



*Nutrition Training Project  
Final Report  
Olympic Industries Ltd. (Madanpur unit)*

Date of Submission: 16 November, 2017

## **ABOUT CHANGE ASSOCIATES LTD.**

Change Associates Ltd. is a women-led organization committed to actively promoting and advocating for the empowerment of Bangladeshi women, less privileged citizens and female workers. Established in 2010, its mission is to support companies, NGOs, government and other stakeholders who strive to collaboratively improve the quality of life of disadvantaged people and women in particular. Change provides training, research and consultancy services for the corporate and development sectors, and works with local and global brands, NGOs, INGOS, government stakeholders, and research organizations, among others. In particular, Change supports textile and ready-made garment companies with the design and implementation of workplace-based programs aimed at building respectful working environment. Change promotes human development and is committed to changing the face of thousands of lives. Change Associates shares knowledge and provides expertise and services to promote sustainable development through empowering women in the factories and in the community.

Today, CHANGE stands as a unique entity in the development sector. Primarily, we support industries that have female as majority workforce and now our scope of work has extended in the community of these workers. We design and implement workplace and community based programs, develop curriculum, conduct various training and workshop to build a sustainable and healthy business and living environment.

## **PROJECT OVERVIEW**

Olympic Industries Ltd. collaborated with Change Associates Ltd. to implement a *Nutrition Training Project* from March to August 2017. Program activities impacted some 1840 workers.

## **GOAL**

The goal of the project was to increase of awareness on nutrition among workers. This nutrition project also strived to demonstrate business benefits to participating factories, such as reduced absenteeism.

## **OBJECTIVES**

- » Improve awareness on nutrition and good health.
- » Improve awareness on safe water, safe food and adolescent nutrition.
- » Increase knowledge on maternal nutrition.
- » Increase awareness on child nutrition.

## **ACTIVITIES**

- » Kick-off meeting and engagement with factory management
- » Establishment of internal team (Factory Training Committee)
- » Identification and selection of Changemates
- » In-factory training and follow up for workers
  - Developed training materials.
  - Paid overtime to workers to attend peer-to-peer trainings.
  - Dissemination of health information for workers.
  - Posters displayed at Nutrition corner in factory.

## TRAINING DETAILS

Each of the basic training was two and half hours long then followed by a follow up session for monitoring and result sharing with the project overseeing committee. The Welfare Officers, representative from HR and the factory Nurse were present in all the training sessions so that they can provide assistance to the trainees in absence of Change Associates Ltd.

The peer educators were called *Changemates*. For identification, a bright yellow armband was given to the *Changemates*. There were 94 *Changemates* who were selected by the management.

### ***Training-1: Nutrition and Good Health***

***Date:*** March 6 and 12, 2017

***Participants:*** 94 *Changemates*, Welfare Officers, HR representatives and Nurse as observers

***Facilitated by:*** Tahmina Begum, Mukta Talukder and Sharmin Ferdowsh

#### ***Key points of the topic:***

- What is food and what is nutrition?
- Food elements and its' source
- Classification of food
- Balanced diet, dietary diversity and its sources
- Introduction to micronutrients, important micronutrients and its sources
- Food charts for different age groups (Adolescents/preconception, mothers and children)
- Nutrition deficiency ailments

### ***Training-2: Safe Water, Safe Food and Adolescent Nutrition***

***Date:*** March 28 and April 4, 2017

***Participants:*** 89 *Changemates* (out of 94), Welfare Officers, HR representatives and Nurse as observers

***Facilitated by:*** Tahmina Begum and Sharmin Ferdowsh

#### ***Key points of the topic:***

- Food and water hygiene, safety and related ailments
- Importance of nutrition and consequences of adolescent malnutrition
- Nutrition requirement for adolescents and during preconception period
- Prevention of adolescent malnutrition
- Recommended food chart for adolescent and preconception women

### ***Training-3: Maternal Nutrition***

***Date:*** May 7 and 15, 2017

***Participants:*** 86 *Changemates* (out of 94), Welfare Officers, HR representatives and Nurse as observers

***Facilitated by:*** Tahmina Begum, Taslima Sultana, Mukta Talukder and Sharmin Ferdowsh

#### ***Key points of the topic:***

- Scope of nutrition in stages in maternal health
- Nutrition during pregnancy
- Recommended weight gain chart
- Food chart for pregnant women
- Nutrition during post-pregnancy period
- Essential nutrients during entire pre, during and post pregnancy period and its sources
- Myths and Misconception regarding maternal nutrition

**Training-4: Child Nutrition**

**Date:** July 11 and 16, 2017

**Participant:** 91 Changemates (out of 94), Welfare Officers, HR representatives and Nurse as observers

**Facilitated by:** Tahmina Begum and Sharmin Ferdowsh

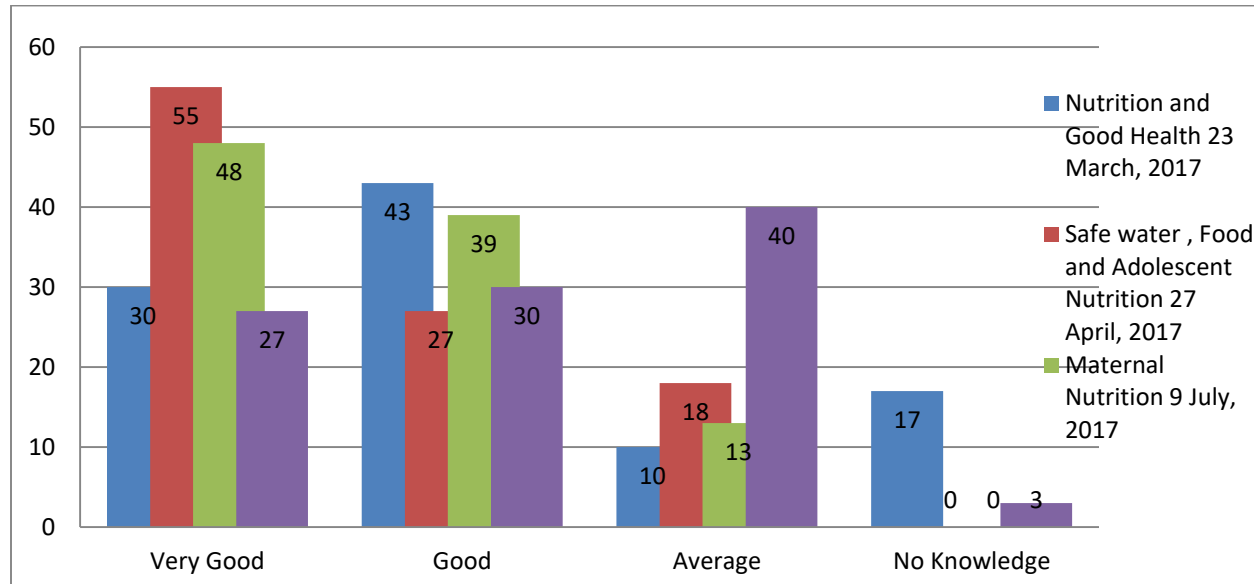
**Key points of the topic:**

- What is child nutrition and introduction to Infant and Young Child Feeding?
- Exclusive Breast Feeding
- Complementary Feeding matching with child's growth
- Preparation and timing of complementary feeding

**IMPACT**

<b>Success Areas</b>	<b>Areas of Improvement</b>
Workers have reported that their lifestyles have been changed after attending the trainings. These changes will help their families as well as their neighbors.	Session length was short because total time was 2.30 hours. 30 minutes for recap of previous training and only 2 hours for basic training were allotted.
A good relationship among workers and management was built. We have noticed changes after follow up 3 (Floor visit).	Not all workers have similar understanding level, therefore we observed some were having difficulties. However, they were able to catch up with help from trainers as well as their peers.
Management was found to be keen on spreading the project in the community which may spread the benefit at a wide area.	The training venue was not appropriate for such a training which employs participatory method. There was insufficient area for role play, games and so on.
Factory has a full training team and package of materials which was provided by Change Associates Ltd. therefore they can continue the project training as their convenience.	A monthly reporting and follow up system needs to be developed.

## OUTREACH SUCCESS RATE



The graph shows somewhat stable knowledge retention level among the workers interviewed. It is to note that number of blank answers has reduced but again seen during the last follow up, which was attributed by new recruits.

## CASE STUDIES

Shakil is an operator of mixing section of Olympic Industries Ltd. He received nutrition training as a *Changemate*. Shakil has a cousin sister who is one year old. He once observed that when his aunt was feeding her the consistency of the food was thin and runny. He learned from the training that children's food should be thicker and viscous, he informed his aunt about it. He told her about correct way of preparation and timing of complementary feedings well as the proper concentration of the food. His aunt listened very attentively and she told that it was the first time she is hearing this. She said that "before getting this information I made the baby food very runny. Now I know how to prepare baby's complementary food properly." Shakil was found waiting for the upcoming trainings so that he can help his family better.



Parvin is working in Olympic Ltd. and she had recently received nutrition training-4 (Child Nutrition) from her *Changemate*. She knew from the training about importance of colostrums, exclusive breastfeeding so on so forth. After getting child nutrition training she informed her sister about importance of colostrums and exclusive breastfeeding. Last month her sister delivered a baby at hospital; Parvin went to the hospital and told her family members about colostrums. Parvin helped her sister how to feed colostrums properly.



She helped ensure that the baby gets enough colostrum. Parvin said that she learnt more important messages in this training and it will be helpful for her family.

## SUSTAINABILITY PLAN

Once all the trainings were finished, Change Associates Ltd. facilitated the development of a sustainability plan. The sustainability plan would take the learning from training further and continues as a standard process of the factory training activities.

Olympic Industries Limited had committed to the following sustainability plan:

- Nutrition training to be integrated into the orientation of new hires, which is to be conducted by HR and admin officers.
- Factory management will continue to monitor all health activities in the factory.
- Factory management will continue all Nutrition activities.
- Continue factory training committee meeting regularly
- Refresher training will be held every month
- Replace Changemates who left the factory with new ones

## RECOMMENDATIONS

Based on our experience on nutrition project, we feel that Olympic industries Limited has made adequate commitment to maintain their investment in worker's nutrition. However, we are proposing the following recommendations to help maintain their investment in workers nutrition and health:

- » As a part of a sustainability plan, the factory HR people and welfare officer can play a vital role by providing suggestions, advice and guideline to the workers. As an expert on nutrition issues, their proactive role can enhance the health status of the workers in the factory.
- » *Changemates* can continue conducting practice sessions.
- » Remuneration or other kinds of recognition can encourage the *Changemates* to continue their role in the factory which will reduce the tendency of turnover.
- » Close monitoring and supervision is needed when *Changemates* conduct their own nutrition awareness sessions.
- » Arrange any remuneration (yearly gift/promotion) for sustain of Changemates.