OSH Training Report..

OSH training was attended by about 30 people consisting of five plant-level unions from 3 cities, namely Jakarta, Tangerang and Serang. The activities held on July 24, 2011 in the Tangerang.

The theme of this training is "the impact of global trade on employment conditions". This theme was taken because of all participants come from factories that produce the brands International.

The Purpose of this activity is to provide insight concerning the global production chain and its impact on factory working conditions at the worksite. Hope the participants can understand the OSH principles and recognize the potential hazard to their health and safety. And in the long time they could negotiate directly with various stakeholders, both at the level of the factory or at the policy level. For most participants, the OSH training is the first time they get over this. It reflects the still less popular OSH issue among union in Indonesia

The training organized by Local Initiative for OSH Network (LION) Indonesia and the Indonesian- Workers Union Federation.

INTRODUCTION

The time was 09:00 Indonesia Time, in the garden of the one of worker PT Hans Sum Tex in the Tangerang City, gathered some of the workers who become OSH training, on a sunny Sunday. Planned activities could eventually be implemented in Tangerang City. The OSH Training activities follow by 30 people and consists of representatives from the three cities, namely from Serang, Tangerang and Jakarta.

This activity begins with remarks from Secretary-General FSBI (Indonesia labor Unions Federation), Ade (32) who is also chief executive of this activity. in his speech, Ade stressed that the OSH training activities is the first thing done by the union. Some friends who are invited, they stated that could not attend because have another activities.

Hope in the future after this training, participants can negotiate directly concerning the OSH rights . OSH issue must become progressive issues for trade unions in Indonesia.

OSH AND GLOBAL SUPPLY CHAIN

Darisman as a facilitator explains the relationship OSH with the chain on garment industry, especially companies that produce brands internationally. The reason why the holder does not manufacture its own brands of products they own country, or the vendor garment, textile and shoes of the State of Korea, China and Taiwan set up a factory outside of their country *"because of cheaper labor costs in Indonesia"*. Teguh (35) one of the participant said *"low wages could also be one reason why brand owners or vendors set up plant in Indonesia, but one other reason is in their country's citizens already understand the importance of OSH as an investment in their long-term health, so costs become more expensive"*. Access to labor because of high levels of unemployment and low wage employers an option to simply replace the workforce than OSH implement a cost that is more expensive. Ease of investing in the country particularly in the garment sector with the implementation of OSH a minimal make investors interested to invest, one of the main example is the companies that are in the KBN Cakung (Industrial Zone) in Jakarta, longest 10 years later the company closed, with the trend of companies using the labor-term short it will be difficult to identify if the worker is ill and was out or close the company then it is difficult to get compensation.

OSH AND GLOBAL TRADE - DISCUSS

In discussions about the production chain, many workers do not know where the products that they made to sell. As one participant from National Worker Union, he worked in a shoe factory in Serang regency, which he knew they were making shoes for Nike. Problems where he made shoes sold where and for whom, he never received an explanation from management or from the union.

Almost in every workplace trainees have *Code of Conduct* made by the Buyer, whose contents include guarantees for freedom of association, decent wages, good working conditions, anti-discrimination and Protection against sexual harassment in the workplace.

However, the discussion revealed that almost all their work places that did not materialize fully. For example, many of the workers of PT Hand Sum Tex is hard to get menstruation leave and maternity leave for women and lack of OSH facilities in the workplace. And also until now, they hard to get the freedom of association.

BODY MAPPING

In the mapping session the risk faced by workers body of participants, from their presentation revealed the type of work they face problems, such as dizziness, acid reflux (stomach pain), and increased stress. Yuyun Sarlin (32) has experience with the pain "I asked the doctor why my stomach acid to rise, the doctor said because I do not regularly eat, I said I always eat 3 times a day with a regular schedule, the doctor answered again by eating foods that are sour and spicy , I replied again, every day of my food menus changing and I do not eat foods that are acidic or spicy". Many doctors misdiagnose, occupational disease is always equated with other common diseases

Each presentation the participants about the Body of this mapping, a common disease that is often perceived by the participants are stressed, sick stomach, and often experience dizziness. three disease is almost always felt every day, especially if they pursue an order for every day.

almost all participants expressed that they on average work 12 hours per day (8 hours of normal time plus four hours overtime)

Hazard Mapping and Principles of Hazard Removal

In the session on hazard mapping in the workplace, the participants asked to draw a plan of their workplace and mark where it places at risk the health and safety. in this session, participants were divided into 4 groups based on the work (Sewing, Cutting, Pressing and Mechanic). In they presentation, participants worked Cutting section which produces garments under the brand Lulu Lemon, Salewa, IF VIVA and Praminem, workers are not given in the mapping of PPE e.g. masks, the engine sounds noisy and interfere with hearing, and materials piled in the near future to cover ventilation so that air circulation is not smooth.

Presentation at the sewing, in one line there are more than 40 people, and in one building there are six sewing line, in which there is not termsuk Preparation section, there are already ex-hungry machine / blower but it still feels hot, especially frequent damage to the blower so often the same room will die of heat, air vents and small companies are not willing to extend the vent with the narrow grounds of the building. In other cases it is a supply of clean water for drinking does not improve, drinking water for the workers taken from the distillation of ground water, due to the construction of the plant carried out renovation work, the drinking water distillation is placed close to the toilet with a distance of 3 meters.

participant in almost every presentation they said that their workplace dust and air temperature that feels hot.

Sharing experience : Fighting OSH Right on the workplace

In this session, many participants expressed the problems faced when they tried to fight for their rights in the workplace.

Issues of women workers dominate the discussion. in the plant Hand Sum Tex-Tangerang female workers who seemed to question the forced overtime issue because they have to add about 4 hours. while on the other hand they also have to take care of the household and childcare.

While in the plant Hand Sum Tex Jakarta reveal the problems of health insurance while pregnant is not covered by Social Security, the case is still in progress and addressed the union.

Workers from the Olimpic Garment Factory – Jakarta, to share about how they fight for OSH rights by including points such as put an alarm in the plant site, and involved the union to overseeing implemented of the OSH on the plant included in the CBA

Hot Issue's : National Social Security System

Today many of union urged the government to mobilize an alliance to carry out the laws of the National Social Security System that have been approved by the legislature in 2004.

This law is necessary not only for workers but also all the people of premises to ensure health care access for all premises.

For workers, this Act will strengthen the bargaining position when they make health claims to the State for any health risks in the workplace, either when they are still working or when they had stopped working.

In the OSH training, the committee allocated specific time to discuss the development of this issue along with the participants. The hoping is participants can understand and engage in advocacy of this legislation. This process emphasizes that the advocates of the OSH right is not only done in the factory, but also the realm of the State so that the political struggle remains to be done.

This process was facilitated by the union.

Evaluation and Follow Up

In general these activities happen, although it is still much constrained by several things.

The first is about the activities, at the beginning when the grant of DWOI, communicated with the union, in its general union welcomed with enthusiasm. Process of finding a place that is free and is considered feasible to carry out of the OSH Training was considered difficult. Which we eventually one factory in Tangerang union level provides self. Although less representative to conduct the training but we try to make it happen and I think it is good to reflect the situation of Indonesian workers in general and the hope with limited facilities, education workers can be implemented.

The second matter of time, in the initial planning, this event will be held two days. However, in practice carried out for one day. This is related to a limited holiday that is owned by the workers. The workers only have one day off the time on a Sunday, so time is selected so as not to disrupt the activities of workers in the workplace.

The third, concerning the implementing activities in these training activities, technical implementation left to the unions agreed.

The fourth subject matter, in some cases the material is theoretical training that is getting less attractive enthusiasm of the participants. They are more interested in technical things and done in groups. K3 in the material and global production chains, we agreed that this matter should be brought to the method that is easily understood by workers at the factory level, so it will easily understand ..

From planning to be discussed together between unions, they agreed that a follow-up of this activity will be followed up by the trade union as part of future work programs.

While at the factory level, the union will conduct regular monitoring of all potential hazards to the health and safety for workers. And secondly they would make the mapping of potential hazards in the workplace and paste it as a part of socialization to other workers.

While at the policy level, the union agreed to come together to advocate against the laws of national social security system in order to be approved by the government, it is considered important because in the Act guarantees workers' rights in terms of health, compensation and pension.

Apendix

Schedule time

Day 1	
09.00-09.15	Introduction Eliciting participants' expectation
09.15-10.00	■ **Overview: Global Supply Chain_Garment and Textile Industry** Facilitator will explain about the global industrial chain and its impact on Indonesia, especially in the shoes, garment and textile sector.
10.00-10.15	■ Break
10.15-11.00	■ Discuss
11.00-12.00	• **Chemicals** • **Ergonomic** • **Noise** • **Stress** • **Reproduction Hazard and Harassment** ■ "Body Mapping" is continued with the discussion on identifying chemicals used in the production.
12.00-13.00	**Lunch**
13.00-14.00	**Hazard Mapping and principles of hazard removal** Participants are divided into groups based on their workplace to identify occupational hazards by drawing the aerial situation of their workplaces
14.00-15.00	■ Group presentation on hazard mapping ■ Discussion on principles of hazard removal to be used as a perspective in looking at OSH issues
15.00-16.00	**Sharing experience : Fighting OSH Right on the workplace**
16.00-17.00	**Hot Issue's : National Social Security System**
17.00-17.15	Evaluating and Closing

List Of Participant

No	Name	Organization/Factories/city	Email or No. Phone
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2	Abdul Basit	PT. HandSum Tex- Tangerang	
3	M. Hasanudin	PT. HandSum Tex- Tangerang	
4	Kartugi	PT. HandSum Tex- Tangerang	
5	Rupina	PT. HandSum Tex- Tangerang	
6	Prayitno	PT. HandSum Tex- Tangerang	081311681561
7	A. Rifai	PT. HandSum Tex- Tangerang	02196461054
8	Arifin	PT. HandSum Tex- Tangerang	
9	Purwanto	PT. HandSum Tex- Tangerang	08128252161
10	Rohani	PT. HandSum Tex- Tangerang	081318849539
11	Jamaliah	PT. HandSum Tex- Tangerang	081382025922
12	Yuyun Sarlin	PT. HandSum Tex- Tangerang	
13	Suparjo	PT. HandSum Tex- Tangerang	
14	Etih K.	PT. HandSum Tex- Tangerang	
15	Endang Karsini	PT. HandSum Tex-Jakarta	081318454891
16	Makmuri	PT. HandSum Tex- Jakarta	082111881699
17	Yulia	PT. HandSum Tex- Jakarta	
18	Mastura	PT. HandSum Tex- Jakarta	
19	Slamet S.	PT Olimpic-Cakung	087887068207
20	Tegus S.	PT Olimpic-Cakung	
21	Ade Mulyani	FSBI-Jakarta	
22	Mulyadi	FSBI-Jakarta	085813966577
23	Megawati	FSBI-Jakarta	
24	Muksin	PT. HandSum Tex- Tangerang	
25	Rohman	PT. HandSum Tex- Tangerang	
26	Sondang	PT. HandSum Tex- Tangerang	
27	Sugianto	SPN-Serang	
28	Nurhayati	Serang	081315674649
29	Bayu	FSBI-Jakarta	
30	Darisman	LION	

Photos Gallery