting to sign the work order and begin the project. The meeting's objectives were to sign the work order, exchange project updates, discuss current activities, and discuss future goals in order to better understand the chosen documentary filmmaker.

The Shotting has completed and the final product will be submitted by potential filmmaker.

7. Renovation of Day care center

The 3-day care center was refurbished by DEW Crafts, PROKRITEE, and Thanapara Swallows Development Society, according the activity planning. After consulting with the donor and affiliated organizations, DEW created a list of the tools and equipment needed for the daycare center's renovation based on the organizations' need-based assessment. All of the donor and partner organizations were given access to the list so they could add items depending on their priorities and complete a final assessment. Subsequently, the purchase requisition was accepted based on the approved list, and the allocated budget was distributed among the three companies. Renovations are ongoing and the item is being replaced. It is thought that the daycare center will offer a welcoming and secure environment for kids in the neighborhood to play and learn. Children in the neighborhood will have a secure and cozy place to learn and play thanks to the restored daycare facility. This will free up parents to work or pursue further education without having to worry about the security and welfare of their kids.



8 Policy & Booklet Development:

A comprehensive policy is to developed that is to emphasizes the promotion of

gender equity in the workplace for the pilot organizations involved. This policy aims to establish clear guidelines that these organizations must adhere to, fostering an inclusive and equitable work environment for all employees, irrespective of their gender. Furthermore, this policy, along with a safeguarding booklet, can serve as a valuable resource for all other members of ECOTA Fair Trade Forum and other handicraft organizations that currently lack a policy on Gender & Safeguarding. Prof. Dr. Ainoon Naher, a gender expert was approached as the consultant to develop the gender and safeguard policy for the fair-trade organizations. While it is being used by the participating groups for the time being, additional fair-trade organizations are welcome to replicate and use it in order to uphold justice and righteousness.

9. Upcoming Activities

9.1 Awareness session

3 remaining awareness session will be conducted by Corr the Jute works awareness session

9.2 End line survey/ External Evolution by Consultancy Firm:

An end-line survey will conduct by a consultancy firm is essential in a project for several reasons. The primary purpose of an end-line survey is to assess the impact and effectiveness of a project. It helps determine whether the project has achieved its intended outcomes and objectives, and to what extent. This evaluation is crucial in understanding the project's overall success and identifying areas for improvement. End-line surveys provide valuable data and evidence that inform decision making in the development sector. The findings can help project managers, policymakers, and stakeholders make informed choices regarding future interventions, resource allocation, and strategic planning. This ensures that limited resources are directed towards initiatives with proven impact. Accountability and Transparency: End-line surveys contribute to accountability and transparency in the development sector. By conducting independent assessments of project outcomes, the consultancy firm provides an objective perspective that holds project implementers accountable for the results. This promotes good governance and ensures that project activities align with the intended goals and expectations. The findings of end-line surveys contribute to learning and knowledge sharing within the development sector. By analyzing the successes and challenges of a project, lessons can be extracted and shared with other organizations and practitioners. This helps build a collective understanding of what works and what doesn't, facilitating continuous improvement in development practices. Assessing the impact of a project through an end-line survey helps identify factors that contribute to sustainability. It will provide insights into the project's long-term effects and whether it has achieved lasting change. This knowledge is valuable for designing future projects and strategies that prioritize sustainability and address any gaps or challenges observed.

Overall, an end-line survey will conduct by a consultancy firm in this project is necessary to evaluate project impact, inform decision-making, ensure accountability, promote learning and knowledge sharing, engage stakeholders, and facilitate long-term planning. It plays a vital role in improving development interventions and maximizing their positive outcomes for the communities and individuals they aim to serve.

9.3 National Level Dissemination Seminar:

The national level dissemination seminar will hold significant importance as it will facilitate the elevation of awareness concerning gender equity within the artisan sector, the dissemination of project achievements and best practices, and the establishment of meaningful dialogues among relevant stakeholders. Through the engagement of pertinent stakeholders, this seminar will provide a valuable platform for the exchange of knowledge, fostering mutual learning from diverse experiences, and collectively striving towards the promotion of gender equity and empowerment of artisans. This seminar will serve as a conduit for showcasing successful initiatives, addressing challenges encountered, and fostering collaborations that contribute to sustainable and inclusive development within the artisan sector.

Additionally, the seminar will encourage meaningful dialogue among stakeholders, fostering an environment conducive to knowledge sharing and collaborative problem-solving.

Overall, the seminar will serve as a catalyst for sustainable and inclusive development within the artisan sector. By disseminating knowledge, showcasing successful initiatives, and fostering dialogue, it will contribute to a broader agenda of promoting gender equity and empowerment. By raising awareness, addressing challenges, and building collaborations, the seminar will enhance the understanding and commitment of stakeholders towards creating a more equitable and supportive environment for artisans. In doing so, it will create opportunities for transformative change, drive innovation, and advance the socio-economic well-being of artisans, ultimately leading to a more just and inclusive society.

10. Conclusion:

The "Gender Equity Awareness Training in Fair-Trade Artisan Groups" project has made significant progress in achieving its objectives. The project activities conducted till now have provided training and capacity-building support to mid-management and artisans to reduce gender-based discrimination in the workplace. The project has also developed a replicable training module and provided awareness sessions to increase gender equity awareness. The project team is committed to continuing the project activities to achieve the project's objectives and empower women artisans by raising their awareness of their rights and building their capacity to take leadership roles.

11.Photo Gallery:



Sharing Workshop on Gender Equality and Leadership Training for Mid-Level



Photo 10 ToT Training



Photo 12 ToT Training



Photos of Peer educator training session at Dhaka



Photos of Peer educator training session at Dhaka



Photo 14 Training of Peer-Group



Photo 16 Core team Meeting



Awareness Session at Thanapara Swallows



Awareness Session at DEW Crafts



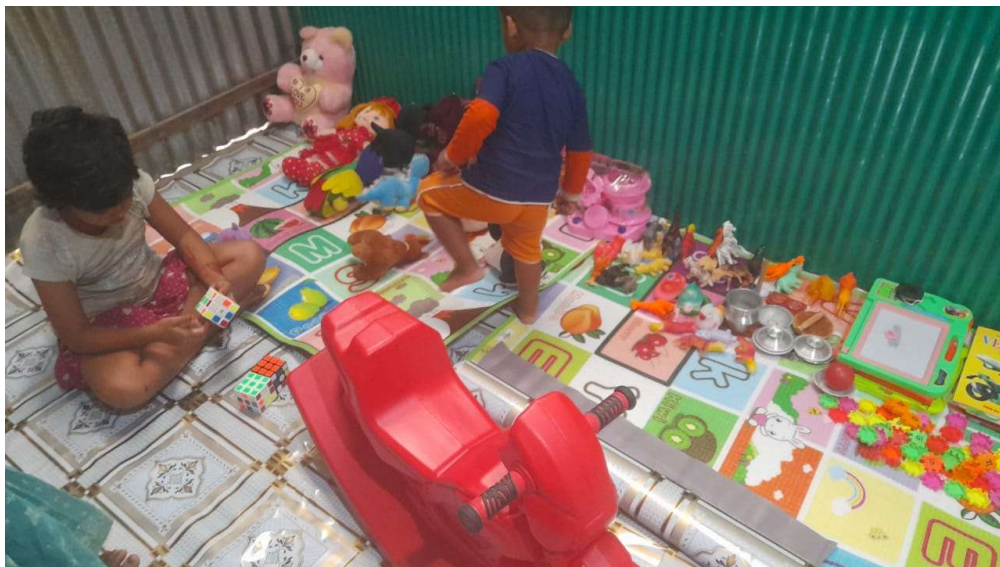
Awareness Session at Kumudini Handisrafts



Awareness Session at Prokritee



Awareness Session at Corr the Jute Works



Day Care, Borni, Tangail