



Media Studies and Journalism

Internship Report

Submitted by

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ID: 193012051

Term: Spring 2024

Course Code: MSJ 11498

Host Organization: Solidarity Center



Date of Submission: Apr 15, 2024

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Student Details

Name	Fatiha Taiara
ID	193012051
Department	Media Studies and Journalism
Major Concentration	Public Relation
Minor Concentration	English
Career Objectives	Not to be confined to one stereotypical role but to explore a myriad of opportunities in the realm of teaching

Internship Details

Host Organization	Solidarity Center House 12 Rd 135, Dhaka 1212
My Working Section	Content Development
Supervisor	Jamin Islam Oni, Program Officer
Designation	Communications Intern
Start Date	January 16, 2024
End Date	July 15, 2024
Hours Per Week	30
Total Working Period	6 months

Acknowledgements

I extend my sincerest gratitude to the Solidarity Center Bangladesh for providing me with the invaluable opportunity to intern in the communications department of their esteemed organization. This internship has been an enlightening and enriching experience, allowing me to contribute to the vital work being done to advance worker rights and promote social justice in Bangladesh.

I am deeply thankful to my supervisor, Ms. Jamin Islam Oni, for her exceptional guidance, mentorship, and unwavering support throughout my internship. Her expertise in content development, coupled with her encouragement and constructive feedback, has been instrumental in shaping my skills and understanding of how to effectively communicate issues surrounding labor rights. I am truly grateful for her dedication and commitment to fostering my professional growth.

I would also like to express my heartfelt appreciation to all my co-workers in the communication department. Their collaboration, support, and collective efforts have created a dynamic and stimulating work environment, where I have been able to learn and grow. I am grateful for the opportunity to work alongside such talented and passionate individuals who are committed to making a meaningful impact through their work.

Furthermore, I am thankful to the entire team at Solidarity Center Bangladesh for their hospitality, encouragement, and willingness to share their knowledge and experiences. Their guidance and insights have been invaluable in enhancing my understanding of the complexities of labor rights issues and content development strategies.

An extra round of thanks to the professors and staff of the University of Liberal Arts Bangladesh, especially my internship supervisor, Syeda Sadia Mehjabin. This internship has been a safe space for me to grow professionally and personally because of her candor, care, and constant encouragement.



MSJ041

Plagiarism Declaration

1. I know that plagiarism means taking and using the ideas, writings, works, or inventions of another as if they were one's own. I know that plagiarism not only includes verbatim copying but also the extensive use of another person's ideas without proper acknowledgement (which includes the proper use of quotation marks). I know that plagiarism covers this sort of use of material found in textual sources and from the Internet.
2. I acknowledge and understand that plagiarism is wrong.
3. I understand that my research must be accurately referenced.
4. This assignment is my own work or my group's own unique group assignment. I acknowledge that copying someone else's assignment, or part of it, is wrong and that submitting identical work to others constitutes a form of plagiarism.
5. I have not allowed, nor will I in the future allow anyone to copy my work with the intention of passing it off as their own work.

Name: Fatiha Taiara
ULAB ID: 193012051

Signature

A handwritten signature in black ink, appearing to read 'F. Taiara', is written over a light gray rectangular background.

Internship Report Approval Form

Student Name: Fatiha Taiara

ID No. 193012051

Major: Public Relation

Year: 2024

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INTERNSHIP/PROJECT INFORMATION

Internship

Organization/Project: Solidarity Center

Internship /Project Report Topic: Communication Intern

Semester (Tick one): ☐ Summer 2023 ☐ Fall 2023 ☒ Spring 2024

Advisor APPROVAL

(Please place a Tick)

☐ Approved ☐ Not Approved ☐ Partial Re-write ☐ Full Re-write

Remarks (If Not Approved/Pretrial/Full Rewrite):

Signature: _____

Date: _____

Name: Syeda Sadia Mehjabin

Title: Senior Lecturer

E-mail: sadia.mehjabin@ulab.edu.bd

Phone: +8801713008008

Introduction

In the ever-changing field of global communication and advocacy, interns are expected to do more than observe; they should take an active role and make a difference. Along with expanding my knowledge of communication tactics, my experience at the Solidarity Center as a communication intern gave me a strong sense of personal obligation to fight for workers' rights and social justice.

In the rapidly evolving journey of equitable society and representation, the Solidarity Center has become an exemplar of effective communication, celebrated for its mastery of data-driven methodology and novel approaches to maximize synergies. The organization facilitates an intellectually engaging atmosphere that promotes ongoing learning and progress, and it stands as a pioneer in industry innovation thanks to its vast network and internationally recognized reputation for improving workers' rights.

Throughout my time at the Solidarity Center, I had the honor of being part of a complex setting that offered me fresh experiences and opportunities for growth on a daily basis. A concise summary of the many responsibilities, everyday activities, and formative educational experiences that have shaped my professional path is my goal in writing the following narrative. The projects I worked on went beyond being just assignments; they were a wonderful blend of hands-on experience, theoretical understanding, and meaningful participation, covering everything from creating advocacy materials to using digital platforms to amplify voices. Which, in turn, helped me practice handling complicated communication dynamics, building cohesive teamwork, and facing unique obstacles.

Thus, this report summarizes my journey, which includes the projects I worked on, the skills I improved, and the insights I received. This also showcases how far the Solidarity Center has come in fighting for workers' rights and promoting international solidarity.

Expectations

My major goal was to get some practical experience in the field and learn how things really worked in the corporate world rather than just from textbooks and courses. When I first began my internship, I was put in charge of content development and project updating. Based on the company's name and the sector that it operates in, I expected the following to be my goals:

- Adapting to a work environment
- Learning proper NGO Etiquette
- Preparing Contents for Advocacy
- Practicing my communication skills through active engagement with workers and potential stakeholders.
- Gather information about important subjects, current events, and intended recipients to guide outreach strategies.
- Assist with event planning and promotion tasks such as participant outreach, post-event follow-up, and logistical coordination.
- Schedule meetings, organize files, and answer queries as part of the administrative support role for the communication team.

Host Organization

Organization Type: NGO

Incorporation Status: Organization

Year of Establishment: 1997

Address: House 12 Rd 135, Dhaka 1212

Website: <https://www.solidaritycenter.org/>

The Solidarity Center, established in 1997, is the primary U.S.-based international organization dedicated to advancing worker rights globally. Aligned with the AFL-CIO, it collaborates with over 900 partners, including 500 trade unions and community groups, across 60-plus countries. With a staff of over 400 professionals, the Solidarity Center offers a comprehensive array of services such as education, training, research, legal support, and resources to empower workers and promote fair and just societies. Its initiatives encompass various areas, including human and worker rights awareness, union skills development, occupational safety and health, economic literacy, combating human trafficking, and women's empowerment. By advocating for freedom of association and supporting the formation of democratic worker organizations, the Solidarity Center strives to enhance workplace conditions, uphold human rights, and foster inclusive economic development worldwide. Funding for its endeavors comes from both public and private sources, as detailed in its annual reports.

The Solidarity Center acts on the fundamental principle that working people can, by exercising their right to freedom of association and forming trade unions and democratic worker rights organizations, collectively improve their jobs and workplaces, call on their governments to uphold laws and protect human rights, and be a force for democracy, social justice, and inclusive economic development.



With a concentration on the Global South, the Solidarity Center has 35 field offices and works in over 60 countries. Local trade union partners, worker organizations, and employees have come to rely and respect us as the leading U.S.-based international worker rights organization due to our more than 25 years in the industry. A whopping 88% of the collaborations originate at the community level. Members of the Solidarity Center team include seasoned labor organizers, advocates, and grassroots internationalists; attorneys with a reputation for protecting workers' rights; and experts in gender and migration policy. Community groups that fight for labor rights, environmental activism, and women's rights are among the civil society partners with which the Solidarity Center has established strong connections.

Mission

Empowering workers to raise their voice for dignity on the job, justice in their communities and greater equality in the global economy.

Vision

At the Solidarity Center, we believe that all people who work should receive the rewards of their work—decent paychecks and benefits, safe jobs, respect and fair treatment. We believe that economic and social injustice around the world are neither intractable problems nor acceptable byproducts of a global economy where some can win at the expense of many. Rather, we believe working people can collectively improve their wages and workplaces, call on their governments to uphold laws and protect human rights, and be a force for democracy, shared prosperity and inclusive economic development.

Company Organogram



SOLIDARITY CENTER - BANGLADESH OFFICE
ORGANIZATIONAL CHART
As of April 01, 2022

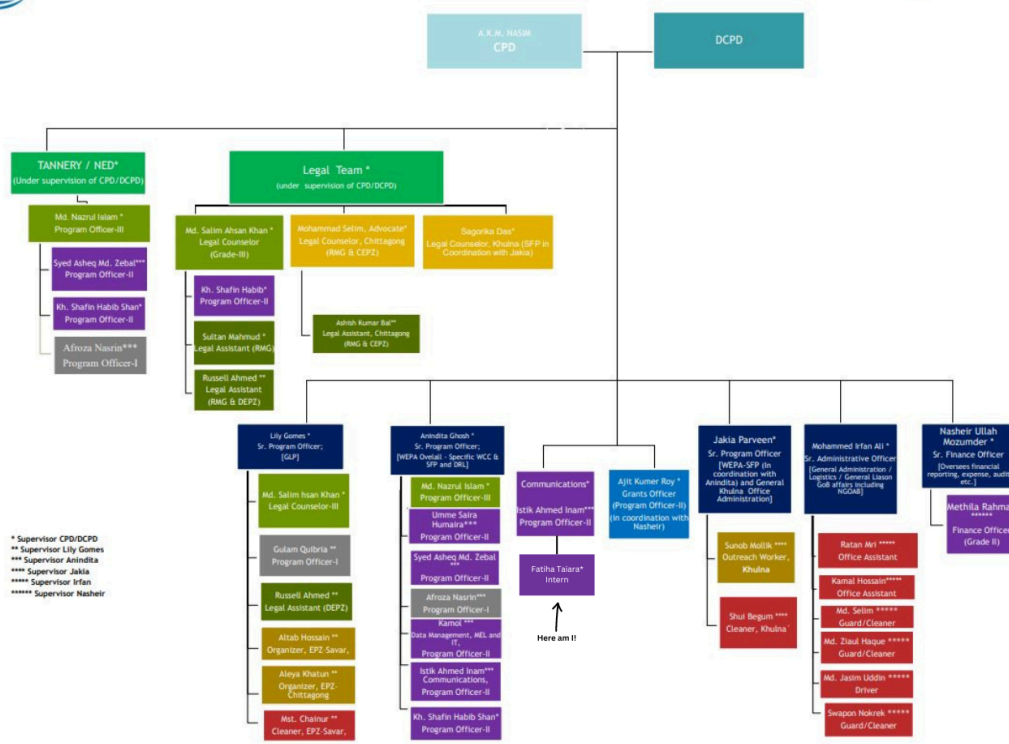


Image: Organogram of Solidarity Center

Tasks

I was assigned a wide range of tasks and projects during my internship at the Solidarity Center. As part of my duties, the following is a list of my daily tasks:

Crafting educational materials for grassroots workers	Developing accessible and informative resources tailored to the specific needs and literacy levels of this audience.
Collecting Briefs	Ensuring a comprehensive understanding of clients' objectives by gathering exhaustive creative specifications.
Creating Task Lists	I devised comprehensive task lists for the creative team, which precisely outline the necessary requirements and due dates for the tasks.
Note-taking and Meeting Minutes	Ensuring a unified workflow by facilitating daily morning meetings where team members could discuss priorities and align their efforts.
Ideation and Brainstorming	Contributing to the development of innovative content by participating in brainstorming sessions and creative ideation sessions with the creative team.
Gathering weekly News Report	Systematically collecting, summarizing, and cataloging relevant news articles, updates, and developments within specific industries or areas of interest.
Making Presentations for training Trade Union Co-ordinators	Designing engaging and informative materials to facilitate effective learning and skill development for the trade union co-ordinators for them to disseminate information for workers.
Internal Collaboration	Internally coordinated with the program officers and trade union members to incorporate strategic insights into the creative procedure.

Two of the most useful things I took away from this role were the opportunity to carefully supervise the development of an entire publication and the knowledge of how to align fresh approaches with our usual work. Both of these factors contributed to the success of many of my actions.

Project Brief

The Solidarity Center works to improve working conditions in Bangladesh by supporting migrant workers' rights and collaborating with autonomous unions in the Readymade garments (RMG), seafood processing and shrimp farming, tannery, tea, and construction industries. In alignment with the vision, they are currently working on four major multi-year projects -

- **WEPA (Workers Empowerment and Participation Activity)** - seeks to strengthen the capacity of independent trade unions, trade union federations, and worker community associations to collectively advocate for their rights and interests.
- **NED (National Endowment of Democracy)** - A grant program to assist those abroad who are working to build democratic institutions and spread democratic values.
- **GLP (Global Labor Program)** - increase the capacity of worker organizations to promote basic human rights, increase access to justice for employees, and to advance decent work for migrant & domestic workers worldwide.
- **DOL (Department of Labour)** - aims to improve the promotion and compliance with labor laws, occupational safety and health, and gender equality in the rural sectors of Bangladesh.

Amongst these, I am specifically working under the **DOL** project, a four year advocacy program for the grassroot workers which is funded by ILO (International Labour Organization). Through enhancing and promoting compliance with *Labor rights and regulations, Occupational safety and health, Gender equality* and *Climate change*, the Project seeks to help guarantee and maintain better working conditions, particularly for women workers, in the rural areas of Bangladesh.

Thus, all of my individual projects mentioned in this report are compiled and confidential under this project, until further notice.

Projects

Project 1: Weekly News Report

Start Date: Jan 17, 2024

End Date: Ongoing

Project Overview

Collecting, summarizing, and cataloging pertinent news stories, updates, and breakthroughs within specific organizations or areas of interest is a systematic process that occurs weekly when news reports are gathered for the Solidarity archive. This process ensures that the organization maintains a comprehensive archive of current events and trends, which can be referenced for research, analysis, and future planning. The repository gives insight into the most recent events, new problems, and important trends influencing the field by keeping tabs on a number of sources, including news websites, industry magazines, and social media channels. Additionally, organizing the information in a structured manner allows for easy retrieval and dissemination to stakeholders within the organization. This ongoing effort not only facilitates informed decision-making but also helps in staying abreast of the rapidly evolving landscape of the respective sectors.

RMG Sector

[How 20,000 homes in North turn into mini-factories](#)

RMG Bangladesh | February 28, 2024

Standing before his impoverished community in Gaibandha in the '50s, Abdur Rahim had a vision: a transformation powered by loom machines. This was much before the country's readymade garment sector boom, the main driving force of the economy today. What stood before Rahim at the time, however, were straw and mud homes, and a local economy still searching for a spark.

[RBH Unit: Leading the way in sustainable RMG practices](#)

RMG Bangladesh | February 28, 2024

Bangladesh's RMG industry has excelled in the field of sustainability, and the noteworthy aspect is that, without complacency, both individual and collective efforts persist, enhancing the sustainable efforts. One such initiative is BGMEA's Responsible Business Hub (RBH) unit, a part of the Future Center, which was launched recently.

[\\$65b in apparel export earnings, one million jobs at risk due to extreme heat, flooding: Study](#)

RMG Bangladesh | February 28, 2024

Extreme heat and flooding could lead to a loss of over \$65 billion in export earnings and nearly one million jobs by 2030, affecting major production hubs including Bangladesh, reveals a study.

The research titled "Climate Resilience and Fashion's Costs of Adaptation" done by Cornell University and Schroders, in collaboration with Mapped in Bangladesh (MiB) and Cornell University's School of Industrial and Labor Relations (ILR) Global Labor Institute (GLI), pinpoints the dire consequences of climate change on apparel production hubs in Bangladesh as well as Cambodia, Pakistan, and Vietnam.

Image 1.1: Sample of news compiled for RMG sector

My tasks & responsibilities

- Monitor a variety of news sources, including websites, publications, and social media platforms for four of the sectors (RMG, Shrimp, Tea, Tannery)
- Identify relevant news articles, updates, and developments within specific sectors.
- Summarize key information from selected news items in a concise and informative manner.
- Catalog and organize the summarized news reports into a structured archive or database.
- Ensure accuracy and reliability of the gathered information through fact-checking and verification.
- Stay informed about current events and trends in order to anticipate future information needs.

Challenges

- **Information Overload:** Sorting through a large volume of news sources and articles can be overwhelming and time-consuming, especially when I have other deadlines to meet.
- **Legal and Ethical Considerations:** Adhering to copyright laws and ethical standards while gathering and disseminating news content requires careful attention to intellectual property rights and privacy concerns.

Learning outcomes

- Developing proficiency in identifying, selecting, and summarizing relevant news articles hones research abilities.
- Ensuring accuracy and completeness in summarizing news reports cultivates attention to detail.
- Effectively conveying key information from news reports to stakeholders enhanced my communication skills.
- Organizing and cataloging news reports in a structured manner improved my organizing skills.

Project 2: GBVH Content Development

Start Date: Jan 21, 2024

End Date: Jan 29, 2024

Project Overview

Gender-based violence and harassment (GBVH) in the world of work is a global problem affecting tens of millions of workers, especially women, across all jobs and industries. GBVH causes emotional and physical harm and undermines economic security. Women workers in Bangladesh's ready-made garment (RMG) sector experience high rates of gender-based violence, and the government, employers, and trade union federations lack appropriate policies, resources and awareness to appropriately address these abuses.

To increase awareness amongst workers in the Garments sector about Gender-Based Violence and Harassment (GBVH), a booklet is set in motion as a form of training material for RMG. As the first step in the book's completion, I needed to curate content specific to GBVH in the garment sector.

This process begins with an in-depth review of previous publications and studies related to GBVH, followed by the gathering of data from reliable sources such as government reports and surveys within the RMG industry. The content is structured to include sections addressing key topics such as definitions, laws and regulations, reporting mechanisms, and support services, with a focus on practical tips and resources. Input from stakeholders such as workers, trade unions, and NGOs is sought throughout the development process to ensure relevance and effectiveness. Finally, the compiled content is formatted into a well-structured document file.

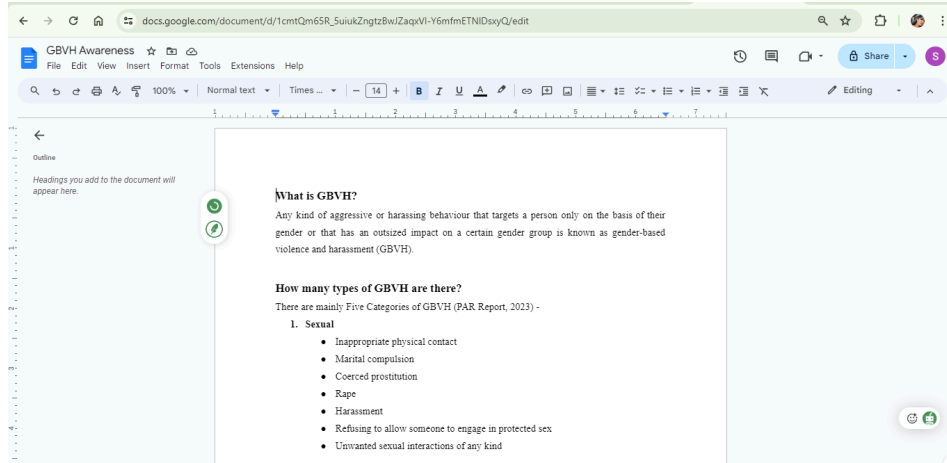


Image 2.1: Awareness content making - 1

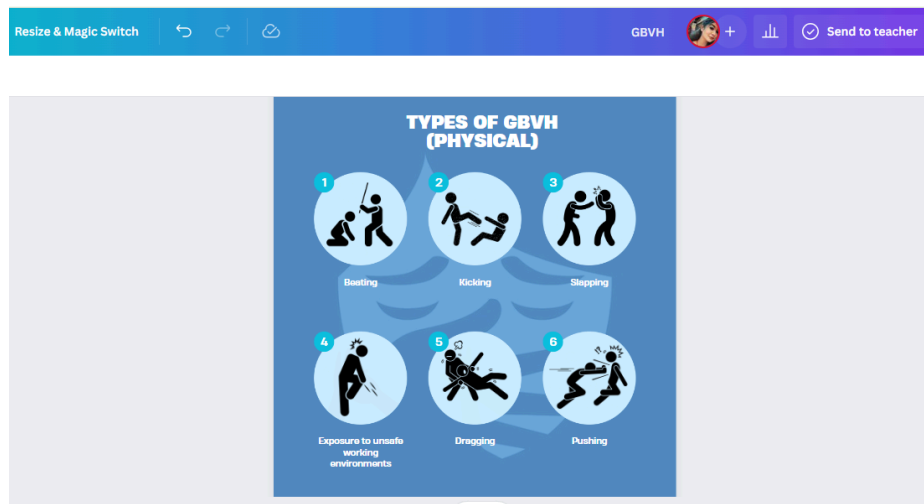


Image 2.2: Awareness content making - 2

My tasks & responsibilities

- Conducted secondary research to gather data on garment industry practices from previous publications, reports and news articles.
- Analyzed existing publications, studies, and resources related to gender-based violence and harassment (GBVH) in the garment sector.
- Identified and categorized various forms of GBVH prevalent in the garment industry, including physical, verbal, psychological, and sexual harassment.

- Collaborated with stakeholders such as garment workers, trade unions, NGOs, and industry representatives to gather input and feedback.
- Compiled the finalized content into a well-structured document file, ensuring formatting, style, and layout consistency.

Challenges

- **Limited Access to Data:** Difficulty in accessing reliable data on garment industry practices of Bangladesh, worker demographics, and labor conditions.
- **Cultural Sensitivity:** Addressing sensitive topics such as gender-based violence and harassment (GBVH) in diverse cultural contexts within the garment sector requires careful consideration to avoid perpetuating stereotypes or cultural insensitivity.
- **Resistance to Change:** Resistance from stakeholders or management within the garment sector to address GBVH openly and proactively hindered the development and implementation of the training materials a little.

Learning outcomes

- Increased knowledge and understanding of gender-based violence and harassment (GBVH) issues prevalent in the garment sector among stakeholders, including workers, employers, and industry representatives.
- Heightened awareness of legal rights, reporting mechanisms, and support services available to garment workers affected by GBVH, leading to increased empowerment and advocacy.
- Increased sensitivity to cultural nuances and diversity within the garment sector, fostering inclusive and culturally relevant approaches to addressing GBVH.
- Learned to structure and format in the standard journalistic format, AP style.
- Improved collaboration and engagement among stakeholders, including garment workers, trade unions, NGOs, and industry associations, to collectively address GBVH issues.
- Empowered garment workers with knowledge and skills to recognize and challenge GBVH, fostering a culture of accountability and solidarity within the garment sector.

Project 3: Communication Analysis on Social Media

Start Date: Feb 1, 2024

End Date: Feb 7, 2024

Project Overview

As part of the Solidarity Center's Workers Empowerment and Participation (WEP) Activity funded by USAID, I was tasked with compiling a communication analysis report for the communications workshop we ought to conduct for our partners. The goal was to empower them with the skills to conduct effective communication strategies and utilize available tools for messaging and information dissemination, especially social media platforms. To ensure the workshops were tailored to the needs of the participants, I conducted an in-depth assessment of their social media usage to evaluate their knowledge of communication topics, their proficiency in using communication tools and channels, and their specific needs. This assessment guided us in designing workshops that addressed the gaps identified and provided practical training to enhance their communication capabilities.

SWOT Analysis

Organization	Strength	Weakness	Opportunity	Threat
BIGUF - বিগফ	• Good sense of photography (clear, relative pictures) • Good Copywriting Skills in Bangla • Shares relatable News updates while necessary	• Weak Intro • Website doesn't work • Not a lot of updates	• Other Social Media platforms can be connected with Facebook • May grow more audience base with regular posting and communication • May include posts in English as well, for better reach	• Some document pictures are uploaded on Facebook, which imposes the ease of forging important signatures from those documents.
Bangladesh Revolutionary Garments Workers Federation "brgwf"	• Good sense of photography • Good Copywriting Skills in Bangla • Includes Audio <u>Visual Contents</u>,	• No Intro • Not so much of a <u>regular updates</u>	• Other Social Media platforms can be connected with Facebook • May grow more audience base with regular posting	

Image 3.1: SWOT analysis on Partner's Social Media

After the SWOT analysis, I have identified and addressed some key elements to incorporate in the workshop and potential implementation strategies that will help the stakeholders get the gist of social media usage for better usage and advocacy.

Key elements to incorporate in a workshop -

- Algorithm changes and Trends
- Engagement Strategies
- Meta Business Suite
- Copyright Issues
- Crisis Management
- Content Creation and Curation
- Understanding Netiquette

Probable effective implementation strategy might include -

- Begin by clarifying the role and responsibilities of social media moderators. Discuss their crucial role in maintaining a positive online presence, engaging with members, and upholding the union's values
- Diversify the union's social media presence beyond just Facebook. While Facebook is widely used, explore other platforms like Twitter, Instagram, LinkedIn, and YouTube. Each platform has unique strengths and caters to different audiences
- Teach moderators how to create compelling content that resonates with union members. This includes:
 1. **Visual Content:** Graphics, images, and videos
 2. **Text Content:** Engaging posts, articles, and updates
- **Discuss the importance of authenticity, accuracy, and timeliness in content creation**
- **Teach some crucial Engagement Strategies:**
 1. Responding to comments and messages promptly.

Image 3.2: Workshop elements & Implementation strategies

My tasks & responsibilities

- Conducted an in-depth assessment of stakeholders' social media usage to evaluate their knowledge of communication topics and proficiency in using communication tools and channels.
- Analyzed the strengths, weaknesses, opportunities, and threats (SWOT analysis) of stakeholders' social media presence to identify areas for improvement and optimization.
- Identified key elements to incorporate in the communication workshop based on the assessment findings, including social media fundamentals, messaging and branding, and feedback mechanisms.
- Developed implementation strategies to ensure the workshop is tailored to the specific needs and interests of participants, including the preparation of the agenda and materials, and engagement techniques.

Challenges

- **Ensuring comprehensive understanding:** I need to ensure that my research covers a wide range of perspectives and demographics within the stakeholders to accurately represent their social media usage and communication needs.
- **Addressing technological disparities:** Some stakeholders have limited access to technology or may not be proficient in using certain communication tools. I had to consider these disparities and tailor recommendations accordingly.
- **Ensuring data accuracy:** Given the importance of statistics and data in this analysis, I need to double and triple-check all information to ensure its accuracy. One wrong statistic could lead to misleading recommendations.
- **Time constraints:** Conducting thorough research and analysis takes time, and there was a significant amount of pressure to deliver the report quickly. I needed to manage my time effectively to ensure the analysis was comprehensive while meeting deadlines.

Learning outcomes

- Through extensive research and analysis, I have gained insights into the specific communication challenges and requirements of our partners, allowing us to tailor the workshop to their precise needs.
- During the research process, I discovered innovative strategies and best practices for utilizing social media platforms effectively for messaging and advocacy. These insights can be shared with stakeholders during the workshop to enhance their communication strategies.
- Through meticulous research and hands-on exploration, I have gained proficiency in utilizing advanced features of Meta Business Suite for social media management and analytics. This knowledge will be imparted to stakeholders, enabling them to optimize their social media presence and impact.
- I evaluated the current state of stakeholder communication and determined what is lacking in order to formulate plans to rectify the current scenario; so that participants can gain the information and resources they need to strengthen their advocacy efforts via improved communication.

Project 4: Occupational Safety & Health Flipchart

Start Date: Feb 23, 2024

End Date: Mar 3, 2024

Project Overview

Building on the foundation established through the Occupational Health and Safety (OSH) and Labour Rights Training of Trainers (ToT,) the SC and partner organizations conduct four OSH and labor rights trainings for workers and grassroots worker leaders (30 participants) per year/per sector, starting in the phase two. Intersectional gender equality and inclusion, GBVH, and climate change impacts are cross-cutting issues in both the workshops. These workshops are facilitated by the SC in consultation with a variety of experts, including former or current DIFE officials, the Bangladesh Institute of Labour Studies, and other Civil society organizations (CSO). Peer educators who have participated in ToT programs co-facilitate training sessions. This method has the dual function of building the confidence and skills of workers to educate on OSH issues and providing an opportunity for employers to see the value of worker participation in improving health and safety conditions in the workplace.

Thus, for the upcoming TOT session, I was in charge of making an entire flipchart on occupational safety & health from scratch for all four sectors combined.

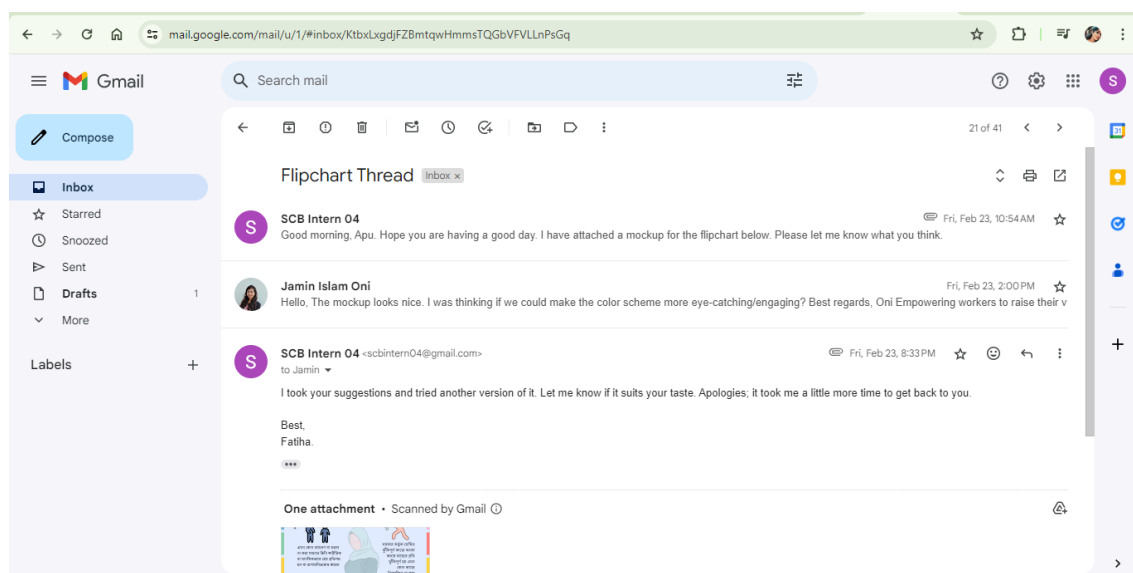


Image 4.1: Work updates



Fig 4.2: Pages from the Flipchart (Finalized version)

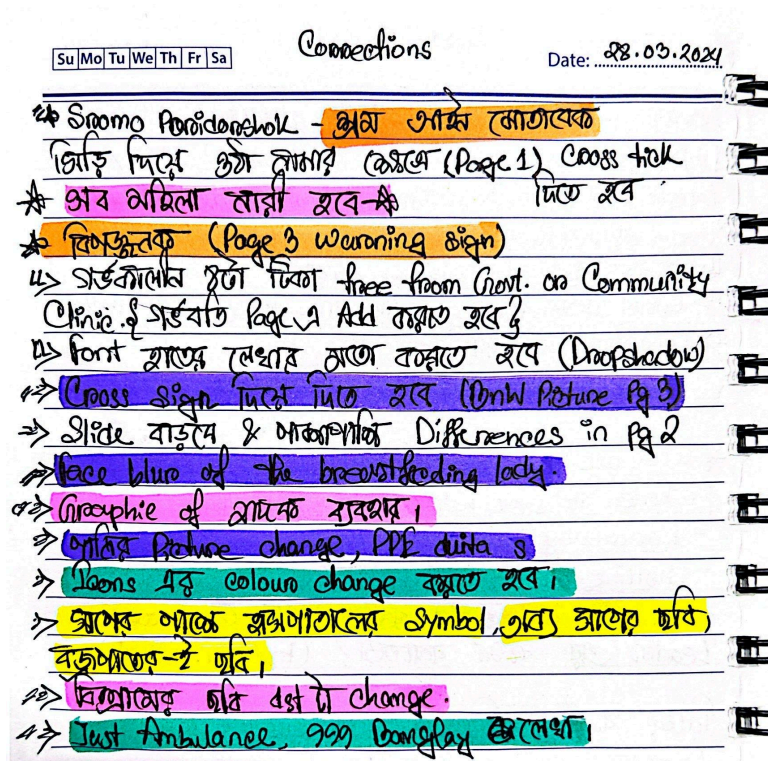


Image 4.2: Revisions from Flipchart (Drafts)

My tasks & responsibilities

- Creating an engaging and visually appealing layout for the flipchart, ensuring it effectively conveyed key messages related to occupational safety and health.
- Organizing the content in a clear and concise manner, making it easy for participants to follow along and understand the information presented.
- Conducting thorough research to find relevant charts, graphs, and pictures that supported the content and enhanced comprehension.
- Focusing on effectively communicating messages even without relying heavily on written text. This included utilizing visual elements such as diagrams, icons, and illustrations to convey information.
- Making sure that the flipchart was accessible to all participants, regardless of their level of expertise or background knowledge in occupational safety and health. This involved simplifying complex concepts and using universally understandable visuals to facilitate comprehension.

Challenges

- **Limited access to premium images:** Some images necessary for illustrating key concepts were only available through premium accounts, posing a challenge in sourcing visuals for the flipchart. I needed to explore alternative options for obtaining relevant images or consider creating original illustrations.
- **Difficulty in finding suitable images:** Even with access to a variety of sources, finding images that effectively convey complex occupational safety and health concepts was challenging. I conducted thorough research to locate appropriate visuals that enhance understanding without overwhelming participants.
- **Lack of proficiency in illustration software:** As I cannot use Illustrator, I needed to rely on others' illustrations or learn basic illustration techniques to create visual elements for the flipchart. This required additional time and effort to ensure that the illustrations accurately represent the content and are visually appealing.
- **Balancing comprehensiveness and simplicity:** The flipchart needed to cover a myriad of topics while remaining accessible and easy to understand for participants with varying levels of expertise. Achieving this balance required careful planning and organization.

- **Ensuring cultural relevance:** Occupational safety and health practices varies across different sectors and regions, necessitating consideration of cultural differences in the design of the flipchart. I ensured that the content is culturally relevant and resonated with the target audience.
- **Time constraints:** Creating an entire flipchart for four sectors combined within a limited timeframe presents a significant challenge. I carefully managed my time to ensure that the flipchart is comprehensive and informative while meeting the deadline.

Learning outcomes

- Through the process of creating the flipchart, I have finally tackled learning Illustrator, a skill I had been procrastinating on for a while. This newfound proficiency has empowered me to create custom illustrations and visual elements for future projects.
- Researching and compiling content for the flipchart has deepened my knowledge of various occupational safety and health topics.
- Utilizing Canva Premium for designing the flipchart has allowed me to explore its advanced features and functionality. I have honed my skills in graphic design, layout, and visual storytelling, enhancing the quality and effectiveness of the flipchart.
- Collaborating with experts from diverse backgrounds has enhanced my ability to work effectively with a variety of stakeholders and incorporate their input into the flipchart.
- The process of designing the flipchart from scratch has provided me with valuable hands-on experience in graphic design. I have refined my ability to create visually engaging and informative materials, which will be beneficial for future projects and presentations.
- The flipchart serves as a valuable resource for empowering workers and grassroots leaders to advocate for improved health and safety conditions in the workplace and household. By equipping them with the necessary knowledge and skills, we are fostering a culture of worker participation and empowerment.

Project 5: Transcription, Translation & Proofreading

Start Date: Jan 29, 2024

End Date: Jan 31, 2024

Project Overview

The job was to transcribe and translate a news report accurately from Bangla to English and vice versa. This task required meticulous attention to detail to ensure the information was conveyed accurately in both languages. Additionally, I had to proofread and format the draft according to AP style guidelines to maintain consistency and professionalism. Providing necessary feedback on areas where additional information or clarification was needed before publishing was also an essential aspect of this task.

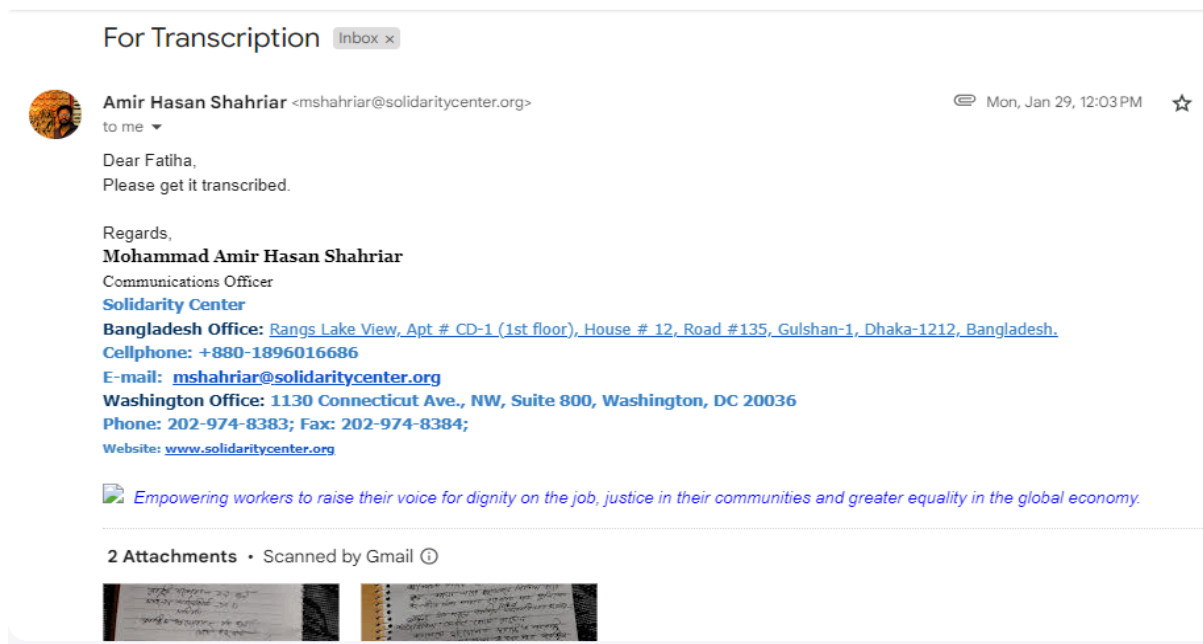


Image 5.1: Email thread of the task

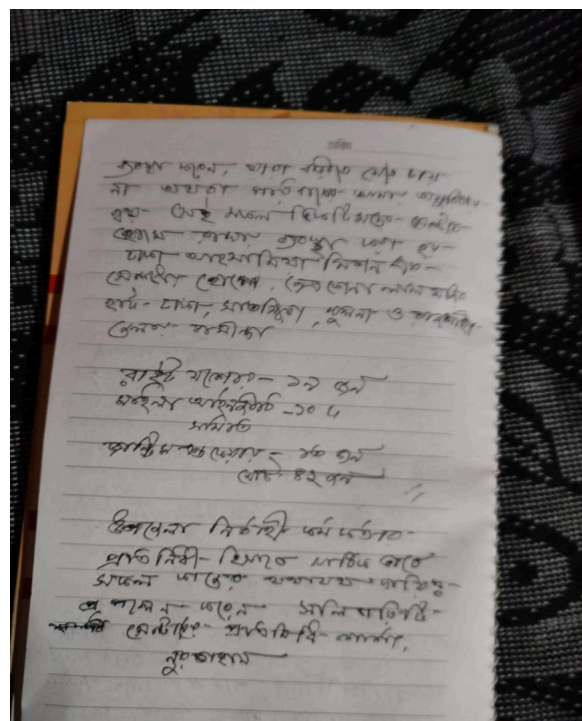
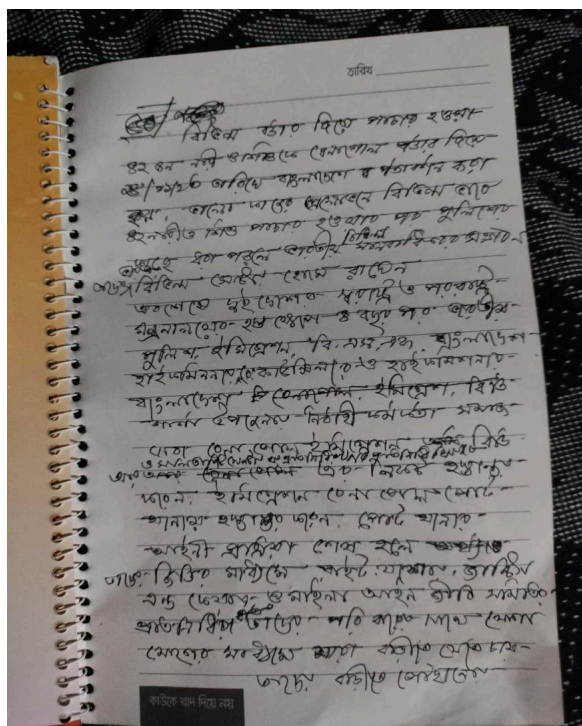


Image 5.2 and 5.3: Transcription files

My tasks & responsibilities

- Transcribing news reports accurately between English and Bangla.
- Proofread and formatting drafts in accordance with AP style guidelines.
- Providing feedback on areas needing additional information or clarification.
- Enhancing language skills and editorial proficiency through the process.
- Ensuring accuracy, consistency, and professionalism for publishing the content.

Finally, four years after the intervention of the Home and Foreign Ministries of the two countries, the Indian Police, Immigration, BSF Bangladesh, High Commissioner's Councilor and High Commissioner of Bangladesh's Sharsha Upazila handed the Immigration over to the Upazila Executive Officer, Samajseba, Benapole Immigration, BGB and Solidarity Center representative to the Benapole Port police station. After the completion of the legal procedures of the Port police station, the representatives of Rights Jessore, Justice & Care and Bangladesh National Women Lawyers Association contact their families and arranges their departure to those who want to go back to their home; for those victims who do not want to go home or find it difficult for their families to come, were provided sufficient arrangements in different shelter homes. The survivors include residents of Netrokona, Lalmonirhat, Dhaka, Satkhira, Khulna, and Rajshahi districts.

According to the findings (pls edit this in accordance), shelters were provided by Rights Jessore for 19 people, Women Lawyers Association for 10 people, and Justice and Care for 13 people respectively.

The Upazila Executive Officer of Sharsha, performed all their duties properly as the representative of the Solidarity Center.

By Nurjahan

More information needed -

- A quote or statement from relevant authority or expert, such as the UN Special Rapporteur on trafficking in persons, the Bangladesh or India Home or Foreign Minister, or the head of an NGO involved in the repatriation process
- Elaborate - the efforts made by the governments and NGOs to address it
- A paragraph that provides the context and background of the human trafficking issue between Bangladesh and India (provide previous statistics too if possible)
- A human interest para that features one or more of the survivors, their experiences, challenges, and hopes for the future

Image 5.4: Transcribed File

Challenges

- Transcribing from extremely blurry pictures posed a test for accuracy.
- Handwriting that was difficult to read slowed down the transcription process.
- Adapting to AP style for the first time presented a learning curve.
- Writing the report in both English & Bangla was tedious.
- Balancing speed with accuracy to meet tight deadlines was demanding.

Learning Outcomes

- Learning a completely new format - AP style for news writing, standardized professional and consistent in published content.
- Strengthened skills from the 'English for Media' course through practical application in transcription and proofreading.
- Familiarization with Bengali lingos commonly used in traditional media outlets, improving comprehension and accuracy in translations.
- Enhanced ability to decipher challenging handwriting, improving overall transcription efficiency.

Project 6: Climate Justice Workshop at Khulna

Start Date: Apr 2, 2024

End Date: Apr 5, 2024

Project Overview

Workers in all target sectors are experiencing climate change impacts at work. They are experts in their understanding of how the warming planet is changing living and working conditions for the worse. Despite this essential first-hand knowledge, workers' experiences are rarely recorded, and their voices are often absent from climate change adaptation strategies. To address this issue, over the course of four years, organizers supported by the project in all four sectors document the impact of climate change on workers' lives and OSH conditions at work, including how they are coping with extreme heat, unseasonable droughts or flooding, salinization of land and freshwater resources, and food security and nutrition. Where applicable, the organizers also document the environmental impacts and practices of the industries themselves, and how they contribute to and exacerbate existing OSH risks and climate impacts.

In Year 2, organizers participate in a three-day workshop (10 participants, 2-3 per sector) that introduces the concept of climate change and its impact on occupational safety and health and workers' rights. During the workshop, participants develop their own list of questions that can be used to best capture how workers are experiencing climate change. Organized by RUPSA Foundation, a subsidiary of Solidarity Center, the workshop took place in Khulna this year.



Image 6.1: Workshop Day 1

My tasks & responsibilities

- Taking detailed notes during discussions, ensuring accuracy and capturing key points related to various climate change aspects affecting workers' lives.
- Actively participating in group exercises and discussions, contributing insights and ideas to brainstorm how to best capture workers' experiences with climate change.
- Multitasking effectively to engage in discussions while simultaneously noting down important information and questions developed by participants.
- Paying close attention to detail to ensure comprehensive documentation of discussions and outcomes from the workshop sessions.



Image 6.2: Group presentations and discussion during workshop

Challenges

- **Interpreting discussions with a non-native speaker Boss:** I had the challenge of interpreting the participants' comments and insights for my boss, who is not a native Bengali speaker, during the workshop. This required me to ensure accurate translation while keeping up with the pace of the discussion.
- **Swift note-taking:** As participants shared their experiences and developed recommendations, I had to quickly jot down key points and recommendations. This was

challenging, especially as I am not proficient at Bangla typing on the computer, which slowed down my note-taking process.

- **Multitasking:** Balancing the responsibilities of actively participating in discussions, interpreting for my boss, and taking comprehensive notes posed a significant challenge. It required me to effectively manage my attention and focus to ensure nothing was missed.
- **Capturing diverse perspectives:** Ensuring that all participants' perspectives and insights were accurately captured in my notes was difficult, particularly when discussions were fast-paced or multiple people were speaking at once. It required careful listening and quick decision-making to prioritize which points to include.

Learning Outcomes

- Through the experience of interpreting discussions to my non-native speaker boss, I have honed my language interpretation skills, enhancing my ability to convey information accurately and effectively in real-time.
- Participating as a note-taker during the workshop has strengthened my ability to quickly capture key points and recommendations, even in fast-paced environments. This skill will be invaluable in future meetings and discussions.
- Despite the initial challenge, I have made strides in improving my Bangla typing skills on the computer.
- Engaging in discussions on climate change and its impact on occupational safety and health has expanded my knowledge and awareness of this critical issue. I now have a better understanding of how workers are affected and the importance of incorporating their perspectives into adaptation strategies.
- Balancing multiple responsibilities during the workshop, such as participating in discussions, interpreting for my boss, and taking notes, has strengthened my multitasking skills. This will benefit me in various professional settings where the ability to manage multiple tasks simultaneously is crucial.

Project 7: Dumuria Courtyard Meeting

Start Date: Apr 4, 2024

End Date: Apr 4, 2024

Project Overview



Image 7.1: Snippet from the meeting

On the second day of the climate justice workshop, our focus shifted to engaging directly with shrimp hatchery workers in Dumuria, taking our discussions out of the workshop setting and into the heart of their community. Divided into three teams, I was part of Group 1, tasked with visiting Bhandarpara. Here, we had the privilege of meeting with nearly 30 women and three men who work tirelessly in the shrimp hatchery industry. Gathered in a courtyard setting, we engaged in candid conversations about the pressing realities of climate change and its direct impact on their livelihoods. Through open dialogue, we delved into their specific needs and challenges arising from climate change, ranging from fluctuating water temperatures to changes in weather patterns affecting shrimp production. Every insight shared during these interactions was meticulously documented, laying the groundwork for informed decision-making and action planning in the subsequent phases of the workshop. This firsthand engagement not only provided

invaluable perspectives but also underscored the urgency of addressing climate-related issues in the shrimp hatchery sector, reaffirming our commitment to advancing climate justice on the ground.

My tasks & responsibilities

- Providing a platform for shrimp hatchery workers to voice their concerns, grievances, and suggestions related to various aspects of their work.
- Actively listening to the concerns raised by workers regarding working conditions and climate changes affecting their well-being.
- Initiating and facilitating constructive conversation with shrimp hatchery workers to foster communication, trust, and collaboration.
- Creating a supportive atmosphere where workers feel comfortable expressing their thoughts, ideas, and feedback openly.
- Recognizing the impact of climate change on the shrimp hatchery industry and the surrounding ecosystem.
- Evaluating the concerns and feedback provided by shrimp hatchery workers to identify areas requiring improvement or intervention.



Image 7.1: Snippet from another site visit

Challenges

- **Communication Barriers:** Language differences or varying levels of literacy among shrimp hatchery workers may hinder effective communication and understanding during meetings.
- **Cultural Sensitivity:** Cultural norms and hierarchies within the shrimp hatchery community may impact workers' willingness to express their concerns openly, especially in the presence of management or authority figures.
- **Limited Resources:** The shrimp hatchery may lack sufficient resources, such as meeting space, equipment, or trained facilitators, to conduct courtyard meetings effectively.
- **Climate Change Complexity:** Addressing climate change issues requires a deep understanding of scientific concepts and mitigation strategies, which may be challenging to convey and comprehend within the context of the meetings.

Learning Outcomes

- Enhanced understanding of the challenges faced by shrimp hatchery workers in relation to climate change and working conditions within the industry.
- Improved ability to actively listen to and empathize with workers' concerns
- Strengthened knowledge of the impact of climate change on the shrimp hatchery industry and the surrounding ecosystem, including its implications for workers' well-being.
- Acquired insights from real-life stories shared by workers, enabling a deeper understanding of their daily struggles and experiences.
- Generated unique recommendations from workers themselves, reflecting a diverse range of perspectives and solutions to address industry challenges.
- Learned to evaluate concerns and feedback provided by workers, identifying actionable areas for improvement and intervention.
- Increased awareness of the importance of creating a supportive atmosphere where workers feel comfortable expressing their thoughts, ideas, and feedback openly.

Project 8: Meeting Minutes

Start Date: Feb 17, 2024

End Date: Ongoing

Project Overview

I have been tasked with diligently capturing meeting minutes every Thursday, which serves as the designated meeting day at the Solidarity Center. Amidst a marathon of meetings involving diverse stakeholders throughout the day, my responsibility is to adeptly record key discussions, decisions, and action items, ensuring no important details are overlooked. Despite the demanding schedule, I have committed myself to compiling and submitting at least two sets of minutes by the day's end, requiring sharp time management and prioritization skills to meet deadlines amidst the continuous flow of engagements.

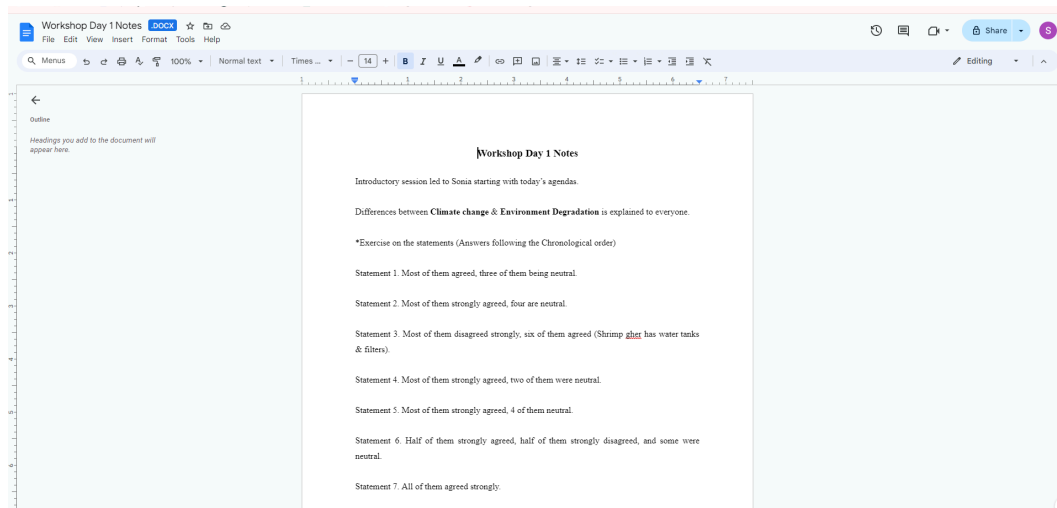


Image 8.1: Sample for a meeting minute

My tasks & responsibilities

- Attend the Solidarity Center meeting every Thursday.
- Prepare necessary materials before the meeting begins (agenda, previous minutes, etc.).
- Actively listen and capture key points, decisions, and action items during the meeting.
- Record accurate and detailed meeting minutes in a timely manner.

- Ensure clarity and coherence in the minutes, organizing them in a structured format.
- Highlight important discussion points, decisions, and follow-up actions.
- Distribute the minutes promptly to all relevant stakeholders after the meeting.
- Address any feedback or revisions to the minutes as required.
- Maintain confidentiality of sensitive information discussed during the meeting.
- Coordinate with team members or leaders to confirm agenda items and any changes in meeting schedule or format.

Challenges

- **Balancing participation:** It's challenging to actively engage in discussions while simultaneously capturing key points accurately.
- **Ensuring completeness:** Striving to document all relevant information while participating in discussions requires careful attention to detail and focus.
- **Managing interruptions:** Interruptions or side conversations can disrupt note-taking flow and lead to missed details or inaccuracies.
- **Time constraints:** Meeting minutes need to be completed promptly after the meeting, leaving little time for comprehensive editing or review.

Learning Outcomes

- Actively listening to discussions while taking minutes improves my ability to absorb and comprehend information effectively.
- Practicing note-taking in real-time enhances my multitasking skills, allowing me to balance participation and documentation more efficiently.
- Learning to adapt to pressure during meetings to help myself become more flexible and resilient in demanding situations.
- Strengthening my communication skills and encouraging improved understanding among team members
- Developing strategies to streamline note-taking processes and prioritize key information enhances my time management skills, enabling me to produce accurate meeting minutes within tight deadlines.

Internship Outcome

My primary objectives for the internship were to gain as much knowledge as possible and to make a significant contribution. We picked up a lot of useful information, both theoretically and practically, throughout our time as Public Relations major. However, it felt great to put my expertise to use in a corporate setting whenever it was necessary. During my internship, I worked hard to put into practice what I had learned at university over the last four and a half years, as well as the new skills I had picked up on the job.



Image 9.1: Solidarity Center Dhaka Team

Realizations

Before my internship, I had an overall "organized" perspective on the workplace. In my head, things just pop up on your plate; you tick them off one by one, and life goes on. In practice, however, many tasks arise at once, overlap, and force one to make difficult judgments about priorities; furthermore, it's not always clear whether a submitted task can be considered complete until it has been revised and tailored for feedback. Eventually, I would want to become an expert multitasker who can easily overcome obstacles like this and accomplish all my goals while keeping my cool.

I gained the ability to collaborate successfully with people who have varying experiences, skill sets, points of view, and working methods. I also learned how to communicate effectively, how

to listen attentively, how to appreciate variety, as well as how to provide and take feedback as well as constructive criticism.

I learned how to think outside the box and come up with innovative ideas and solutions that can address real-world problems or opportunities. I was also amazed to notice how important it is to hang out with other fellow interns and the senior instructors outside of work, and build a friendly connection with them. This way, not only was I appreciated as an intern, but also the scope of my active participation in any discussions or major decisions was broadly appreciated.

Achievements from Solidarity Center

I am an overthinker, which often leads to horrible anxiety from newer experiences. I always thought I am more productive when I could shut out the world and focus on my task, alone. I feared that others would judge me harshly if I blundered. I used to believe that corporate environments were very rigid and inflexible, with little space for making mistakes or gaining experience. The pressures and responsibilities of a professional setting scared and exhausted me even before I stepped onto the battlefield.

During my internship, however, I learned that my preconceived notions were incorrect. I learned that corporate environments may be welcoming and encouraging places with plenty of room for professional development and personal improvement. I was impressed by the kindness and generosity of my peers and instructors. They helped me through the process and provided me with constructive feedback and encouragement. They were generous with their knowledge and wisdom, and I was able to learn a great deal from them. We worked together, shared ideas, and celebrated successes as a team, and that made me realize how crucial it is to have a supportive setting to grow as an individual.



Image 9.2: My desk setup

In the 12 weeks that I have worked at the Solidarity Center, I have not missed a single deadline on any of the project work. I was always on time and stayed late if necessary, except on one occasion where I was a tad bit late due to adverse weather. It is an achievement in which I truly take pride in.

The demanding and fast-paced nature of this job has tested my mettle and shown that I can work through stress and long hours. One important aspect of my path to self-awareness has been learning to accept my impulsive and hasty decision-making tendencies. However, I have also learned that this allows me space to grow as a person through acknowledgment and working on myself.

By reflecting on my actions and making conscious choices, I aim to discover positive ways to utilize these qualities and turn them into strengths. The importance of effective communication, persistence, and adaptability have been reinforced, and I have developed an in-depth

understanding of the technical intricacies of an NGO. This internship has given me more than just technical knowledge; it has also given me excellent people skills, the resilience to overcome obstacles, and the will to continuously improve.



Image 9.3: Solidarity Center Dhaka Office

Overall, My internship experience altered my perspective and behavior. I realized that difficulties and setbacks were just chances to grow. I gained an understanding of the value of other people's perspectives and skillsets. I picked up the ability to appreciate and enrich my workplace through my own efforts. I learned to grow as an individual and as a professional.

The Workplace Logs

Week 3

* **RM/2 Session Malawi**
 → Policy based Advocacy **कारण कहता the findings**
 → Key Points and takeaway **highlighting को**
 * Two expectations here:-
 1. Federation strong **को** * यह बहुत बड़ा
 2. **GTC Training of Trainers** **Comments :-?**
 4th issue to training **को** * कोत जाल बेवत
 Interpreted **knowing to** **सिखे** **सिखे** **जाने** **आके** **denied**
 information training **को** * **को** **(Health and Safety)**
 * **GTC** **of** **Trainers** **पर** **जो** * **findings** **समझने** **को**
materials **बताता**। **आले** **हैं**।
 * Educational materials should be very easy.
 → Activating Safety Committee training:
Training VS Workshop VS Meeting
Documentation of Climate Change -
 * 28th April - **विश्व पर्यावरण दिवस**
को **Poster**, **को** **leaflet** **(Dangyaning** **को** **है)**
 * Legal and Policy gaps Analysis
 → Multi Stakeholder meeting : New concept from the year
DOL Project **(4 types of work)** **अब** **Sus Dev**
Goals **Poster**.
 * Message Board Idea - **परिचय** **fashion** **अधिकार**
और **होने** **को**। **SOLIDARITY CENTER**

Core responsibilities of Communication officers -

- ★ Monitoring
- ★ Content Development
- ★ Client service
- ↳ Mission/Vision
- ↳ Social Media
- ↳ Weekly updates
- ↳ Stakeholders on
- Media, Website
- ↳ Stakeholders
- Partners activities
- ↳ Articles
- ↳ Meetings
- ↳ The fields we work in
- ↳ Podcasts
- ↳ Communication topics related (Journalistic Writing)
- ↳ Basic monitoring
- ↳ Branding & training
- ↳ Social Media monitoring the org
- ↳ Training
- ↳ BGEAM
- ↳ Banner, Posters
- ↳ Materials & Module.
- (Amritika App)
- ★ WEP: Workers Empowerment & Participation Activities
- ★ RM/2
- ★ Shrimp Fish & Juice
- (6 federations, 3 CPO Partners)
- ★ NED (Noxal Bhui)
- ★ GUP (Like App)
- ★ Bannery (Leather works)
- ★ Migrant workers
- ★ DOL Project (Noxal Bhui)
- ★ APX workers (Export Processing)
- ★ Tea workers
- ★ Domestic workers
- ★ RMH (Mishra)
- ★ Construction workers
- ★ Shrimp
- Crosscutting
- ★ American fund is given to USAID
- ★ Up next -

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Week 4

[illegible]

November, 2023 - DOL Project starting out.
 FFD and Need assessment workshops for year 1
 Labour rights, OSH, Climate change, Gender based VHT
 * Core objective - Strengthening the Union
 1) ট্রেনিং গুটং জুড়ি আহলানি কৰে
 2) উদাহৰণ Meeting আৰু, Magistrate's visit (19th)
 3) Equipment use বজা and

* What are the types of GROUT? (বৰফোকাই focus বন্ধি)
 * Where to seek help? - Union leaders
 - Emergency ৰূপে জড়ি ৭৭৭ hotline
 - hotline for পুলিশ আৰু (Number লক্ষ্য)
 - ৰূপে কৰা তালি বহলৈ বুলিছে গাৰুৰে যে Group
 Leaders এৰু বৰফা বৰফেজ? (Ex. tea. গৰাও)

নিষেধ কৰাৰ - নিজৰ দোষ দেখুৱা যাবলৈ
 (আহুগত জাৰে আহুগত) Most mention.

নিজৰ উল্লিখিত দোষে হ'লে, অন্য কাউকে বলাত বুলি
 Union এৰু আহুগত নিতি হ'লে,

Week 7

Connections

Date: 28.03.2024

* Sparrow Parindanghol - अन्न आदि खाता है
जिड़ पित्त और लोकार (Page 1) Cross tick

* अब महिला लोकार है। पित्त है।

* विषय (Page 3 Warming up)

4 > सड़कालीन श्रम फ्री फ्रीम वॉर्क ऑन कम्युनिटी
क्लास १ सड़कालीन Page 1 Add कर दो।

11 > फॉर शाइल ब्रशिंग गेटो क्लोर जेल (Drop shadow)

⇒ Cross Section पित्त है। (Pink Picture पृष्ठ 3)

⇒ Site वाईट & भावनात्मक Differences in पृष्ठ

⇒ Face blue and the breastfeeding lady.

⇒ Geography of भारत रास्ता।

⇒ भावनात्मक change, PDE दूता 3

⇒ Colors हर colour change करता है।

⇒ आभार भावना अभिव्यक्ति Symbol (अर्थ) आभार कवि)

बहुभाषी → कवि।

⇒ विचारों के बिना देश में change.

⇒ Just Ambulance. 999 Emergency सेवा।

MBVA Flipcharts

Date: 29.03.2024

Su Mo Tu We Th Fr Sa

➤ विभिन्न देशों में अंतर नीतिगत - विभिन्न देशों
➤ जिस तरह पाकि, जिस तरह
➤ कार्यशालाओं द्वारा (Holistic Approach)
➤ विभिन्न स्तर, family / सरकारों पर
➤ Where to seek help
➤ More we need to brainstorm

Meeting with Monica - Sonia

* Climate change (New concept)
↳ Climate and labour justice movement.
Two goals - * Recognizing the discussions of Climate change
workers as an impacted demographic
* Trade unions having the capacity to take on
the climate crisis.

5 words

- * Capacity building - collective bargain, awareness.
- * Supporting Advocacy -
- * Collision building -
- * Enabling legal Environment.
- * Influencing Discourse - Changing the narrative.
- ↳ Unions having access for policymaking
- ↳ Major

Climate Mitigation vs Climate Adaptation
➤ Adapt & live with dignity (CF is not an issue for BD).

Week 10

Su Mo Tu We Th Fr Sa Question Answers Date:

Pen Section -

- * Skin diseases, heat strokes, different diseases increases.
- * Lightening and death * Dehydration
- * Heat strokes *
- * Targeted fulliment (40 Kgs for 170 - 180)
- * No safe drinking water

Shrimp Riser -

- * No fertility, much more heat, death rate increased
- * Allergies and rotten nails
- * No resting place and shade to save from lightning
- * No sanitary water to drink.
- * Insects and snakes on irregular basis, very poisonous snakes that is.

Factory Company Section -

- * Extreme temperature, soil moisture retaining is lessening, making it less fertile & expanding.
- * Salination. * leading it to less work force.
- * Adjusting to factory's temp and room temp, difficulty to adapt - leading to constant ill state.
- * The age retaining in jobs are much less than 30 years ago (now 40-50, before 60-70).
- * RMR workers always have to relocate to work.
- * Inflation rate of mass produce during rain and extreme heat.

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Su Mo Tu We Th Fr Sa Date:

Construction Sector-

- ✱ Extreme heat on top floors without any water
- ✱ Forced on their jobs to do dangerous tasks
- ✱ Immature aging at a very fast rate.
- ✱ We can live without eating fishes and drinking tea, but we absolutely need a place to live.
- ✱ That's where construction gets almost importance.
- ✱ Holistic approach for all the problems (JEE).
- ✱ Child labour & Child marriage is increasing again at an exponential rate.
- ✱ जोतन खाते नहीं, Virus आता है शरीर, पैसे कलियाँ
क्यों ये अज्ञान कारण एक कहर बनें बसता।
- ✱ एक दिन ए किराये की जगह Virus आ आया है शरीर
शरीर नहीं, आमतौर पर वही शरीर साफ़ नहीं।

More Problems-

- 1) तापी अकिया प्रभाव जिज्ञा होलेड जावा भविष्यतः पड़ते
पाएँगे।
- 2) तापीय गर्म आवाज करे for the house, not the men.
- 3) Pregnant women are more dehydrated, and not a good amount of maternal leave for them.
- 4) Trade unions can always help a worker.
- 5) विद्युत पर एव असोसिएशन फॉर गैरु वर्कर्स,
which they don't have at all.

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Professional Competencies

Working at Solidarity Center encompasses a diverse range of skills and abilities essential for effective collaboration and impact in advocating for workers' rights and social justice. These include:

Writing Proficiency

Demonstrating the ability to articulate ideas clearly and effectively through various written communication channels such as reports, memos, emails, and newsletters. Strong writing skills are essential for conveying complex information, advocating for policy changes, and documenting project outcomes.

Graphic Design Skills

Proficiency in utilizing tools like Adobe Illustrator and Canva to create visually engaging materials such as infographics, posters, and presentations. Being able to visually represent data and key messages enhances communication effectiveness and supports outreach efforts to diverse audiences.

Communication Skills with Stakeholders

Excelling in interpersonal communication with diverse stakeholders including workers, unions, government officials, and community leaders. Effective communication involves active listening, empathy, and the ability to convey ideas clearly while fostering trust and collaboration among stakeholders.

Project Management

Demonstrating strong organizational and project management skills to effectively plan, implement, and evaluate programs and initiatives. This includes setting clear goals, allocating resources efficiently, managing timelines, and adapting strategies based on feedback and changing circumstances.

Research and Analytical Skills

Proficiency in conducting research, analyzing data, and synthesizing information to inform decision-making and advocacy efforts. Strong research skills enable Solidarity Center staff to understand complex issues, identify root causes of problems, and develop evidence-based solutions.

Cross-Cultural Competence

Being culturally sensitive and adaptable when working with diverse populations across different regions and contexts. Cross-cultural competence fosters understanding, respect, and inclusivity, essential for building strong partnerships and effectively advocating for marginalized communities.

Public Speaking and Presentation Skills

Confidently delivering presentations, speeches, and training sessions to various audiences, including workers, policymakers, and the public. Effective public speaking skills enable Solidarity Center staff to articulate key messages, inspire action, and raise awareness about critical issues impacting workers' rights and social justice.

Networking and Relationship Building

Cultivating and maintaining strong relationships with partner organizations, coalitions, and allies to leverage resources, share best practices, and amplify advocacy efforts. Building networks strengthens Solidarity Center's collective impact and enhances its ability to mobilize support for workers' rights globally.

Self Assessment Form

The purpose of this survey is to obtain students input on how they think they have performed.

Name of Intern: Fatiha Taiara

University ID: 193012051

Name of the Institute/Organization:	Solidarity Center Bangladesh		
Corporate Office Address:	1st Floor, House 12 Rd 135, Dhaka 1212		
Email:	info@solidaritycenter.org	Web:	www.solidaritycenter.org/

1. During a typical week, approximately how many hours did you dedicate to your internship?

30 Hours

2. Was your internship paid? If yes, how much?

Yes; BDT 15,000.

3. Was your site supervisor available to meet when needed? Tick any one of the following.

☐ Not at all
 ☐ Slightly
 ☐ Moderately
 ☐ Quite a bit
 ☒ A great deal

4. Next, we would like to know how you were affected by your internship. Using the scale below, please indicate the degree to which participation in your internship experience increased or strengthened your abilities, attitudes, awareness or understanding in each of the areas identified:

1=Not at all 2=Slightly 3=Moderately 4=Quite a bit 5=A great deal

NO	CRITERIA (Personal)	RATING
1	I have a sense of satisfaction in doing something worthwhile.	5
2	I believe in my ability to make a difference.	5
3	I am open to new experiences.	5
4	I have gained the capacity to be more productive.	5
5	I can recognize my personal strengths.	4
6	I can recognize my personal weaknesses.	5
7	I have a sense of personal achievement.	4
8	I have the ability to persevere in difficult tasks	4
NO	CRITERIA (Social/Interpersonal Impact)	
9	I demonstrate concern for the welfare of others	5
10	I can be understanding and appreciative of people with diverse backgrounds	4
11	I have the ability to work cooperatively with others	4
12	I have the ability to communicate effectively	5
13	I have increased my ability to be a leader	4

14	I feel more connected to my community	5
NO	CRITERIA (Academic learning impact)	
15	I have acquired knowledge from the job duties I performed	5
16	I have broadened my critical thinking skills (reasoning, problem solving)	5
17	I have learnt the ability to work independently	4
18	I feel my classroom learning was enriched	5
19	I have the ability to connect academic subject matter to the real world.	5
NO	CRITERIA (EMPLOYMENT/JOB SPECIFIC IMPACT)	
20	I developed specialised technical skills for a specific job function	4
21	I broadened my future employment possibilities	5
22	I received an opportunity to explore a specific career	5
23	I developed realistic ideas about the work world	5
24	I narrowed my future possible career choices.	4
25	What is your average score from this test?	4.6

5. General Comments

My tenure at the Solidarity Center has been a transformative journey into the realms of workers' right advocacy and communication. From day one, I've felt like a valued member of the team, with opportunities to contribute ideas and learn from experienced professionals in the field. The supportive environment and hands-on approach to learning have allowed me to grow both personally and professionally. Whether it's collaborating on projects, attending workshops and events, or diving into research, every day brings new challenges and opportunities for growth. I've especially enjoyed being part of initiatives that promote workers' rights and empowerment, knowing that my work contributes to positive change. Overall, it's been an enriching and fulfilling experience that I'm grateful to be a part of.



Signature of Intern

Concluding Remarks

My first experience with a job in the professional world was gained through the Solidarity Center, and I am incredibly happy that I got this position from day 1 until now. This place has a really positive and inspiring atmosphere at work. Prior to this, I had no idea how the operations of an NGO were carried out, nor was I interested in grassroots work. Now that I have more experience, I can effortlessly see myself diving into the development sector without a second thought.

Everyone at my workplace, be it my superiors, colleagues, and juniors, was incredibly courteous, understanding, and helpful. They helped me out with projects whenever I asked for their assistance and always made me feel at home.

Moreover, being involved in initiatives that champion workers' rights and empowerment has been truly fulfilling. It has given me a deeper appreciation for the challenges faced by minimum wage workers, particularly in sectors like Shrimp, Tea, Construction, and RMG. Understanding their struggles has made me more empathetic and incredibly respectful towards their lives, resilience, and determination. Every project I have worked on has reinforced the importance of advocating for fair wages, safe working conditions, and dignified treatment for all workers. It is a cause I am passionate about, and being part of it has been both eye-opening and rewarding.

This internship was an unrivaled hands-on experience that has helped me become more self-assured and aware of my own capabilities. I am really appreciative to have been given this chance, and I want to make the most of it in the years to come.

Thank You.