



***SRHR (Sexual and Reproductive Health and Rights)
training Project, Final report of
Olympic Industries Ltd. (Madanpur unit)***

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Table of Contents

ABOUT CHANGEASSOCIATES LTD.....	3
PROJECT OVERVIEW	3
GOAL.....	4
OBJECTIVES.....	4
ACTIVITIES.....	4
TRAINING PROCEDURE	5
TRAINING DETAILS	6
IMPACT	9
SUCCESS RATE OF THE OUTREACH.....	11
CASE STUDY	12
SUSTAINABILITY PLAN.....	13
RECOMMENDATIONS	14

ABOUT CHANGEASSOCIATES 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 SRHR Training Project from January 2018 to July 2018 in Madanpur. After the successful completion of the same training in Madanpur unit; it has been scaled and conducted in Madanpur. Program activities impacted some 2000 workers.

GOAL

The goal of the project was to increase awareness on SRHR (Sexual and Reproductive Health and Rights') among workers. This SRHR project also strives to demonstrate business benefits to participating factories, such as reduced absenteeism.

OBJECTIVES

- The participants will learn the affective ways to communicate and will practice them in the workplace and neighborhood.
- The participants will learn about safe and unsafe MR which has reduced the rate of MR. They will also start using sanitary napkins for safer menstruation.
- They will understand gender roles and norms, power dynamics; they will not use power dynamics in any of their relationships in the private and professional life. They will learn about family planning and will use the method best suited to them.
- The participants will learn about the types of violence and its consequences.
- The participants will learn how to support abused women and they themselves will not be abusive to others.
- They will be aware of STIs and will raise awareness amongst others. They will also take proper treatment when needed instead of ignoring it.
- They will learn about stress management and will implement it in their lives
- The participants will learn to say no to situations they are not comfortable in and they will practice it in their workplace, neighborhood and also teach their children.
- They will understand what is harassment in the workplace is and what is not. This will create a friendly situation in the workplace and a win-win relationship between workers and management.

ACTIVITIES

After consulting the management of Madanpur unit, it has been decided that 2000 workers will be reached through 100 *Changemates*.

- 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 100 *Changemates*.
 - Developing training materials.
 - Dissemination of healthy practice to 2000 workers by 100 *Changemates*.
 - Posters display at SRHR (Sexual and Reproductive Health and Rights') 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 20 trainers from management have been trained to conduct future SRHR training with the new workers. This step was taken to make the program sustainable and to ensure of spreading awareness among the entire worker in future.

TRAINING DETAILS

Training-1:

Topics: Communication, Reproductive organ, menstruation management and MR (Menstruation Regulation)

Date: 15th and 22th January, 2018

Participants: 100 *Changemates*, HR representatives as observers.

Facilitated by: Ms. Tahmina Begum, Ms. Mukta Talukder and Ms. Sharmin Ferdowsh

Learning outcome: After the completion of training 1,

- Participants expressed their opinion of how good communications skills help build positive relationships both at home and at work place. They realized the importance of assertive communication in their family life and workplace. Assertive communication is very important for efficient work and help to maintain good relationship.
- Male participants confessed that they now know about male reproductive organs very well and that session was very important to them. They said that they will help the

adolescent members in their family to solve these issues and they will be very careful regarding the female members of their family.

- Female worker were happy to learn about menstruation management and they made a commitment to use sanitary napkin and will avoid unsafe MR.

Follow up-1

Date: 18 February, 2018.

Results: The results of the outreach were: Very good: 23%, Good: 45%, Average: 32%. Regarding topic -1, the results were moderate.

Training-2:

Topic: Understanding woman and man's role in relationship and family planning.

Date: 20th and 26th February, 2018.

Participants: 95 out of 100 *Changemates*, HR representative as an observer.

Facilitated by: Ms. Tahmina Begum and Mr. Mazibur Rahman

Learning outcome: After the completion of training 2

- Participants learned the different ways they use power: using power over someone negatively, how it feels to use power over someone, and how to use power together to make another person feel good.
- Training was very beneficial for them. Participants said that they know about so many family planning methods and benefits. Now they know which will be able to choose the one that works best for them.

Follow up-2

Date: 25 March, 2018

Results: The results of the outreach were: Very good: 18%, Good: 50%, Average: 30%, No knowledge: 2%. As the workers are getting information from training, they are becoming aware and practicing in their life and workplace. As a result the outcome of the training is better.

Training-3:

Topics: Violence and relationship, STIs and HIV/AIDS

Date: 28th March and 3rd April, 2018

Participants: 100 *Changemates*, HR representatives as observers.

Facilitated by: Ms. Tahmina Begum, Ms. Mukta Talukdar, Ms. Sharmin Ferdowsh and Mr. Majibur Rahman.

Learning outcome: After the completion of training 3,

- Participants understand what sort of violence can happen at home or at the workplace. And it's consequences for women and men. Participants learned the ways to stop an act of violence, prevent future acts of violence, and providing support to abused women.
- Participants shared that they did not know the symptoms of STIs but they saw a lot of people suffer from these symptoms. They were not able to understand what disease they were suffering from. Now they will be attentive towards themselves and also raise awareness among others.

Follow up- 3

Date: 30 April, 2018

Results: The results of the outreach were: Very good: 30%, Good: 48%, Average: 22%. The improvement was continuing and more workers were being benefited through the training.

Training-4:

Topics: Learning Together

Date: 10th and 13th May, 2018.

Participant: 98 out of 100 *Changemates*, HR representatives as observers.

Facilitated by: Ms. Mukta Talukdar, Ms. Sharmin Ferdowsh and Mr. Majibur Rahman

Learning outcome: After the completion of training 4,

- Participants can identify the sort of mental stress and pressure they face and how they handle that stress.
- As *Changemates*, they have a duty to prevent and eradicate violence against women, and create a world in which men and women live in healthy and respectful relationships with each other.

Follow up- 4

Date: 24 July, 2018

Results: The results of the outreach were: Very good: 35%, Good: 35%, Average: 30%, No knowledge: 0%. Follow up results was better.

A gap due to unavoidable condition between training session 3 & 4 hampered 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 SRHR 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 reaction to stress, body language and use of words during communication have been changed and now they listen to one another	Training time needs to be improved as a recap session and an evaluation session

attentively which they didn't do before.	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. New workers need to be oriented on training topics. Monitor in house training properly Replace workers informed on training topics.

Some of changes statement given below from Olympic industries production management:

Feedback (Mr.Wahiduzzaman), Designation: HRA

- “The men and women both are now more aware about harassment in the workplace after the SRHR training.”
- “The male workers consult with *Changemates* if they have any issues with the reproductive organ.”
- “The male supervisors are attentive and careful towards their female workers and if the pregnant female workers face any problems, the supervisors try to solve it as soon as possible.”
- “After the training on ‘learning together’ the male and female workers feel more comfortable and do not hesitate to work or learn together.”
- “After the TOT training, the trainers take better preparation before going to take a training session. They do not feel shy anymore and can give good presentations.”

Feedback (Amena Begum- Asst.Q.A.O):

- “The female workers have started to sure sanitary napkins during their menstruation.”
- “The female workers consult *Changemates* about family planning method and the proper ways to use it.”
- “The female workers share if they have any STI problems amongst themselves and consult doctors.”

- “The male and female workers have no problems with working or participating in trainings together.”

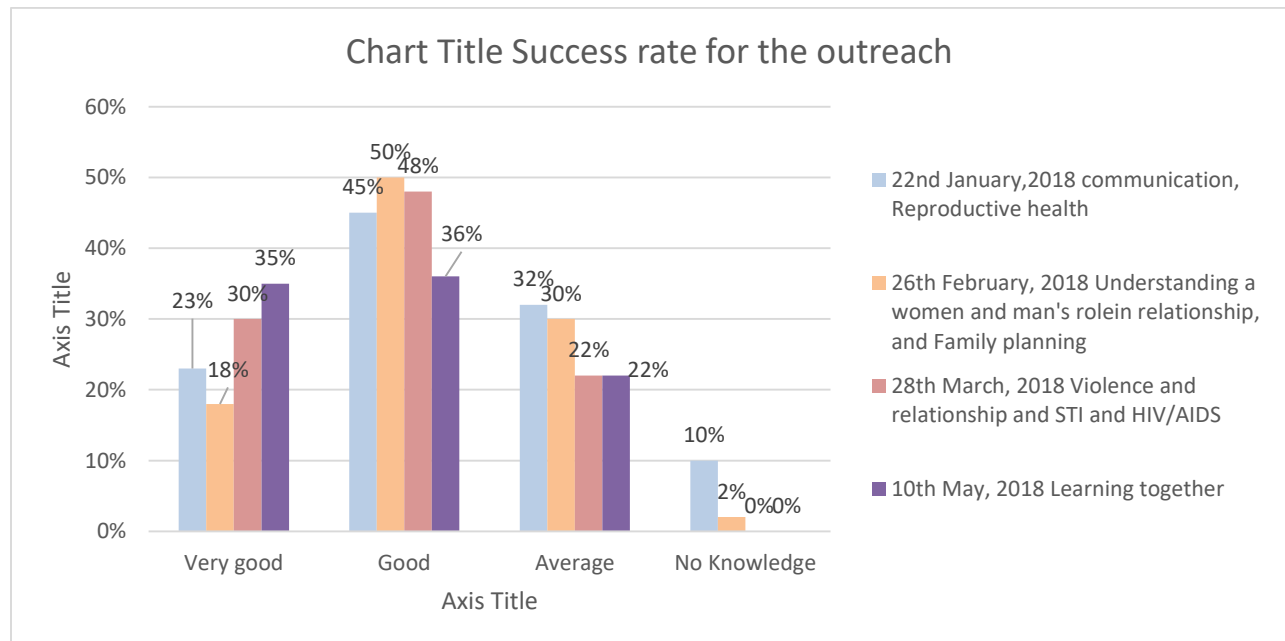
Feedback (Mr.Mehedi-Asst. production):

- “After the SRHR training both the male and female workers are now more aware and attentive towards their reproductive health and if they face any problems they discuss it amongst themselves.”
- “On the last working day, a female worker was harassed. Instead of letting it go she protested the ill behavior and reported it to the management because she learned from the SRHR training that she must not ignore this sort of behavior. The management believes that the SRHR training has helped the female workers to learn their rights and be more vocal about any ill-treatment towards them.”

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. 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: MD. Farid Uddin

Designation: Packing supervisor

Farid has been working for Olympic Industries Ltd. for the last eight years and he has received all the SRHR trainings from his *Changemate*. He learned about teamwork and stress management from the fourth SRHR training.

One day, Farid was under a lot of production pressure and he had to supervise a lot of packets of biscuits of family pack. Unfortunately, when he went to the floor to supervise the packing of biscuits, he discovered that a very important machine for making biscuits was not working. Then he informed his management about the problem but since the management was under a lot pressure too, they were unable to solve the problem quickly. Farid then, consulted the workers in his own line and brought a mechanic to fix the machine himself. But the mechanic also informed them that it would take the entire day to fix the machine. Farid felt a lot of stress since he had to meet his target and finish the work quickly. Then the messages of training four came to his mind and he tried to relax himself. Farid went to his management and offered a parallel solution to the problem and asked if he could make the standard packs since the machine for making family packs was out of order. The management accepted his offer and Farid was able to meet his target by making the standard packets.

Farid shared that he learned to think things through and not feel stressed out or pressurized from the 'learning together' training. He thanked the trainers for the trainings and said he will always try to keep the messages on his mind to make things more comfortable for him at work.



Name: Sanawara

Designation: Packing man

Sanawara is a mother of four and has been working for Olympic Industries Ltd. Sanawara shared that she had a very conflicting relationship with her children. She would often scream and shout at them for mere reasons. Now that her children have grown up, they feel whatever they do is right and it is not necessary to listen to their mother. Sanawara learned from the training, that it is not necessary to scream and shout with her family members. She implied the messages of the training in her relationship to her children. She tries to discuss and talk openly with her children to make them understand what is right and what is wrong. Since the children are also seeing that is a noticeable change in their mother, they too try to listen to her more.

Sanawara also shared the messages from 'reproductive health' to raise awareness amongst them. She also thanked the trainers for their trainings which have proven to be very helpful in her life.

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:

- SRHR 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.
- SRHR 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 SRHR project, we feel that Olympic industries Ltd. has made adequate commitment to maintain their investment in worker's SRHR (Sexual and Reproductive Health and Rights) issue.

However, we are proposing the following recommendations to help maintain their investment in workers SRHR 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 SRHR issues, their proactive role can enhance the health and SRHR 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 SRHR (Sexual and Reproductive Health and Rights)' awareness sessions.
- The HR admin can include the new workers in the trainings and include the SRHR topics.

- The management can create a training team who will update the information, do needs assessment and update the messages of the trainings.
- The clinic staff may conduct trainings on health related issues. The *Changemates* can be given prizes or give them credit for their work to keep them motivated and happy.
- The management can arrange for trainings in the workers' community to an increased SRHR and health status.
- They can also arrange campaigns to raise awareness on health and SRHR issues such as, drama, poster making, publishing magazines and day observation (World health day and International women's day).