Project Training & Plenary Meeting Report

(June 28th and 29th, 2010)

Mysore

Event organized by:

in cooperation with Paycheck India Project @ IIM- A, ITUC, UNI, and WageIndicator Foundation

Websites

http://www.paycheck.in

http://dfl.wageindicator.org

http://www.unitespro.org
A two-day Training & Plenary Session was organized in Mysore to acquaint the New Recruits with the rudiments of the Decisions For Life Campaign and also discuss / plan implementation of the ITUC annual plan for July 2010 to May 2011.

Also, there was a discussion on the requisites and suggested ideas for the International Young Women’s Conference, scheduled for the next year.

**Date:** Monday, June 28, 2010

**Time:** 9:00 am – 5:30 pm

The Training Module was planned with the purpose of orienting the participants with the basic elements of the Project and the Campaign – What it is and How to Execute it.

**Objectives:**

Project Training - To provide an understanding of the following:
The Overview

The Operation Structure

The Final Aims and Objectives

Survey Methodology Training

Proceedings and Insights:

- Fostered a basic understanding of the Project: What and Who?
- Illuminated on the Project Partners
- Project Partnership, as it is in India: UNITES Professional (Offline Campaign) and IIM-A (Online Campaign)
- Elucidated upon the Operation Structure of the Project: How?
- Provided a Brief-up on the goals achieved in the past one year of the Project’s life
- Explicated the Aims and Objectives, as laid down by the Project Guidelines

The second half of the session was primarily dedicated to a detailed elucidation upon the ‘Decisions For Life’ Survey as an intricate tool in facilitating the Offline Campaign: What, Who, and How?

- Survey Methodology in India
- Survey Questionnaire: Its Purpose and its Review
- A Brief discussion on the requisites and suggested ideas for the International Young Women’s Conference, scheduled for the next year.

The training Module for the first day was organized primarily to acquaint the new recruits with the nature and the functioning of the Campaign. After a brief round of introductions, and doing an informal training needs’ analysis, Ms. Sunidhi Chatterjee and Ms. Nishtha Saini, existing Campaign Members, Decisions For Life Project, took them briefly over through the basics of the Project, the way it functions, about its international project partners, the Project balance as it is in
India, gave them an insight into the progress made since its inception, and its final aims and objectives.

This was followed by a detailed explanation of the role that IIM-A has to play in carrying out the Campaign successfully in India. The participants were taken through the Paycheck and DFL websites, though all their intricacies, and through the significant role they have in reaching out to the Target Group under purview.

Mr. Prithviraj Lekkad, the ‘Decisions For Life’ TU Project Coordinator in India, spread some light over the Project as an international research initiative. After this the Regional Review Meeting that was held in Jakarta in the month of May, was discussed. The review report was briefly discussed, after which Mr. Lekkad touched upon the existence of Trade Unions in India as a critical point of contact between the Employer and the Employee.

With this, the basic aims and objectives of the Campaign were discussed and reviewed upon.
The second session aimed to throw some light upon the Survey Methodology as another important aspect of the Campaign – What is it about, how it was designed, the intended Target Group, and the hitches face while developing as well as executing it as a procedure.

Ms. Khushi Mehta, Research Associate, IIM-A moderated the session, in which she acquainted the participants with the same.

The session was furthered by asking the participants to go through the questionnaire and come back with an individual review of the same for the next day, the suggestions on which would be helpful and used while developing a comprehensive questionnaire for all the eight occupational groups.

The session was closed with a concluding discussion on the requisites and suggestions regarding the International Young Women’s Conference, which is scheduled for next year. The guidelines laid down by ITUC were read through and consequent suggestions were made. Responsibilities, depending on these suggestions, were then allocated and time frames were set for the same.

**Date: Tuesday, June 29, 2010**

**Time: 9:30 am – 5:30 pm**

The second day of the training module was primarily focused on acquainting the participants with the Existence, Purpose, and the Functioning of a Trade Union as an autonomous entity, while keeping UNITES and ‘Decisions For Life’ Campaign in mind. Accordingly, the session was planned and executed with the following objectives in focus.

**Objectives:**

- Trade Union Training
- Campaign Policies and Procedures

**Proceedings and Insights:**

- Trade Union Training: What is a Trade Union?
Fostered a detailed insight into the Campaign Policies and Procedures

Recounted the On-Field Experiences from past one year of running the Campaign, as put forth by the existing Campaign Members

Discussion and integration of the Work Plan Developed by the Team and the one proposed by the ITUC

Allocation of Tasks and Division of Responsibilities as per the Work Plan

An interactive session on how to make an effective use of the existing tools and devices for running the Campaign successfully

The first session of the second day was about Trade Unions: as a concept and its functions and was initiated by Mr. Karthik Shekhar, General Secretary, UNITES Professionals. The session basically touched upon topics like what Trade Unions are, the difference between NGO’s and
Trade Union, and why are Trade Unions an important part of the system governing the smooth operation of employer-employee relations.

The second session was largely about ‘Decisions For Life’ Campaign: The Methodology. This session was guided by the On-Field experiences of the existing Campaign Members, which along with a proposed model of how to carry out the Campaign aided in formulating a workable methodology, which can be found attached in the Appendix A.

The third session was planned to review the Campaign Work Plan – the one formulated by the UNITES-DFL Team, and the other proposed by the ITUC, to integrate the two and devise a comprehensive one that would support the final aims and objectives of the Project. This session was particularly interactive, where all participants contributed their ideas and suggestions about the Work Plan. This was followed by a session that involved allocating responsibilities related to the upcoming events and other tasks. It was decided that each of the Campaign Member would
internalize and incorporate the needs of the Work Plan into the mould of their own cities and present a tailored plan for the same.

The last session was an interactive session guided Prof. Varrkey, Faculty, IIM – A. this session was primarily about reviewing the existing usage of the tools and means at the disposal of the Project, and how to make an even better and efficient utilization of the same.

The two-day training session was concluded on this note. All the dignitaries and the Participants were duly thanked for their time and their contributions.

Basic Insights:

- The eight occupational-group questionnaire would be out within next two months
- There is a need for the online version of the Survey Questionnaire, for better results.
- Adding a section of ‘further reference” on the questionnaire would facilitate the process of building contacts.
- Tie-ups with other autonomous organizations, as mentioned in the Work Plan proposed by ITUC, become an important part of the Campaign.
- Come out with a action plan for the young women's conference by July 31st 2010.
- Plan out the reach out strategy in each city with deadlines.
APPENDIX

Campaign Policies and Procedures: The Methodology

A Step-Wise Procedure for –

Mapping → Contact Building → Rapport Formation → Survey plus Brochures →
Follow up using ----- Thank you mails, Mailing Decisions For Life status reports to the Survey Respondents, Sending Facebook/ Twitter Invites, Conducting Event/workshop/training sessions and Sending timely invites for the same.

Verification through Facebook presence: to check for fake email id’s and/or changed id’s, soon after they receive the filled questionnaires, the Campaign Members would immediately check for the respondent’s presence on social networking sites

Conducting the survey plus getting the brochure filled

Organizing events: contacts-events-identify active participants-mobilize them to organize further
TEAM DFL-INDIA