

G*OSH

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Gender-Sensitive Views on Occupational Safety and Health



OSH is more than Machine Maintenance

FOREWORD

Dear readers,

There is no better time to call attention to a gender-sensitive view on health at the workplace. 2022 will be remembered as the time when the International Labour Organization (ILO) included a safe and healthy working environment in its framework of fundamental principles and rights at work.

This new magazine G*OSH: Gender Sensitive Views on Occupational Safety and Health has been created in the context of a cross-border project on gender and occupational health in the garment and footwear sector, which has already led to an enriching exchange between representatives of companies, business associations, unions, standard-setters, and others. We are excited to count you among our readers.

You may ask, though: Is it really a good time to invest in dialogue on health and gender?

As a worker who makes shoes or clothing for example in Java in Indonesia or in Karnataka in India, you might have to attend to other pressing questions every day. Why get involved in a process that may not change your situation immediately? As a unionist, you need to engage workers, who must carry a disproportionate share of industries' burdens. While reports of illegal layoffs, cuts of wages and benefits, and other illegitimate practices are less frequent in late 2022, the effects of the pandemic years are still felt by many, especially financially.

Being a brand or retailer representative, you may have thought to help your business to recover from the consequences of the Covid-19 pandemic, to put plans for more robust supply chains into action, and to work towards a new, successful normal across departments. But further lockdowns in China and war once again cause logistics to totter. Energy and materials become incredibly more expensive, inflation rises, and the consumer climate sinks to a significant low, especially in the important US and European markets. The International Monetary Fund (IMF) forecasts global growth to develop from

6.0 % in 2021 to 3.2 % in 2022, and 2.7 % in 2023. For Europe, prognoses are down to 0.5 % for 2023, and in the US down to 1.0 % (IMF, 2022).

For manufacturers worldwide, forecasting business trends and making sure that orders can be delivered timely have been a huge challenge. But business conditions are not the same everywhere. In Indonesia, the Prompt Manufacturing Index (PMI) in the second quarter of 2020 was reported to have decreased quite deeply in 2020 ("Prompt Manufacturing Index (PMI)-Bank Indonesia", 2020), with the PMI index sharply decreasing 52.66 % compared to the same quarter in 2019. One of the sub-sectors with the deepest contraction was the textile subsector. However, the footwear sector was different. The Indonesia Footwear Association (APRISINDO) mentioned that export-oriented footwear production in 2020-2021 did not experience contraction, even increasing to 61%. The comparatively strict lockdown policies, particularly in Vietnam and China, and the uncertain political situation in Myanmar forced buyers to reallocate orders to Indonesia.

The decreased number of economic activities in some industries had a serious impact on employment with at least 1.7 million formal and informal workers affected ("Prompt Manufacturing Index (PMI)-Bank Indonesia", 2020). The reallocation of orders for footwear did not contribute positively enough to the welfare of workers. Vulnerability was increased with the risk of COVID-19 infections at the workplace and employers' reducing wages and holiday allowances based on government policies.

At the same time, in India, the impact of the depreciation of demands in Europe and the US has affected the price-sensitive domestic garment industry severely, but the export-oriented garment industry still faces higher demands for productivity. In the last few years, India has been seen as a more viable

destination for brands due to its political stability and progressive economic growth. In the recent times, we have seen many brands diverting their production from economically underperforming countries like Sri Lanka and Pakistan, and from Bangladesh to India. As a result, India today is the 4th largest garment exporter (Varshney, 2022).

However, the larger amount of garment production demand is due to diversions from the neighboring countries including China. With investor-friendly and supplier-friendly policies, India is aggressively administering in the garment industry; worker welfare is taken a back seat. The effects of the pandemic have just slowed down for the workers, who have already seen an increase in their production targets. This might become a further burden on their physical and mental health.

So far, the IMF expects 6.0 % growth in the ASEAN-5 region and 6.8 % in India for 2023 (IMF, 2022). It remains to be seen how strongly garments and footwear-producing countries are affected if consumption of clothing and footwear remains low in many purchasing countries.

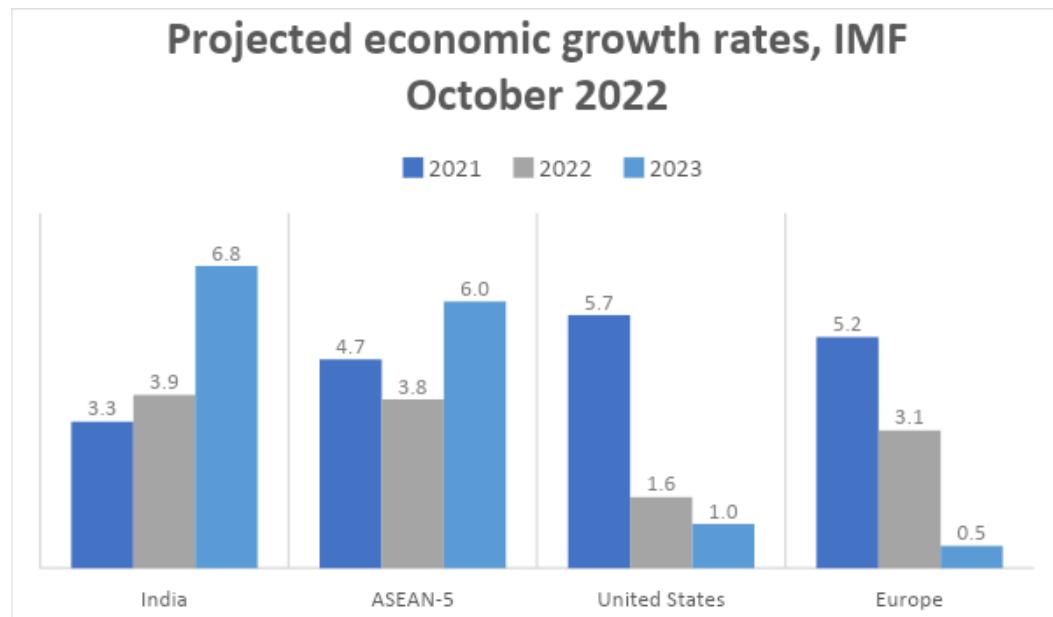
For most actors worldwide, the Covid-19 pandemic has resulted in challenges. For the authoring organizations, however, it has been a dramatic reassurance that healthy economic activity is only possible with healthy workers and that the effort of dialogue is, therefore, more necessary than ever.

This magazine aims to support the dialogue on gender-sensitive approaches to occupational health: We prepare the search for common ground by shedding light on stakeholders' perspectives, with a particular view to those that would otherwise remain unheard. We also report on the progress of the project in a transparent manner and inform about its results.

We wish you a stimulating read and eagerly await further exchange about gender-sensitive approaches to occupational health.

Yours,

Jiska Gojowczyk, SÜDWIND | Didit Saleh, TURC | Deepak Nikarthil, Cividep | Lisa Carl, FEMNET



Sources:

International Monetary Fund (IMF). 2022. World Economic Outlook: Countering the Cost-of-Living Crisis. Washington, DC. October. Retrieved from <https://www.imf.org/en/Publications/WEO/Issues/2022/10/11/world-economic-outlook-october-2022>

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About Us

About SÜDWIND-Institute



For more than 30 years, SÜDWIND has been committed to economic, social and ecological justice worldwide. Using concrete examples of specific value chains and grievances, we uncover unjust structures, make them public and work on alternative courses of action.

In doing so, we combine our research with development education and public relations work and carry demands into companies, campaigns, society, and politics. We contribute to change by talking to political and corporate leaders or advising decision-makers in society.

SÜDWIND works on a non-profit basis, independently of governments, political parties, business and churches. It has the legal form of a registered association, and is financed by grants, income from commissioned activities as well as membership fees and donations.

About FEMNET e.V.



FEMNET's mission is to achieve fairness in the supply chain, sustainable consumption, and the empowerment of women to have a life of self-determination.

We are a women's rights organization based in Germany and have been working to improve the living and working conditions of textile workers in the global garment industry for more than 15 years. Our work is based on the sustainability goals of gender equality, humane work and sustainable consumption.

We work closely with our local partners, to support their work, for example in India, Indonesia and Bangladesh. Additionally, we are politically active via our campaign work. We want to deliver knowledge to consumers and political decision-makers so they are aware of the effects of global fashion industry on human and labour rights.

FEMNET is a non-profit organization, registered as association, and financed by grants, membership fees and donations.

About Cividep



Cividep is an organization working on safeguarding workers' rights in the global supply chain. The Bangalore-based organization was initiated in 2001 and focused on export-oriented industries in India, to have corporates accountable for the impacts they have made on workers and the environment. Cividep works in business and human rights and engages directly with a range of India's export sectors: garment, leather, and electronics industries, as well as coffee and tea plantations.

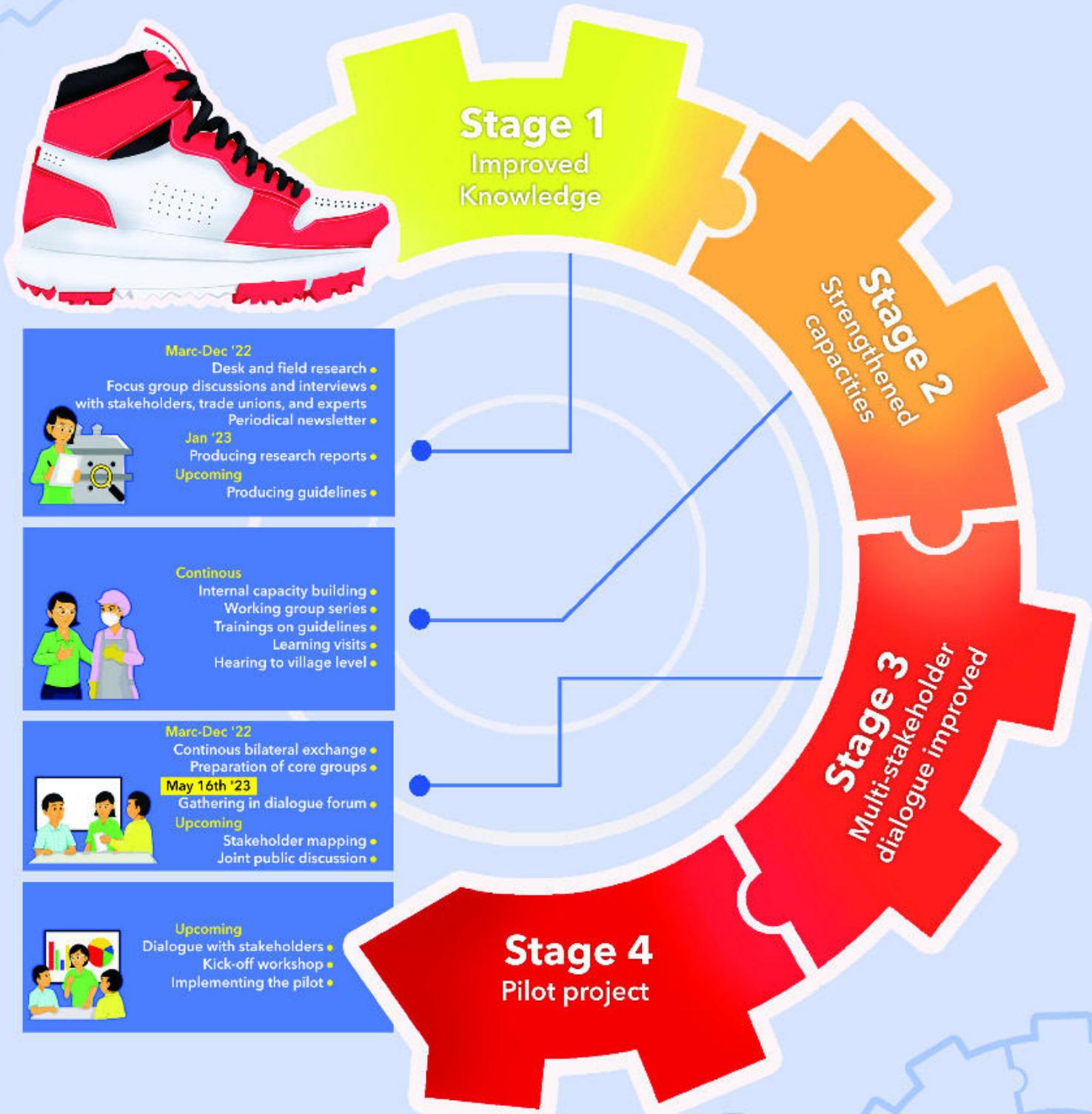
In advancing corporate accountability, Cividep conducts research on working conditions, policy analysis, corporate codes, and corporate conduct in the export industries. The focus is on rights and entitlement education, and awareness building of the workers and other stakeholders in the supply chain. It supports the workers for collective bargaining for their fair wages, working conditions, and health. Finally, it advocates progressive policy changes and systemic change for sustainable development of the stakeholders in the global supply chain.

About TURC



Trade Union Rights Center (TURC) is a non-governmental organization founded in 2004 and headquartered in Jakarta, Indonesia. TURC works in various locations across Indonesia with trade unions, organizations, and activists in the palm oil sector, the home sector, and the manufacturing sector, aiming to promote decent work and empower the working class by providing labour rights education, labour law assistance, and labour studies. TURC believes that all workers have the right to decent working conditions. To support this, we are taking various approaches to various stakeholders at the regional, national, and international levels. We support trade unions and labour organizations by working together with them and empowering them through education. At different levels, we are seriously building networking to strengthen decent work and advocacy for workers' solidarity through campaigns and policy research, extending it to the SDGs and socio-economic perspectives. Our network covers various parties and issues.

TIMELINE AND MILESTONES



Thematic Preliminary Findings of German Partners

Let's talk!

In spring 2022, the German partners FEMNET and SÜDWIND-Institute began their extensive engagement with key stakeholders in Germany and beyond. We wanted to know: Which initiatives already exist under the radar of the public with respect to a gender sensitive view on OSH? What can we learn from experiences different actors have gained? Who is interested in the topic? Which hurdles and questions exist in the field?

An online survey with 27 German speaking representatives from retailers as well as garment or footwear brands revealed that gender justice was seen as "somewhat important" for CSR efforts. Three aspects were seen as "very important" on average: responsible business practices, the living wages in the value chains, and the health of the workers in the value chains. The brief survey was a step towards more intensive conversations. We conducted 29 semi-structured interviews between May and September 2022, speaking to 43 people in total. 18 conversations took place with brand and retailer representatives (CSR, procurement, OSH experts and regional leaders), the others with experts from unions, standard setters, MSIs, NGOs, academia and (inter)national organizations. It was encouraging for us that most brands interviewed articulated an interest to stay involved in our project. Of the 18 interviews, 17 said that the results of the project are relevant to them or that they would like to stay involved. We were also surprised by the

response rate of company representatives: Of the companies we contacted, 52 % responded positively.

In the conversations with brands and retailers, we asked in which ways occupational health and safety in the supply chain and gender discrimination were important in their work. We asked about current and future engagement in those areas, especially in India and Indonesia, and about key partners internally and externally in the work on these issues. Finally, we wanted to know how interviewees assessed progress in the fields and which challenges they saw. Experts were chosen and asked questions in relation to their field of expertise.

All the interviewees representing brands and retailers had something to say about OSH. In OSH approaches and discussions, the respondents had a very strong "technical" focus. They talked about avoiding accidents with machinery, fire safety, and exposure to chemicals. Often, those concerns were checked before orders were placed at a new production facility. To underline how important OSH was, zero tolerance policies, e.g., regarding open wires and the maintenance of electric devices, were referred to. What the informants talked about less frequently was aspects of reproductive health care, lack of rest and recreation, double burden and mental health, gender-based violence, and oppressive work cultures.

Most of the interviewees agreed that gender is very important when looking at the supply chain and that it will get more important strategically soon within CSR priorities. However, except for few, implementation was left for the future, accompanied with many open questions. Some of the brands referred to their approaches to combat gender-based violence at the workplace with trainings.

While we learned about a variety of activities and approaches, some key take-home messages can be highlighted:

- Currently OSH focus on safety
- Missing systematic linkage between health and gender
- Gender-based violence associated with gender, not health
- Approaches and topics very heterogenous
- No clear industry-wide priorities or focus for a gender sensitive view on OSH

The company representatives as well as the experts identified a bundle of needs to move the issue forward. One of the most pressing concerns seemed to be the existence, availability, and interpretation of data on gender equality in the value chains of footwear and garments. How to convince

suppliers to take part in the transformative process and how to address topics such as women empowerment, women's rights, gender specific division of labour, or working day routines were also asked. Some of the actors wished the content of social audits to be more nuanced, while others highlighted the difficulty of detecting gender discrimination in short-term visits to production sites. The experts also raised the issue that there was no classification system for gender-specific health risks to use in practice. They also brought in considerations about local auditors' awareness of gender discrimination in OSH and foresaw increasing expectations of investors with regard to gender equality.

Our findings were discussed and confirmed in two consecutive presentations with the informants, one with the brands and the retailers and the other with the experts.

We thank all the interview partners who have given us their time and thoughts to make the project even better. The results underline the relevance of the endeavour and motivate us for further work within the project.

COMPANIES' WISHES FOR THE PROJECT

“ We like the idea to get good guidance. What can we do better regarding health and gender? Any practical tools? **”**

- footwear producer



Guidance



Tools



Formulation
of
expectations



Exchange



Opportunity
for new ideas



Co-creation

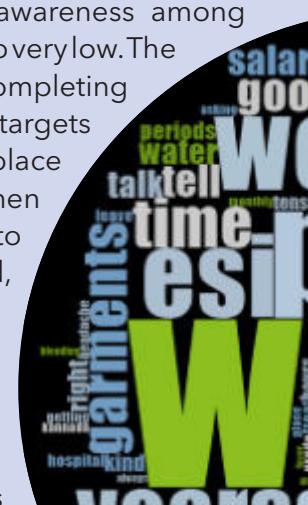


Pilots

Thematic Preliminary Findings of Cividep

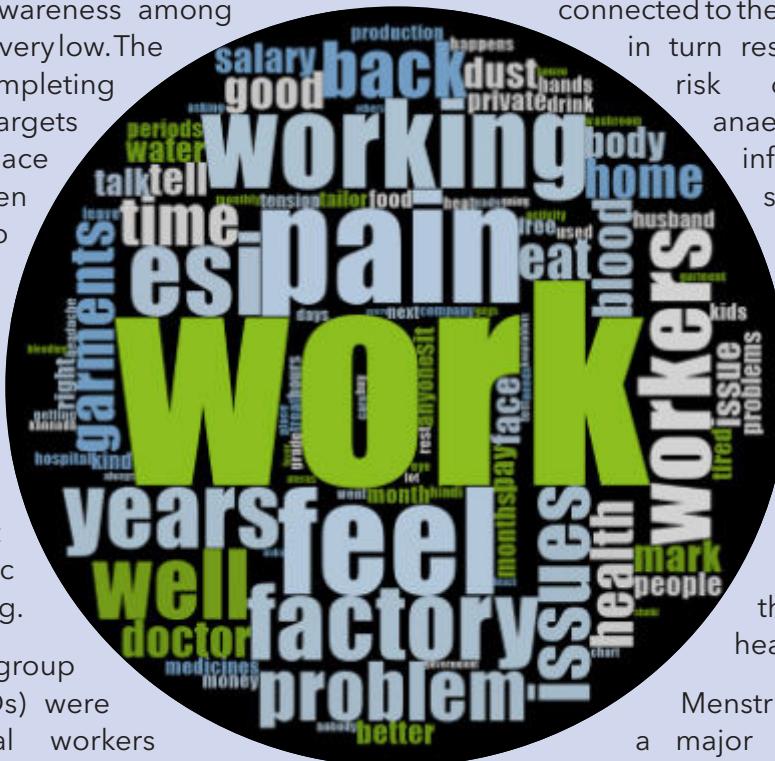
Health and Wellbeing of the Garment Industry Workers in Bangalore

Garment industry workers in South Asia are predominantly women, which is especially true in the case of the garment industry in Bengaluru, India, with over 80 percent of women workers employed in garment factories. The health and wellbeing of the workers are often compromised in the quest for the completion of production targets. Health awareness among the workers is also very low. The pressure of completing the required targets at the workplace often leads women workers to neglect food, avoid drinking water, and avoid going to the toilets to relieve themselves. Thus, there is drastic neglect of the one basic need for wellbeing.



Focus group discussions (FGDs) were held with local workers (kannada speaking) and migrant workers (other language speaking) to improve their understanding of key health issues and access to health. The FGDs were conducted in a group of 6-8 people with introduction and ice breaking through body mapping exercise.

Menstrual health is a major concern for the women workers, with many describing issues of menstrual hygiene and rashes in the private areas. The main complaint is the issues of dust and heat due to the automatic machines, leading to sweats, allergies, and pain in their menstrual areas. Some have also revealed they are unable to conceive (get pregnant) after joining work



and must take time away to conceive and start families. The older workers (more than 5 years in the industry) have revealed that many of them have gone through uterus removal (hysterectomy) due to heavy or uncontrollable bleeding during their periods. The younger workers experience pains during periods and irregular period cycles. Access to sanitary pads is another issue, as they must pay for those provided by the factory and many complain about their quality. They prefer buying their own sanitary pads, while they agree to resort to the paid sanitary pads from the factory only during emergencies.

The studies showed that access to health was a major concern for the garment workers, as the majority of them believed that the ESIC facilities were inaccessible due to the timings and the bureaucratic structures associated with them. Even then, they felt the quality of the health care and the medicines as well as

the services were not up to the standard. The ESIC doctors explained that lack of knowledge and information among the workers was what prevented them from accessing the ESI facilities.

The factory's on-site health facilities and clinic often become the first aid centre, despite limited availability of consultation with doctors. Of the worker respondents, 90 percent did not consult the factory doctor and around 60 percent did not see a doctor. Thus, for any health issues faced by the workers in the factory, they consulted the nurses and were provided with simple medication or balms. Due to such issues, the workers had to depend on private health clinics and private practitioners for their health needs. Interestingly, they spent almost 25-40 percent of their salary for their and their families' health care needs.

Thematic Preliminary Findings of TURC

COVID-19, Business, and Conditions of Workers in Indonesia

COVID-19 cases in Indonesia have had a major impact on the economic growth. The Government of Indonesia has implemented a policy to prevent the spread of COVID-19 such as Large-Scale Social Restrictions, which has placed a number of economic activities in jeopardy.

According to the Ministry of Manpower (2020), many employees were laid off and various companies were threatened with bankruptcy. A total of 114,340 companies - 77% from the formal sector and 23% from the informal sector - laid off up to 1,943,916 workers during the COVID-19 pandemic.[1] While the companies remained operational, without orders they were barely capable of paying the workers' wages and had to resort to lay-off.[2]

On the contrary, amid the pandemic situation, the management of two companies in the footwear sector, namely Nikomas Gemilang Factory and Parkland World Indonesia (PWI) in Serang, Banten Province, admits that they do not cut workers' wages. They are also implementing the COVID-19 health protocol according to the government's policy. Both factories are where TURC and GNP are conducting research on Occupational Health and Safety (OSH) of women workers.

In addition to in-depth interviews and participatory observation with the women workers, the research team also organized a focus group discussion with the trade unions.

They confirmed that the factories did not cut the workers' wages during the COVID-19 pandemic. One of the reasons was the increasing orders from buyers by the end of 2020. The stricter lockdown policy in Vietnam and Cambodia led to reallocation of orders from buyers to Indonesia.

Things were a lot different elsewhere, however. Women home-based workers in North Jakarta experienced worse working conditions. No orders were placed due to the impact of the lockdown policy and the shutdown of retailers. In the end, the policy directly stopped the suppliers from producing footwear commodities for the domestic market.

[1] Yamali, F. R., & Putri, R. N. (2020). Dampak covid-19 terhadap ekonomi indonesia. *Ekonomis: Journal of Economics and Business*, 4(2), 384-388.

[2] Indayani, S., & Hartono, B. (2020). Analisis pengangguran dan pertumbuhan ekonomi sebagai akibat pandemi covid-19. *Jurnal Perspektif*, 18(2), 201-208.

Past Activities of German Partners

Together, the SÜDWIND Institute and FEMNET announced the start of the project through a press release and a short project presentation. In close collaboration, the two German organizations contacted companies and other experts on the topic to understand their perspectives. The process included an online survey and qualitative interviews as well as an action-oriented analysis. In two meetings, the findings were presented to the interviewed experts, brands and retailers and were discussed. Both organizations took part in meetings of the German Textile Partnership, the FWF and others, and in conventions such as the OECD Forum on Due Diligence in the Garment and Footwear Sector in 2022. Throughout the year, both organizations promoted the project through their newsletters and diverse social media channels.

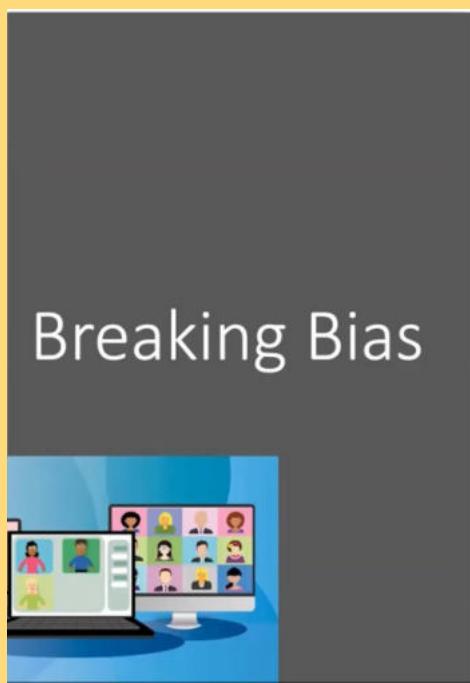
Past activities of SÜDWIND

The SÜDWIND team presented the project during the Neonyt Lab for sustainable fashion between June 24th-26th in Frankfurt and represented the project team in German civil society networks such as the working group on MSIs by CorA - Corporate Responsibility Network. German posts on the SÜDWIND blog informed about the ILO expanding the Fundamental Principles and Rights at Work to include OSH and debated the research gap on the effects of female leadership in CSR departments for female rights' holders in value chains.



Past activities of FEMNET

FEMNET, in collaboration with Cividep, started by presenting the project to the public during an online event on the international women's day, presented by the city council of Bonn. FEMNET also presented the project to the expert group on gender-based violence in the MSI "Partnership for Sustainable Textiles" and at the Trade Fair Innatex in Frankfurt, Germany. Apart from that, FEMNET oversees the project as the lead organization and as such, manages the donor relations for the project and represents the project team with the German federal ministry for economic cooperation and development (BMZ), among other functions.



Past Activities of Indian Partners

In this project, Cividep has been partnering with FEMNET, SÜDWIND and TURC on creating awareness on health and wellbeing issues of the workers in the supply chain. In this regard, we have communicated the need for improved health programs for garment workers with various stakeholders, including FWF partners. Cividep has also established a Multistakeholder approach with FWF and Ethical Training Initiative (ETI) to enhance conversations with brands and suppliers in the garment supply chain.

The core part of the present activities revolves around research study, in which Cividep has conducted 10 FGDs with the workers on their health and wellbeing issues and on their access to health care. On completion of this process, we have been working on the analysis of the study to understand the trends and the findings of the study.

After the initial analysis, we are planning to conduct in-depth interviews with some workers to learn about their experiences concerning their health and wellbeing, as well as their access to health care. Case studies are planned with some of the workers that we met during the data collection stage and we have requested to learn more on their health conditions and their access.

A meeting is scheduled with garment supply chain stakeholders to discuss the findings of the study for their insights on the health and



wellbeing of the workers and on industry practices. This would give a holistic view from the stakeholders' perspectives on the health and wellbeing practices and nudge on workers attitude towards health services. These perspectives will be incorporated into the report to show the different dimension of health perspectives regarding accessibility, availability and affordability.

Past activities of Cividep

A health camp was organized for the garment workers under the MAP project on 20 November 2022. The health camp aims to provide health services and education about key health issues for the garment workers. 226 workers participate in the health camp and have been able to avail themselves of the services of various doctors including general physicians, gynaecologist, and ophthalmologist. A pharmacist is also involved in the camp to provide basic medicines including multivitamins, calcium and iron tablets. The workers are also registered for the camp and have been vetted by the organizers for any particular issues of concern.

A goody bag containing snacks, drinks and sanitary napkins is given as an incentive for participating in the health camp.

Past Activities of Indonesian Partners



TURC is currently conducting research on occupational safety and health (OSH) of women workers during the Covid-19 pandemic. This research stems from the issue of pandemic impacts on demands, production, and financial situations in footwear manufacturing companies and on OSH of women workers.

Prior to this activity, TURC conducted an FGD on baselining research and a research proposal workshop. These two activities involved several NGOs, trade unions, Indonesia Home-based Workers Network (JPRI), OSH doctors, and gender experts to discuss issues to be explored in the research. Both also discussed research questions, sources, and methodology.

In Indonesia, as one of the TGSL (textiles, garments, shoes, and leather) producing countries, the research is focusing on footwear manufacturing companies that produce international brand shoes in Serang Regency

and Tangerang City, Banten Province.

To date, the research team has conducted participatory observations with a total of 70 women workers from two factories in Serang Regency, one factory in Tangerang City, and women home-based workers in North Jakarta. The research team has also held in-depth interviews with the management of each of the companies.

To get input regarding field research findings, the research team has also held FGDs with the unions from each of the companies and in the districts, and FGDs with stakeholders from the Manpower and Transmigration Offices of each of the regions and provincial Labour Inspectors. The FGDs invited experts such as an OSH doctor and a gender expert to provide input related to the method and development of the research.

The preliminary findings reveal that in terms of business conditions during the Covid-19 pandemic, the companies are not



experiencing contraction because orders to other producing countries in Southeast Asia which are implementing strict lockdowns are reallocated to Indonesia. Thus, these companies do not cut workers' wages and the Covid-19 health protocol is implemented according to the government's policy.

However, the implementation of maternity rights in the two companies in Serang Regency is still lacking. High targets and pressure from colleagues and superiors make the women workers reluctant to take menstrual leave, leading to them taking only "menstrual break" (a short rest at the clinic to relieve the menstrual pain) instead of taking a day off. In terms of facilities, one of the companies do not provide free sanitary napkins and sitting toilets for pregnant women workers and,

although it provides the lactation room, it is too far from the production building.

Different conditions are faced by home-based workers. During the pandemic, they are experiencing a quite drastic decrease in income due to absence of orders resulting from a few factors such as the strict implementation of social distancing, the closure of retailers resulting in accumulation of production, and the declining purchasing power. Regarding OSH, home-based workers have been vulnerable since before the pandemic to unfavourable working conditions such as long working hours, high work targets, low wages, and exposure to chemicals (glue).

WOMAN WORKER PROFILE

P: Hello, good evening, Uni Lina. Can you tell me where you grew up and what your background is?

L: I'm from Padang. In 1995, I went to Jakarta. I have no relatives there. Then, I tried to look for work. I had acquaintances in a company and, finally, I applied for a job there and was hired. Then, after a year of work, I met my soulmate there.

P: Oh, where did you work before?

L: Back when I was still in Padang, I taught in an elementary school because after graduating from high school, I did not go to college. Because of the economic situation, I finally tried to go to Jakarta to wander. So, I left my hometown because it was very difficult to become a civil servant. My dream was to become a teacher. I also majored in teacher education in high school. That is why when I finished high school, I started teaching in a public elementary school right away. In Jakarta we had to compete. In the end, I could not become an honorary teacher there as I moved from out of town. Finally, instead of having no income, I tried to work at a company.

P: What made you want to become a union official?

L: Back when I was still in the production department, there were many things that were not decent. There was a lot of pressure at work and many workers' rights were violated. Finally, I saw that if there was a union, the people who joined the union would be protected by the union. In the past, there were not many who



joined (union). Over time, friends in the union had the courage to defend and argue. Finally, I tried to join the city representative union. It turns out that I want to learn more about how to become someone who can defend rights, especially those of mine first.

P: What achievements have you accomplished while in the union?

L: For example, we asked for protection. We reached an agreement with the management about salary and bonuses; what had not been noticed before was finally noticed. Now, the company is careful with its work because there is already a union that keeps watch over it. If the leader acts as he pleases, we will definitely reprimand him. What unions provide to their members is also to educate them to know what their rights are and what can be complained about. If the leadership acts like this and that, we should be able to complain.

P: In your opinion, what still needs improvement in your workplace?

L: What needs to be improved is the safety and the health of the employees because we also ask the management to implement zero tolerance for harassment and violence in the world of work. So, if that can be guaranteed by one rule, surely the workers will feel comfortable. A comfortable work environment will make them work well; of course, the results will also be good. Then, from the leadership side, they must know the rights of their workers, so all of them can be fulfilled. Take menstruation leave, for example; we cannot just say "I want a menstruation leave"¹. There are those who want to apply for one, but are still blocked. So, if there is a rule, bound by the Collective Labour Agreement, that "This is menstruation leave, not menstruation rest," the workers can feel comfortable applying for

it. That is what we are currently fighting for in CLA.

P: In your opinion, what is the ideal workplace for workers?

L: Certainly, whatever is convenient for employees - comfortable, healthy, and proper treatment of the workers. So, the work space is comfortable, the work is good, the leaders pay attention to and care about their employees. If we achieve the target, but we don't treat the workers well, for example we say harshly and arbitrarily, it's not comfortable for the employees.

[1] The law in Indonesia only regulates menstrual break. There are additional requirements, namely proof that the worker feels pain and the worker notifies the employer.

Upcoming Activities

German Partners

After more than 30 insightful conversations with company representatives and non-corporate experts, the German project partners SÜDWIND Institute and FEMNET will take the next steps in the dialogue with brands, retailers, standard-setters, unions, civil society and further stakeholders: We are going to create new dialogue opportunities, intensify outreach, and develop new content to inform the discussion on the interlinkage of gender and health concerns.

A concept for a newly-founded working group on data availability, interpretation and usability will be formulated and agreed upon. A lecture series on health and gender will be set up, which responds to particular concerns and questions raised by the stakeholders. We also begin to plan the project's Dialogue Forum: a first get-together of all actors involved in the project, which will take place in May 2023 for the first time. Those activities are accompanied by continuous dialogue with interested companies and stakeholders who want to promote a gender-sensitive approach to occupational health and safety.

In 2022 and early 2023, the German partners will start awareness-raising activities in the German business public to increase the visibility of the topic and to inform German consumers and political stakeholders about the importance of connecting gender and health in the context of the garment and footwear industry. In late 2022, SÜDWIND has published a conceptual discussion paper on gender sensitivity and gender mainstreaming in OSH. FEMNET will also continue to introduce the topic to MSIs such as the Partnership for Sustainable Textiles.

Cividep

A meeting with all major stakeholders, which is planned to discuss the key findings of the study

and to learn from them as a group to understand their understanding of the key focus areas discussed within the study findings. This meeting will be held with representatives of workers, trade unions, doctors, expert/academics, social organizations, and factories. This meeting is also planned towards scouting core team members as part of the project and starting conversations on improving the health and wellbeing of the workers.

Finalization of the analysis and completion of the study report from India on gender and the health of the garment workers in Bangalore.

Exposure learning and sharing trip to Indonesia, which are planned for the upcoming year, where Cividep will participate to address key issues faced by the Indonesian workers in comparison with those by the Indian workers.

Formation of a core group for the project with the initial identification to be done through the stakeholder meeting. Further discussions, consent and due diligence will be conducted for the formation of the core group.

TURC

In the coming months, TURC plans to hold a workshop entitled "Workshop on Dialogue on OSH and Informal Women Workers" to share the results of the study. This workshop will involve MSIs and the trade unions from each of the companies involved and in the districts, especially the heads of the OSH and the women sectors of the trade unions. In this workshop, TURC will explain the MAP Health program initiative, which is action research aiming to produce OSH guidelines and a core group.

The activity will be followed by a Workshop for Ongoing Stakeholder Mapping that will involve the unions from each of the companies involved, the management of footwear manufacturing companies as well as non-governmental organizations that are also concerned with labour and OSH issues. This workshop will be the first in a series of similar workshops to be held in 2023-2024 and this first one aims to clarify the interest and commitment of those potential stakeholders in the core group formation.

Besides the above, TURC plans to produce a Baseline Research Report, which will then be presented in a Seminar on Research Study Result Publication in the following months to get input and feedback regarding the research findings.

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