

Four practical hints for Participatory Action-oriented Training

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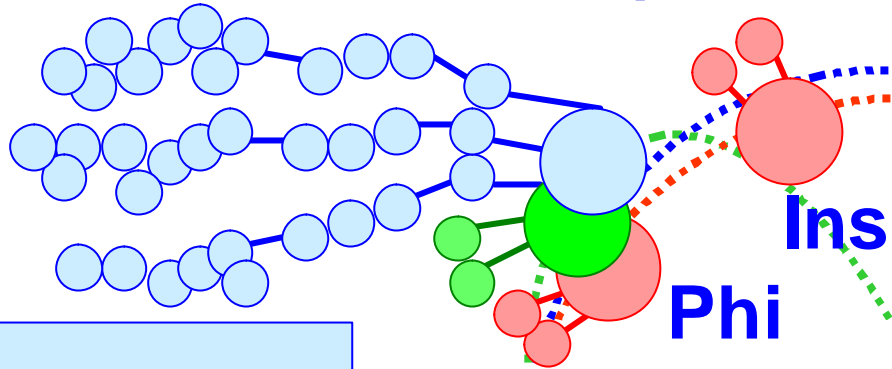
***A prominent trend
in safety and health programs is
to apply participatory steps***

***⌘ Voluntary action programs by the
initiative of local people for
immediate improvements***

***⌘ Participatory steps involving
managers, workers, farmers***

***This is confirmed in our Asian inter-
country network for different sectors***

WIN-ASIA Network (www.win-asia.org)



POSITIVE
(Participation-oriented safety improvement by trade-union initiative)

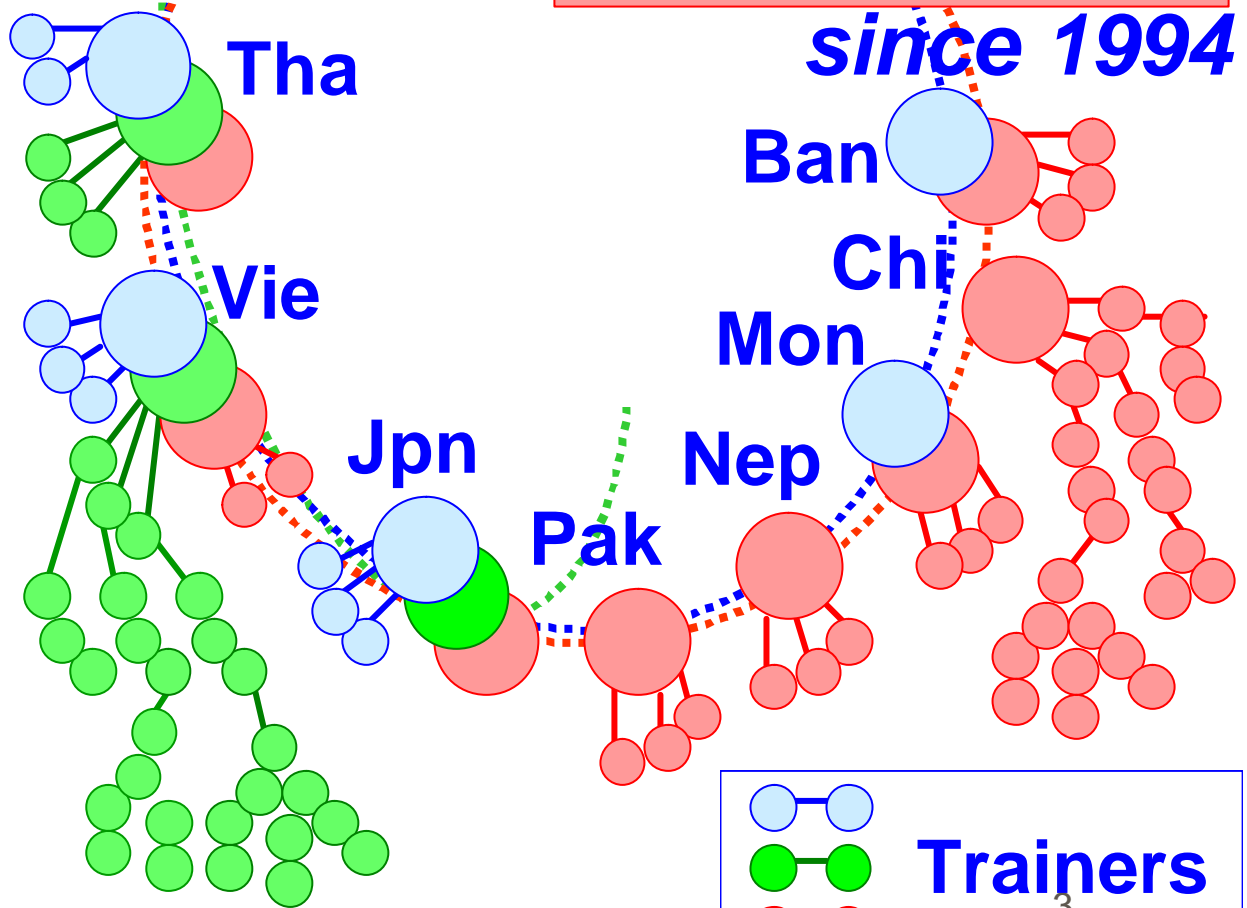
WISE
(Work improvement in small enterprises)

since 1988

WIND
(Work improvement in neighbourhood development)

since 1996

for farmers



since 1994



Our inter-country networking indicates four common features

(1) Build on local good practice

**(2) Focus on low-cost improvements
in multiple areas**

**(3) Use a locally adjusted toolkit
for direct use of local people**

(4) Network trained facilitators

Steps of WIND training



Checklist exercise



Learning basic rules



Presenting group results



Group work on actions

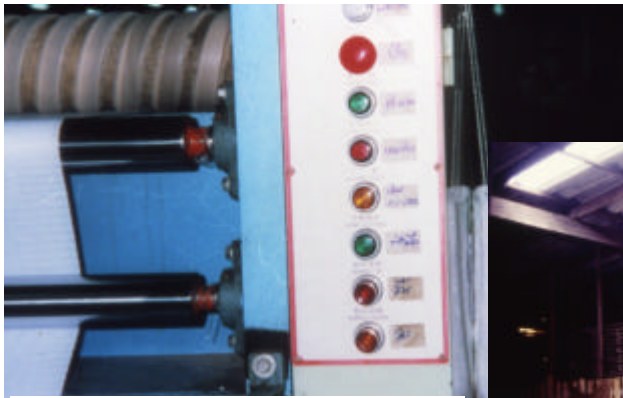
Let us learn from practical hints

(1) To build on local practice

... Praise and praise local practice

Local good examples are learned through photos and video-clips

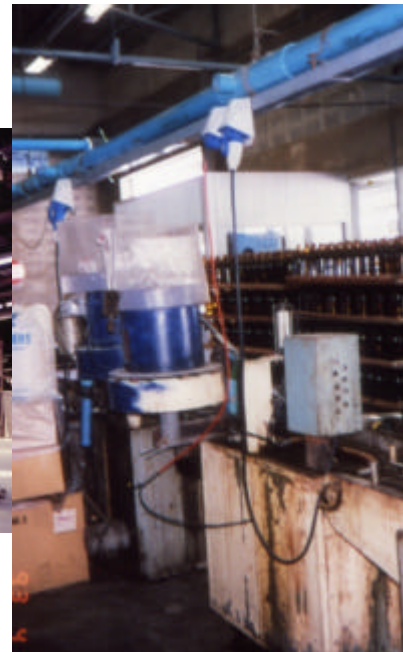
- ***Starting from local achievements***
- ***Looking at opportunities***
- ***Doing by self-help***



Labels in the local language



Skylights



Overhead wiring pipes



Drinking water

Let us learn from practical hints

(1) To build on local practice

... Praise and praise local practice

(2) To focus on low-cost ideas

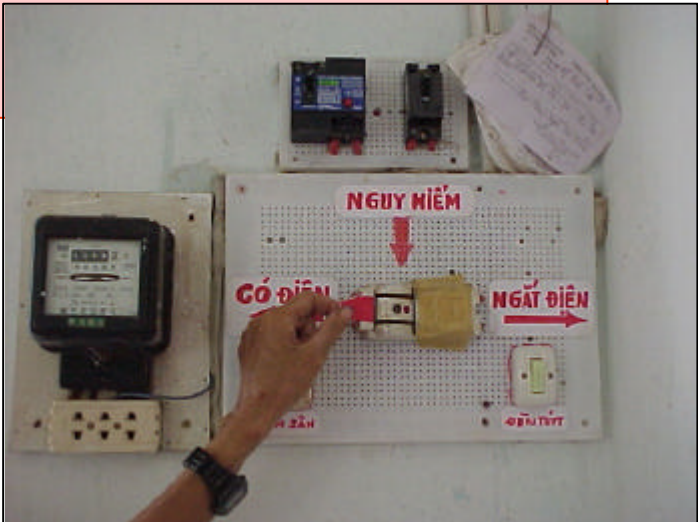
*... Assemble and re-assemble
basic low-cost ideas*

Illustrated guides used in a WIND manual

PERFORM WORK OPERATIONS AT ELBOW HEIGHT.



ATTACH SIMPLE WORDED LABELS IN LOCAL LANGUAGE



(1) For building on local practice

... Praise and praise local practice

(2) To focus on low-cost ideas

*... Assemble and re-assemble
basic low-cost ideas*

(3) To use an adjusted toolkit

... OK for OK slides as messages

Trainers help people build on practice

< *WIND courses* >

(4 provinces of Vietnam, 2004-05)

20 core trainers trained
in participatory methods

71 farmer trainers

637 mini-workshops

Farmers
Farmers
Farmers

4151 improvements

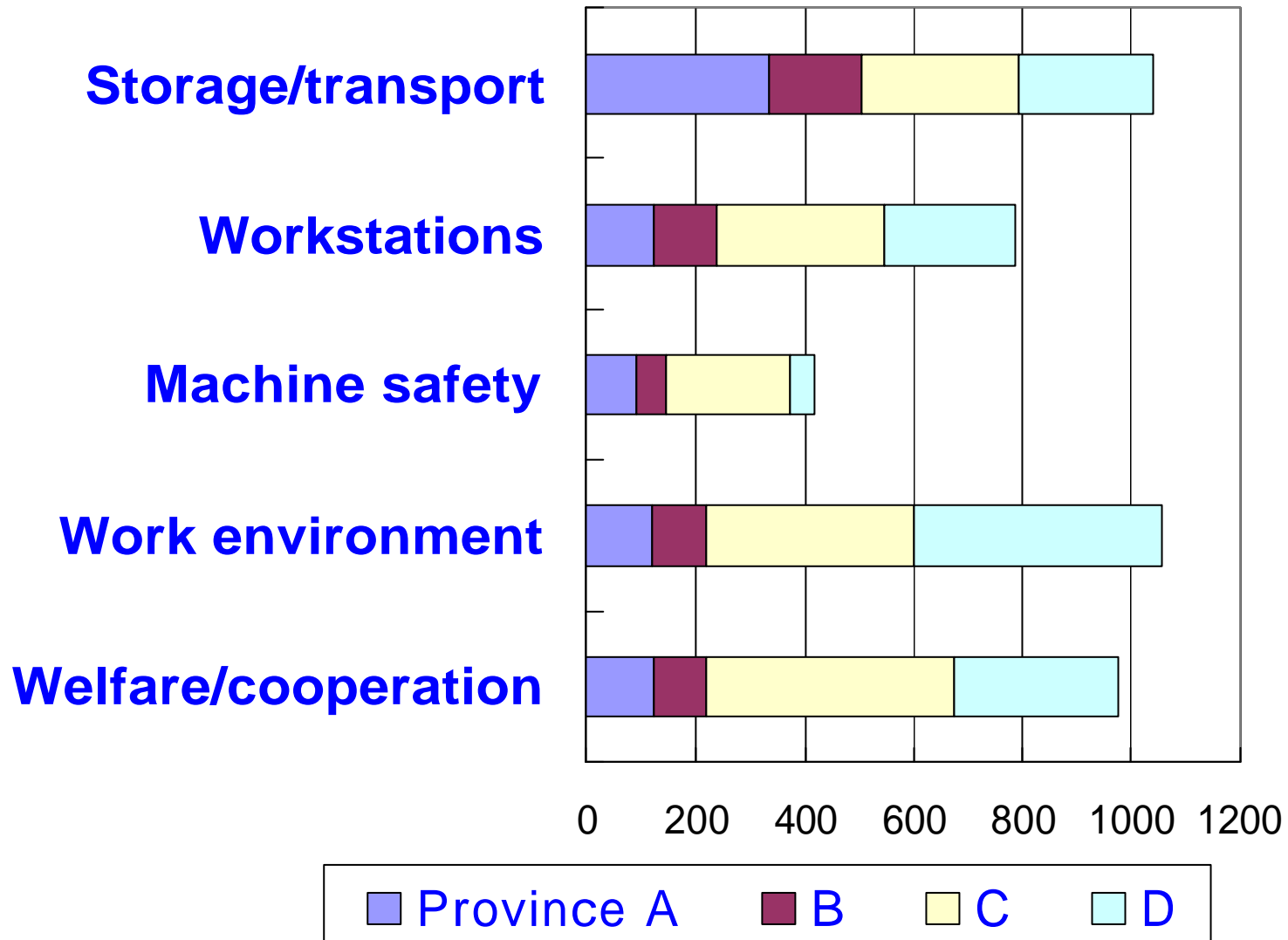


Elbow
height
work

Machine
guard



Over 4,000 improvements are achieved by farmers in one year (WIND mini-workshops, 2004-2005, Vietnam)



(1) For building on local practice

... *Praise and praise local practice*

(2) To focus on low-cost ideas

... *Assemble and re-assemble
basic low-cost ideas*

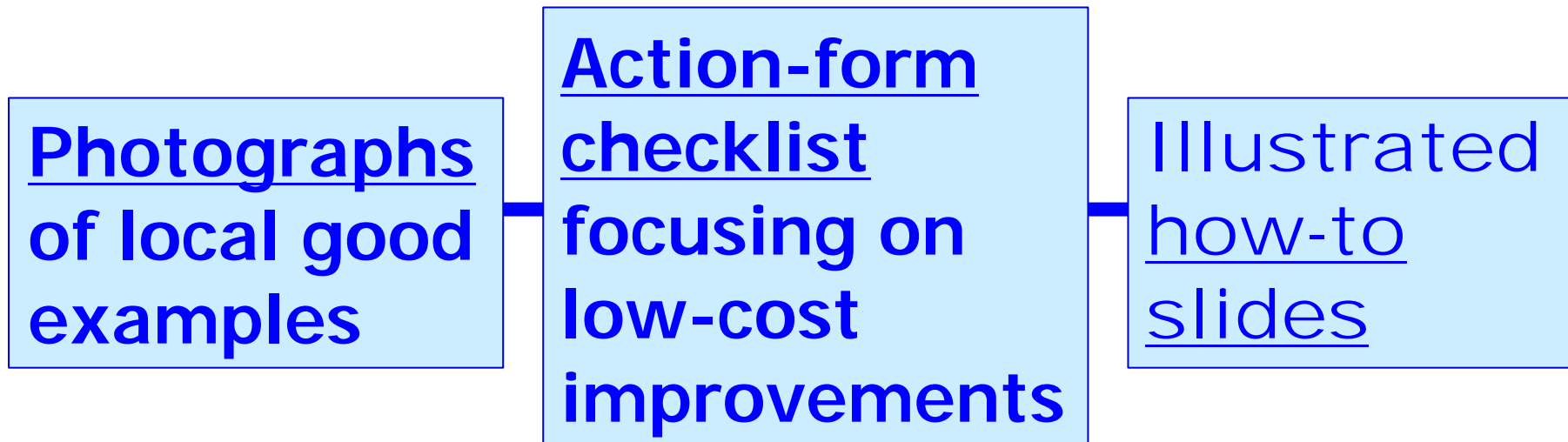
(3) To use an adjusted toolkit

... *OK for OK slides as messages*

(4) To network facilitators

... *Touch the heart of people you admire*

The use of a locally adjusted toolkit can promote changes



... Praise

... Assemble

...OK slides

(1) Build local initiative for action

(2) Help select practicable actions

(3) Facilitate serial group work steps

Touch the heart with your hands, eyes and heart

(1) For building on local practice

... Praise and praise

(2) To focus on low-cost ideas

... Assemble and re-assemble

(3) To use an adjusted toolkit

... OK slides

(4) To network facilitators

... Touch the heart by your hands,
eyes and heart

... and

*Thank you for your
attention to*

... P. A. O. T.

Where is your heart?