



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

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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 July 2018 to February 2019 in Lolati. After the successful completion of the same training in Madanpur unit; it has been scaled and conducted at Lolati. Program activities impacted some 1200 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 definition of 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 Lolati unit, it has been decided that 1200 workers will be reached through 60 *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 60 *Changemates*.
 - Developing training materials.
 - Dissemination of healthy practice to 1200 workers by 60 *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 15 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: 26th July and 6th August, 2018

Participants: 38 Changemates, HR representatives as a monitor.

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

Key points of the topic:

- Types of communication and effective communication
- Male reproductive health
- Menstruation Hygiene Management

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 was happy to learn about menstruation management and they made a commitment to use sanitary napkin and will avoid unsafe MR.

Follow up-1

Date: 12 September, 2018.

Results: 10 women and 14 men were interviewed on topic one. The result of the interview was as follows: 13% very good, 46% good, 29% average and 12% don't know. Regarding topic -1, the results were good.

Training-2:

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

Date: 16th and 26th September, 2018.

Participants: 60 Changemates, Welfare officer as an observer

Facilitated by: Ms. Tahmina Begum, Mr. Mazibur Rahman, Ms. Mukta Talukder and Ms.

Sharmin Ferdowsh

Key points of the topic:

- Understanding gender roles and norms
- Power dynamics
- Timing of birth control and advantages of family planning
- Methods of family planning
- Wrong concept of birth control
- Family planning service availability

Learning outcome: After the completion of training 2

- Participants said they have realized that men and women both are capable of doing any work equally and must not be underestimated.

- They have learned that utilizing power in a proper manner will to maintain a peaceful environment in the workplace and amongst family members.
- All the Participants agreed that the family planning will be useful for them all and they have learned advantage, disadvantage and use of condom.

Follow up-2

Date: 17 October, 2018

Results: Change team interviewed 24 general workers in the floor and found that 71% had very well, 25% had well, and 4% had average knowledge about topic two. Some of participants said that they 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: 24th and 28th October, 2018

Participants: 60 Changemates, HR representatives as an observer

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

- Key points of the topic:
- Ways to be hurt in a relationship (Types of violence and consequences)
- How to support abused women (with service provider list)
- Introduction to STIs
- Symptoms of STIs
- Prevention of STIs
- Proper condom use
- Introduction to HIV/AIDS, How HIV transmits
- How to protect yourself from HIV/AIDS

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 shared that the session on Abusive relationship made them realize how it can affect people's lives and ruin it.

- Participants collectively expressed their gratitude for the session on STIs, because they did not know a lot about this issue and the session has helped them to be safe and also to raise awareness amongst their friends and family. Participants also shared that they will keep the messages about HIV/AIDS in their minds at all times to be safe.

Follow up- 3

Date: 28th November, 2018

Results: Change team interviewed 24 general workers in the floor and found that 25% had very well, 50% had well, and 25% had average knowledge about topic three. The results were very good.

Training-4:

Topics: Learning Together

Date: 9th and 19th December, 2018.

Participant: 54 out of 60 Changemates, HR representatives as an observer

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

Key points of the topic:

- Stress management
- Saying No
- What is harassment in factory? What is not?
- Letter to parents.

Learning outcome: After the completion of training 4,

- Participants shared that it made him understand there should not be any difference between men and women and they can use its messages at home and also in their workplace.
- Participants can identify the sort of mental stress and pressure they face and how they handle that stress.
- Some participants said writing letters to their parents made them nostalgic for their childhood and they will try to write letters to their parents more often.

Follow up- 4

Date: 14th February, 2019

Results: Change team interviewed 24 general workers in the floor and found that 25% had very well, 50% had well, and 25% had average knowledge about topic four. The results were very good.

TOT (Training of trainers):

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

Date: 27th and 28th March, 2019.

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.

Participants realized that although all the topics are important, the topic of the role of men and women and violence has taught him many things and has caused everyone to be more aware and this in turn will help in raising awareness amongst others. They implement this in their families and workplace also.

IMPACT

<i>Success areas</i>	<i>Areas of improvement</i>
<p>During the Training of trainers some of officers received training with their production persons and they did not have any bossy attitude towards others, because of their relationship become improved. Present 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 attentively which they didn't do before.</p>	<p>Training time needs to be improved as a recap session and an evaluation session is highly required in each day training.</p>
<p>Male and female both participants received the SRHR training jointly and took part in group work (role play) without any hesitation.</p> <p>After receiving the training there are vast changes in their (male participants) attitudes and outlook. They show respect to all women in factory and family which they did not do before.</p> <p>The male participants give importance to reproductive health. They can understand that it is essential to women to maintain menstrual health. They provide support to buy sanitary napkin and feel inspired to use condom as a family planning method.</p>	<p>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.</p>
<p>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.</p> <p>During the TOT of SRHR, participants were made main messages regarding on each topic.</p>	<p>A monthly reporting and follow up system need to be developed in future.</p> <p>New workers need to be oriented on training topics.</p> <p>Monitor in house training properly</p> <p>Replace workers informed on training topics.</p>

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

Feedback (Mr. Samia), Designation: Lab. analyst

“We learn more important health messages which we don't know before SRHR training. So that SRHR training is very effective.”

- “After the training on ‘learning together’ the male and female workers feel more comfortable and do not hesitate to work or learn together.”

Feedback (Mr.Jafor Mollah- Sr. packing supervisor):

“After training I changed my behavior. Sometimes I was angry with my colleagues before the training, but not now. I feel after that my colleagues are respecting me more and our relationship became good than before.

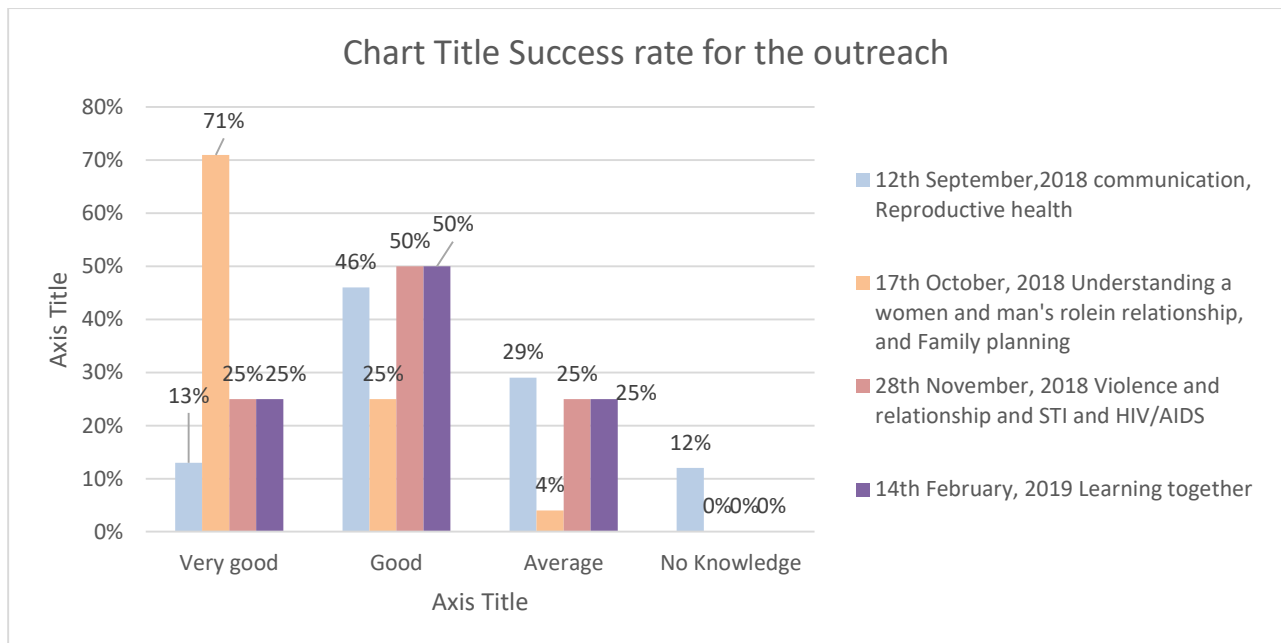
Feedback (Ms. Tania-Asst. officer, welfare):

“After the SRHR training many changes has our floor. Female is using sanitary napkin and 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.”

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 : Lutfah

ID : 2305

Designation: Quality: weight-checker.

Lutfah is a resident of Jamalpur. Her age is 30 years and her qualification is HSC. She is been working here for 5 years. She works because she has to take care of her family expenses and also reduce poverty for her family. Although she is been working here for years but her salary did not increase and she had enormous work pressure. She could never speak to her manager about her needs. But from her work line she took SRHR training from the changemate and learned training 4. She learned how to reduce the work pressure from there and how can she solve her problems by discussing with others. Finally, Lutfah got the courage to speak about her salary with her management and she discussed it with them. By discussing she let everyone know about her financial problems and work pressure. Afterwards the management assures her that they will consider her problems. Then onwards, Lutfah shared that how the training did helped her and how did she learn to solve problems by discussion. She said that she learned how to say “no” gently from the training and it really made her feel good. She opines that this training is required for everyone. She is also thankful to changemate and Olympic to arrange this type of training



Name: Ms. Salma Akter

ID: 2486

Designation: Quality weight checker

Ms. Salma has been working in Olympic Industries Ltd. for one year. She is 19 yrs. old and lived with her family in Dhaka city. She received training 4 of SRHR from her changemate. There Ms. Salma has also learned some of important information how to stress management at family and work place. How to say no respectfully, what is the harassment behavior and the way to behave with children in family. Ms. Salma learned this very carefully and shared this information with her family. Ms. Salma's sister is a teacher of Gonoshikkha School. She (Ms. Salma) thought that she teaches these lessons her sister's school students. She informed her sister about this and she went to school with her sister. Ms. Salma shared some of information's of Reproductive health and especially discussed stress management. She observed that all of the participants listened carefully to her and replied positively. She provided some of information of SRHR during two days. Ms. Salma said that I teaches to others because of I learned. APA, these training is very important for all. She also thanked the trainers (changemates) 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.
- SRHRcorners 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 are 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).
- Need to wear armband for every *Changemates*.