

Training Report

General Information

Training: Workers Participation for Hop Lun Bangladesh, 1st Session – Introduction on Dialogue and Problem Identification

Date: 4 October 2010

Venue: Building # 3, Ganakbari (EPZ), Savar, Dhaka, Bangladesh

Participants:

1. **Hop Lun BD**
52 participants from Hop Lun BD, including both management and workers
2. **Phulki**
 - Khadiza Ahmed (Lead Trainer)
 - Shahida Parvin
 - Monjuree Banarjee

Agenda

1. Briefing on Workers Participation Training to the participants
2. Training on Dialogue
3. Problem Identification
4. Communication Channels

Key Activities & Highlights

One Day Training at a Glance

On 4th October, 2010 Training on Module 1 & 2 of factory management and workers took place at same place in Savar, Dhaka. The Training on Workers Participation was arranged for the factory management and workers of Hop Lun BD to provide relevant knowledge and capable them for their communication skills.

At first Mr. Towhid, the General Manager of the factory, gave a welcome speech. Introductory speech on Workers Participation Training and its goal by Ms. Khadiza Ahmed, Phulki. All participants introduced by themselves. The trainer discussed on the Aim of the Workers Participation Training, Forms of Worker Representation and Learning by Doing and conducted the dialogue session with the role play on positive dialogue and negative dialogue. (Here the participant played role on good dialogue and bad dialogue).

The trainer divided the participants into 5 groups for group work on following issues.

- 1) What is dialog?
- 2) What is the difference between negative and positive dialog?
- 3) What are the aims of the project?
- 4) How do you think the project will help you?
- 5) How do you think the project will help your factory?



The 5 groups discussed and made their presentation on poster paper and presented 5 groups on their point of view.

At last the trainer discussed with the participants on their communication channel and the participants played role on communication channel in the factory. The participant explained that the real communication channel in Hop Lun BD.

Second Session on 1st day : October 4, 2010

Contents Covered : Identify the problem

At first the trainer Ms. Manjuri discussed on the problems which the participants faced every moment in the factory.



The trainer distributed card to participants. Everyone wrote a note to highlight one work-based issue. Some participants wrote more issues. The trainer collected the card and read these cards and displayed on board. All participants discussed on the cards and came to the board for classified the cards by different issues. Some cards were similar to each other. The participants read all cards clearly. The identified total 8 problems as under as follows:

1. Lack on awareness
2. Inadequate materials
3. Bad Smell in the toilet
4. Electricity Problem (load shading)
5. Transaction Procedure is lengthy
6. Inadequate equipment
7. High Production Target
8. Poor product quality

After this session Ms. Manjuri gave thanks to all and ended her session by welcome to Ms. Shahida for next session.

The trainer Ms. Shahida explained to the participants for vote to priorities the problems. Every body has chosen 5 problems for vote among 8 problems. After the participants prioritize their problem by voting dots and they gave one dot per theme. Using the Metaplan method the problems were grouped under the following themes:

1. Electricity Problem (load shading)
2. Bad Smell in the toilet
3. Inadequate materials
4. Lack on awareness
5. Poor product quality
6. High Production Target
7. Inadequate equipment

The trainer said that you will jointly agree on the most important problem to work on in the next training session, we will look at the causes of that problem. It is important to find the real causes of the problem, in order to be able to find lasting solutions. It is important for everybody to join in discussions by telling us their thoughts and ideas.

The trainer gave thanks to all and ended the session.

After that session Phulki team talked to the management and the management shared their feelings about training and fixed a date for next training session.

At last the management gave thanks to Phulki for providing Workers Participation Training to Hop Lun BD.

Feedback & Conclusion

All the participants were interested to receive the training and enjoyed. The workers and the workers relation were good. The workers were literate and were able to quickly write the answers but few workers couldn't raise their voice due to shyness for 1st day session. But both of their leanings were to write and talk on reality and positively about the factory. After this session the participants gave a cordial valediction and said that they are interested to get more training. The management and Phulki team discussed about the expected outcomes of the training.

