



*Nutrition Training Project
Final Report
Olympic Industries Limited (Lolati unit)*

Date of submission: 4 June, 2018

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 September 2017 to April 2018 in Lolati. After the successful completion of the same training in Madanpur unit, it has been scaled and conducted in Lolati. Program activities impacted some 1600 workers.

GOAL

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

OBJECTIVES

- » Workers will be able to identify and make the easy, cheap and properly made balanced nutritious diet in their daily meal based on age, sex and physical condition.
- » Workers will be able to maintain basic hygiene and food & water safety.
- » Workers will be able to ensure maternal nutrition & healthy habits both before and after the pregnancy.
- » Workers will be able to ensure child nutrition & healthy habits for both infant and young children.

ACTIVITIES

After consulting the management of Lolati unit, it has been decided that 1600 workers will be reached through 60 peer educators.

- » Kick-off meeting and engagement with factory management:
 - Kick-off meeting with factory management.
 - Middle management engagement.
 - Establishment of internal team (Factory Training Committee).
 - Identification and selection of *Changemates*.
- » In-factory training and workers follow-up:
 - Conducting sessions with 60 *Changemates*.
 - Developing training materials.
 - Dissemination of healthy practice to 1550 workers by 60 *Changemates*.
 - Posters display at nutrition corner in factory.
 - Short survey to evaluate the learning.
 - Training the future trainers.

TRAINING PROCEDURE

Training Changemates:

Each of the basic training was two and half hours long where activity based learning, experience sharing, and contextualization of the content was ensured. 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.

Peer educator:

The peer educators were called *Changemates*. For identification, a bright yellow armband was given to the *Changemates*. There were 60 *Changemates* who were selected by the management. After receiving direct training they were allocated with a team of 25 workers. Each *Changemate* then trained these 25 people in his/her team about the recent content they have learned. They also monitored the team's behavioral change caused by the training.

Follow-up:

It was the monitoring procedure of the outreach among the general workers to see their knowledge on the previous training. The follow up tried to find how the *Changemates* were disseminating training messages in the floor and practicing it in their life. A follow-up was conducted with 2% of total workers. They were asked five questions. The participants who answered all the questions were labeled as 'Very good', four correct answers earned them the label 'good', three were labeled 'average' and the participants who could not answer any questions were labeled as 'no knowledge'. The results, floor findings and project updates were shared in training committee meeting.

Training of trainers (TOT):

After finishing the main training a number of 16 trainers from management have been trained to conduct future nutrition training with the new workers. This step was taken to make the program sustainable and to ensure of spreading awareness among all the worker in future.

TRAINING DETAILS

Training 1: Nutrition and Good Health

Date: October 8 and 15, 2017

Participants: 75 Changemates, Welfare Officers and HR representatives as observers

Facilitated by: Tahmina Begum and Sharmin Ferdowsh

Learning outcome: After the completion of training 1,

- The workers know about different food elements and their sources.
- They understand the classification of food.
- They know about balanced diet, dietary diversity and its' sources.
- They have been introduced to micronutrients, important micronutrients and their sources.
- They can make food charts for different age groups (Adolescents/preconception, mothers and children).
- They can identify nutrition deficiency ailments

Follow-up 1

Date: November 8, 2017

Results: The results of the outreach were: Very good: 7%, Good: 54%, Average: 29%, No knowledge: 10%. Being the first training of its' kind the results were moderate.

Training 2: Safe Water, Safe Food and Adolescent Nutrition

Date: November 12 and 19, 2017

Participants: 50 Changemates (out of 75), Welfare Officers and HR representatives as observers

Facilitated by: Mukta Talukder and Sharmin Ferdowsh

Learning outcome: After the completion of training 2,

- The workers know the ways to maintain food and water hygiene, safety and related ailments.
- They understand the importance of nutrition and consequences of adolescent malnutrition.
- They know about the nutrition requirement for adolescents and during preconceiving period.
- They are aware of the prevention of adolescent malnutrition and recommended food chart for adolescent and preconceived women.

Follow-up 2

Date: December 13, 2017

Results: The results of the outreach were: Very good: 36%, Good: 28%, Average: 36%, No knowledge: 0%. As the workers get habituated with the training procedure, the outcomes and the implementation of their learning became better.

Training 3: Maternal Nutrition

Date: December 20 and 24, 2017

Participants: 60 Changemates (due to production pressure factory management decided they will provide 60 Changemates from training 3), Welfare Officers, HR representatives and Nurse as observers
Facilitated by: Mukta Talukder and Sharmin Ferdowsh

Learning outcome: After the completion of training 3,

- The workers understand the scope of nutrition in stages of maternal health.
- They are aware of the nutrition during pregnancy and its' sources.
- They have learned to use the recommended weight gain chart.
- They can make and follow the food chart for pregnant women.
- They are aware of the nutrition during post-pregnancy period and its' sources.
- They have cleared their superstitions and misconception regarding maternal nutrition.

Follow-up 3

Date: January 17, 2018

Results: The results of the outreach were: Very good: 54%, Good: 43%, Average: 3%, No knowledge: 0%. The improvement was continuing and more workers were being benefited through the training.

Training 4: Child Nutrition

Date: January 21 and 28, 2018

Participant: 59 Changemates (out of 60), Welfare Officers, HR representatives and Nurse as observers

Facilitated by: Tahmina Begum and Sharmin Ferdowsh

Learning outcome: After the completion of training 4,

- The workers have understanding about child nutrition and are well aware of infant and young child feeding procedure.
- They have learned about exclusive breast feeding.
- They know about complementary feeding based on child's growth,
- They also know about the preparation and timing of complementary feeding.

Follow-up 4

Date: February 27, 2017

Results: The results of the outreach were: Very good: 42%, Good: 36%, Average: 22%, No knowledge: 0%. A gap due to unavoidable condition between training session 3 & 4 made a bit hamper to the ongoing procedure and results.

TOT (Training of trainers):

After completing four trainings, a TOT with the future trainers for management is conducted for four days.

Learning outcome: After completion of TOT,

- The participants know the proper ways and strategies to conduct customized nutrition trainings for the workers.

- They can synthesis the full training contents and make a customized version based on need.
- They are able to develop training materials and use them,
- They have gained confidence of facilitation and presentation skills.

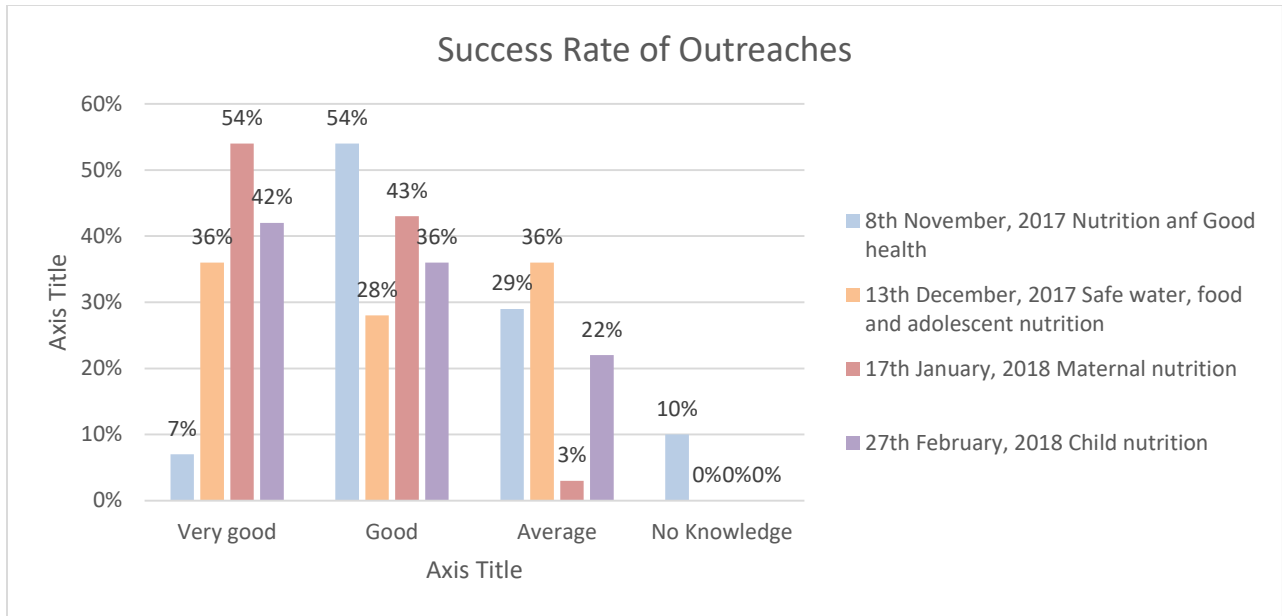
IMPACT

<i>Success areas</i>	<i>Areas of improvement</i>
Workers have reported that their lifestyles have been changed after attending the trainings. Maximum participants now drink boiled water which they did not do before. They also have regular breakfast every day and learned to make a healthy and balanced nutritious food plate. They also take care of the adolescences, pregnant women, infants and young children of their family and neighborhood.	Training time needs to be improved as a recap session and an evaluation session is highly required in each days training.
A good relationship among workers and management was built. The participants informed that they are now confident in communicating and sharing the good practice with their supervisors.	Not all workers have similar understanding level, therefore we observed some were having difficulties. However, they were able to catch up with the help from trainers as well as their peers.
Factory has a full training team after conducting TOT. A package of materials was also provided by Change Associates Ltd. Therefore they will incorporate this experience in their future training plan.	A monthly reporting and follow up system needs to be developed in future.

SUCCESS RATE OF THE OUTREACH

The outreach findings from the 4 follow ups could be plotted in a graph.

The graph shows somewhat stable knowledge retention level among the workers interviewed. It is to be noted that number of 'Very Good' performance was gradually increasing but again fell down in the last follow up, which was attributed by new recruits. They will be included in the training organized by the factory management in future. Therefore, it can be said that the training was successful and majority of learning outcome have been achieved.



CASE STUDY

Name: Mr. Rubel, QAI, Quality department

Changemate Rubel Hossain works in Olympic Industry Ltd. from 2011. Rubel received training on nutrition from Change Associates Ltd. He shared that before this he didn't receive any training about nutrition. From the nutrition training he learned about three kinds of food, how to make a balance food plate, difference of low cost and costly food, vitamin, iron and calcium and micro nutrients.



Rubel shared his new knowledge with his wife and advised her to cook balanced food and taught her how to maintain a balanced food plate. He also told his wife same that there is no vitamin difference between costly and low-cost food so they can make a balance food plate with low cost foods. Now Rubel and his wife have started to eat three kinds of food maintaining a balanced food plate. Usually Rubel's wife didn't take breakfast regularly but now she is aware and takes breakfast regularly.

Rubel said that "Apa if we eat balance food we will stay healthy and fit and we will be to work for long time in our factory, thank you for Health and nutrition training."

Ms. Sherina, Packing helper

Sherina is a general female worker in the Olympic Industry Ltd. She is 20 years old. Her family lives in village but Sherina came to the city for work. She lives in a rented house. Before she goes to work she cooks for herself regularly.



Sherina received nutrition training from her Changemate. The training was on “Safe water, food and adolescent nutrition.” From the training she learned the right process of hand washing, benefits of drinking boiled and safe water and importance of adolescent nutrition. Before training Sherina washed her hands but didn’t know the right process. Now, she washes her hands before cooking, eating, serving food, after toilet and after any work. Sherina said that “if we want to be healthy we should wash our hands in the right way. So, I am aware and I wash my hand regularly.”

From the training Sherina learned that she should follow a food chart to remain healthy and live a long healthy life. So, she has started to maintain the balanced food chart; regular breakfast, lunch and dinner and also snacks for afternoon. Sheina said that “I didn’t know about adolescent period food chart but I learned it from the training and understand that it is very important for me. So I should follow the chart. If I do not follow the food chart, I might not be healthy and fall ill easily.

SUSTAINABILITY PLAN

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

Olympic industries Ltd. are committed to the following sustainability plan:

- Nutrition training will be integrated into the orientation of new hires, which will be conducted by HR and admin officers.
- Factory management will continue to monitor all workers to keep up the good practice of the training.
- Nutrition corners will be maintained carefully so that all the workers can have a brief idea of the training at any time seeing the posters.
- Factory training Committee will continue to meet regularly to ensure improvement in orientation training.
- Refresher training will be held every month.
- *Changemates* will continue to wear arm band so that any worker can ask for help from them at any time.
- *Changemates* who leave the factory will be replaced with new ones.

Recommendations:

Based on our experience on nutrition project, we feel that Olympic industries Ltd. 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 team 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* will conduct their own nutrition awareness sessions.