Activity Report

Occupational Safety and Health Training for Women Workers

Bekasi, West Java

Local initiative for OSH Network - Indonesia
2018
BACKGROUND

It is the responsibility of employers to provide safe and healthy workplaces. Even though laws and regulations are in place that mandate safe workplaces, in practice this has not been implemented in Indonesia. Every worker is entitled to demand better working conditions, as their lives, limbs, and health are at stake, and their union is the best institution to help them exercise that right. Unions, together with employees, play their part to improve working conditions so that workers come to work in good health and go home in good health.

Unfortunately, many workers in Indonesia are not aware of occupational safety and health (OSH) principles and the majority of workplace injury and illnesses are not reported by employers or compensated. Rarely are even the most basic efforts made to build workers’ awareness of the importance of workplace safety and health. The Local Initiative for OSH Network (LION) Indonesia has repeatedly facilitated meetings on safety issues for trade unions and NGOs, both locally and internationally. The network of institutions that care about the problem of OSH in Indonesia has increased, but there has been slow progress.

One reason for the minimal progress may be that many of the workers, the women, are being left out. In the field, unions teach workers about OSH and their rights to a safe workplace. For example, one of the big unions in Indonesia, the Union Federation PPMI - SPSI (Printing Worker Publishing Media Indonesia / Printing Worker Publishing and Media Indonesia - All Indonesian Workers Union), is dominated by men; issues such as women's safety, including maternity issues and reproductive health, are not a main focus.

To address these inequalities, LION Indonesia collaborated with the Women Workers Forum to organize basic OSH training activities for women workers.

The Women’s Labor Forum is a sub-organization of PPMI-SPSI, composed of female workers from the branches of PPMI-SPSI City and Bekasi District. The Women’s Labor Forum is one of the most active union forums in Bekasi. It addresses labor issues in Indonesia, especially female labor issues such as gender equality in the workplace, wages and employment status.

The expectation from this training was that it would lead to future collaborations and trainings for female workers on OSH issues on a sustainable and regular basis. Ongoing trainings would encourage women workers to focus on OSH issues as part of their struggle to create a safe and healthy workplace. It was also hoped that this activity would become a unifying tool for union members struggling to get decent living conditions in Indonesia, and in particular at the Women’s Union Forum PPMI-SPSI Bekasi.
TRAINING TOPICS

Participants learned occupational health and safety principles, especially as applied to women’s health, and how to conduct body/hazard mapping to identify workplace hazards.

GOALS OF WORKSHOP

The workshop had two goals

1) Train women so they can advocate for safety in their workplaces. They will take action to prevent occupational accidents and diseases and to guarantee safe maternity and reproductive health for female workers. They will negotiate for collective bargaining agreements with the factory management.

2) The attendees will conduct this training to other women at future Women Workers Forum meetings and at their workplaces. The goal is for this to become a regular training at the Forum.

ORGANIZER AND PARTICIPANTS

Organizer : Forum Women Workers FSP PPMI-SPSI City and Regency of Bekasi, collaborated with LION Indonesia

Presenters : LION Indonesia, dr Lelitasari, Sp.OK, MKK.

Participants : 29 people attended the training, 20 women workers from Women Workers Forum (FSP PPMI-SPSI), City and Regency of Bekasi, and the rest were male workers from unions (FSP PPMI-SPSI) and LION Indonesia. The workers were union members from seven packaging manufacturing factories in Bekasi and Jakarta districts. The factories are listed below:

1. PT Rapipack Asritama Factory. A factory that makes corrugated cardboard for packaging materials & shipping boxes.
2. PT. Oriental Asahi JP Carton Box A Factory that makes Corrugated Carton Packaging
3. PT. Indopack Pratama is a Corrugated Carton Box Factory
4. PT Ariganda, Manufacture of packaging paper
5. PT Maju Jaya Sarana Grafika, a paper packaging company
6. PT Avesta Continental Pack makes laminated plastic film and aluminum foil in roll and pouch forms
7. PT Extrupack Indonesia manufactures packaging materials made of aluminum tubes
SERIES OF ACTIVITIES

These training lasted one day and activities included an introduction to Occupational Safety Health (OSH), an explanation of the importance of OSH as a basic right of workers, OSH related laws, workplace hazards and how to identify them, personal protective equipment, case studies, and formulation of workplace OSH advocacy strategies.

TIME AND PLACE OF TRAINING

This activity was held on:

Date : Sunday, 7 January 2018
Time : 9:00 pm - 01.00 pm
Place : Employment BPJS Bekasi City Building, Jalan Pramuka No.29, Marga Jaya, South Bekasi, Marga Jaya, South Bekasi, Bekasi City, West Java 17141.
### The First Session

**Dewi - Women's Workers Forum PPMI - SPSI Bekasi City**

**Welcome and Opening**

The event was opened by Dewi, one of the organizers of the day's OSH training. In her speech, she introduced the Women's Labor Forum and explained that the women workers in attendance were from PPMI-SPSI Bekasi and Kabupaten Bekasi. They work in printing and corrugated carton printing industries in Bekasi, West Java.

Dewi helped the audience visualize the conditions of many workers, including women, who do not realize that they have unsafe conditions at their jobs and that they have the right to make improvements. She hoped that with this activity, trainees will better understand and map potential hazards in the workplace, and that they can play an active role in advocating for a safe and healthy working environment as one of workers' basic rights.

### Second Session

**Samsuri - LION Indonesia**

**Introduction Of OSH Material**

Samsuri illustrated why Occupational Safety and Health is important for every worker. Here are summaries of the material presented:

- The lesson began with the presenter sharing the latest information on Occupational Health and Safety (OSH) conditions in Indonesia over the last few years, sourced from publications released by international organizations such as the ILO and WHO, Indonesian government agencies and mass media. The amount of occupational accidents in Indonesia is still very high, not just because of the large workforce, but because the workplace is unhealthy and unsafe. This is evident from the number of workplace accident cases in Indonesia, where in the last three years (2015 - 2017), seven workers died every day. Every year, an
average of 2,683 workers died. This did not include with the occupational disease victims. The informal employment sector is the most vulnerable sector, due to poor supervision, lack of insurance, legal uncertainty and lack of union representation.

- The presentation discussed the reality of OSH in the field, how the mindset of workers about OSH was one of the main factors that could improve conditions at the workplace. Workers should understand worker's rights, OSH related laws and how to map potential hazards in the workplace environment.

- Other issues in the field include gender equity, especially the issue of OSH for women in the workplace. In Indonesia, women remain marginalized when it comes to OSH and workers' rights. Women workers' rights such as menstruation and maternity leave are generally still difficult to get for women workers. Female contract workers are generally vulnerable to being laid off. This issue can be seen from the PKB (collective labor agreement), which is supposed to be the umbrella to protect workers' rights, but for average workers, the only rights included in the PKB related to OSH are for PPE (personal protective equipment).

Discussion sessions

In this session, some workers shared information about the OSH conditions at their workplaces.

Every department in the workplace has a different potential for injury and different hazards. One trainee stated that usually workplace accident victims are blamed for the accident because of negligence and non-compliance with the rules. There is no identification of the actual cause of accidents, such as long working hours due to production targets which cause the workers to become tired or other potential hazards that many workers are not even
In this session, the speaker presented OSH principles and discussed occupational accidents and diseases. The presenter also provided an explanation of hazards in the workplace and risk control methods, such as the hierarchy of controls, elimination of a source of danger, isolation of a source of danger, engineering controls, and personal protective equipment (PPE).

Speakers shared that the benefits of safety controls are not only the minimization of occupational accidents and diseases, but also increased efficiency and productivity of the workforce.

The audience was reminded that there are different health allowances for women due to their anatomy and physiology, such as menstrual and childbirth leave. Moreover, regarding working hours, women workers often still get the night shift.

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Unions are still not involved in the P2K3 team (Coach and Supervisor of Occupational Health and Safety), P2K3 is a supporting division in the workplace which is a cooperative forum between employers and workers to develop mutual understanding and effective participation in OSH implementation. The P2K3 team membership must involve union elements. So the P2K3 union members must understand about OSH so they can fight for worker rights related to OSH, creating a healthy and safe workplace.

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| Break |

| Third Session | dr. Lelitasari, MKK |

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Also social, natural, economic, and political factors should be considered for working women. An example of a social aspect was the safety of women laborers leaving work late at night. The speaker said, "There should be a guarantee of the safety of women working in the company when she has the night shift because riding public transport can be dangerous; there should be transportation to take women home."
In this session, each participant was grouped based on her work task. Although they came from different companies, the production processes were similar. Each group shared descriptions of their workplaces, including machinery, processes, and personal protective equipment. Together, they created a map of potential hazards in their workplaces such as ergonomic, psychosocial, heat, dust, chemical, electricity, fire and other hazards.

After discussing and mapping potential hazards in the workplace, each group then presented their results and discussed them with the other groups.

Here are the groups that presented mapping hazards in their workplaces:

- Group I (Section Box Making)
- Group II (Section Utility)
- Group III (Logistics Section / Warehouse)
- Group IV (Section Corrugator)

Each group had different potential hazards mapped out. Most workers complained about hot and noisy workspaces due to machinery. Another concern was ergonomic hazards, such as when the worker has to carry or push a heavy load. Another danger was
In this session, the speaker gave an explanation of body mapping, including the potential diseases that workers may suffer, the effectiveness of PPE (personal protective equipment), a discussion of cases of occupational diseases and strategies to create a healthy, safe and comfortable workplaces.

After getting directions on the activity, participants were assigned to a group according to their work task. They were asked to make a picture of the body with a description of the body parts that feel pain when they work.

Then each group presented their body map in front of the other groups and they discussed it.

Discussion

From the discussion in this session, some safety issues that need more attention included:

- The average worker experiences stress due to long working hours.
- Some workers experience respiratory disorders due to the hot and dusty condition of the workplace.
- There is a high potential for ergonomic injury, especially for the surrogate section, where they often push a roll of paper that may weigh over a ton.
In the last session, the moderator summarized the material covered, hazard mapping, body mapping and the information discussed by each work task group.

The head of the Women's Workers Forum expressed her hope that the trainees would apply their new knowledge in the field by training other workers on mapping techniques. She also hoped they would use the mapping techniques to achieve safety improvements at their workplaces. She told them these are great tools that allow each worker's point of view to be expressed.

The knowledge gained in this training can be used to increase workers' bargaining power to fight for their right to work in a safe, healthy and comfortable environment.
**Photo Gallery**

**Occupational Safety and Health Training for Women Workers**

**Date and Time**: Sunday, 7 January 2018; 09.00 AM–01.00 PM

**Place**: Employment BPJS Bekasi City Building, Jalan Pramuka No.29, Marga Jaya, Bekasi Selatan, Bekasi City, West Java 17141.

**Organizer**: Forum Women Workers Union Federation PPMI-SPSI Bekasi City and District, collaborated with LION Indonesia

**Participants**: Forum Women Workers - Union Federation PPMI-SPSI, Bekasi City and District.

*The Participant of OSH Training for Womens Workers.*
dr. Lelitasari, MKK (Occupational doctor) give a presentation about OSH, hazard and risk control in the workplace.
Samsuri (LION Indonesia) give a presentation about OSH Situation in Indonesia, OSH Laws and regulation.
Participants make hazard and body mapping in their workplace.
Participants discussion about hazard and body mapping in the their workplace.
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