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 Secretaty 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. Supervisor
   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

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

2. Phulki
   1. Project Manager
   2. Training Manager
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.

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

Photos: Participants brainstorm solutions
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.
### Participant Feedback

![Participant Feedback Chart]

**Average score (1 = very poor, 5 = excellent)**

### 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.