Training Report

General Information

Training name: Workers' Participation Training in Hop Lun Bangladesh

Date: 02 December 2010

Venue: Hop Lun Bangladesh facility

Participants:

1. Hop Lun Bangladesh (Top Management)

1. GM – HupLun BD
2. Finance Manager
3. Manager

2. Hop Lun Bangladesh (Midlevel Management)

4. Welfare Officer
5. Officer
6. Assistant Manager
7. Assistant Manager
8. Assistant Manager
9. Sr. Officer
10. Sr. Officer
11. Assistant Officer
12. Assistant Officer
13. Assistant Officer
14. Assistant Officer
15. HR Officer
16. Assistant MC
17. Sr. MC

3. Hop Lun Bangladesh*(Worker/supervisor/linefider/WA)

18. General Secrataty of WA (Workers Association)
19. Member of WA
20. Member of WA
21. Member of WA
22. Member of WA
23. Worker
24. Worker
25. Worker
26. Worker
27. Worker
28. Worker
29. Worker
30. Worker
31. Worker
32. Worker
33. Worker
34. Worker
35. Worker
36. Worker
37. Operator
38. Operator
39. Linefider
40. Supervisor
41. Supervisor
42. Operator
43. Officer
44. Worker
45. Worker
46. Worker
47. Supervisor
48. Supervisor
49. Operator
50. Supervisor
51. Supervisor
52. Linefider
53. Linefider
54. Linefider
55. Worker
56. Operator

2. Phulki

1. Project Manager
2. Training Manager

* Please note that we have not listed the names of the workers to protect their anonymity.

Objective

The training is the third in a series of five capacity building trainings with the objective of raising awareness on workers' participation through problem identification, root-cause analysis, goal analysis and brainstorming for solutions.

Agenda

1. Finding solutions to worker participation issues within the factory

2. Coming to a consensus on how to implement these solutions

Key Activities & Highlights

1. Finding Solutions

The trainer discussed with the participants how to find solutions through brainstorming sessions. During this session the participants agreed that they want to write a **Training Policy for workers' participation** and implement this so as to disseminate awareness of this program to all to all workers.

The participants gave many ideas to improve the awareness of workers of the worker participation within the factory, with much enthusiastic discussions and good group work that created an open and constructive environment for the training. The trainer wrote their ideas on a flip chart and talked to participants to identify the five best ideas through negotiation with each other. After negotiation the participants brought forth the five best solutions, as follows:

1. They should form a committee for writing a training policy
2. The committee must create a training policy
3. Everybody should pursue the rules and responsibilities very actively.

Photos: Participants brainstorm solutions

4. Everybody should take initiative to communicate with each other.

5. The people responsible need to ensure they are performing their duties.
6. Everybody should respect to each other.
7. Everybody should support to each other.
8. Training policy should be implemented properly

The trainer wanted to know the experience of all participants in a relevant situation. They have discussed their experiences and shared information about other companies facing a similar situation; how other companies improved their situation and compared these solutions with the ideas they developed.

The participants also spoke about resources for more information on workers' participation, including: the Internet**,** publications**,** Events – e.g. conferences and seminars**,** a direct approach – meet people who might have relevant experience**,** mobile phone**,** electronic media, newspapers, meetings, and neighbours, colleagues, and relatives.

2. Coming to a consensus on how to implement these solutions

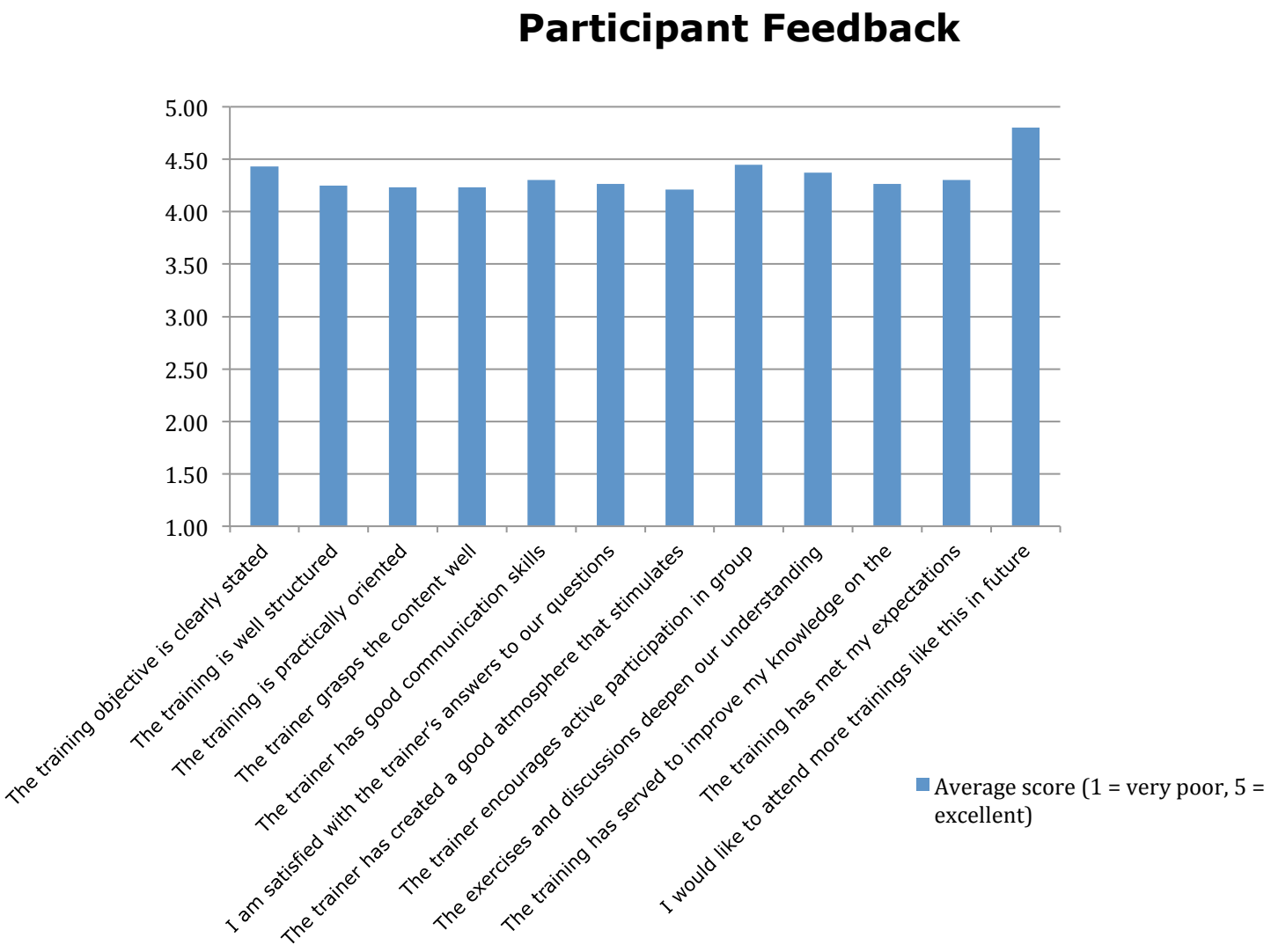
The trainer discussed the five solutions identified and agreed upon by the participants in the earlier session. After discussion, the participants prioritized these solutions based on available the resources, legal limitations and statutes, and which are achievable within a realistic timeframe by voting. The solutions were prioritized as follows:

1. They should form a committee for writing a training policy
2. The committee must create a training policy
3. Everybody should take initiative to communicate with each other.
4. The management should give permission to implement the training policy
5. Training policy should be implemented properly

The trainer gave thanks to all for participation in the session.

Feedback of Participants

All participants put forward the completed training evaluation forms. The participants gave positive feedback in their written comments also the overall high ranking shown by the chart below. Most of the participants received the training very warmly. The participants are very pleased about the training method. Also they believe that the training will help them to generate awareness on their rule and responsibility among the workers.



Conclusion

The participants believe that they will bring the training methods and tools into their every-day operations to promote a positive dialogue in the factory. They believe they can now solve any problem easily to use the training process.