

## Train the Trainers course Colombo, Sri Lanka



Report of DAY 1 by Report Committee

Introduction:

### Welcome to all, by Brother Priyalal

Two-minute silence was observed in respect of Brother Ghiazudin of Bangladesh who passed away on Friday. He was an ardent Union activist and has been active in Bangladesh to ensure the oppressed get a voice. A condolence message by the participants would be delivered to the family by Bangladesh delegates.

**Lighting of Lamp** to mark the starting of UNI/UNI APRO/ FNV Empowerment South Asia – Train the Trainers course Colombo, Sri Lanka 11 to 15 July 2006.



**Activity:** Introduction of Self (by interview method)

### 12: 00 Brother Priyalal

Told about UNI, how is it organized, different regions, different sectors, the regional presence & their strategies?

2:30 Group discussion by each team on activity by individual as Project team, Social Team, Report Team. Each team jotted down what they are supposed to do and when they are doing, they elected a President, Secretary who will coordinate with trainers.

### 3:00 Brother Rajendra Acharya

On ILO Standards & ratifications, how the mechanism works. Who can take up the case and at what level. What is the time taken for processing of the case? What are the declarations, Core standards?

### 3:40 Sister Carin Anderson

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Spoke on UNI training & development opportunities. What is UNI doing in different places, where are the offices located and who are the people behind the scene, Global agreements, road map to 2010 Nagasaki World Congress, the work that needs to be done to empower woman who are a big force but are dormant.

### **4:00 Brother Rajendra Acharya**

Workers Education what's it? How it is important for the survival of union. How their needs to be a constant focus on this subject. Why there should be priority in training & ensuring that a fixed schedule be maintained.

### **4:30 Sister Anjali Bedkar**

Communication for effective learning. Here it was shown what are the fundamentals of communication, effect of good listening, using of gestures, ensuring getting the point across as clearly as possible. Maintain eye-to-eye contact focus on clarity of thought.

Group activity on effective Communication. (Sinking Ship with one life jacket). Here the seven actors had to portray why they need the life jacket. Then there was analysis of the role by the show of hand best performance was voted.

## **Report of DAY 2 by Report Committee**

9:00 Am Report of DAY 1 by Report Committee

9:05 Am Ground rule by Program committee – Sister Dipa

### **9:20 Brother Priyalal**

Introduced “**Communication in Union Education**” “**I hear, I forget, I see, I remember, I do, I Understand!**”

Use of Visual Aids & limitations of Visual Aids. How media, visual aids can be used only as supporting tool and not as a substitute to presenter.

“**MOMTRAP**” –

### **2:00 PM Sister Anjali Bedkar**

**Energiser on how the communication gets distorted when it is passed on from one to another.** In this example a small message like “I am late to meeting because of puncture in Tuk-Tuk”. Finally the message came out as “What is being done in the session needs to be done.”

Skill Enhancement – Individual Presentation

Presentation on communication by individual participant in thirty-seconds on the topic of their choice. The idea was not to elaborate & not get into introduction mode, but get or

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grab the listener's attention instantly. This also had a feed back from the trainers & participants.

Inputs on communication & how to communicate.

**4:00 Brother Rajendra Acharya**

**Energizer on remembering name game**, each person had to call out the persons full name and throw a Ms. **Sania Mirza** endorsed ball. Here the participants were made to recollect the entire participants name.

Workers Education and how to go about it, with different classification. What are the do's don'ts etc?

**4:45PM to 7:15 PM**

Skill Enhancement – Individual Presentation

Presentation of three minutes using presentation skills, the idea was to focus on presentation with the 5P's in Mind (Prior, Preparation, Prevent, Poor, Performance). Here the participant had to present a topic of relevance to Union or workplace to other participants who would give the feed back.

### **Report of DAY 3 by Report Committee**

8:15Am **Brother Priyalal** told about the dinner & what has to be done, with the guest list that is expected. Social & Programme Committee to chart out actions for tour & dinner.

8:30 Am Report of DAY 2 by Report Committee

8:35 Am Recollection of yesterdays Program – by **Sister Anjali Bedekar**

8:40 Am **Sister Carin Anderson**

About UNI, Uni's network e-mail, website, the group development & regional center. What are the new initiatives being taken by UNI? Formation of Electronic Database for easier reporting. Training Material that is available and that can be sent to us.

**9:40 Brother Rajendra Acharya**

**Trends in Unionism:** Need of UNI's support, now it is important in the world of decentralization, now due to consumerist approach only self-help is available. Now it is participative Unionism.

Now Unionism exists only networking & best example is Union Network international. We have multiple options of Organizing. It is priority & is more focused on organizing. Ensuring Campaign planning is done.

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Different communication ways are meeting, personal contact, leaflet, and journal. Activity or Action for people is a must. Mobilization at all level is a must.

Process of organizing should be in step-by-step method this was discussed. Awareness about doing things, about rights. Involvement is must by all. Group approach or team approach is must. Networking is must. Steps of Campaign have three processes Begin, Middle & End.

**11:00 Am Group Photograph** – To ensure we carry sweet memory of Paradise Island back to home.

11:20 Am **Brother Priyalal**

**Group Work by dividing us into groups.**

We had to make Aim & objectives for this particular session.

2:00 Pm Tour of Colombo

We visited

1. Bere Lake
2. Buddhist Temple – Gangarama
3. Bhandarnaika International memorial Conference Hall
4. Museum
5. Mosque
6. Majestic City
7. House of Fashion

### **Report of DAY 4 by Report Committee**

9:10 Am Report of DAY 3 by Report Committee

9:15Am **Brother Priyalal**

Planning and conducting a complete training session.

**KSAB** (Knowledge, Skills, Attitude, Behavior) should be part of presentation. Start with Objective implement it in the form of Objective. Exercise groups, individual tasks, lectures, demonstration, roll play, using material, holding meeting, evaluate/feedback are methods of learning/training. Active method of learning's are demonstration, group work, buzz group, Individual task & Roll Play.

10:30 Am **Brother Karthik Shekhar**

Introduction to Email & UNI Website was done, this encouraged the participants to create their own email id's and this also ensured all the participants are aware of what the UNI

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website & other facilities that are available online. **Sister Carin** gave some important tips on how to get online updates & take part in solidarity campaigns.

11:00 Am **Sister Anjali Bedkar**

**Gender Discrimination:** What is the difference? How to work around. What are the ground rules? A group work & presentation from each group on how to take up this issue & making it work at union level. Notable thing was presentation by **Sister Lalitha & Kanthi** from Srilanka.

2:00 Pm **Sister Carin Anderson**

About UNI, Uni's group development & regional work. What are the new initiatives being taken by UNI in the different sectors what they are doing & how we can get assistance like education for the group. It will be limited in volume & time. Financial Management means careful with fund as all the money is coming from workers treat the money with lot of care. Many organization need fund. Budget items are to be prioritized.

3:15 Pm **Brother Priyalal**

Did a recap of the entire training programme, spoke about the project the participant had to present individually by taking the help of group and what was expected, how it needs to be done. The evaluation procedure for the same. Why it was very important for the participant?

4:00 PM Group work started in all earnestness. This was continued till the party in the evening & post party till midnight.

5:00 Pm Visit to Bank of Ceylon to know how Sri Lankan Unions were working in Banking sector, this was followed by an Aerial view of Colombo from the Banks headquarters which has scenic view floor at 23<sup>rd</sup> floor in fort area. We also saw the banks old coin collection exhibition that was very inspiring and of very great historical relevance.

7:00 Pm We had a get together with all the Sri Lankan affiliates joining & sharing their experiences with the participants. Food was excellent, Great music was provided by Calypso Artist, who encouraged the participants to join & with them in singing & dancing. A perfect energizer to ensure that was needed.

### **Report of DAY 5 by Report Committee**

8:40 Am Report of DAY 4 by Report Committee

9:00 Am **Brother Bohidar & Brother Madhu**

**Energiser & RECAP**

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9:05 Am Sister Carin Anderson

Reporting how to go about to report to UNI

11:00 AM

Presentation of Project work by Individual

2:00 PM

Closing Remarks & Issue of Certificates

4:00 PM

Closure of the programme.



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