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UNDER THE WEIGHT OF PRODUCTION TARGETS AND REPRODUCTIVE LABOR

*Exploring Women Workers' Occupational Health and
Safety in Indonesia's Shoe and Footwear Industry*

**Under the Weight of Production
Targets and Reproductive Labor:
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Shoe and Footwear Industry**

Didit Saleh, Nitya Swastika, Rizki Amalia Fatikhah,
and Rahmah Ramadhani

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Preface

This book is the result of a collaborative initiative between FEMNET and SÜDWIND in Germany, Cividep in India, and TURC in Indonesia. The collaboration aims to observe and address the gender-specific health risks, build solution-oriented dialogues among stakeholders, and develop guidelines to enhance workers' health in the footwear and garment sectors. The implementation of this initiative is funded by the Federal Ministry of Economic Cooperation and Development of Germany under Multi-Actor Partnership (MAP) Program.

Specifically, in Indonesia, this book is the product of our research titled “Under the Weight of Production Targets and Reproductive Labor: Exploring Women Workers’ Occupational Health and Safety in Indonesia’s Shoe and Footwear Industry.” This qualitative research was conducted by interviewing women workers in three shoe factories in the Banten Province and home-based workers in North Jakarta. We raise complex and important issues under the framework of occupational health and safety regarding the physical and mental health of women workers in the formal and informal shoe and footwear industry in Indonesia, with a focus on the double burden they face in the production and social reproduction sphere.

Women workers in the shoe and footwear sector in Indonesia face unique challenges. They are not only engaged in workplace activities that require perseverance and physical toughness but are also responsible for chores and domestic roles. In this situation, they experience a double burden where they have to maintain occupational health and safety in the workplace while fulfilling exhausting household responsibilities.

In this book, we discuss the physical risks associated with working in the shoe and footwear industry, such as fatigue due to heavy workloads, exposure to hazardous chemicals, non-ergonomic work positions as well as unmet maternity rights in the workplace. Additionally, we explore the psychological impacts of high job pressure, work-life imbalance, and the social stigma that women workers may experience. We also analyzed the impact of physical and mental fatigue on occupational health and safety, and provide examples of efforts made by trade unions to address and reduce these burdens.

This book was written with a strong intention to raise awareness and drive action. We encourages readers to look beyond the existing narratives, recognize the dual roles borne by women workers in the shoe and footwear sector, and support the role of workers and trade union to advocate for justice in the workplace. We hope that this book will inspire discussions, encourage concrete steps, and become a valuable source of knowledge for workers, families, employers, policymakers, and the the public at large. Hopefully, the book can help us to have a better understanding on the challenges faced by women workers, therefore we can move forwards making better efforts to ensure the health, safety, and well-being happen at the workplace.

This book deliberately refrains from mentioning the name of the factory. The reason for not disclosing this information is our understanding of the importance of gaining cooperation from the company. Nevertheless, this book aims to invite readers to comprehend the circumstances and challenges faced by women workers regarding Occupational Health and Safety (OSH) in the factory at the research location. These findings can serve as lessons and possibilities that may also occur in factories beyond the research site.

Acknowledging our imperfections, we apologize for any flaws in the report. We kindly request the readers to give your insights and valuable suggestions to help us enhance our future research endeavors.

Jakarta, July 2023

Andriko Otang

Executive Director of TURC

Executive Summary

This executive summary provides an overview of the occupational health and safety issues faced by women workers in Indonesia's shoe and footwear industry. This summary is based on a comprehensive study conducted through interviews with women workers in shoe factories (X, Y, Z) and home-based workers. The aim of this study is to raise awareness, drive action, and inspire discussions on improving the health and safety of women workers.

The study revealed that women workers in the shoe and footwear industry face numerous physical and mental health risks. These risks include chemical exposure, allergies, muscle, bone, and joint disorders. Other health issues reported by women workers included stomach acid and kidney issues. The study also highlights the challenges faced by women in balancing work and household responsibilities as well as the double burden of work and household duties.

One of the key findings of this study is the impact of production targets and reproductive labor on women's health and safety. The pressure to meet production targets contributes to physical discomfort and mental stress among women workers. Additionally, women workers face challenges related to accessing clean toilets and drinking water during work, which further impacts their health and well-being.

The study also sheds light on the issue of gender-based violence and harassment faced by women workers in the industry. Instances of groping and hugging have been reported, highlighting the need for safe and inclusive work environments. This study emphasizes the importance of addressing these issues and promoting awareness among workers.

This research further explores the working conditions of women homeworkers in the footwear industry. These homeworkers face

challenges such as a lack of recognition, poor working conditions, and long working hours. They often work in small, cramped spaces with minimal ventilation and are exposed to strong glue odors. The study also highlights the low income and poor working conditions experienced by homeworkers, particularly those who glue sandal soles. These workers have long working hours, often without days off, and their wages are often below the minimum wage.

The study concludes by highlighting the efforts made by labor unions and some companies to address the health and safety issues faced by women workers. Trade unions play an active role in advocating for better occupational safety and health conditions, including regular medical check-ups and the right to report incidents of gender-based violence. Some companies have implemented measures such as contact tracing, providing personal protective equipment, offering free COVID-19 tests, and organizing vaccination drives to ensure the safety and health of women workers.

Based on these findings, several strategic recommendations have been proposed to improve the health and safety of women workers in the shoe and footwear industry in Indonesia. These recommendations include:

- The Indonesian government should implement and enforce stricter regulations to protect the rights and welfare of women workers. This includes recognizing menstruation as a valid reason for leave and ensuring the availability of sanitary pads in all factories.
- Factories, brands, and government should provide regular training on occupational safety and health, including the identification and prevention of work-related hazards. This should also include training on reporting accidents and addressing gender-based violence and harassment.
- Employers, brands, and government develop and implement OSH policies that specifically consider the unique challenges faced by women workers, including the impact of high production targets, domestic burdens, childcare support, and maternity leave provisions.
- Employers should ensure regular medical check-ups for women workers, with a focus on addressing occupational health issues

and providing necessary treatments. This includes providing access to healthcare facilities and promoting awareness of available healthcare services.

- The relevant stakeholders including trade union, employers, and government collaborate to establish fair and decent wage formulas that take into account the actual cost of living and support workers in meeting their family needs.
- The Government of Indonesia has to release a regulation to recognize and formalize home-based workers' status to address their multiple vulnerabilities.

In conclusion, improving the health and safety of women workers in the shoe and footwear industry in Indonesia requires a multistakeholder approach. By implementing the strategic recommendations outlined in this report, stakeholders can collaborate to create a safer and healthier working environment for women workers and ensure their well-being.

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CHAPTER I

Introduction

The manufacturing industry in Indonesia experienced a decline in performance during the first quarter of 2020 compared to the fourth quarter of 2019. This decline was a result of reduced demand and supply chain disruptions caused by the COVID-19 pandemic. Within the informal sector, the production of shoes and footwear commodities geared towards the domestic market contracted due to the limitations imposed by the Large-Scale Social Restrictions (PSBB) policy, leading to a decline in the domestic shoe and sandal trading sector.

However, in the formal sector, the manufacturing industry activity in the shoe and footwear sector with an export market focus increased. Macro-level data from the Indonesian Footwear Association (APRISINDO) for 2021 revealed that the production of export-oriented shoes and footwear commodities did not experience contraction; instead, there was a significant increase of 61%. Several reasons contributed for the absence of contraction in Indonesia's export-oriented shoe and footwear industry. First, strict lockdown measures in Vietnam, China, and the unstable political situation in Myanmar prompted buyers to divert their orders to Indonesia. Second, the relatively less stringent lockdown policies in Indonesia, particularly in the formal sector, have allowed suppliers to continue their production activities. Lastly, there was a high demand for shoes used in sports and agricultural activities, especially in mainland Europe and America.¹

¹ Minutes and presentation documents of the Indonesian Footwear Association (APRISINDO) at the Workshop: Research Design Review on Occupational Health and Safety, Purchasing Business, and COVID-19, Hotel Ibis Tamarin, Jakarta, June 3, 2022.

Nevertheless, the transfer of orders for shoe and footwear commodities to Indonesia during the COVID-19 pandemic did not necessarily have a positive impact on the welfare of workers. In fact, they have the potential to make themselves more vulnerable. These workers faced two major vulnerabilities. First, they had to continue working amid the pandemic, putting them at risk of contracting COVID-19. Second, companies had the potential to reduce wages and holiday allowances based on government policies, such as allowing holiday allowances to be paid in installments.

In addition to wages, the vulnerability of women workers must be considered from the perspective of Occupational Safety and Health (OSH). This involves not only adjusting OSH practices during COVID-19 but also delving deeper into aspects such as reproductive health, mental health of women workers, and creating safe spaces in the workplace to prevent violence and sexual harassment.

The primary focus of this study is to examine the active engagement of women workers in shaping Occupational Safety and Health (OSH) policies, particularly at the company level. The objective is to assess the degree of their participation in the development of OSH clauses within the Collective Bargaining Agreement (CBA). By doing so, this study seeks to evaluate not only the presence of gender-responsive OSH policies but also the substantive nature of women workers' involvement, distinguishing between meaningful contributions and mere symbolic representation. Consequently, the central question driving this research is: What were the working conditions in terms of Occupational Safety and Health (OSH) for women workers in the shoe and footwear industry, both in the formal and informal sectors, prior to and during the COVID-19 pandemic?

A. Research Framework

Initially, research on Occupational Safety and Health (OSH) primarily focused on occupational accidents and diseases affecting male workers exclusively (Greenberg and Dement, 1994). This lack of inclusion of women as research subjects can be attributed to the fact that the study primarily centered around sectors such as mining and oil refining, which predominantly employ male workers. Consequently, the

absence of women as research subjects in the context of OSH gives the impression that few women workers experience occupational diseases.

Another challenge arises from the inadequate identification of women's professions or work in the data collection conducted by the state. For instance, Semenciew et al. (1993) discovered that women in Canada were not recognized as farmers because only their husbands were identified as such, despite the fact that the women themselves were engaged in farming activities.

In reality, women face greater vulnerability than men in the labor market. Generally, men obtain better positions and higher wages compared to women, even when holding similar positions. Studies have shown that women earn an average of 67% of male workers earn for the same type of work. Moreover, women are three times more likely than men to work part-time or as temporary or contract workers (Armstrong, 1993).

Current crisis impact analysis frameworks, including those concerning the COVID-19 pandemic, have predominantly focused on labor issues from an industrial relations perspective, while neglecting a comprehensive gender perspective. This overlooks the unique challenges faced by women in the labor market and the societal context in which they operate. Furthermore, women workers bear the "social responsibility" of performing social reproductive work, such as providing food, maintaining a clean living space, and offering emotional and material care for children and the elderly. During crises such as COVID-19, the burden on women workers intensifies due to decreased income, and the demands of domestic work become harder to ignore or delegate to others. Consequently, women are at increased risk of experiencing stress, domestic violence, and work-related accidents.

The unpaid domestic work performed by women in the realm of social reproduction is crucial for paid work and has a significant impact on the economy. Feminist economists argue that the economy should encompass material production as well as the labor-intensive unpaid work carried out outside the market, including caregiving, cooking, and other domestic activities (Elson, 2011). Therefore, material production and social reproduction are interdependent, with social reproduction being vital for sustaining life and providing the labor necessary for

material production, while material production provides the resources for social reproduction.

Based on the aforementioned description, this research framework adopts a gender analysis approach to examine the Occupational Safety and Health (OSH) conditions of women employed in the shoe and footwear industry, both in factories and within their homes. This framework explores the OSH conditions experienced by women workers before and during the pandemic, considering both the spheres of social production and reproduction. Figure 1 illustrates this research framework as a chart, representing the interconnectedness between the production and social reproduction spheres.

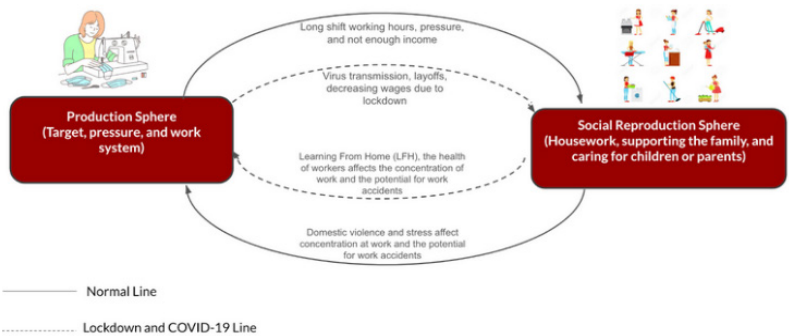


Figure 1. Gender Analysis Framework

In line with the COVID-19 pandemic, this study investigates the impact of the pandemic, particularly in terms of virus transmission, layoffs, reduced wages resulting from lockdown measures, and deteriorating order conditions, on the conditions within the social reproductive sphere. Simultaneously, the pandemic has escalated tensions and burdens within the household or social reproduction sphere, such as the responsibilities of caring for children and facilitating remote learning, which can affect the concentration levels of working women and increase the risk of work-related accidents. Under normal circumstances, a reciprocal relationship of influence is plausible, as the working hours, objectives, and systems within the production realm can disrupt the functioning of the reproductive sphere.

The research framework primarily focuses on the crucial issue of Occupational Safety and Health (OSH) for women workers. This issue is intricately linked to the wage conditions of women workers and the overall business conditions of the companies they work for. Moreover, the framework delves deeper into understanding how these factors impact vulnerability at the household level.

The research framework is also applicable to the case of homeworkers. However, the key distinction lies in the workplace setting. While formal workers have factories as their designated workspaces, homeworkers carry out their work within their own homes. Consequently, by recognizing the home as a workspace, the OSH legal framework, which includes standards for women workers in formal sector such as lactation rooms and leave policies, serves as a foundational basis for conducting field research observations on homeworkers. Additionally, the inclusion of homeworkers as a research case study adds a novel element compared to previous studies, as it aims to facilitate comparisons of the OSH conditions between women workers at factory level and women homeworkers.

B. Research Methods and Location

This study employs a feminist research methodology, chosen due to its close connection to women's experiences and its sensitivity in expressing those experiences. Consequently, women are positioned as the subjects of research in this approach. Furthermore, the field researchers involved in this study were women, selected because their experiences aligned with those of the informants, fostering a shared bodily experience. Additionally, this methodology aims to be highly responsive to the needs of women as workers both in the workplace and within trade unions (Naples, 2007).

Two types of data were used in this study. First, primary data were gathered through observations and in-depth interviews conducted by the researchers: 20 respondents each case study, involving various actors such as women workers from different departments in the factory, officials from the workers' union, homeworkers, as well as the Manpower Offices of Serang District and Tangerang City, and the Labor Inspectorate of Banten Province. This field research also encompassed

observing the living environments of the informants to gain insights into their economic conditions and surroundings. Second, secondary data were obtained by examining diverse literature sources including books, scientific journal articles, mass media news, and other relevant documents. Additional data were collected through focused discussions with the Indonesian Footwear Business Association (APRISINDO), the Ministry of Manpower, Occupational Safety and Health (OSH) practitioners, the Employment Offices of Tangerang City and Serang District, Banten Province Labor Inspectors, National Commission on Violence against Women (KOMNAS Perempuan), The Jakarta Network of Indonesian Homeworkers (JPRI), as well as trade union partners at the factory, district, and national levels.

The case studies on formal workers were conducted at two factories located in Serang District and one factory situated in Tangerang City, both within Banten Province. Several factors influenced the selection of these factories as research locations. First, two of the three factories chosen are renowned for producing well-known brands and hold a significant share of export-oriented shoe and footwear orders, ranging from 25% to 60%. Second, all three factories fall under the tier one category, meaning they receive orders directly from the brand. Third, majority of workers employed in these three factories are members of trade unions. Lastly, these factories employ a substantial workforce, ranging from 7,000 to 50,000 workers.

On the other hand, the case study on homeworkers was conducted in North Jakarta, within DKI Jakarta Province. The selection of this location and the inclusion of homeworkers in the case study were motivated by three key factors. First, the homeworkers in North Jakarta have been involved in the production of specific footwear components, primarily catering to the domestic market, for a considerable period. Second, homeworkers in this area are part of a sizable member base and are associated with the Indonesian Homeworker Network (JPRI). Third, including homeworkers as a case studies aims to facilitate a comparative analysis of the study's findings, particularly regarding Occupational Safety and Health (OSH) conditions and the level of vulnerability among women workers in both the formal and informal sectors.

This research report consists of five main sections. The first section describes the design and focus of the research, as well as its urgency. The following three chapters provide a descriptive analysis of the field findings regarding the Occupational Safety and Health (OSH) conditions of women workers in export-oriented shoe factories. In the fourth section, a descriptive analysis of the field findings is presented through a case study on the OSH conditions of homeworkers in North Jakarta. Furthermore, the fifth chapter of this report describes similar findings from the three factory case studies conducted in this research and compares them with the OSH conditions of homeworkers in the formal sector.

CHAPTER II

Women Workers' OSH: Case Study in the X Company, Tangerang City

Many women workers migrate from Sumatra Island and other provinces on Java Island to Tangerang City, Banten Province, in search of higher wages compared to their places of origin. The company is their employer of choice. However, the high cost of living in Tangerang places an additional burden on them, requiring them to spend more on rent and daily necessities.

Furthermore, a significant number of these women workers have one to three children who are financially dependent on them. Moreover, a third of the informants' husbands are unemployed, as the factory where they used to work was affected by the COVID-19 pandemic, leaving them jobless. Additionally, for those who are 40 years old and above, finding employment becomes even more challenging during the transition of COVID-19 status from a pandemic to an endemic situation.

A. Work Situation

The scarcity of job opportunities has resulted in intense competition among job seekers. In certain factories of the industry, aspiring workers are turning to illegal intermediaries who request large sums of money, sometimes reaching tens of millions of Rupiahs, in exchange for securing job placements. The footwear sub-sector is particularly affected by the pervasive presence of these illegal brokers, who claim to guarantee successful job applications. However, it is important to highlight that However, it is important to highlight that there have been no observed cases of such illegal activities within the company, as stated by the 9th individual interviewed (personal communication,

October 26, 2022).

Source person : I'm old, (I) know all the bosses. (imitating) "Please, my sister wants to work, (the money) is easy." No, she (boss) is afraid. she can be fired, if caught (using a broker)

Researcher : If caught cheating, Ma'am?

Source person : Yes

Researcher : Candidates fired, recruits fired too?

Source person : Yes, if caught applying using money, yes

The company does not impose any specific requirements for job vacancies, but a significant number of informants already possessed prior work experience in the TGSL (Textiles, Garments, Shoes, Leather) sector before joining the Company. Among the informants, some had previously worked in the garment and footwear subsector, a few had experience in a label-producing factory, and only a small group had employment in other industries.

Several other sources acknowledged that the company was their first work experience, a sentiment shared not only by new employees but also by long-time workers who have been with the company for 20 years. The reasons for staying at the same workplace varied, but most employees tended to stay out of economic necessity. According to the third source (personal communication, October 13, 2022), they stated, "No, I have never worked anywhere else before. I don't particularly enjoy it, honestly. There's no other choice." The seventh source (personal communication, October 17, 2022), who had been with the company for a significant period, expressed similar reasons.

"I have no prior work experience. My belief is that I am capable of working anywhere. I have no intention of leaving my job. If it is God's will, I hope to retire at the age of 50... Some people say they will retire at 55. If I am able to reach 55, I will be grateful, but if not, then that's how it will be"

The informants were employed in various departments, including the material warehouse, cutting section (for cutting raw materials), sewing division (for sewing upper shoe pieces), stockfit area (for combining bottom parts of shoes), assembly department (for shoe assembly), quality control department (for product examination), and

packing division (for shoe packaging). Their positions within these departments range from operators to section heads.

At the beginning of employment, not all informants possess skills related to the shoe manufacturing process in the company, except for the sewing department where job applicants are expected to have sewing experience. The majority of informants were high school and vocational school graduates with various majors, such as office administration and secretarial studies. There were also a few graduates from elementary school and university.

Although there is a three-month training for new workers, the company does not provide intensive job training. Upon entering, supervisors give brief instructions before starting work, and then workers immediately begin working with predetermined production targets. If job rotation occurs, workers are expected to quickly and skillfully adapt to the new job.

Worker rotation and transfers frequently occur in the company due to the need for a certain number of workers in specific departments. Therefore, all workers must be prepared at all times to be transferred to other departments and adapt to new job responsibilities. Some informants admitted that they have been transferred more than three times during their tenure at the company. While some workers do not mind the rotation, others have to go to work worried about being rotated to a worse department at short notice. By worse, it means the departments with more verbal abuse from supervisors.

Working Hours, Overtime, and Night Shift

At the Company, women workers work eight hours per day (from 7 am to 4 pm) and have a five-day workweek (Monday to Friday), excluding one hour for break time. The company also implements two to three hours of overtime work per day for workers, which is paid on an hourly basis. Women workers also work on Saturdays for seven hours, excluding one hour for break time. Saturday working hours are considered as overtime. If women workers are unable to work overtime at the designated time, they are required to report to their superiors.

The presence or absence of overtime hours is usually determined by the demand or request from the brand. During the low season,

workers are not provided with overtime. Some informants expressed satisfaction with the company's overtime policy as it allows them to earn additional income besides the basic salary, which is Rp 4,300,000 in accordance with the Regional Minimum Wage (UMK) of Tangerang City, which is Rp 4,262,015[1]. The absence of overtime in their department, however, has raised objections from a woman worker. The fourteenth informant (personal communication, November 2, 2022) explained:

“At times, I feel envious of other departments. In production (departments), they work until half-past eight. I really wish I could do overtime as well. It's true, with all the basic necessities, who wouldn't want overtime? My income is only modest, so that's why I want (overtime) opportunities.”

Some workers actually expect overtime in order to get extra money because their wages are low and not sufficient to meet their daily needs. In fact, with continuous overtime, their physical bodies are getting weaker and tired.

In addition to overtime, the company also implements night shifts (from 8 pm to 5 am) which are applicable to both male and woman workers. Working the night shift is not a choice but an obligatory requirement, determined based on the specific work section. As a result, workers must be prepared to adjust their working hours accordingly. For commuting to work, the majority of the informants preferred their own motorcycles, while some are accompanied by their husbands.

The fourth informant (personal communication, October 15, 2022) mentioned that the company provides employee shuttle buses at various locations, including Jati, Mauk, Kronjo, and Pisangan. However, the long waiting times for the buses discourage women workers from utilizing this service. Consequently, they opted to use private vehicles. The 4th source further added:

The waiting time is quite extensive. We reach home late. With young children, we have to hurry (to attend to their needs). There is also homework that needs to be addressed too.

Before going to work, most workers have to take care of housework and children. Waiting for the bus is a waste of time and requires them to get up earlier. Therefore, they preferred to take private vehicle. Based on information from sources, there has been a change in working hours at the company. Previously, employees worked for eight hours per day, but during COVID-19 the new schedule consisted of two shifts: 7am - 12pm and 1pm - 6pm. Furthermore, the night shift was eliminated.

The company still offers overtime. According to the thirteenth resource person (personal communication, November 2, 2022), overtime was initially available during the COVID-19 pandemic. At the beginning of the pandemic, the factory did not lay off or terminate any employees. However, the source revealed that in the last week of July 2020 and the first week of August 2020, all workers were temporarily laid off. It is worth noting that there was no reduction in orders from the brand during that time. During the ten working days of temporary layoffs, the company reduced workers' salaries by up to 50% for five days and deducted five days from their annual leave allowance. After a two-week break, workers returned to their jobs and received full wages. The company did not cut or reimburse holiday allowances in 2020 and 2021.

Regarding facilities, the company has implemented health protocols to address the pandemic situation. These protocols include maintaining social distancing, conducting temperature checks, and providing hand sanitizer for workers. To avoid overcrowding, working hours are divided into two shifts. The morning shift hours were from 7am to 4pm and 8am to 5pm, while the night shift hours are from 8pm to 5am and 9pm to 6am. This arrangement is still being implemented currently.

The company administers the first and second doses of the vaccine, but not all workers have received the third booster dose. Some informants acknowledge that they have not been vaccinated with the booster yet. The company has not yet informed workers about the future schedule for administering booster vaccines.

If workers experience COVID symptoms while working, the company provides free antigen and PCR tests. If the antigen test shows a reactive result, the worker is required to undergo a PCR test, which

is covered by the company. If a worker tests positive for COVID-19, they are entitled to 14 days of self-isolation with full wages. However, if workers choose to self-test outside the company's clinic, they have to bear the costs themselves.

Several sources claim different levels of exposure to COVID-19: some have never been exposed, some have never undergone COVID-19 testing due to fear and worry. The seventeenth source (personal communication, October 17, 2022) who contracted COVID-19 admitted that union officials helped her with paperwork and permits to receive a free COVID test and the right to self-isolation for two weeks.

The company did not offer financial assistance programs. However, sources admit that they still receive regular vitamin C supplements. Additionally, the company periodically provides free cloth masks. However, workers need to purchase their own medical masks as cloth masks are considered ineffective against COVID-19. Medical masks need to be replaced daily, and their prices increased significantly in 2020-2021. This increases the monthly expenses of women workers.

B. Physical OSH Problems Faced by Women Workers

1. Chemical Exposure and Allergies

The workplace presents various challenges for women workers in terms of occupational safety and health (OSH). One prominent issue is the exposure to chemicals, which poses risks and can lead to allergic reactions.

Depending on their work section and subsection, workers utilize different materials and tools. For instance, in the cutting section, some workers use laser cutting machines while others rely on manual cutting machines. The company provides personal protective equipment (PPE) which varies accordingly. Commonly used PPE includes aprons, protective masks, shoes, and gloves.

However, many women workers find that the protective masks they wear are uncomfortable as it restricts their breathing. Moreover, the gloves they use hinders motion and slows down their work pace. One informant (6th informant, personal communication, October 15, 2022) highlighted the ineffectiveness of protective masks, as the smell of chemicals could still be detected.

In addition to the strong odor of materials, women workers often experience allergies caused by the materials used in their shoes, as mentioned by another informant (7th informant, personal communication, October 17, 2022). Despite this, they tend to disregard these skin allergies due to the pressure of meeting high work targets. However, these allergies can negatively impact their overall well-being and ability to concentrate on their tasks.

Meanwhile, allergy and itching medications are available in first aid kits and only provide temporary relief. The company's lack of preventive and corrective action means the allergy recurs the next day and continues to disrupt workers' productivity.

2. Muscle, Bone, and Joint Disorders

Most individuals, particularly those who worked as production operators, acknowledged that they spent over eight hours standing instead of sitting during their daily work. The reason for standing while working was to align their bodies with the machines they operated. The 16th resource person (personal communication, November 9, 2022) explained, "Yes, that means we now stand for 8 hours. Previously, overtime was 11 hours, 10 hours. Yes, continuously standing. It's not possible to sit. Can't get the work done." However, the long-term practice of standing for more than eight hours per day has had adverse effects on the physical health of women workers. Research conducted by Halim and Omar (2011) concluded that prolonged periods of standing have contributed to various health issues, including muscle, bone, and joint disorders.

Complaints of lower back pain were not limited to a single individual but were voiced by multiple sources in the auto-cutting section. Additionally, other women workers complained of frequent fatigue and discomfort in their feet and hands. The 4th resource person (personal communication, October 15, 2022) mentioned frequent hand stiffness. Having worked in the assembly department for nearly 10 years, the resource person admitted that their hands gradually became thick and inflexible. Overall body pain also interferes with the daily activities of women workers.

Researcher : But does it affect you, sis, to your daily activities?

Source person : Yes.

Researcher : How does it affect you?

Source person : If we are sick and we want to wash clothes, we can't. We couldn't even wash the dishes. If we want to do the housework in the morning, you can't either, you have to warm up first. so we had to start work earlier.

Researcher : If you start working, is there a warm-up?

Source person : Not available (warm up). We warm up ourselves, because of our hands, we feel it, right? So we can't rush to work right away.

Researcher : What did the doctor say?

Source person : The solution? Rest. It's just that we can't, right? Can't do that. We have to work every day.

To alleviate body aches, women workers often resort to taking short breaks directly at their workstations, and once the discomfort subsides, they resume their tasks. In cases of acute pain, they may seek rest in the clinic. Similar situations arise with complaints of frequent tingling and cramping in the feet and hands. According to the 11th Informant (personal communication, November 2, 2022), “(If I often experience pins and needles) I take a break, I do it myself. Once I feel better, I resume sitting. Because in production, we (workers) cannot be slow.” This is primarily due to the daily production targets that need to be met.

3. Other Disease Trends

The Workers' Union Management (personal communication, 28 November 2022) has reported that, apart from abnormalities and disorders of the bones and joints, a significant number of informants also experience various other diseases and health issues. While these illnesses have not been officially confirmed as occupational diseases through medical testing, there is an observable pattern of illness among women workers employed at the Company.

For those who are sick as a result of work in the Company, the average report from members to the union at this time is a pinched nerve, usually from the sewing department because they are sitting all the

time. Maybe because they don't move much. Then there are the lungs and kidneys. If the kidneys are mostly because they hold urine, they drink less. Because of the workload, they may refrain from going to the toilet .

The second informant (personal communication, October 12, 2022) and the sixteenth informant (personal communication, November 9, 2022) both attributed their stomach acid issues to late-night eating. Similarly, the third informant (personal communication, October 14, 2022) and the 8th informant (personal communication, October 17, 2022) also reported experiencing the same condition.

Stomach ache maybe because of food. Maybe also because the mind is tired. We are the backbone of the family. At that time I didn't have a husband yet, now we take care of parents and children, maybe from there too. This is how I live

Aside from gastric acid caused by stress and irregular eating patterns due to demanding work for meeting daily needs, several women workers also suffer from lung diseases, including the fifth informant (personal communication, October 15, 2022). Additionally, the seventh informant (personal communication, October 17, 2022) has hypertension due to a lack of healthy meals, and physical activity. Several other informants also experience digestive and intestinal disorders.

The ninth informant (personal communication, October 26, 2022) disclosed having undergone an appendicitis operation in 2013. The expenses for the operation were covered by the BPJS (Healthcare and Social Security Agency), with assistance from the workers' union in managing the necessary paperwork. Similarly, the fifteenth informant (personal communication, November 9, 2022) also suffers from appendicitis.

Both individuals took more than a month of sick leave for the healing process and treatment. They acknowledged that the company's management grants them three months of paid sick leave when necessary. The ninth informant (personal communication, October 26, 2022) mentioned this provision.

Researcher : Oh, does this mean you've been on sick leave since?

Source person : The 26th. Alright, tomorrow the 26th will be three months old. It's like that for three months, right?

Researcher : That means October 26th, from August, right ma'am, right?

Source person : Yes, tomorrow it's over, that's it. I want to extend the reference again, right?

Researcher : If you extend the referral, you can get another three months (sick leave) like that, ma'am, right?

Source person: He' eh, yes, he' eh. There hasn't been a call (surgery from the hospital), I'm afraid there will be a call when my referral is off, right?

The pressure of high production targets may discourage women workers from leaving the factory premises for basic needs such as drinking water, defecating, and urinating outside of designated break times. Additionally, attention must be given to the adequacy of toilet facilities, including access to clean water, the number of available toilets, and the cleanliness and comfort of the facilities.

The fifth informant (personal communication, October 15, 2022) revealed that she had to wait in line for the toilet due to insufficient facilities. Similarly, the tenth informant (personal communication, October 26, 2022) shared the same experience, mentioning that although the toilets were clean and equipped with toilet paper, queues were still common.

Furthermore, the eighteenth informant (personal communication, November 9, 2022) mentioned that water supply in the toilets was limited, especially during breaks. Moreover, the factory only provided squat toilets and seated toilets exclusively for the office management, leaving the workers with squat toilets.

Regarding drinking water, the thirteenth informant (personal communication, November 2, 2022) stated, "It is safe to drink; our drinking bottles are right beside us on the table. If we are working at the cutting station, the drinking bottle is placed next to the cutting machine."

Despite the acknowledgment of these issues by various sources, several informants still encounter problems related to drinking and urinating during work. The nineteenth informant (personal communication, November 9, 2022) admitted that she only urinated three times a day due to minimal water intake. Additionally, the first informant (personal communication, October 10, 2022) admitted that.

On my department, it can be at any time (permission to urinate). The hardest part is the sewing department. But then again, it all depends on the boss. Sometimes the boss is jealous (not allowed), sometimes it's allowed.

Some women workers do not receive permission from their superiors to take restroom breaks, leading to a decrease in their initiative to consume an adequate amount of water to avoid frequent trips to the bathroom. However, this can have severe consequences, as highlighted by trade union representatives who have identified kidney issues as one of the prevailing health trends among women workers.

4. Work Accident

Women workers in footwear sector companies are exposed to the risk of work accidents due to daily contact with shoe-making tools and materials. The second informant (personal communication, October 14, 2022) shared that her hand accidentally got caught and bruised blue when it was pressed by a machine.

Researcher : In the past (during a work accident) you couldn't act immediately when someone was there?

Source person : I didn't report, I just went home, then the section head said "what are you going to do?" When I come home, I go straight home. "For example, if I report to the clinic, I will receive a warning letter," I said. Usually it's like that, like someone has an accident at work, I'm sure (the operator) will get the warning letter.

Researcher : So afraid to report?

Source person : It's better if we don't report it so we don't get warning letters like that from HSE (Health, Safety, and Environment) people. We who have had an accident, were given warning letters. The problem is when my superiors pressed me, I didn't report it. "What's wrong with the hand? Do you want to go home or what?" "Okay, I'll go home, let me go, okay?" I just went home.

Researcher : where is the place we report that can be given a warning letter?

Source person : in the clinic, I think. We report it to the clinic, usually we get the warning letter

In addition to the 2nd informant, the 5th informant (personal communication, October 15, 2022) also admitted to being hesitant about reporting the work accident she had experienced. This reluctance stems from the perception that work accidents are often attributed to human error following an investigation, leading workers to fear receiving warning letters from the company's Health, Safety, and Environment (HSE) staff.

I got a needle in my hand when I worked in production before. That's why I kept quiet, I was afraid of being scolded. Because, we didn't do it on purpose, we don't want any disaster, right? We don't want to get sick. But, the bosses blame us. We got a warning letter, it said so. Why do I get warning letters, while I'm in pain? At that time when I was pricked by a needle, I had recovered a week. But I didn't go to the clinic.

However, there were instances where some women workers experienced work accidents that were properly handled by their superiors, as exemplified by the 12th informant (personal communication, November 2, 2022).

(At the time of a work accident) the supervisor immediately acts. I mean, I was taken to go to the clinic. There was one (needle) left behind, I was immediately taken to the hospital. Immediately minor surgery. They act immediately.

The inconsistent handling procedures across different departments pose a disadvantage for women workers in departments where proper handling is lacking. Furthermore, investigations conducted by the company's management can be distressing for women workers, as many work accidents are ultimately attributed to their own fault. In fact, numerous other work accidents occur among women workers at the Company, including needle pricks, incidents involving shoe buffing machines, impalement machines, and shoe embossing machines.

C. Maternity Rights Issues

Maternity rights, including the rights of pregnant workers, hold significant importance within the realm of Occupational Safety and Health (OSH) for women workers. Various sources have shared their

experiences of being pregnant while working at the company. The company provides a 12-week maternity leave (1.5 months before and after childbirth).

However, explanations from women workers who went through pregnancies more than 10 years ago reveal that pregnant employees did not have their workload reduced. The 8th informant (personal communication, October 17, 2022) from the sewing section disclosed the following:

Researcher : Ever experienced pregnancy?

Source person : Yes one time

Researcher : You moved from sewing?

Source person : No, I stayed

Researcher : You sit? Not moved to a lighter work?

Source person : No

The 11th resource person (personal communication, November 2, 2022) stated

The workload is the same. It's just that we may not work overtime. If we are tired of working standing, we can ask to sit. At that time I stood up when I was pregnant, I asked to move so I could sit down.

Currently, women workers who have been pregnant in the past 10 years have experienced a shift in their workload after reporting their pregnancy. Although their workload has been reduced, pregnant women workers still share the same premises with other employees. As a result, they are exposed to machine noise and the odor of shoe materials.

During pregnancy, many women workers experience various disturbances, such as nausea and vomiting. Quite a few also suffer from severe headaches that render them unable to work. Women workers facing pregnancy-related issues are permitted to take a day off, but they must provide a medical certificate from a doctor. The 11th informant (personal communication, November 2, 2022), who is also an official of the workers' union, expressed the following:

If it's like that (sick during pregnancy) you have to follow the rules.

For example, if she is sick, but she gives a doctor's certificate, then she may leave. But if she is sick, but she doesn't want to report it and

there is no doctor's certificate, then the company can end the working relationship. So, if that's the case, if she unionizes, she has the protection from the union. She only needed to report to the union, union would sort and choose. Pregnant workers cannot be laid off. Then what is the solution later? She has to send a letter. But if she is not affiliated (with trade union), there is no defense. If for example she defends herself is good. But most workers do not dare.

The company provides a 1.5-month miscarriage leave in accordance with the relevant regulations. During an interview, one of the informants shared her personal experience of having a miscarriage. She was unsure of the exact reason behind it, but she suspected that fatigue and improper eating might have contributed to the miscarriage. According to the 14th resource person (personal communication, November 10, 2022), expressed the following:

Researcher : When you had a miscarriage, were you given time off or not?

Source person : Month and a half leave

Researcher : Does the management provide support or not, sis?

Source person : Nothing

Researcher : What year is it madam?

Source person : Year 2011

Researcher : Oh, because you work too hard or what sis?

Source person : I don't know if I ate wrong or I'm just tired. But I didn't do anything and it was also a holiday, right on Sunday. As I recall, when I finished eating jackfruit my stomach hurt. I thought I was just going to poop. But after a while blood comes out. When I woke up, my negligee was covered in blood.

Working nine hours every day does not afford women workers the opportunity to provide intensive care for their children after giving birth. As a result, the majority of the informants acknowledged that their children were cared for by close relatives, namely their parents, in-laws, siblings, or extended family members. However, some women workers opt to hire neighbors or distant relatives to look after their children, which incurs monthly expenses. The 4th resource person (personal communication, October 15, 2022) elaborated:

Researcher : Then what was the parenting situation in the first months, Ma'am?

Source person : Yes, as usual, with my mother. Later, when I want to work, I will give it to the babysitter.

Researcher : Who pays?

Source person : Of course I do.

Researcher : How much is that, Ma'am?

Source person : If I'm still in the village, yes, so it's still cheap. Six and a half, yes. Six hundred fifty.

Researcher : Until now?

Source person : Until now.

Researcher : Per month?

Source person : Yes

Apart from the 4th resource person, the 14th resource person (personal communication, November 2, 2022) also mentioned that she pays a monthly fee of 700 thousand for a babysitter. Since the babysitter is someone close to her, she also frequently provides snacks and fruits during weekends. The 19th informant (personal communication, November 9, 2022) revealed that they entrusted their child to their older sister, which incurs a monthly childcare cost of 1.5 million.

The amount of time spent by women workers at work also has additional consequences. Several sources admitted that their children were no longer receiving breast milk and were quickly transitioned to formula milk. The 6th informant (personal communication, October 26, 2022) confessed that she did not provide her child with any breast milk.

Researcher : Oh, that means you didn't breastfeed at all, did you?

Source person : No, no. There's no milk.

Researcher : Hmm, yes yes yes.

Source person : That's why breastfeeding is good, but there isn't any. That's why my kid is small, arriving two and a half years and only two and a half kilos.

Despite the various reasons, the majority of the informants acknowledged that their demanding work schedules hindered them from pumping and storing breast milk. The 14th resource person

(personal communication, November 2, 2022) expressed, The concern is that I've been working all day, so naturally, the taste of the breast milk isn't good (hours after work), right? Additionally, the 11th informant (personal communication, November 2, 2022) revealed that.

Previously, the company didn't have a lactation room, but now they do. In the past, it was not possible to pump and store breast milk, so that's how I used to work here. By the time I come home from work at 7 o'clock... it's been from morning to evening... the I had to give my child formula milk instead.

The procurement of lactation room facilities by the Company approximately 10 years ago has greatly aided women workers in breastfeeding their children. The 14th resource person (personal communication, November 2, 2022) mentioned that although she attempted to provide breast milk for her two children, the first child, who was born long before the lactation room facilities were available, only received breast milk for five months. On the other hand, the second child, who was born after the introduction of the lactation room facilities, received breast milk until the age of two.

The lactation room facilities at the Company are equipped with amenities such as air conditioning, chargers, refrigerators, and clean sinks. Women workers who breastfeed their children for two years are awarded a certificate as recognition. While there is designated time for pumping breast milk, the target for women who are breastfeeding is not automatically reduced. Therefore, they must manage their own time effectively to pump breast milk and still meet their targets. The 14th resource person (personal communication, November 2, 2022) explained:

If I have a lot of work but want to pump, I have prioritize work first. The key is that we control our own time. Our superiors only need to ensure that our work is completed, so we can determine how much work is left and manage our time accordingly. We know when to rush or make time for other tasks like pumping.

Menstrual Pain and Menstrual Leave Right

Up until the present, the company management still utilizes the term “menstrual break.” This terminology leads women workers to rest

in the company clinic while taking pain relievers, even if provided by the company, instead of taking a day off. Moreover, many informants admitted to being unaware of their entitlement to menstrual leave. Some had sought permission for menstrual leave but were not granted approval by their superiors. Consequently, they could only rest at the clinic during menstruation. Fear of their leaders and colleagues, concerns about failing to achieve production targets if they exercised their right to menstrual leave, and worries about not receiving overtime pay to supplement their income were also expressed.

The 19th informant (personal communication, November 9, 2022) confessed to being unaware of the right to menstruation leave. Two sources admitted to fearing ridicule and criticism from their leaders and colleagues. The 1st resource person (personal communication, October 10, 2022) stated, “Yes (from the clinic, if the pain is gone, go back to work again), the problem is that when you leave for menstruation it’s difficult to take it, so if someone is envious and spiteful, it’s so complicated.” The 6th informant (personal communication, October 15, 2022) mentioned that she had requested menstrual leave but was not granted permission by her superiors.

Researcher : But, isn't this (menstrual leave), Ma'am?

Source person : I can't. (the boss) said, it's like trivial, isn't it when you are menstruating? The supervisor said, "Really, really, menstruation leave?"

Researcher : Oh, are you given time off?

Source person : Yes, even though I had permission to do so, I was sick, like that. Yes, if it hurts so badly that you faint, yes it is possible, you will definitely get it. But, if it's just an cramp illness, that's it, you won't be given it, Miss.

Researcher : But, have you ever tried?

Source person : Well, I have, but not given.

Due to the lack of strict regulations and inconsistent efforts to advocate for the right to menstruation leave, production targets remain unchanged and ongoing. As a result, many women workers choose to disregard the pain they experience during menstruation. The 16th resource person (personal communication, November 9, 2022) shared her experience of enduring menstrual pain, stating, “I’m afraid there’s

no one to replace me. If I have to bear the pain, I just do it.”

Similarly, the 17th resource person (personal communication, November 9, 2022) mentioned, “Because if I fall sick, I don’t talk about it; I let it heal on its own because I’m accustomed to it.” According to Nohara et al. (2011), stress is a significant factor that influences irregular menstrual cycles and menstrual pain. This directly correlates with the experiences of women workers during menstruation. High production targets and pressure from superiors at work contribute to stress, which in turn leads to irregular menstrual cycles and menstrual pain.

There are also women workers who, unable to bear the pain, eventually seek pain relievers at the clinic. Alongside offering menstrual pain relief, the company’s clinic provides free pads that women workers can request. The process is straightforward, requiring the women workers to simply record their names and the date of collection in the provided book.

D. Triggers of OSH and Maternity Rights Problems

1. Inconsistent Medical Check-Ups

Women workers acknowledge that they have the right to undergo medical check-ups at least twice a year. However, the sources confess that they do not receive regular medical examinations or have not had a medical check-up for more than a year of employment. The 2nd informant (personal communication, October 14, 2022) admitted that the medical check-ups at the company were irregular. In response, the 6th resource person (personal communication, October 15, 2022) stated, “So far, I don’t think I have received any at the Company.” When asked if she had ever undergone a medical check-up. The 7th resource person (personal communication, October 17, 2022) admitted the following:

Researcher : Oh, but did you ever get (medical check-up)?

Source person : Twice, but it’s been a long time since I forgot

Researcher : Oh, from 1995 (working at Company) until now, only twice? Got a medical check-up from management?

Source person : How much? if I’m not mistaken twice I don’t know I forgot (laughs)

In fact, the eighth resource person (personal communication, October 17, 2022) had never received a medical check-up at all. Apart from several women workers who had worked for the Company for more than 20 years, they admitted that they had never or rarely undergone a medical check-up. A young women worker who had recently started working at the Company also experienced the same incident. The thirteenth resource person (personal communication, November 2, 2022) admitted, “I haven’t. It seems periodic. Usually, there is definitely one every year. I just haven’t had it yet.”

2. High Production Targets

Women workers in any department are assigned to experience muscle, bone, and joint complaints, as well as allergies to the raw materials used in shoe production. Furthermore, some women workers endure monthly pain and cramps during menstruation. Due to their daily physical work, it is crucial for them to maintain proper hydration by drinking enough water. Nevertheless, they persist and continue to face the challenges posed by the tools and materials involved in shoe manufacturing. In certain instances of pain, they choose to disregard their physical discomfort, attributing it solely to the high production targets that must be achieved.

The production targets vary for each work area. Sewing requires a minimum of 120 hours, assembling demands 130 hours, stockfitting involves 700 hours, and maintaining 100% accuracy is essential in the warehouse. Each section is further divided into multiple subsections. One common aspect among these diverse targets is that most of the sources acknowledged the high expectations set to be accomplished. The seventeenth resource person in the stockfit section (personal communication, November 9, 2022) expressed the following statement:

Researcher : Have you ever fallen short of the target or not?

Source person : Yes, often

Researcher : Often, then what if you don’t have enough?

Source person : For robots, yes, up to 200 (laughs)

Researcher : If not, how will it be?

Source person : If it’s not enough, maybe the supervisor will be scolded by the boss again and the manager again

Researcher : Are you scolded?

Source person : If I do, at least together

Researcher : How is it, ma'am, usually?

Source person : Yes most, "Why can't you reach the target? What is the reason? Are making shoes hard?!!!"

Failure to meet targets often leads to verbal abuse from supervisors towards subordinates. The sixth resource person in the assembling section (personal communication, October 15, 2022) disclosed that within an 8-hour work shift and 2 hours of overtime, she is required to achieve a target of 1300 pieces. Failing to do so results in insults from superiors and the unmet targets are treated as debts that she must repay.

E. Non-Physical OSH Problems

Mental Pressure

Grawitch et al. (2006)[6] explain five types of workplace practices that contribute to the well-being of workers: worker involvement in decision-making, work-life balance, training and career development, health and safety, and morally and materially rewarding systems. In line with the focus on worker welfare, this research also aims to examine the causes and effects of mental stress among women workers.

Various factors contribute to the mental pressure experienced by women workers. The most prominent factors are the working conditions and the economic situation of their households. The second informant (personal communication, October 14, 2022) expressed, "Well, the main issue is that when there are visitors from the company management, all the data must be complete. However, even when we have checked and confirmed it, there will always be complaints during the recheck. Changes are made repeatedly, and it becomes overwhelming." The fourth resource person (personal communication, October 15, 2022) explained, "What makes work stressful is the harsh treatment and constant scolding from our superiors." The sixth resource person (personal communication, October 15, 2022) succinctly stated, "Targets." Continuing the discussion on targets, the eleventh resource person (personal communication, November 2, 2022) stated:

Why did I move to the union, because I was stressed. I am in the warehouse. The target is 100% accuracy tolerance. It makes me stress, not to mention from the management. Because every day is stressful, I usually cry first when I come home from work. Pressure from all sides, because we can't find the goods, we have to look for them until we find them. For example, if this item is missing, it's missing a sheet of skin, I have to look for it, instead I want "is there anyone selling it, can I just buy it?" than I am under pressure like this. That can't be, we can't replace it with what we have. So it has to be like that, not to mention that we are under pressure from the leadership. In the end, I didn't feel comfortable. If I don't join the union. Maybe I'm not working. But on the one hand we want to stop, we still need a lot.

Furthermore, the fourth informant (personal communication, October 15, 2022) mentioned that in addition to the challenges posed by working conditions, her stress levels were influenced by the conditions within her household. The fourth resource person (personal communication, October 15, 2022) remarked:

Yes, especially when I have a child, huh. It's never been like this, right? Not belittling my husband. No, yes. So sometimes my husband doesn't help, not this. Yes, we think again, right? It's a hassle, we come home from work tired, right? Taking care of the children, taking care of the house, yes, even though I am assisted by my parents, but at least, that's how it is, I still have the responsibility of taking care of the house.

The fourteenth resource person (personal communication, November 2, 2022) disclosed that she often experiences feelings of boredom and monotony. However, when she remembers the immediate needs that must be fulfilled and the numerous dependents relying on her, she must gather enthusiasm to resume her work. Moreover, her child frequently falls ill, and she has exhausted her annual leave entitlement. As a result, whenever her child becomes sick, she reluctantly goes to work because otherwise her wages will be deducted. Despite this, she is aware that her wages are also essential for covering her child's medical expenses.

Women workers face multiple work-related problems that contribute to mental stress. Several sources admitted that these work

issues spill over into their personal lives and vice versa. The fourth informant (personal communication, October 15, 2022) revealed the following:

I once (brought my stress to work). I'm just quiet, I'm calm first. I feel sorry for the people in my house. I don't know what happened, do I? I just sit, I just stay. When asked what my husband said, I said nothing. I calm myself first until it's calm. I've been really annoyed with kids. So the effect is they don't know anything. So I'm just going to go back to thinking, I'm sorry, right? Kids don't know anything, do they? Yes, it's my business, right? So it's better to be silent, silent. Want to be annoyed, tired, just shut up, shut up. Shut up, take a shower, shut up, that's it. The child wants to ask, this this this, I just shut up first.

The fifth informant (personal communication, October 15, 2022) stated that household issues have an impact on the workplace. She expressed, "It feels like carrying the burden, you know. I become sensitive, almost getting angry. I shouldn't, yeah, I shouldn't bring it with me." This highlights the experiences of women workers where conflicts at work affect their households and vice versa. A study by Liu et al. (2015) demonstrates that emotional exhaustion throughout the day contributes to the conflict between family and work roles for women workers. This is manifested as aggression towards supervisors and co-workers during work hours, and aggression towards family members at home during the evening. The sources acknowledged that they cope with work and household conflicts by confiding in their friends and close acquaintances, or through prayer.

F. Gender Based Violence and Harassment

Groping and hugging the body are additional forms of harassment encountered by women workers in factories. The eleventh resource person (personal communication, November 2, 2022) made the following statement.

Researcher : is it safe or not for women? You mean there was verbal violence, physical violence?

Source person : For example, say it's 100% safe or not. But if you say there is development, there is. Because in the past it was really bad for

women. Yes, it's like there are leaders who like to poking around, some are flirting with them.

Researcher : What year is that, ma'am?

Source person : What year, I forgot 2017-2018. Now it's less. Even though there are still some that are rough now, if you say there's no change, that's not really it. There are many changes, but if you say it's 100% safe, it's not really

According to the company of women employees, gender-based violence and harassment frequently take place at Z company, although the number of incidents has been decreasing annually. Nevertheless, only a few victims have come forward to report such cases. The 12th resource person (personal communication, November 2nd, 2022), who is a representative of the workers' union, outlined the procedure for addressing instances of gender-based violence and harassment as follows:

Researcher : Ma'am, for example, if someone reports sexual harassment, what is the procedure usually?

Source person : We first check whether it is true or not. Who else reported? Does it have a union too? What's the way out? Is it inter-union? Sometimes for a solution, someone apologizes and is forgiven, so it's not brought to HRD. Just brought it to management, then done.

Researcher : But if there are a lot of HRD or not, Ma'am?

Source person : we call the victims and we help them from the union. HRD also helps, is that true or not? We make power of attorney and statements.

The labor unions have been actively involved in providing education on sexual harassment. However, the management of the company does not appear to be actively promoting awareness on this issue. As a result, workers have limited knowledge and understanding of sexual harassment.

In addition to gender-based violence, women workers frequently experience verbal abuse in the workplace. Most instances of verbal violence are directed at operators by their supervisors or immediate superiors. The occurrence of verbal abuse is often attributed to high production targets and the company's pressure on all workers to meet

them within designated timelines.

In her research on violence against women workers in the ready-made garment industry in Bangladesh, Akhter et al. (2019) stated that women workers shared their experiences of verbal abuse, including shouting and other forms of intimidation such as withholding payment and threats of job loss. Moreover, women workers feel unable to voice their grievances due to the fear of losing their jobs and facing retaliation from their superiors.

As noted by Akhter et al., although such incidents are common, not all women workers file complaints regarding their cases. Regarding the handling process of these cases, the thirteenth resource person (personal communication, November 2nd, 2022) provided the following information:

(Which handles cases of verbal abuse i.e.) Management or unions. What year I forgot, there was someone who was angry like that, he was the boss. His subordinates ask for protection, ask management for help. Unions help too and management helps too. So we feel safe if, for example, someone or a boss speaks harshly, we know where to go.

G. Trade Union's Initiative to Promote Better OSH Condition

According to one of the union officials (personal communication, November 2, 2022), several decades ago, before she joined the union, numerous inappropriate incidents took place, including excessive work pressure and violations of workers' rights. However, she has observed a positive change over time. The presence of trade unions and the growing interest of workers in joining them have provided a sense of security and ensured the protection of their rights as both workers and citizens.

In comparison to the past, the company management now demonstrates greater concern for its workers due to the active presence of a supervising trade union. These unions play a crucial role by conducting awareness campaigns and educating their members about their rights as workers, including what can be raised as complaints and how to address them. Presently, union officials engage in negotiations with management to seek protection and address various issues, such

as salaries, bonuses, maternity rights, and other relevant matters. This was confirmed by one of the union officials (personal communication, November 2, 2022), who stated the following:

Take menstruation leave, for example; we now can't just say "I want menstruation leave". There are those who want permission, but it is still prohibited. So, if there is a regulation that is bound by collective bargaining agreement (CBA), that "This is menstruation leave, not menstruation break", workers can feel comfortable submitting it. That is what we are currently fighting for in CBA.

In addition to conducting in-depth interviews, this research involved representatives of trade union officials in focus group discussions (FGDs). These representatives are advocating for all workers to have the right to regular and comprehensive medical check-ups. According to one of the management representatives (personal communication, November 28, 2022):

So this is actually homework for us in the union to re-propose the medical check-up. Because it's important, isn't it? What's the point? So that we know the workers themselves, to what extent, right, their health while working at the Company. Whether there really is an incidence of diseases resulting from the employment relationship or what, we don't know.

Apart from menstrual leave and medical check-ups, which are related to worker well-being as part of occupational safety and health (OSH), trade unions also fight for the rights of victims of gender-based violence to report such incidents. One of the management representatives (personal communication, November 2, 2022) stated that, "As long as someone reports it, we will definitely respond and address it appropriately." Furthermore, they mentioned a recent case in which a trade union member was frequently teased by one of her co-workers and reported it to the union.

Recognizing the importance of maternity rights as part of OSH for women workers, one of the workers' union officials involved in women's empowerment (personal communication, November 2, 2022) admitted to including women officials in the preparation of the Collective Bargaining Agreement (CBA). However, due to the large number of

members, they have not yet engaged all members, including women members, in the CBA preparation process. The involvement of women members typically entails recruiting member respondents for surveys, which will then be used to draft proposals for negotiation with management. The union official stated, “Employees did not directly participate in the negotiations, but their role was to provide information.”

H. Household Circumstances: Women Workers as Breadwinners and Financial Debt

More than half of the husbands of the resource persons work in various sectors, including jewelry factories, pharmaceutical factories, car spare parts factories, and others in the TGSL sector. Several sources have acknowledged that finding employment nowadays is challenging, especially for older job seekers. Therefore, finding a suitable job for their husbands poses a challenge.

The fourth resource persons (personal communication, October 15, 2022) mentioned that her husband used to work in a towel factory. However, when the COVID-19 outbreak occurred, the company where her husband worked collapsed, resulting in workforce reduction. As an outsourced worker affected by the layoffs, her husband is currently unemployed. His age, 37 years old, and the absence of a university degree make it difficult for him to reapply for jobs and compete with other prospective applicants.

The seventh informant (personal communication, October 17, 2022) stated, “Now my husband is no longer working. The problem is, even before the pandemic, finding work was challenging. During the pandemic, many opportunities were closed, and now it’s difficult to find a job. Previously, he worked in a small outsole factory in Cikupa, operating the hot press. Unfortunately, the factory collapsed and closed down. The issue is that it’s not the same as working in a larger factory.”

The significant number of women workers who become the breadwinners for their families, either due to living alone or their husbands being unemployed, makes them vulnerable to debts and installments to fulfill primary, secondary, and tertiary needs, as well as to support dependents such as children or parents. The sources of debt and installments for the resource persons can be categorized into

three types: banks at the company, loan sharks, and colleagues. Banks are commonly used by women workers as lenders. The fourth source (personal communication, October 15, 2022) further explained:

“I have an installment at a bank. At that time, I had a business. It’s not like this anymore. I invested in my husband’s business. I wanted to start a waste management business, and my husband was involved. It required an investment of 35 million rupiahs. Unfortunately, it didn’t work out, so now we’re just repaying the installments. It will take two more years, 24 months in total. We have a direct monthly deduction of 1,300,000 rupiahs. That’s the amount for the 35 million rupiah loan. We’ve been doing this for three years.”

The seventh informant (personal communication, October 17, 2022) borrowed 60 million rupiahs as capital for a rented business in her hometown on the island of Sumatra. The seventeenth informant (personal communication, November 9, 2022) mentioned borrowing 30 million rupiahs to apply for a car loan. The borrowed amounts by the interviewed women workers ranged from 25 million to 60 million rupiahs. The purposes of these loans varied, including car down payments, business capital, and rental expenses. However, it can be concluded that the majority of bank borrowers sought productive loans for tertiary needs rather than consumer loans.

In addition to banks, many women workers also had debts to moneylenders. The first informant (personal communication, October 10, 2022) did not borrow from a moneylender directly but expressed concern after witnessing fellow women workers who had used moneylender services. She said, “There are loan sharks. I haven’t used their services, but I know they exist at the factory because my friend had an unfortunate experience. She borrowed one million rupiahs each month with an interest of 200 thousand rupiahs.

The monthly expenses of each worker in this study vary, but the three largest types of expenses are monthly support for dependents, such as parents or children, and rent fees. Evans et al. (2016) [14] revealed in their research that the aging population has led to an increase in the number of women who simultaneously fulfill the roles of mother and caregiver. These women are often referred to as the ‘sandwich’ generation. Despite their growing numbers, research on the

experiences of ‘sandwich’ generation women who are also part of the paid workforce has been limited.

Many of the participants in this study belong to the sandwich generation. Therefore, providing monthly support for their parents is one of the major expenses for most participants. The second informant (personal communication, October 14, 2022) mentioned giving IDR 1 million to her parents every month. The third participant (personal communication, October 14, 2022) stated giving 500 thousand per month. The fourth informant (personal communication, October 15, 2022) mentioned giving 700 thousand per month, while the sixteenth informant (personal communication, November 9, 2022) explained providing 3 million per month for her three family members at home.

Based on various information provided by women workers, the average monthly support for non-child dependents ranges from 500 thousand to 2 million rupiahs per month. This amount is substantial when compared to their basic monthly salary of 4.2 million rupiahs. Apart from supporting their parents, the most significant monthly expenditure for women workers is providing for their children or meeting the monthly needs of infants. The fourth informant (personal communication, October 15, 2022) mentioned:

“Buy milk for children, pay for school. A kilo of formula milk is Rp 115,000. My son needs five kilos a month. Five hundred a month. Five hundred rupiahs more. Also diapers. It costs 52,000, times four.”

To cover the expenses of formula milk and baby diapers, she needs to allocate Rp. 783,000 per month. Additionally, since there is no one available to take care of the children at home, she has to pay a nanny Rp. 650,000 per month, and there are also monthly public school fees of Rp. 250,000. Therefore, the total monthly expenses for the children amount to Rp. 1,683,000.

Apart from the monthly support for dependents, many of the women interviewed are migrants, and as such, they also have to pay for rent. The rental prices for these individuals range from 500,000 to 900,000 per month. However, when considering the additional costs of electricity and water, the total monthly expenses for residential accommodation for the informants range from Rp. 800,000 to 1.5 million.

It should be noted that not all the women workers interviewed are migrants. There are also native workers from Tangerang who live either with their parents or parents-in-law. Although they still need to contribute to the household expenses, their overall costs are not as high as those of migrant women workers.

Women workers at the shoe factory face multiple issues. These include toxic workplaces with high targets and intense pressure, which adversely affect their mental and physical health. The workers also receive low wages and struggle with unmet needs. Some women are caught in the “sandwich generation,” juggling work and family responsibilities. Additionally, they reside in labor-intensive industrial areas where their spouses are unable to find employment. Due to the unemployment of their husbands, Due to the unemployment of their husbands, some women become the sole breadwinners.

CHAPTER III

Women Workers' OSH:

A Case Study in Y Company, Serang District

Most women workers in the Y Company are generally high school graduates or equivalent. However, quite a few of them pursue higher education at the university level, commonly majoring in Economics and Law. Some of them had prior work experience in other places, while others started working immediately after completing their education. The workers in the area consist of both local residents of Banten Province and migrants from areas such as Lampung, West Java, and Central Java.

Among the women workers who are married own their own houses by taking out term loans for decades, while others live with their parents or rent houses. On the other hand, unmarried informants typically reside with their parents, live in boarding houses, or stay in employee dormitories.

In terms of dependents, married women workers usually have children along with babysitters, parents, siblings, and unemployed husbands. On the other hand, unmarried women workers rely on their parents as the main financial burden. Nevertheless, the parents of the women workers are generally employed, so they do not fully support their parents' financial needs.

A. Workplace Situation

1. Work Section and Recruitment Process

There are informants employed in various sections, including Production, Planning, and Control (PPC), Chemical, Cutting, Sample Room, Sewing, Assembling, Skipping, and Emboss. In the PPC section, informants utilize computers equipped with specific software,

including Microsoft Excel. This particular section tends to provide a sense of safety for the informants, as the materials and tools used in their work do not possess any significant hazards. Therefore, the risk of occupational diseases is relatively low in this area. In the Chemical section, workers directly handle materials that possess potential hazards upon inhalation or contact with the skin.

Within the Cutting section, workers employ machinery or manually work using their hands. In the sample room, workers skillfully perform their tasks while seated. Each work section typically has its own set of tools, either machinery or manual, tailored to the specific tasks at hand. Some workers are required to stand, while others can perform their tasks while seated.

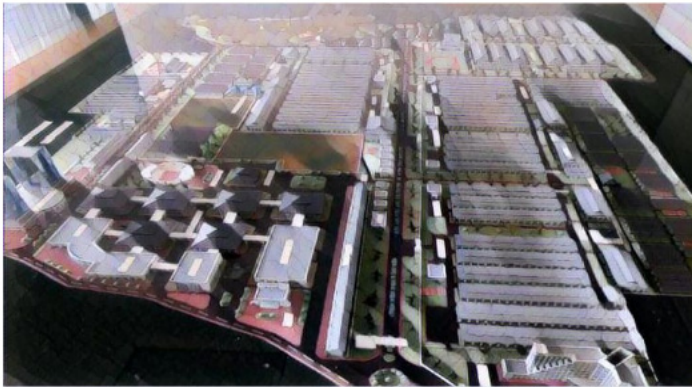


Photo 1. Illustration of the Industry area

In general, the informants reported that they obtained information about job vacancies primarily through two sources: Jobstreet and their relatives. The researchers discovered that the recruitment process commonly involved written tests, which often encompassed psychological assessments as well.

Researcher: "How was the recruitment process?"

Informant: "We send applications by post office, then getting called, after being called we take tests, wait for the test results, then we are called again, then start work."

Researcher: "How long did the recruitment process take?"

Informant : “We sent the files by post office in July, then got a call in December and went straight to work in January.”

Researcher: “What year is it?”

Informants: “2019. Registered at the end of 2018 and started work early 2019.”

In addition to individual registration, there used to be provisions that allowed workers with more than 4-5 years of service to recommend their relatives or acquaintances to join as employees. Informants who were eligible for these allowances still had to undergo the same testing process as other employees who registered independently. However, those who received the allowances found the process more convenient and did not have to wait as long to receive their summons through the post office.

Researcher : “How was the recruitment in 2009?”

Informant 1: “Every employee who has worked for more than 4 years can recruit his relative. I got it from my neighbor.”

Researcher: “In 2007, how did you enter the industry?”

Informant 2: “In Sentul, there are neighbors who work here. In old times, there was a special line for relatives. The quota can include 1 employee for a worker’s relative. Only by entering through it, we can get direct calls without any frills. It’s not available anymore right now.”

Researcher: “But about the test?”

Informant 2 : “We took the test.”

Researcher : “Took the test, so it’s just like the others?”

Informant 2 : “Yes, but those who registered via the post office had to wait a long time and be anxious if they haven’t been called yet. But on our case, the data for those who will get called was already there.”

Researcher : “How long does the process take?”

Informant 2 : “I got summoned in a week, the next day I took the test. During the week it was checkups and others. Then go straight to work.”

According to the informants, the company experienced a significant influx of job vacancies in 2019 following a series of worker layoffs. These layoffs were initiated due to the discovery of numerous individuals with

fake diplomas or borrowed credentials among the workforce.

“...At that time the test was by the post office in July 2019. They said there were huge job vacancies when there were layoffs, right? They said there was gossip that there was a layoff which they said had many fake and borrowed diplomas. There were many layoffs, so after that many new employees were accepted. After that, we were told to make our own ATM BCA, but it was not immediately known whether it was accepted or not. After a month, we will receive a notification whether it was accepted or not to work.”

2. Working Hours and Overtime

In terms of working hours, there are both shift and non-shift work units. For non-shift hours, workers commence their work at 7 am and conclude at 3 pm from Monday to Thursday. On Fridays, they begin at 7 am and finish at 4:30 pm. On the other hand, shift work hours consist of three types of shifts: shift 1 (morning), shift 2 (afternoon), and shift 3 (night).

Regarding overtime, the company determines the need for overtime based on production demands. During the low season, overtime may not be required. Generally, all workers are allowed to work an additional one to three hours as overtime. However, pregnant women are an exception and are only permitted a maximum of two additional hours of overtime per day.

Researcher : How much is the fee for one hour overtime?

Informant : Around Rp. 20,000, Rp. 50,000 for two hours. The maximum is 3 hours, but we rarely have 3 hours, at most 2 hours. Moreover for pregnant women, it is not allowed.

It is reasonable to assume that workers opt for overtime work to earn extra wages, possibly indicating that their regular wages are relatively low. This desire for overtime may be driven by the need to supplement their income. Alternatively, it could be a strategy employed by some workers to work intensively for a few years with the expectation of better opportunities or improved wages in the future.

3. Transferring Workers from One Section to Another

In the context of mutation and assistance mechanisms, flexibility is often observed. Typically, workers may be requested to be transferred by their supervisors, superiors, or similar authorities to different sections. The process of mutation involves supervisors personally escorting workers to the supervisors of the designated sections. Various factors contribute to the need for such transfers, including worker shortages, excess personnel, and other considerations.

Researcher : In the past, you worked in the embossing department? How did you move to tapering?

Informant 1: Back when there were no materials and no orders, we were transferred to the tapering section. Also at that time the tapering needed people.

Researcher : Was it moved via the phone or what?

Informant 1 : Nope. They just bring us. So the boss took us. The bosses communicate with each other. Then I submitted from supervisor to supervisor. If it's still under one management, it's easy. Especially if it's the same boss, then still not a problem.

When workers are instructed to transfer, they are unable to refuse. However, when ordered to assist in another section, workers have the option to refuse. Informants who decline assistance typically do so because readjusting to a new position is challenging, and they feel comfortable in their current role.

Researcher : "What about the working mechanism system regarding the mutation or worker transfer to another section?"

Informant 2: "Yes, maybe if it is about transfer or assistance, maybe there are mostly people in our building and the building next door is short of people. So the boss who lacks people asks the next boss in the next room to ask people to assist. But if I don't want to assist, I can. I'm already comfortable in this building and have to adapt again. That's why I registered the mutation and it's official. I usually sign up because the boss allows it."

In terms of worker introduction and training, all informants have confirmed that there is an initial introduction and training provided to new employees. With regards to safety training, there is a regular

program known as Culture of Safety Maturity (COSMA) or safety culture training.



Photo 2. Culture of Safety Maturity (COSMA) Strategy 2022-2025.

Upon being accepted into the company, each worker undergoes an introduction and training program, which can vary in duration, lasting for several months. Once the training is successfully completed and the worker becomes proficient in operating the machinery, they are granted a license to operate the specific machine. This license is then renewed every two years following the training.



Photo 3. License to operate the tools after receiving the training.

B. Workers Maternity Rights

1. Menstruation

During menstruation, some of the workers experience various levels of discomfort. This can range from feeling mildly unwell to experiencing intense pain. Common symptoms include stomach cramps, breast tenderness, and thigh pain. Informants generally reported changes in mood, becoming more sensitive during their menstrual cycle. Some workers also experience headaches, nausea, and pain during urination and bowel movements. While most workers have regular menstrual

cycles, there are some who do not due to participating in the Family Planning (KB) or birth control program. Informants usually do not inform their supervisors specifically about menstruation but express their general discomfort. If they experience menstruation or leakage while at work, there are no restrictions on visiting the restroom. Workers are generally allowed to use the bathroom as needed.

Menstrual leave, referred to as Menstrual Break in the Collective Bargaining Agreement (CBA) of the company during the research period, is relatively straightforward to take. Workers can request it by contacting personnel, supervisors, or authorities. Previously, informants mentioned that a doctor's statement was required to take menstrual leave. However, many still lack understanding about the process and their rights regarding menstrual leave. Some informants take menstrual breaks approximately 3 to 7 times per year, while others have not taken them for a long time. Some still obtain a doctor's letter to request menstrual leave.

Almost all the informants stated that they had never taken menstrual leave. The primary reasons for this were either not experiencing severe pain or various factors such as economic concerns (missing work and not receiving overtime pay), reluctance due to workload and conversations among co-workers, lack of knowledge and awareness about the right to menstrual leave, and fear of discussing it with supervisors, especially women supervisors who may not take the matter seriously. Nonetheless, there were a few informants who did take menstrual breaks or sick leave. The research indicates a lack of sufficient education and socialization regarding menstrual leave among the workers.

Researcher: "If you are menstruating, are you taking menstrual leave or not?"

Informant 1 : "No"

Researcher : "But is it hurt?"

Informant 1: "Yes, I'm forced to not to, even though it is."

Researcher : "Why didn't you take it, Miss?"

Informant 1: "I think it's one in a thousand, it's rare."

Researcher : "Oh, it's rare, what's the reason?"

Informant 1 : "Yes, because it's rare like we've never heard of it. Even

though it's mandatory and it's our right. To be honest, I personally still feel like it's odd."

Researcher : "Odd? Is there no invitation or socialization of menstruation leave from the company?"

Informant 1: "No"

In addition to the insufficient socialization and understanding of menstrual leave, another issue is the lack of provision of sanitary pads by the company, despite having a significantly larger women workforce compared to males. As a result, women workers are required to purchase and bring their own pads from home. If they forget to bring them, they have to buy them from other workers who sell them, borrow from colleagues, or ask those who have spare pads. In some cases, if there are no available options, women workers resort to improving and using an apron as a makeshift solution. This situation not only adds to the physical discomfort experienced by women workers but also creates a sense of unease in the work environment.

Informant 2: "... Sometimes we think that we better don't want to get into trouble, same thought as my friends who don't like having their menstrual leave too. The main factor is definitely that we are afraid of the supervisor, because it's not that easy. It's not easy as people hype it up. "This is our right," so. It's hard. It's complicated by the supervisors."

Researcher : "Why, how difficult is it?"

Informant 2: "Because it will disturb other people if we don't work."

Researcher : "Why, did you get scolded or what?"

Informant 2: "Yes. If it's about getting nagged, that's already for sure."

Researcher : "Is that the case with other workers? Feel bad for other people?"

Informant 2: "Friends and work colleagues also sometimes like that. They will talk from behind. Then at the company, it doesn't seem like that's mandatory, I think. If they oblige that women employees take menstrual leave, the supervisor won't forbid it either. Even when we don't want to take annual leave, they will force us to take it. It'll be the same if menstruation leave is treated the same as that."

Researcher : "The problem is that when you are menstruating, even though it doesn't affect your body, you get emotional sometimes."

Informant 2: "Yes, the mood is different, because you are menstruating."

Researcher : "Does the company provide sanitary pads?"

Informant 2 : "Nope".

Researcher : "So you bring your own like that?"

Informant : "Yes."

Researcher : "But did it leak when you were working?"

Informant 2: "Often Miss."

Researcher : "Then how, you just run to the toilet?"

Informant 2 : "I just ran to the toilet."

Researcher : "Does it have an effect on your work, Ma'am?"

Informant 2 : "Definitely."

Researcher : "How does it affect you?"

Informant 2 : "It's not comfortable for us to work. We also have to leave the workplace to clean the pads, right? Looking for a change then covered ourselves with an apron."

Researcher : "What if there is no replacement?"

Informant 2 : "Just use what is there. If it's just underwear, we change the pads. There is a friend who is menstruating, if she still has pads, borrow them."

2. Pregnancy and Childbirth

Pregnant workers are promptly transferred to a designated safe section for pregnant women as soon as they provide proof of pregnancy to the company. Upon reporting their pregnancy, workers are directed to the company clinic, where they are required to take a pregnancy test using a test pack. Once confirmed as pregnant, workers are assigned to a safe section that is free from hazardous materials and physically demanding tasks. Pregnant workers are also instructed to perform their duties while sitting rather than standing.

Maternity leave lasts for a duration of 3 months, with approximately 1.5 months granted before giving birth and 1.5 months after giving birth. During maternity leave, workers continue to receive their normal wages without any deductions, and there is no risk of job termination due to pregnancy. In terms of working hours and overtime, pregnant workers are allowed a maximum of 2 hours of overtime. However, pregnant workers are not permitted to work late shifts and are required

to finish work by 5 pm, taking into account the additional 2 hours of overtime. In terms of restroom facilities, special squat toilets with handles are provided for pregnant women, although some informants mentioned the availability of special toilet seats as well.

Several informants shared their experiences of pregnancy-related issues. Some reported experiencing spotting during pregnancy and promptly sought medical attention at the clinic. There were also cases where workers had miscarriages without realizing they were pregnant, often resulting from workplace accidents or falls. All medical expenses related to pregnancy and delivery are covered by the Social Security Administrator (BPJS). Overall, workers generally felt that they received special treatment from the company when they were pregnant. The company's buyers would visit the workplace to assess the situation, and supervisors would face consequences in the form of Warning Letters if there were any safety concerns regarding pregnant workers.

The company provides various facilities for pregnant women, including the presence of midwives who conduct regular check-ups and examinations for pregnant workers. Pregnancy health training is also provided, focusing on procedures and guidelines specifically tailored to the needs of pregnant workers. Additionally, pregnant workers receive additional food such as milk and porridge, in addition to the regular meals provided for all workers.

3. Breastfeeding and Parenting

After maternity leave, pregnant workers will gradually return to work. Those who are breastfeeding receive training on exclusive breastfeeding, and the company provides Prenagen milk specifically for breastfeeding mothers. Additionally, a dedicated lactation room is provided for their convenience.

In general, workers do not exclusively breastfeed their children for an extended period. Breastfeeding is typically practiced for a few months alongside formula milk until the child is fully weaned from breast milk. Several factors contribute to this, such as the child's preference for formula milk, difficulty in pumping breast milk while working, or the mother's insufficient milk production. Despite these challenges, the company ensures the availability of lactation rooms equipped with

necessary tools, refrigerators, comfortable seating, air conditioning, and other essential facilities. The lactation rooms are strategically located close to the security post but away from the production area to maintain a sterile environment. However, some informants mentioned that if the lactation room felt too far away, they were allowed to pump breast milk in a nearby office. There is no specific time limit for this activity.

As for child care, workers generally rely on their parents or hired caregivers. Hiring a caregiver or nanny can incur additional expenses, sometimes amounting to approximately 1 million rupiah. After returning from work, women workers typically take on the primary responsibility of caring for their children. Some common complaints include fatigue from managing childcare, frustration with a messy house, and disrupted sleep due to the demands of parenting. Bringing children to work is not allowed, which is the norm for workers. However, this further adds to their expenses, and many express the need for daycare facilities. Moreover, there have been incidents of tragic accidents involving nannies in the area, leading workers to prioritize their children's care by family members or siblings due to safety concerns.

C. Working Conditions Pre and During COVID-19

After being hit by the pandemic, the company implemented strict measures to ensure the safety of all employees. Now, all workers are required to wear protective face masks, not just those in specific sections dealing with hazardous materials. Additionally, Personal Protective Equipment (PPE) is mandatory for all workers, not limited to specific sections as it was before the pandemic. Social distancing measures have been put in place, which has affected the number of employees allowed in each building. As a result, there were periods at the beginning of the pandemic when workers had to stay at home. To maintain safety, barriers were placed between workers using mica and the parts they were originally attached to, creating as much distance as possible. The work environment and public transportation were also regularly disinfected with sanitizing liquids to prevent the spread of the virus.

During the pandemic, all workers were provided with free masks and hand sanitizers. The company established a separate production section dedicated to producing medical masks exclusively for workers, and these masks were not for sale. Workers for the production section were selected from other production units. Furthermore, all workers had to undergo body temperature checks before entering the production area. If a worker's temperature was above normal, they would be held back for a few minutes to allow for a potential change in body temperature. If the temperature did not decrease, the worker would be referred to the nearest health facility for a free PCR or antigen test. However, workers were responsible for the costs of their own tests. If a worker tested positive for COVID-19, they and other workers who had been in contact with them would be quarantined until they recovered. The same applied to family members of infected workers. Quarantine could be carried out at the worker's home or at the company-provided accommodation, which was converted into a quarantine facility to prevent the spread of the virus to family members. This initiative was a collaboration between the company clinics and labor unions.

During periods of decreased orders, workers did not receive overtime pay. However, there were no layoffs, though the company did offer voluntary resignations to workers. Reductions in the workforce occurred before and during the pandemic. Prior to the pandemic, workers with borrowed or fake diplomas were laid off, and the company also offered voluntary reductions with severance pay based on length of service. Although the target was older employees, the number of applicants exceeded the company's capacity. Consequently, the company opened job vacancies to accept new employees.

The pandemic had a significant impact on the economy of working households. Some workers reported a reduction in their husband's income. Furthermore, expenses continued to rise during the pandemic. Many workers were also hesitant to send their unvaccinated children back to school. It is worth noting that while most informants had not officially contracted COVID-19, many experienced symptoms such as coughs and runny noses. However, they often attributed these symptoms to common illnesses and did not undergo PCR or antigen tests. Another factor was the fear of being isolated or treated differently

by neighbors, as during the early stages of the pandemic, infected families were often stigmatized and socially distanced.

D. The Others Problem In The Field: Women Worker Voice

1. Unavailability of Sanitary Pads in the Workplace

Pads are an essential item for women, including women workers in the workplace. Despite the majority of the company's workforce being women, the provision of pads is not available in the work environment. Some informants mentioned that they collectively organized among themselves in their room to independently provide sanitary pads. Workers contribute a monthly fee to purchase sanitary napkins, ensuring that those in need can use them. However, this arrangement is not present in every work building.

During menstruation, workers are required to bring their own pads from home. If they forget to bring them, they have to purchase from other workers who sell them, borrow from colleagues, or ask if anyone has spare pads available. In some cases, if no pads are accessible, workers resort to using an apron as a temporary solution. Aside from the physical discomfort caused by menstrual pain, this situation creates additional discomfort for women workers in the work environment.

2. The Term Menstrual Leave and Lack of Awareness

In the Collective Bargaining Agreement (CBA) analyzed during the research, the term used was not "menstrual leave" but "menstrual break." This terminology choice contributes to the confusion surrounding the significance of taking such leave, unlike terms like annual leave or maternity leave. Additionally, the CBA does not include a dedicated section outlining women's rights.

Consistent with the findings mentioned earlier, most workers remain unfamiliar with the concept of menstrual leave or menstrual break. They believe that menstruation can be managed or, in cases of severe illness, they can obtain permission through sick leave by presenting a doctor's letter. Long-term employees, in particular, tend to overlook the importance of these rights. The lack of communication from the company is considered a key factor contributing to workers' unawareness and even ignorance regarding their entitlement to

menstrual leave or breaks.

Apart from insufficient socialization, there are other factors that contribute to this situation. Economic considerations play a role, as taking menstrual leave means workers cannot attend work and miss out on overtime pay. Some workers hesitate to take such leave due to concerns about burdening their colleagues and the subsequent discussions that may arise. Limited knowledge and awareness regarding the right to menstrual leave also contribute to this issue. Furthermore, some workers feel apprehensive about seeking permission from their supervisors, particularly if they perceive a power imbalance or dismissive attitude, especially among women supervisors.

3. Work Accident

Several work accidents have been reported, including engine fires, needle pricks, exposure to hot machinery, and others. In the case of engine fires, workers experienced this during night shifts when the cutting machine caught fire. They promptly notified the fire department for assistance. Any accidents occurring in the workplace are immediately reported to the industry. As a result, informants were subjected to questioning because such accidents could impact the company's reputation with buyers. Consequently, workers believe that if a machine feels uncomfortable to use, it should not be used.

Needle pricks are considered commonplace in the work environment, according to workers. Some informants mentioned that they self-medicated without informing their supervisors, fearing that the situation would worsen if it became widely known. However, in cases where the needle punctured the finger, workers were taken to the clinic by their superiors for immediate referral and treatment. The medical expenses were covered by BPJS, ensuring that workers did not have to bear the costs. The lingering effect experienced by those injured was a difference in sensation between the injured finger and the other fingers. Nonetheless, informants stated that this did not affect their effectiveness when working.

Workers exposed to hot machinery are primarily those operating embossing machines, which involve a hot press. In one incident, a worker's hand was caught and pinched by the machine, causing

the hand to turn blue. The worker received initial treatment in the production room, followed by transportation via ambulance to the clinic for further care, before being allowed to return home. Although some time has passed since the incident, the worker no longer bears visible marks on their skin. Furthermore, there were no reports of prolonged pain resulting from the accident.

One worker experienced a miscarriage due to a fall while performing work duties. The sequence of events involved the worker climbing up to inspect the engine using a bench. However, upon attempting to descend, they discovered that the stairs had been moved, resulting in a fall. Unbeknownst to the worker at the time, they were already in the early stages of pregnancy. It was only after experiencing ongoing bleeding and seeking medical attention at the clinic that the worker discovered the miscarriage. Subsequently, the worker was granted leave following the miscarriage.

4. Diseases Experienced by Workers

There were several diseases found in this study, with stomach pain or ulcers being the most common. According to some informants, a local hospital mentioned that stomach pain is a prevalent issue among workers in this industry. Upon examining the rest and meal hours, as well as the food served in the cafeteria and break times, everything appeared normal. Therefore, this disease is attributed to the individual lifestyle and eating habits of the workers, such as a preference for spicy food and irregular eating patterns. Additionally, some workers mentioned that they were aware of coworkers who had uterine cysts.

There was also a worker who had an accident on her way to work. This occurred when she was new to the workplace. The sequence of events involved the worker receiving a sudden notification to arrive earlier, causing her to ride her motorbike in a state of panic. Unfortunately, a speeding pick-up truck approached from the opposite direction, leading to a series of accidents as two motorbikes abruptly braked. As a result, the worker suffered a dislocated ankle and was promptly taken to a masseuse for treatment. Although the worker was still able to go to work, the company deemed the accident to have occurred outside the work environment and considered it the worker's

personal responsibility rather than the company's. The worker also took sick leave. Although it was not classified as a work accident, the company prohibited the worker from returning to heavy-duty sections, such as operating a press machine, as a precaution.

Currently, the worker still experiences pain in her feet, particularly when exposed to cold night winds. During these times, she feels leg pain and is unable to engage in physical exercise. Until the time of the study, the worker continued to seek treatment from a traditional neurologist. However, she had never visited a hospital for medical treatment. According to several informants, including the worker in question, although they had access to BPJS Health coverage, local residents often prefer visiting massage therapists or seeking traditional remedies before considering a visit to the hospital when they fall ill.

One informant had been absent from work for approximately 5 months due to a severe illness. Initially, she suffered from vertigo for two years. Upon receiving treatment and undergoing a Computed Tomography Scan (CT Scan) by a neurologist, it was discovered that the informant had pinched nerves in her neck, waist, and back. After the diagnosis, the doctor advised her to take a break from work and undergo monthly treatments.

In addition to receiving free medical treatment from the hospital, there were additional out-of-pocket expenses for therapies outside the hospital setting. Neurotherapy was recommended, which the company's doctors considered effective. However, the company doctor continued to advise the informant to return to work, despite her inability to sit, stand, or lie down for extended periods of time. As a result, the worker experienced reduced wages due to her 5-month absence from work.

Furthermore, the informant had a history of stomach ulcers, high cholesterol, skeletal deformities, and cysts. She consistently experienced pain during menstruation, which prompted her to seek injections from a doctor when regular medication did not provide relief. Further examination revealed the presence of cysts in her uterus. Although surgery was recommended, the informant opted for medication to address the condition. Additionally, the informants noted that management had reduced the frequency of home visits compared to previous practices.

5. Violence and Harassment

There have been no reported cases of harassment within the industry environment. None of the informants encountered or experienced instances of sexual harassment. The informants believed that such incidents were non-existent due to the higher number of women workers compared to male workers. However, some informants mentioned that there were occasional instances where women made jokes about touching certain women's bodies. Although this could be categorized as harassment, since it occurred between women, one informant perceived it as merely a joke. However, when she felt uncomfortable or sensitive about it, she would immediately reprimand the worker who engaged in such behavior.

In terms of violence, the management stated that there have been no reported cases of physical violence within the industry environment. However, incidents of verbal violence between supervisors and operators have been observed. There have been cases where supervisors raised their voices, used harsh language, and even slammed objects, although not directly targeting the workers. In such situations, workers have the option to report the incidents to the union. In most cases, these issues are resolved amicably and are considered misunderstandings.

6. Toilet Condition

The informants stated that the number of toilets provided for workers is considered sufficient. However, there are varying opinions regarding the availability of toilets specifically for pregnant women. Some informants mentioned the presence of sitting toilets, while others stated that there are squat toilets with handles. Generally, workers have a preference for using squat toilets due to hygiene reasons. However, to ensure the safety of pregnant women at work and while queuing, it is important to have an option for sitting toilets. This is to prevent accidents such as slips that could result in injuries to various body parts.

7. Women Worker and Domestic Work

Apart from the challenges faced in the workplace, women workers also have responsibilities as mothers at home. Several issues arise in this regard, including debts and husbands who are unemployed or engaged

in freelance work. Many workers encounter problems with loan sharks and have their ATM cards confiscated. The workers who reported these debt-related cases often experienced ongoing harassment from loan sharks, leading to an increasing number of bills. One common scenario involves collective contributions for regular social gatherings among women workers, which resemble lotteries with hundreds of millions of rupiah at stake and hundreds of participants. However, in some cases, a worker would abscond with the money without returning it.

Furthermore, some workers have husbands who are either unemployed or work as freelancers. Even workers with employed husbands express concerns about their declining income due to increasing expenses, rising prices of goods, and the impact of the COVID-19 pandemic. This situation also applies to workers whose husbands are unemployed and rely on freelance work, particularly when they have loan repayments and experience work absences due to illness, resulting in salary deductions. However, in general, the husbands of the informants also work as employees in nearby factories, freelancers, or in other professions.

In addition to household challenges, most workers are women and mothers. While they are at work, they entrust their children to their parents or babysitters. Unfortunately, there have been cases where babies died due to drowning incidents involving babysitters, which has created fear among families when it comes to hiring babysitters. Additionally, the cost of hiring childcare services adds to the financial burden. After completing their work shifts, workers have to clean the house, cook, and take care of their children, which means that women workers continue their workload even after returning home. Many informants expressed that the pressures at work sometimes lead to emotional exhaustion and fatigue when they return home.

E. The Initiative to Improve OSH Condition

1. Management Effort

The implementation of worker OSH by management is following labor law, which is also the company's commitment through a policy signed by top management. Regarding the implementation of OSH before the pandemic, even now the health of all employees is covered by

BPJS Kesehatan by 100%, because all of them are permanent workers. When the COVID-19 pandemic hit, new policies related to OSH were formed. The new policies include;

- It is mandatory to check body temperature when entering the work space using a thermo gun and manual temperature check. If the body temperature is above 37.3°C, the on-site medical team will wait in advance. If 10-15 minutes later the body temperature has not changed, then they will be directed to the company's collaboration health facility.
- The company cooperates with special referral health facilities related to patients who are indicated to have symptoms of COVID-19 along with PCR/Antigen through the MOU, namely Sapta Medika Hospital.
- Due to an emergency situation, the company obtained permission from the Minister of Health to produce its own health masks (not for sale) to ensure that all workers get masks for free. This is also due to the impossibility for companies to order masks every day and there are no providers capable of producing masks for 55,000 workers plus workers in Cianjur, Sukabumi, surrounding communities, health centers, and the local police as a CSR effort.
- The company continues to track workers affected by COVID-19. Workers who are proven to be infected with COVID-19 and carry out self-quarantine or isolation are still given full wages. Other workers who are in a close radius are also checked whether they are also affected or not.
- The company also provides a mess for workers who want to quarantine. However, the mess was never full of patients. The industrial area has also never had a spike in cases until it had to be locked down.
- The company always communicates with a certain regional system from Banten Province which is bridged by the Health Service every two weeks regarding COVID-19 updates. The virtual meeting was attended by all factories in Banten.
- Industries including those allowed for 100% entry of workers. Even though there is a Physical Distancing policy, they still follow the six working day policy.

- Industries including those allowed for 100% entry of workers. Even though there is a Physical Distancing policy, they still follow the six working day policy. Physical Distancing is using mica.

Regarding pregnancy, the company has established work procedures for pregnant women that comply with the law. Pregnant women are entitled to a 3-month maternity leave and receive training on pregnancy health at least once. Additional food items such as milk, green bean porridge, eggs, and others are provided based on each department's requirements. A monthly care program for pregnant women is also in place, where the management's designated personnel visits each pregnant worker. Unlike midwives who visit every three months, workers fill out monthly forms. They are asked about their pregnancy conditions and any restrictions they may have, which are then implemented in the workplace according to the company's policy and procedures for pregnant women.

The company also provides lactation rooms or Breast Milk Corners, also known as Nurse Corners. There are three lactation rooms located in different areas of the facility, equipped with amenities. Additionally, there is an ASI motivator. Previously, the ASI motivator used to be a counselor who handled employee complaints, but the management officially designated the counselor as the ASI motivator. Pregnant women have no time restrictions when visiting the lactation room during working hours. However, they have limited working hours, which means they are not allowed to work late at night, stand for extended periods, work overtime for more than two hours, lift heavy loads, or be placed in chemical areas. This also applies to mothers who are exclusively breastfeeding. Furthermore, there are squat toilets available with handles and seats specifically for pregnant women.

While workers feel that there is a lack of socialization regarding menstrual breaks, the management believes that they have sufficiently conveyed the information through the union. However, the management acknowledged that they were unsure about the exact reason why some workers did not take menstrual breaks. The researchers presented field findings indicating a lack of understanding and abstractness surrounding the process of taking menstrual breaks. The management stated that they would re-confirm this matter.

Regarding industry orders, the management reported that the brand's orders remained relatively stable during the pandemic. Although there was a slight decrease, it was not significant. Working hours were not reduced, except for overtime, so wages were still paid in full. At the beginning of the pandemic, some orders were redirected abroad. As a result, the company offered workers the option to resign and receive severance pay in accordance with legal provisions and coordination with the labor office. However, it was discovered that many workers preferred to stay, particularly those who had been with the company for decades. This led to layoffs being carried out in two phases. Consequently, the company has introduced a rule for workers with 25 years of service to retire. Subsequently, new employee recruitment was initiated to alleviate the workload on the remaining workers.

The management mentioned the Team for Handling Violence Cases, a committee consisting of representatives from management, trade unions, and employees. The committee holds monthly meetings and provides vent rooms, media, hotlines, and consultations at each factory. There are also monthly face-to-face meetings between management and worker representatives. Within the meeting room, an Employee Relations Management System (ERMS) is utilized to classify and track employee cases. While there has been a decrease in violence cases, incidents that do occur are typically due to miscommunication. The procedure involves suspicion based on a reported incident, followed by appropriate handling. The TPKK works collaboratively with the security team's inspection team and does not operate independently. In terms of sexual harassment cases, there have been zero incidents. However, a zero tolerance policy is in place, which results in immediate termination of employment if such cases do arise.

2. Trade Union Advocacy

Based on the discussions between researchers and the leaders of the National Workers' Union (SPN), it was determined that from 2019, the CBA no longer requires a doctor's letter for menstrual breaks, but only a notification to supervisors. However, there are still practical issues in the field. According to the SPN leadership, many workers fail to take menstrual leave due to their limited knowledge of employment rights and the importance of unions. Workers often follow the behavior

of those around them or their supervisors, who may not take menstrual leave. The union also stated that companies primarily focus on educating workers about their obligations rather than their rights. The proposed solution by the unions is to continuously educate their members and engage in intensive negotiations with management. They aim to change the terminology from “Menstrual Leave” to “Menstrual Break” and advocate for the inclusion of a dedicated column for Women’s Occupational Safety and Health (OSH) in the CBA.

Regarding occupational diseases, the unions find it challenging to gather concrete evidence, although common issues include acid reflux disease and pinched nerves. However, the most prevalent problem among workers is related to debt. Many workers face issues with loan sharks and frozen Automated Teller Machine (ATM) cards. Workers who report these cases often experience ongoing harassment and increasing bills. Another common issue is the misappropriation of collective funds for lottery clubs, where a worker takes the money without returning it, resulting in losses of hundreds of millions of rupiah with numerous followers.

In terms of domestic violence, the union shared information about an incident where a worker was stabbed by her husband at the terminal. The police handled the case, while the union focused on supporting the victim’s recovery and her return to work. Additionally, there have been cases of violence between women due to conflicts over changing partners. In one instance, the victim suffered injuries to her face while attempting to escape and being pushed by her partner into a door. The union intervened by involving the Village Head and ensuring the victim’s safety at work. They also communicated with workplace leaders to prevent acts of violence within the work area. The dispute was resolved peacefully, with the demand for the return of an ATM card that one of the spouses had used as collateral with a moneylender. The spouse later found employment at another company.

During the group discussion forum with the National Workers’ Union, the provision of daycare facilities on-site was discussed as a potential draft proposal. The union recognized the psychological and economic impact of hiring babysitters or relying on relatives, which increases expenses for workers and affects their ability to work in the

reproductive space. Conceptually, the union has not yet developed a concrete plan and hopes that the management will take the initiative to design such facilities. However, the discussion was postponed due to the urgency of addressing the COVID-19 pandemic.

Furthermore, based on the results of the focus group discussion, the union has made attempts to negotiate with management regarding the provision of sanitary pads. However, management faces challenges in determining the most suitable sanitary pads for each woman, as it requires additional effort and costs to collect relevant data. There are concerns that the provided sanitary pads may not meet the needs of many workers.

CHAPTER IV

Women Workers and OSH: A Research Note from Z Company, Serang District

Z Company, a renowned shoe factory located in the village of Juglang, Serang Regency, has demonstrated commendable efforts in safeguarding the safety and health of its women workers during and after the COVID-19 pandemic. With approximately 1000 women workers out of its 7000-total workers from the same village, the company's commitment to their well-being has been a critical aspect of its operations. This article explores the Occupational Safety and Health implemented by Z Company to protect its women workers during pre and post COVID-19.

A. Ensuring Workplace Safety During the Pandemic

During the early stages of the pandemic, Z Company faced unprecedented challenges in protecting its workforce. Despite the uncertainties, the company handled the situation admirably by implementing various measures. Firstly, the company conducted contact tracing to identify and isolate any COVID-19 cases promptly. This helped prevent the spread of the virus within the factory premises and the broader community.

The provision of Personal Protective Equipment (PPE) such as masks and hand sanitizers played a crucial role in minimizing the risk of infection among employees. Moreover, the company went above and beyond by offering free COVID-19 antigen and PCR tests to its workers. This initiative not only ensured the early detection of cases but also instilled a sense of security and trust among the employees.

Perhaps one of the most remarkable efforts by Z Company was its commitment to vaccinating its workers. The company took the

initiative to organize vaccination drives in collaboration with the local military command and the Indonesian Employers Association. Notably, the vaccination program extended beyond the factory gates, reaching out to the neighboring community as well.

However, the decision to bear the expenses for healthcare personnel and vaccination facilities resulted in an increase in costs for the company. Despite the financial burden, Z Company viewed this investment in employee health as a testament to its commitment to the well-being of its workers

In addition to vaccination and testing initiatives, Z Company adopted a comprehensive preventive approach to ensure the safety of its women workers. The installation of temperature detectors and handwashing facilities in each building emphasized the company's commitment to workplace safety. Social distancing protocols and staggered entry times were enforced to minimize contact between employees, further reducing the risk of infection.

Moreover, the company manufactured masks during the COVID-19 pandemic. These masks were distributed for free to both the employees and the wider community ((Interview with S, 2022).

One aspect that deserves special recognition is the support provided by Z Company to its workers during the pandemic. Unlike many other industries, the company managed to avoid layoffs, which significantly eased the economic burden on its employees. The decision to pay employees their full wages during isolation periods also ensured that workers felt supported during challenging times.

B. Gender-Based Violence: A Zero Tolerance Policy

Z Company recognizes the significance of creating a safe and inclusive work environment for all its workers. To address GBV, the company has established a dedicated team called the Case Handling Mechanism Team, which serves as a resource for workers to report incidents confidentially. Employees have the option to utilize hotlines, Suggestion Box, and even a suggestion box placed in restrooms, allowing them to voice their concerns anonymously.

The company has adopted a strict zero tolerance policy for violence and harassment. Verbal abuse is met with disciplinary sanctions, while

any form of violande and sexual harrasment physically and non-physically contact results in immediate termination without severance pay. These measures not only empower workers but also foster an environment where workers feel safe and protected.

Z Company is committed to empowering its women workers beyond the realm of safety and health. Select employees participate in comprehensive Training of Trainers (ToT) sessions facilitated the company. The training encompasses career advancement, personal development, and financial planning. Through this program, the company aims to equip 1000 women workers with valuable skills to act as trainers themselves.

Although the current training does not include reproductive health education, Z Company hosts seminars that cover mental health, pregnancy, and cervical cancer awareness. This approach ensures that the women women workers receives holistic support for their well-being.

Reproductive Health Support

Reproductive health is an integral aspect of women workers' well-being. Z Company acknowledges the significance of reproductive health and offers several accommodations to support its women employees. For instance, women workers are entitled to menstrual leave on the first and second days of their periods, although some may choose not to utilize it due to work pressures or concerns about overtime.

The issue with Z Company is that it predominantly uses the term "menstruation break" instead of "menstruation leave" in their Collective Bargaining Agreement (CBA). As a result, women workers tend to take breaks only when they experience pain during their menstrual cycle, and if they feel comfort, they are required to continue working. Moreover, they are obligated to inform their supervisor and seek permission to take such breaks. Unfortunately, if their supervisor denies permission, they are not allowed to take the necessary break. Unfortunately, if their supervisor denies permission, they are not allowed to take the necessary break. This policy may potentially lead to instances where female employees who require rest and support during menstruation might not be able to access it when needed. It's

important for the company to address this disparity in terminology and ensure that appropriate menstrual leave policies are in place to support the well-being and health of their women workers.

“At first, it used to be painful, and I would often have to lie down at the clinic for a while. It depends, though; if the pain subsides, I would return to work. Sometimes it would take more than an hour. Ironically, the menstrual period is even more painful. I could take a break, but once I’m already at the factory, it feels burdensome, like it’s too late to do so. Sometimes, I end up going to the clinic from the morning due to the pain. I would ask for permission from the supervisor first. He would say, ‘If possible, don’t take too long time. (Interview TK, 2022) “

Additionally, Z Company provides facilities specifically tailored to pregnant employees, such as sit-down toilets equipped with alarms in the bathrooms. The company boasts an impressive medical team comprising two midwives, three doctors, and a 24-hour clinic, alongside a pharmacist and ambulance driver. Pregnant employees are also reassigned to safer areas, reflecting the company’s commitment to their health and well-being.

Recognizing the unique circumstances of each pregnancy, Z Company exercises flexibility in granting maternity leave beyond the conventional three-month period (1.5 months before and after delivery) as stipulated in the company’s Collective Bargaining Agreement (CBA). This enables women workers to address any post-delivery complications or health concerns by taking sick leave, accompanied by a doctor’s certificate.

C. Women Workers: Double Burden and Debt Trap

The majority of childcare responsibilities in many communities are borne by parents themselves or entrusted to relatives. Oftentimes, the option of seeking professional childcare services is considered a financial burden and is met with skepticism. In numerous households, women take on the role of head of the family, particularly as widows or divorced individuals, while many husbands remain unemployed and become primary caregivers. As a result, the income of women workers

becomes the main source of household expenses, leading many of them to fall into a cycle of debt.

The challenges faced by women workers as they navigate the delicate balance between work and family responsibilities. The financial strain, compounded by the burden of caring for their families, often leads to indebtedness, with many falling into the traps set by banks and loan sharks. Despite efforts by companies to address this issue, the root cause lies in the discrepancy between wages and living expenses. The impact of these struggles on women workers' mental health and job performance is also explored.

The Burden of Financial Responsibilities

For women workers in Z Company, their earnings are vital in meeting the needs of their households. As the primary breadwinners, they carry the responsibility of providing for their families. However, this heavy financial burden often results in women accumulating debt to make ends meet. The accessibility of loans from various sources, such as formal banks, in-house cooperatives, external cooperatives, and informal loan sharks, tempts them to borrow beyond their means.

Despite company policies discouraging employees from borrowing from loan sharks and providing financial management training, these efforts have proven insufficient in mitigating the issue. The root cause lies in the inadequacy of wages compared to the rising living expenses. In essence, expenditures exceed income, making it increasingly challenging for women workers to break free from the debt cycle.

The dual role of women workers as caregivers for their families and employees places significant strain on their mental well-being and job performance. The pressures of fulfilling family responsibilities often lead to emotional distress, as many find themselves overwhelmed and unable to concentrate at work. Instances of daydreaming, crying on the factory floor, and lack of focus have been observed, increasing the risk of workplace accidents, such as needle pricks.

Gender roles and societal expectations play a significant role in shaping the employment landscape for women workers. Widowed or divorced women, often left as the sole providers for their families, face the challenge of securing stable employment amidst their caregiving

responsibilities. Meanwhile, the presence of unemployed husbands further exacerbates the financial burden on women workers. This imbalance highlights the need for greater gender equality in the workforce and for policies that support women in maintaining a work-life balance.

The issue of debts among women workers also has become a growing concern for the labor union, Garteks. Recognizing the financial burdens faced by many women workers, Garteks has developed a comprehensive program aimed at addressing these challenges. Through initiatives such as the Dana Talangan (Advance Fund) and cooperative partnerships, Garteks aims to provide financial support and empower women workers to overcome debt-related struggles.

The Dana Talangan program, which involves opening a cooperative platform for weekly collaboration, is designed to offer women workers the option to borrow an amount ranging from 500 thousand to 1 million rupiahs. This fund is specifically intended for urgent needs, such as covering transportation expenses to work or meeting the needs of their children. By providing access to a financial safety net, Garteks aims to alleviate the immediate financial pressures faced by women workers. The program not only helps them address pressing needs but also serves as a lifeline during times of unexpected emergencies.

Garteks has collaborated with cooperative organizations that offer small and flat interest rates, enabling women workers to borrow higher sums ranging from 15 to 25 million rupiahs. The cooperative partnership aims to empower women workers by providing them with access to larger funds at reasonable and manageable interest rates.

In addition to offering financial support, Garteks also emphasizes the importance of financial literacy among its members. Workshops and training sessions on budgeting, saving, and responsible borrowing are conducted to equip women workers with the necessary knowledge and skills to make informed financial decisions. By promoting financial literacy, Garteks aims to empower women workers to manage their finances prudently, avoid excessive debt, and build a secure financial future for themselves and their families.

Z Company has taken steps to protect the Occupational Safety and Health (OSH) of its women workforce, especially during and after

the pandemic. While commendable, there are valid criticisms that must be addressed to create a safer and more empowering work environment for women workers.

One of the key criticisms toward Z Company is the lack of focus on gender-specific safety measures. Women workers may encounter different occupational hazards and health concerns compared to men. In Addition, The financial burden faced by women workers, compounded by inadequate wages, is a pressing concern. Z Company must prioritize fair wages that meet the basic needs of workers, enabling them to avoid falling into the debt trap.

Furthermore, Z Company should enhance its focus on mental health support for women workers. The demands of balancing work and family responsibilities can take a toll on their mental well-being. Offering counseling services, stress management programs, and promoting a supportive work environment can improve the overall mental health of women workers.

CHAPTER V

OSH and Homeworkers: A Case Study on Women Homeworkers in the Footwear Industry, North Jakarta

Homeworkers in the footwear industry, particularly in the Penjaringan area of North Jakarta, comprise two distinct groups: those who also function as intermediaries and those who do not hold intermediary roles (subordinates). Unlike formal workers employed in factory settings, homeworkers perform their tasks within the confines of their own homes.

Homeworkers who act as intermediaries have a wide range of responsibilities. These include receiving orders at the factory, bringing the orders home, distributing them to non-intermediary homeworkers, completing the orders, delivering the finished products back to the factories, and ensuring that wages are provided to the non-intermediary homeworkers (subordinates). On the other hand, homeworkers who are not intermediaries (subordinates) have fewer tasks, primarily focusing on fulfilling the assigned orders.

Unfortunately, the profession of homeworkers is often unfamiliar to many people. In fact, the term itself is frequently misunderstood, with some mistakenly associating it with domestic helpers (PRT) or workers in micro, small, and medium enterprises (MSMEs). This confusion arises due to the absence of recognition of homeworkers as a distinct category of workers in labor laws, specifically Law No. 13 of 2003 on manpower, and its subsequent amendment, Law No. 11 of 2020 on job creation. As a result, misconceptions surrounding homeworkers contribute to their invisibility as workers, thereby neglecting their rights. Furthermore, since homeworkers fall into the informal worker category, they are particularly vulnerable and often excluded from enjoying their rights as workers, including occupational health and safety protections.

In Indonesian law, the term “homeworker” is not officially recognized. However, in international law, specifically through the International Labour Organization (ILO) Convention No. 177 of 1996 concerning homeworkers, the concept of homework is defined. According to this convention, a homeworker is someone who engages in work within their own home or in a location other than the employer’s premises. The work carried out by a homeworker is performed for wages, and the homeworker produces goods or services as specified by the employer. It is irrelevant whether the tools, materials, or inputs used in the work are provided by the employer or the homeworker themselves (Ariesti & Wahid, 2017, p. 126). These criteria establish the minimum standards for categorizing an individual as a homeworker.

A. Homeworkers’ Working Conditions

When the researcher arrived to conduct the interview, N was observed stacking the soles of her sandals while looking after her grandson. N typically works in the front room and the TV room. She mentioned that she wakes up at four in the morning every day to start gluing sandal soles, continuing until midnight. She has been engaged in this work for approximately fourteen years. Despite the strong smell of the glue she uses, N has become accustomed to it over the years.

A similar story was shared by R, another former homeworker who used to glue sandal soles. Like N, R used to work from four in the morning until midnight every day. Even before the pandemic, R mentioned that her front room was filled with shoe soles, as she had to complete 15,000 sandal soles each week. However, R had to stop working due to lung issues and paralysis.

1. Workflow and Workplace

The workflow for sandal glue work varies depending on whether it is carried out by intermediaries who are also homeworkers or by homeworkers who are not intermediaries (subordinates). Intermediaries have a longer workflow compared to non-intermediary homeworkers.

Table 1. Homeworkers workflow

Intermediate	Subordinate workflow
order from employer → packing → counting → order taken home → counting → distribution to homeworkers → workmanship → QC → counting → order taken to factory → QC → wages	orders from intermediaries → counting → workmanship → packing → orders are handed over to intermediaries

Homeworkers work in their respective homes, in a densely populated and slum area in Penjaringan, North Jakarta. To meet the Homeworkers, researchers were required to walk down a narrow alley, with houses lined up tightly on either side, which lacked sunlight and only had minimal air exchange, such as when the researcher first met one of the homeworkers, namely N, on the advice of another homemaker, namely W. N and W were sisters-in-law so that W could tell the researcher about N's condition

Some of the Homeworkers already have their own house, some rent a room, but there are also those who share a living in someone else's house. However, even though they already have their own house, the house they owns is not big, only measuring 2 x 5 meters, as experienced by N¹, one of the Homeworkers. N saved for years and got into debt until she was finally able to buy a house measuring 2 x 5 meters. N lives with her husband, 14-year-old daughter, and 6-month-old grandson.

In the 2 x 5 meter house, N and her husband work gluing sandal soles in the front room. House N has no windows, only a front door. On the outside of N's house is a narrow alley that lacks sunlight and minimal ventilation. N and her husband only rely on a fan to circulate the air in the front room.

The same situation was also experienced by other Homeworkers, say Y and Z. Inside the house, they worked gluing the soles of the sandals. For Y, who have a veranda, they can occasionally glue the sole of the sandals on the veranda of the house so that the strong smell of glue can be reduced a bit. However, on a daily basis, Y mostly glues the soles of his sandals inside the house, accompanied by a fan.

¹ N is not real name.

Homeworkers actually do not have a proper workplace. The workplace for Homeworkers is also a place to live, a place to cook, sleep, take care of children, and even a place for children to study and play. Like the experience of the researcher who first conducted an interview with N. When the researcher visited N's house, N was seen working, packing the soles of the sandals that had been glued, while watching his six-month-old grandson play.

There is no clear boundary between the place of work and the place of residence for Homeworkers. R, for example, said that when she was still active as a Home Worker, her house was full of sandal soles up to the ceiling of the first floor of her house.

"From the bottom to the top it was full of sandals. I once was given by her 3,000 sandals per day."

The house, which also serves as a workplace for the Homeworkers, not only stores sandal soles but also houses tools and other materials such as glue, scissors, and hammers. Particularly, the glue used for attaching sandal soles emits a very strong odor. Consequently, when it is kept inside the house, the glue smell permeates the entire space, becoming even more intense due to the lack of adequate ventilation. This odor is inhaled by all residents of the house, including children and toddlers.

One issue faced by Homeworkers regarding their workplace, as well as their place of residence, is ownership. While some Homeworkers are native to Penjaringan, they do not possess a house of their own; instead, they rent a boarding house or lease a property. This situation impacts their income, as they must allocate a portion of it to cover the cost of renting a boarding room or a house. In other words, Homeworkers have to pay homeowners for both their workspace and their living arrangements.

Take, for example, K and her husband, who performed odd jobs and could no longer afford to rent a boarding room for themselves and their children. Consequently, K and her husband had to construct semi-permanent housing on the riverbanks. They built a house on land owned by other people. During the rainy season, K and her family face the constant threat of flooding. Moreover, K's house, situated by the riverbank, poses significant dangers, as even their young child has fallen into the river.

2. Working Hours and Long Working Periods

Homeworkers experienced long and seemingly unlimited working hours. This condition is influenced by several factors, one of which is the high work target, as told by R.

“I don’t have time. After the morning prayer, I deposited. I work until 12 at night. I’ll wake up at 4 o’clock. (...) I was once given by her 3,000 sandals a day.”

The same thing was experienced by other Homeworkers, such as L. Same with R, L worked from dawn to night.

Researcher : Usually, what time do you work on this, ma’am?

L : until 10 pm

Researcher: from morning to 10 pm?

L : yes. wake up at dawn doing again

Researcher : oh, have you been working on this since dawn?

L : yes, usually 200 pairs

Researcher : 200 pairs a day?

L : yes”

N. even experienced longer working hours

“Researcher : Ma’am, when it’s busy, what time do you work, ma’am?

N : Yes, just from work. If there is work in the morning, yes until evening. Sometimes at 1 o’clock in the morning

Researcher : 1 o’clock in the morning?

N : (...) As for me, I still have work to do, if I’m not sleepy yet, that’s fine, lots of it. If it’s already 1 o’clock, that’s it. Anyway, if it’s 200 a day if you have a lot of work. By myself”

Long working hours have an impact on the minimum rest time you have, as told by K.

“Researcher : How many hours a day did you work on the glue?

K: I often didn’t sleep at night, I can’t sleep. It’s only an hour’s break.”

The Homeworkers have irregular working hours, which tend to be long, i.e. more than 12 hours a day. In addition, Homeworkers also do not have any days off, even on Sunday.

“R: Yes. Pick up today, deposit tomorrow. Tomorrow while depositing, picking up. That’s it every day. So no rest time. But, just a day off

after being scolded. There are no holidays at all. Because the boss said, "Anyway For Mrs. R, sandals cannot be reduced." She said 3,000 rations. For the others, it's up to how much you want to give. If you can do more, don't do less."

Researcher : Every day? No vacation? Saturdays are not off?

R: No, it's a loss not working.

However, the Homeworkers acknowledged that taking time off would reduce their income, as R said, so the Homeworkers chose not to take the day off. This is due to the target system and unit-based wages applied by the employer. In fact, when the Homeworkers are sick, they still work or are replaced by their husbands to work on the soles of the sandals, as told by W.

Researcher : (...) Have you ever had a moment when the foreman called "Ma'am there orders" then you are sick, or on leave? Are you having menstrual cramps?

W: the husband who went to the factory

Researcher : oh husband

W : if my husband is sick, I will go there

Researcher: oh so never

W : never empty

Researcher : I never take a day off

Another home worker, R, who suffers from a fairly severe disease, lung spots, admits that she continues to work even though she is undergoing treatment at the hospital. R continued to work after the hospital and worked until 12 o'clock at night while undergoing treatment for lung spots. Employers do not give leeway to Homeworkers to take time off during illness.

"R: (...) But, again, when I had lung disease, I had lung disease when I was still working there. But, work goes on, never off. (...) So, I was referred to Tarakan Hospital for 6 months. (...) I am undergoing treatment. (...) For 6 months, I went back and forth to Tarakan.

Researcher: If you went to Tarakan at that time, what kind of work did you do, Ma'am? Keep working?

R: Work.

Researcher : What time do you leave home?

R : Departing from home at 7. The previous day, I said to the factory, "Ma'am, please give me more work, okay? Because I want to control." "Yes, Mrs. R wants to check tomorrow, and give her additional work." So, today, I start at 7, and come home at 3 in the afternoon. (...) From home at 7 o'clock depart. So, at 3 pm.

Researcher : But, until home?

R : Yes, work again. Sneak again.

Researcher : Until 12 pm?

R: Yes."

Not only long working hours, the working period of the resource persons as Homeworker is not short. Almost all of the interviewees worked for more than five years. For example, L, said that he worked gluing sandal soles before he married until now her first child is in junior high school.

"It's been decades before i got married"

Meanwhile, some of the Homeworkers said that they started gluing the soles of sandals when their children were in elementary school.

R : Yes, in 2007 or what? Anyway, my daughter is still in grade 4, now that she already has a child too (...)

Z as an informant tells the researcher when she has been working as a homeworker since her 4th and 5th children are still in elementary school.

Z: Not long ago, anyway. Yes, at that age, my children were elementary school children. Yes, it used to be. Now it's all high school. (...) I don't really remember that. The children are still small. Still in elementary school, grade 2, grade 1.(...) Numbers 4 and 5.(...) From small children aged 7 years. (...) It's been 17 years now.

From the stories of the informants, long working hours are correlated with targets that must be achieved in a day. Another factor influencing the long working hours experienced by Homeworkers is the heavy reliance of Homeworkers on the unit-based wages they earn from gluing the soles of their sandals.

3. Low Income

Homeworkers' income is determined by how many targets they can achieve which is calculated per one hundred pairs of sandal soles. One of the Homeworkers explained how much wages she has earned since becoming a Homeworker. Currently, the wages that Homeworkers receive are around fifty thousand rupiahs per one hundred pairs of sandal soles.

"L: once... Did I make sandals for a price of 7500

Researcher : per 100 packs?

L : yes 100 pairs, gradually increased by 10 thousand rupiahs, increased by another 15 thousand rupiahs, and so on. Later it will increase again by 25 thousand until now it is up to 50 thousand rupiahs. yes, this one, the one usually cheap"

Researcher : (...) How much do you get paid, ma'am?

L : 100 pairs 50 thousand rupiahs

The wages are given once a week by the employer to the Homeworkers who act as well as intermediaries. The intermediary will then give it to the Homeworkers who are his subordinates based on the sandal soles that have been glued. If the wages received by Homeworkers are calculated on a monthly basis, the wages received for a month do not reach the DKI Jakarta Regional Minimum Wage (UMR) which is Rp. 4,641,854,00.² One of the Homeworkers, namely W, even has to share wages with her husband who also works gluing sandal soles, so W's wages are also her husband's wages.

"Researcher: So the wages are per week?

W: yes

Researcher : How many a week ma'am? but only for you

W : 800

Researcher : 800 thousand?

W: that's both me and my husband

Researcher : with that brand 800 thousand is still below the minimum wage

Researcher : with your husband? both of you?

² Decree of the Governor of the Special Capital Region of Jakarta No. 1517 of 2021 concerning the 2022 Provincial Minimum Wage

W: yes

Researcher : Is it a month or a week?

W: a week

Researcher : oh a week of 800

W: right, we don't have any work, that's the main job

Researcher : So the average month is 3 million?

Researcher: 3 million, 3 million 200 thousand rupiahs

Researcher: 800 thousand divided by two with the husband “

From W's explanation, it can be concluded that the wage of approximately Rp. 3,200,000.00 is a joint wage between W and her husband.

However, it turns out that the wages that the Homeworkers receive have been deducted here and there before they are received by the Homeworkers. Employers apply several wage deductions, namely deductions for buying glue, deductions for savings, deductions for debts, and deductions for defective products. According to the Homeworker, these three wage deductions are applied every time the Homeworker receives wages.

In gluing the sandal soles, the Home Workers use glue obtained by purchasing from the employer. The Homeworkers who serve as intermediaries buy glue cans in size of approximately fifteen kilograms, which will then be distributed in 250 ml mineral water bottles to other Homeworkers who are subordinates of the intermediary. But unfortunately, often the glue that Homeworkers buy from employers is not full or less than fifteen kilograms, sufficient for approximately 3000 pairs of shoes, so Homeworkers often lose money. Homeworkers as intermediaries must be willing to deduct their wages by Rp. 750,000.00 to buy three cans of glue.

Another deduction applied by the employer is savings, which is deducted from the weekly wages of the Homeworkers. Every week, the employer will deduct Rp. 250,000.00 - Rp. 300,000.00 from the wages of the Homeworkers, depending on how many pairs of sandal soles are made. If the Homeworker owns 2500 pairs of sandals then the employer will deduct Rp 250,000.00 for savings, and if the Homeworker does 3000 pairs of sandals then the employer will deduct Rp 300.000,00 for savings. However, the Homeworkers admitted that these savings are

coercive and mandatory, as explained by W.

“Researcher: (...) the problem with this piece, apart from the glue that is saved, have you ever complained? I don’t want to cut it so I accept it first

W: We’re from the foreman first, right, sir, for example, “if I’m done with the debt, sir, I’m asking for the savings, don’t be like that, it’s okay I’m 100 thousand a week as much as we can” then he said, “can’t”.

Savings deposited with the employer from the deduction of wages cannot be immediately withdrawn if the Homeworker needs it, but can only be taken during Eid al-Fitr but not full. After Eid, the employer will again apply the deduction for savings.

“W: yes. then, let’s just get savings if it’s not Eid. Everything is taken out, for example, 500 thousand says it’s for a balance, after Eid, we can go in and take it, but it’s hard for us.

Researcher : So initially the debt discount? Then the reason for changing savings?

W: Yes, after finishing, you can’t cut it, you have to cut it

Researcher: Have you seen the leftovers? Have you seen the savings or not?

W: every time we finish Eid, they will give us this used sheet the amount, it’s every week it’s cut by a certain amount, there’s all of them

Researcher : So you know now how much is your savings there?

W: yes

Researcher : Have you ever asked?

W: no.. just take it every Eid

Researcher : the savings one?

W: yes”

.....

Researcher : After Eid, cut again, save again?

W: yes must be like that

Researcher: all of that, ma’am?

W: yes, all of them

Researcher: the savings force

W: yes, save money is saving force

Another deduction which is common is a “debt discount”. The employer will provide debts or loans to the Homeworkers every feast day, and will be paid to the employer until the holidays in the following year by deducting the wages of the Homeworkers.

W: (...) if I like to borrow it for Eid, it's just that every year there is a loan, only she gives the amount on loan, we don't really want it, we want holiday allowance

Researcher : Do you mean to borrow?

W : yes, owed. We're called by the boss right away. for example, you are given, do you agree? that's it. then the other intermediary said they agreed to continue to sign, then for example there was something I was missing, that's it, then what else did she want to add but you couldn't, so that's okay. (...) after Eid it's not good. Here we are starting to work, I am, I'm also not hypocritical, given one and a half million usually borrowed up to 5 million if it's busy, (...) 200 thousand if it's big so cut, what do we want to eat?

Researcher : cut the same?

W : Yes, the size of the pieces is according to her wishes. Until, for example, our debt is paid off, the deductions are still big, depending on income

Researcher : There really isn't a record of how much debt is left, how much is that?

W: Yes... but she doesn't want her to just let it go, with the reason being for your savings, because she doesn't want to give holiday allowance, for example, she says we've saved, for example, 100 thousand or 50 thousand, she doesn't want it, how is she, can be so much then it will be cut so much, it's not good for us.

Unfortunately, Homeworkers do not have the power to stop the practice of loans provided by employers, or in other words, Homeworkers are obliged to take loans, even though the previous loans have been paid off.

“Researcher : 300 thousand pieces until the loan is paid off, what about it?”

W : Until Eid, until Eid. For example, it's already in the middle, isn't it? The foreman said, “Would you like to see the bill book?” “Yes,

I want to see. Can it be done when it's finished, for example, don't cut it?" "oh no"

Researcher: even though it's paid off

W: yes"

It does not stop at deductions from wages to buy glue, savings and repay loans, employers also apply wage deductions due to products that are considered defective or Homeworkers usually call it cash. Defective products are basically not entirely the negligence of the Homeworkers when working on orders but can also be affected by an incomplete glue scale. The impact of incomplete glue makes Homeworkers have to save on the use of glue, even though the use of economical glue can result in the slipper sole not sticking together. If the sole of the sandal does not stick together, the product may be defective or damaged. If the product is defective or damaged, the Homeworker will be charged by the employer.

W: (...) the debt has been cut, it's the cash cut, we think about it

Researcher : What is that charge, ma'am?

W: Charge is like there are new damaged sandals in the charger, while our sandals from home are smooth, right, we're smooth, right, if our subordinates look at them one by one, I'm afraid that the name of the subordinates is afraid of glue, I'm afraid that he will stick it in, right? Just check it out one by one, oh, it's already smooth, nothing's missing, but every week we have to charge 10 thousand rupiahs until 15 thousand rupiahs.

.....

Researcher : How much, ma'am, every week, you must get charged?

W: Sure, sometimes 50 thousand-70 thousand, it's quite enough to buy rice for a week

Homeworkers admitted that the deposited products had been checked beforehand and often there were no damaged or defective products. Even though the Homeworkers do not deposit the damaged or defective products, the employer still applies a cash deduction. The Homeworkers have repeatedly asked the employers for proof that the products delivered were damaged, but the employers reasoned that the damaged products had been destroyed so the Homeworkers had

difficulty proving whether the products were indeed damaged or not.

W : but what if it's defective, right? That's why it's like "where's the evidence?"

Researcher : Then how's the answer, ma'am?

W : they said that they had been squashed, they had been destroyed. We don't care if it's been destroyed, but we want to see it first.

If calculated, in a week the Homeworkers, especially intermediaries, get four times the deduction from the wages that should be received. Even though the Homeworker who is also the intermediary must also pay the wages of other Homeworkers who are his subordinates.

From W's story, it can be seen that the Homeworkers do not have the power to get their wages in full and do not have the power to stop the practice of deducting wages for glue, forced savings, loans, and 'cash'. In fact, Homeworkers feel compelled to save, so saving is no longer a "safety net" for Homeworkers but creates a burden. In addition, the practice of buying glue is also an odd practice in the footwear production chain, because glue should be a means of production provided by the employer, not a need that must be met by the workers themselves.

B. Homeworkers' OSH Conditions

The poor working conditions have an impact on the poor quality of the health and safety of the Homeworkers, such as long and seemingly unlimited working hours, high targets, too dangerous materials such as the glue that the Homeworkers use Personal Protective Equipment (PPE) is absent. Unfortunately, in the case of the Homeworkers, the poor working conditions not only have an impact on the poor health and safety conditions of the Homeworkers as individuals but also have an impact on the poor health and safety conditions of the Homeworkers' family members because their place of work is also the place where they live with their families.

1. Use of Glue Containing Hazardous Chemicals in Workspaces and Family Rooms

The majority of the Homeworkers who became informants in this study had houses that were small, namely around 2 x 5 meters, with

minimal ventilation, both privately owned and rented houses. With the minimal size of the house, Homeworkers live with other family members such as husbands, children, and even grandchildren.

The limited size of the residence forces the homeworker to do their work in a room that is shared by other family members, for example in the front room which is also the family room. That is why family members have a high potential for exposure to chemicals such as the glue used by the homeworkers.



Photo 4. Multipurpose Glue that Homeworkers use

In the search conducted by the researcher on the brand of glue used by Homeworkers via the internet, the researcher had difficulty finding the brand, hence also to find the chemical content contained, especially through the MSDS (Material Safety Data Sheet). From the glue packaging seen by researchers in the field, the composition of the glue-making material was not found on the packaging. In addition, glue is often packaged in other packages, such as jerry cans or mineral water bottles (as shown in picture 2).



Photo 5. Glue Repackaged

From the explanation that the researchers obtained in a Focus Group Discussion (FGD) the glue used by the Homeworkers is included in the category of multi-purpose glue or yellow glue. This versatile glue or yellow glue generally contains chemicals, one of which is formaldehyde (Formaldehyde / CH₂O).³

In documents sourced from the Ministry of Environment and Forestry, Directorate of OSH Management, formaldehyde (Formaldehyde / CH₂O) is a hazardous chemical. The hazard statements include (Ministry of Environment and Forestry Directorate of OSH Management):

- Liquids are flammable
- Possibly corrosive to metals
- Toxic if swallowed
- Fatal in contact with skin
- Causes severe skin burns and eye damage
- May cause allergy symptoms or asthma symptoms or breathing difficulties if inhaled
- May cause allergic skin reactions
- May cause genetic defects
- Can be fatal if swallowed and enters the respiratory tract
- Suspected of causing cancer
- Suspected of damaging fertility or the fetus
- Very toxic to aquatic life

Unavailability of information about the brand of glue used by Homeworkers for many years to attach the soles to the sandal uppers, the researcher tried to find out other brands of glue that were similar, more common and easier to find. Based on the results and checking the Material Safety Data Sheet, yellow glue or multipurpose glue contains at least three chemicals; namely (1) light hydrocarbon distillate; (2) Ethyl Acetate; and (3) Synthetic Rubber with resin (Pradana, 2019, 1).

Of the three materials, namely (1) light hydrocarbon distillate; (2) Ethyl Acetate; and (3) Synthetic Rubber with resin, two, more precisely of which are (1) light hydrocarbon distillate and; (2) Ethyl Acetate each

³ FGD with dr. Wendri Wildiartoni P, MKK., HIMA (Joined in IDKI/Indonesian Occupational Health Doctors Association)

have side effects, as follows:

1) Light hydrocarbon distillate:⁴

- Inhalation Effects: dizziness, headache, drowsiness, nausea, and unconsciousness.
- Effect on the skin: dry skin
- Effects on the eyes: red eyes
- Effects on swallowing: danger of aspiration, cough, diarrhea, sore throat, vomiting.

In addition to the effects described above, hydrocarbon distillates also have short-term and long-term exposure effects. Effects of short-term exposure i.e. the vapor is slightly irritating to the eyes if swallowed, the substance easily enters the airways and may cause aspiration pneumonitis. These substances can affect the central nervous system. Exposure to high concentrations of vapor may cause unconsciousness. Meanwhile, for the effects of long-term exposure or repeated exposure, this substance removes fat from the skin, which can cause dryness or cracking.

2) Ethyl Acetate:⁵

- Inhalation Effects: causes inhalation effects in the form of sore throat, cough, headache, and drowsiness.
- Effects on the skin: redness, dry skin
- Effects on the eyes: red eyes

Ethyl Acetate also has short-term exposure effects and long-term exposure effects. Effects of short-term exposure to Ethyl Acetate causes slight irritation to the eyes and to the respiratory tract. These substances can also cause an effect on the central nervous system. Exposures well above the OEL can cause loss of consciousness. Meanwhile, for the effects of long-term exposure or repeated exposure to Ethyl Acetate, this substance removes fat from the skin, which can cause dryness or cracking.

⁴ https://www.ilo.org/dyn/icsc/showcard.display?p_lang=en&p_card_id=1379&p_version=2 accessed on Wednesday, October 26, 2022 at 10.16 WIB.

⁵ https://www.ilo.org/dyn/icsc/showcard.display?p_version=2&p_card_id=0367 accessed on Wednesday, 26 October 2022 at 10.19 WIB.

According to the UN GHS Criteria,⁶ the two chemicals are classified as hazardous materials, with the following details:

1) Light hydrocarbon distillate :⁷

- Flammable liquid
- Can be fatal if swallowed and enters the airways
- May cause drowsiness or dizziness
- Causes skin irritation
- Toxic to aquatic life with long-lasting effects

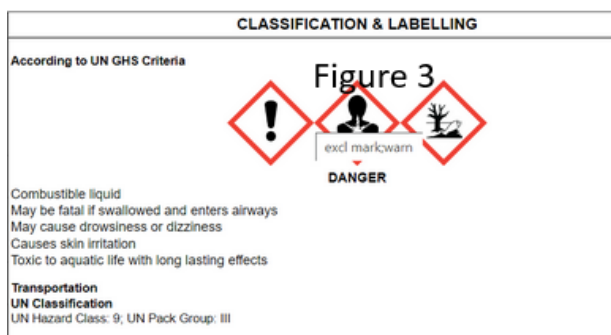


Figure 2. Classification and Labeling of Light hydrocarbon distillate

2) Ethyl Acetate :⁸

- Highly flammable liquid and vapor
- May cause drowsiness or dizziness

⁶ *The Globally Harmonized System of Classification and Labeling of Chemicals* (GHS) is a system developed by the United Nations to standardize and harmonize the classification and labeling of chemicals globally.

⁷ https://www.ilo.org/dyn/icsc/showcard.display?p_lang=en&p_card_id=1379&p_version=2 accessed on Wednesday, 26 October 2022 at 10.16 WIB.

⁸ https://www.ilo.org/dyn/icsc/showcard.display?p_version=2&p_card_id=0367 accessed on Wednesday, 26 October 2022 at 10.19 WIB.

According to UN GHS Criteria



Highly flammable liquid and vapour
May cause drowsiness or dizziness

Transportation
UN Classification

UN Hazard Class: 3; UN Pack Group: II

Figure 3. Classification and Labeling of Ethyl Acetate

2. Health Problems Due to the Use of Chemicals

The potential for Homeworkers to be affected by the effects of using glue from a health perspective is very high. This can be seen from various sources that explain the side effects of the chemical content contained in the multipurpose glue or yellow glue, both the effects of short-term exposure and the effects of long-term exposure. The effects of short-term and long-term exposure are both potentially experienced by Homeworkers considering the working period and intensity of Homeworkers being exposed to glue due to the use of glue as a material used for work.

In this study, the glue used by Homeworkers was one of the main factors that Homeworkers complained about, apart from long working hours, until some Homeworkers admitted that the use of glue had a direct impact on their health. In this study, it was found that the Homeworkers complained of a very strong smell of glue.

“Researcher : Ma’am, don’t you have a fan every day, Mom?”

N : Yes.

Researcher : If you don’t use a fan, is it okay?

N : Nope. It’s just that if you don’t stick for a long time, you suck your breath.

Researcher : Mom, if you don’t glue?

N : It’s been a long time since I’ve glued it, it’s stinking.

Researcher : Oh, yes, yes. Because yesterday was COVID-19 long, right?

N : Yes. Because the glue smells. Sneaky.”

The effect of the very strong glue smell felt by the Homeworkers when correlated with the MSDS document of hydrocarbon distillate and ethyl acetate has a close correlation. In the document describing hydrocarbon and ethyl acetate distillates, for example, it is explained that preventive measures that can be taken care of ventilation, local exhaust, or respiratory protection.⁹ But in fact, the workplace, as well as the residence of Homeworkers, do not have adequate ventilation and local air exhaust. In addition, the employer also does not provide respiratory protection for Homeworkers. The absence of ventilation, local exhaust, and respiratory protection makes the effect of the strong smell of glue even more dangerous for Homeworkers.

To dispel the strong smell of glue, the Home Workers use fans, as described by N above. In addition, glue containing chemicals is not stored in a special room, but is stored in the house.

“Researcher : Where is placed if you are at home?”

R : Just put it in the house.

Researcher : Do you just lay it down?”

R : Yes. So right, if you want to pour it into a bottle, like afraid of spilling, first pour it into the jerry can. Just like Mrs. W, right? From cans using jerry cans. From a new jerry can transfer it to a bottle.”

Apart from complaining about the very strong smell of glue, the Homeworkers are also aware that the glue they are using is a chemical substance.

“K : Right, the glue is the chemical.”

What the homeworkers said regarding the chemicals contained in the glue they used was confirmed by the explanation from the Material Safety Data Sheet (MSDS) issued by the ILO and WHO.

The impact of using glue containing chemicals is even more dangerous because it is supported by other factors, namely the use of glue in large quantities with long working hours, which can be more than twelve hours a day and a very long working period, which is more than five years continuously.

⁹ https://www.ilo.org/dyn/icsc/showcard.display?p_lang=en&p_card_id=1379&p_version=2 accessed on Wednesday, October 26, 2022 at 10.16 WIB.

“R : (...) I used to use 10 cans of glue a week. 10 cans. Mom at least 7 cans, 8 cans, a week. Past.”

Feeling dizzy is a direct effect felt by Homeworkers when working with glue. One of the Homeworkers, Z, said that many Homeworkers take painkillers to keep working using glue.

“Researcher : Why, why drink Bodrex? Are you dizzy?”*

K: If you don't feel dizzy, everyone, everyone, is glued, right? On drinking bodrex. Get ready bodrex. Ultraflu sometimes. Right, if it's a headache, ma'am, it's glue.

Researcher : So, so that you don't have to worry about drinking bodrex?

K : Yes. If you're confused, everyone drinks bodrex, ma'am. I don't have a headache if I don't drink.

Q : Do you drink every day?

K : Yes, sometimes. If I'm dizzy.

Q : Once a day?

K : Yes, if you have a migraine”

**(Bodrex is one of the drugs commonly consumed by people in Indonesia, to relieve fever, dizziness, and toothache. Contains paracetamol and caffeine)¹⁰*

The dizziness effect felt by Z was in accordance with the inhalation effect described in the MSDS document of hydrocarbon distillate and ethyl acetate. Both of these ingredients have inhalation effects, one of which causes headaches. The same thing is also explained based on the harmful effect of these chemicals according to the UN GHS Criteria, causing dizziness and headaches.

Several Homeworkers admitted to having health problems, although not all of them knew whether the health problems they experienced were a direct impact of using glue while working on gluing sandal soles. Even one of the Homeworkers admitted that she was addicted to the smell of glue and felt dizzy when she didn't glue.

“R : Yes, right, I have been used to glue for a dozen years. So, if not one day, that's it. Like what people are addicted to.

¹⁰ <https://www.halodoc.com/obat-dan-vitamin/bodrex-20-tablet> diakses pada 15 November 2022 Pukul 10.07 WIB.

Researcher : If you don't stick, how about it, ma'am?

Researcher : That's awkward.

Researcher : How do you feel dizzy?

R : No, no. It's normal to be dizzy. I've seen a lot of work, I'm not glued, so I feel dizzy. But, if it's been taken glued, it's so fresh.

Researcher : Oh, is that so?

R : Is it because of the smell of glue? I'm used to the smell of glue."

In addition to addiction, R also suffers from a fairly severe disease, namely having lung spots and paralysis.

"R: (...) But, again, when I had lung disease, I had lung disease when I was still working there. But, work goes on, never off.

Researcher : What do you mean by lung pain, ma'am?

R : I got lung.

Researcher : out of breath?

R : Yes, it sucks. Then, when I do an x-ray, it turned out to be positive.

Researcher : Positive what, ma'am?

R : Got lungs. Spot disease.

Researcher : Oh, lung spots?

R : Yes. So, blood tests, phlegm, urine tests, all sorts of things, x-rays of everything. I'm positive. So, I was referred to Tarakan Hospital for 6 months."

Researcher : Ma'am, what are the symptoms when it comes to lung spots? Cough or what?

R : Cough

Researcher : Bloody cough?

R : No. Only, if it's the middle of the night, it's hot and cold. It's like being stabbed. If you get lung, the symptoms of the heat and cold are from 12 o'clock at night until this dawn. if people get spots, the initial symptoms are, from 12 o'clock at night the direction is going to dawn, coughing until it's hot and cold. Shivering anyway. I can't do anything (...).

Researcher : That while shivering, while coughing?

R : Yes. Anyway tired. So this is it, right lung, right, like someone stabbed. It hurts like being stabbed. I had 3 x-rays. The last X-ray, "Ma'am, thank God it's clean" said the doctor.

R admitted that the lung spots that he experienced were probably due to the effects of the glue he used to glue the soles of his sandals for years.

“Researcher : Are you suspicious or not because of the glue?”

R : Yes, maybe. There is a possibility. Right, glue can not remember the time. Don't think about health.”

Lung spots were not only experienced by R, but also experienced by another Homeworker, namely K. K then decided to stop gluing the soles of his sandals because his illness was getting worse.

“K : work gluing sandal soles. For two years.

Researcher : When will it stop, ma'am?

K : Stopped a long time ago. Pulmonary time.

Researcher : Do you have lung disease?

K : Yes, I have.

Researcher : How did you get lung disease?

K : It's glue if the body isn't strong, the glue is chemical, Mom.

Researcher : Two years? Are you not strong enough?

K : Not strong. Constantly sick

Researcher : Can you tell me where the lung disease comes from, ma'am?

K : Yes, x-rays.

Researcher : How was it at first?

K: At first I was dizzy, hot, and cold. I think it's a normal cold. The longer the length, the cough caught. There is blood in the cough. Well, my husband said, “This is tuberculosis.” I went home and got treatment in the village.

K: Yes. I have spots.”

The lung spot disease experienced by R and K was potentially caused by the use of glue while they were working as Homeworkers gluing sandal soles. In the FGD the research team with dr. Wendri Wildiartoni P, MKK., HIMA, respiratory diseases that have the potential to be the effect of chemicals contained in multipurpose glue, one of which is chemical pneumonia, can be triggered by one of them by light hydrocarbon distillates.¹¹

¹¹ Focus Group Discussion with Dr. Wendri Wildiartoni P, MKK., HIMA on Sunday, August 28, 2022 at Hotel Tamarin.

Chemical pneumonia is caused by the lungs inhaling chemicals or gases, causing the lungs to become inflamed. The trigger is exposure to chemicals that cause irritation to the lungs and last for a long time (Darmawan, 2013, 77). If it is related to the working period and working hours of the Homeworkers, it has a close correlation with the lung diseases experienced by the Homeworkers.

The MSDS document for hydrocarbon distillates explains that one of the preventive measures that can be taken to prevent inhalation due to the content of hydrocarbon distillates is to use respiratory protection (ICSC 0367 - ETHYL ACETATE, nd). Unfortunately, the homeworkers did not use any respiratory protection when working with glue and the employer also did not provide respiratory protection such as masks for the homeworkers to use while working.



Photo 6. Homeworker gluing sandal soles

Apart from lung spots, another disease that the Homeworker suffers while working on gluing the soles of his sandals is paralysis. Paralysis was experienced by R, who also had lung spots.

R : (...) But why is it strange that your legs are paralyzed? Can't walk at all. Do not want to pray sitting

Researcher : When did you find out you were paralyzed? Do you remember?

R: Remember, really. It's only been 3 years, before covid. At that time, he thought I was Covid

Y : Because I come here often, almost every month. So I heard that

Mrs. R was taken to the village. Sick. I've been reprimanded since yesterday, have I checked yet. Because the pain looks like it's not fresh. But Mrs. R is a person who is passionate about work and doesn't care about her health until she actually collapses. And that's long. Until months

R: Indeed, the stomach first. I was hospitalized for one week with no change. Brought to the village, treated in a hospital, what is the name of the Cikarang area here, the Cikarang Hospital there. That's not it either. Brought back to Karawang, and thank God I met a good doctor.

The paralysis experienced by R according to R is the effect of the fatigue he experienced while working as a Home Worker as well as an intermediary. R does not only do one job, namely gluing sandal soles, but also does other work because he also acts as an intermediary. As an intermediary, R has several tasks which are described in the following chart:



Figure 4. Work Cycle of Homeworkers

Furthermore, R explained about the work carried out as intermediaries as well as Homeworkers as follows:

"R: (...) That's how tired mother is. At the factory, I did the math myself, packed myself, looked for the boxes myself, went to the 3rd floor. That was tiring.

Researcher: How many days?

R: Every day.

Researcher: Every day taking means?

R: Yes. Pick up today, deposit tomorrow. Tomorrow while depositing, picking up. That's every day. So no rest time. But, just a day off after being scolded. So, I see. There are no holidays at all. The problem is that the boss said, "Anyway, sandals can't be reduced." She said 3,000 rations. For the others, it's up to how much you want to give. If more you can, less don't."

R: Yes. It's so tiring to go there, hang out here. Take in there, pick up here. Round and round. Tired. I used to carry a cardboard box that contained 200 pairs, it was a carton, it was strong on the hips of 300.

R : At the factory, if you want to pack, look for the boxes on the 3rd floor. I look for the boxes myself. No one gave it there. So I'm just trying to do it myself. Now too. Counting yourself, packing your own, looking for your own cardboard, nothing is given, "that's the box." Anyway, the courtiers just gave without being tied up. So, I stick it in 3,000 sandals. Must follow, until old."

Health problems are not only experienced by Homeworkers who serve as intermediaries but also experienced by Homeworkers who are not intermediaries. One of the other Homeworkers, Z, has had breast cancer since 2021. Z has been working as a Homeworker for approximately ten years since his children were still in elementary school. Besides working on gluing sandal soles, Z also works as a laundry worker.

Z underwent treatment and stopped working temporarily while undergoing treatment.

Researcher: How long will the treatment take, ma'am? From you in operation until recovered. Here, the doctor said it was cured?

Z: Alright.

Researcher: How long, ma'am?

Z: Only 6 months, but I'm also taking medicine at home.

Researcher: So how long did it take from the first diagnosis until you recovered? 6 months?

Z : 6 months. It's been almost a year now.

Researcher: What year is it, ma'am? Do you remember the first time?

Z : November, 2021."

Z has had surgery and has had a breast lift. Unfortunately, after undergoing breast removal surgery, chemotherapy, and while undergoing herbal treatment, Z is back to work gluing sandal soles at home. This means that Z is again exposed to the glue used to glue the sole of the sandal. Z seems to have no other choice because Z is a single mother after her husband died when her son was in the sixth grade of elementary school.

Another health impact felt by Homeworkers, which could potentially be caused by the use of glue is miscarriage. N experienced a miscarriage when her fourth child entered the age of two months of pregnancy. N said that while pregnant with their third, fourth, and fifth children, N also worked gluing sandal soles every day, from dawn to dusk.

"Researcher: What about the miscarriage, ma'am?

N: The miscarriage was two months in the stomach. What year was it before COVID-19. (...) In 2017, if I'm not mistaken, it was a miscarriage.

Researcher : That's the one who miscarried, didn't you stick with it when you were pregnant?

N: Sneaky.

Researcher : Mom, when you miscarried, it means you're still stuck. Go on, miscarriage. What's the story like that?

N : Tired.

P: How many pairs of sandals were you working on at that time?

N: If that's the case, I'll just work on sandals. Don't wash, stop first. I was working piled up at that time. Until late. That's why, so strong until the night while pregnant."

Not only had she miscarried, N also had problems in her fifth child's pregnancy. The pregnancy disorder experienced by N in her fifth child's pregnancy was in the form of anemia, so she had to be

hospitalized. N said that when she was pregnant with her fifth child, she was working on many orders for gluing the soles of her sandals so she didn't have time to eat and drink.

“Researcher: Was it blood loss during pregnancy?”

N: Lack of blood. Hemoglobin is lacking. Drink less when pregnant.

Researcher: Mom, if you drink water, do you forget that? What is the usual day?

N : I'm thirsty to drink, if not, I'm not. Sometimes you also forget to eat when you have a lot of work to do. Sometimes once a day.”

The interruption of the pregnancy of N's fourth child was caused by the high target of work that had to be completed by N, so N had difficulty fulfilling her nutrition during pregnancy, namely eating and drinking regularly, even though N worked at home. This is of course an ironic phenomenon, where homeworkers who work from home still find it difficult to meet their nutritional needs, especially during pregnancy, due to high work targets and long working hours. Unfortunately, N then had a miscarriage at two months of gestation.

Another effect that can be seen directly even when the Homeworker is no longer working at gluing the soles of the sandals is the effect that occurs on the palms of the Homeworker's hands. One of the Homeworkers, namely R, shows his damaged palms from years of exposure to glue.



Photo 7. Condition of Palms of Homeworkers

According to the MSDS of hydrocarbon distillates, the effect of long-term and repeated exposure to hydrocarbon distillates is the loss

of fat on the skin, which can lead to dryness or cracking (ICSC 1379 - DISTILLATES (PETROLEUM), HYDROTREATED LIGHT , nd). The same effect is also caused by prolonged or repeated exposure to ethyl acetate (ICSC 0367 - ETHYL ACETATE , nd).

The effect of damaged skin due to exposure to glue is felt by the Homeworkers apart from the impact of the chemicals contained in the glue, it is also caused by the absence of protection or gloves provided by the employer to protect the Homeworkers from exposure to glue. Whereas in the MSDS document for hydrocarbon distillates, it is explained that the preventive step that can be taken to prevent the occurrence of effects on the skin is to use gloves. Apart from chemicals, Homeworkers admitted that they often experience irritation to their hands because the soles and leather have a rough surface.

3. The Fatigue Effects Felt by Homeworkers

Apart from experiencing health problems as previously described such as lung spots, paralysis and even breast cancer, homeworkers also face another serious risk, namely fatigue. Fatigue experienced by homeworkers is not only influenced by a single factor, for example, long and unlimited working hours, but is also influenced by another factor, namely high targets.

During the pre-Covid-19 pandemic, the target that had to be completed by Homeworkers was two hundred pairs of sandals a day, and even up to fifteen thousand pairs of sandals a week. This target load does not include other domestic work that must be carried out by homeworkers such as taking care of children and doing other household tasks.

One of the Homeworkers, namely R, who experienced lung spots and paralysis while working on gluing sandal soles, told of the exhaustion he experienced working for more than ten years. Apart from gluing sandal soles, R also does other work in the factory when taking orders.

“R: (...) I’m still working, in a week 15 thousand pairs of sandals. That’s why I’m tired. Maybe Allah will rebuke through illness.”

Another fatigue experience recounted by K.

“K: (...) Tired. I said, “I don’t want it anymore. Tired.”

Unfortunately, the fatigue experienced by homeworkers is not further addressed. The high targets to be achieved along with the demands of other household chores such as looking after children and illness have made some homeworkers feel tired and then decide to stop working. Not only that, pressure from employers to prohibit homeworkers, especially intermediaries, from taking holidays makes homeworkers not have any time off for holidays. However, the decision to stop working was not without consequences. The homeworker who decides to quit then has to be willing to lose his job and income or change direction to open another business, for example opening a shop like what R.

4. Family Health Disorders

The homeworker lives in a densely populated area with an unhealthy environment. This unhealthy environment can be seen from the narrow size of the dwelling and minimal ventilation for air exchange. As a place to live as well as a place of work and the use of glue as the main material used for work with a very strong odor, the risks that could potentially arise not only threaten the health of the homeworkers, but also their families including children and toddlers.

In the interviews conducted with the homeworkers, it was found that it was not only the homeworkers who were affected in terms of health, which could potentially be caused by using glue to glue the soles of sandals, but the children of the homeworkers were also affected in terms of health. In this study, it was found that one of the children of the Home Worker, namely N, died at the age of one year after experiencing lung spots.

When she was pregnant with her fifth child, N said that she was still working on gluing the soles of her sandals and had a pregnancy problem, namely a lack of blood, so she had to be hospitalized. Previously, N had a miscarriage when she was pregnant with her fourth child at two months of gestation. Six months later, N became pregnant with her fifth child.

Researcher: During pregnancy, did you get stuck?

N: During pregnancy, I was glued.

Researcher : So, when you were born healthy?

N : When I was born healthy.

Researcher : Is that also a fever?

N : Yes. Fever, cough, runny nose. (...) OK, I waited, that's it until the X-ray was taken in the afternoon, it didn't take long, the results came out, I got spots.

Researcher : How many days have the spots died, ma'am? from first to death

N : Two days of the most pain.

Researcher : Two days immediately died?

N : Yes. She had a cough, and runny nose. (...) Yes, morning. I don't know, okay? Think she's okay. I asked my younger brother who was in the stall there, "Uncle, why is this like this?" my word. "Why? "Yeah, like this, ouch" "Huh? take her to the hospital"

Researcher : Does that mean she died at Cengkareng Hospital?

N : Yes. Midnight is gone."

Apart from gluing the soles of her sandals during pregnancy, N also continued to glue the soles of her sandals when breastfeeding her child.

"Researcher : Back when this child was still a baby, did you not get glued too?

N: Get glued.

Researcher : While breastfeeding?

N : Yes, while breastfeeding, while gluing."

This condition is not purely the desire of N, but is motivated by other factors, namely pressure from the employer, high work targets and the need to earn income. The pressure from the employer which is the driving factor for Homeworkers to keep working on gluing sandal soles under any conditions including during pregnancy and breastfeeding, can be seen from the stories of Homeworkers who are prohibited from taking holidays by the Employers even though they are sick.

"N: we are even scolded if there is no reason for this.

Researcher: Even if it hurts?

N : Yes, scolded. She said she didn't need it.

Researcher: So, if you're sick, do you still work?

N: Do it."

This situation is certainly very dangerous, not only for Homeworkers, but also for children and toddlers, as experienced by N's fourth child who miscarried and N's fifth child who passed away. Children become exposed to risk because the workplace and living quarters are mixed in the same building making this risk even higher for the families of Homeworkers.

5. Employer evasion

Homeworkers and employers have an unclear and complex working relationship. Unlike formal workers who have clear employment contracts with employers, Homeworkers do not have clear employment contracts. Employment agreements between Homeworkers and employers are often only through verbal agreements.

In the case of the Homeworker, the employer is in no way responsible for the consequences of the work performed by the Homeworker including the consequences on the health and safety of the Homeworker and his family. In fact, the employer did not provide any protective equipment to the homeworkers. In addition, employers also implement an inhumane work system by applying high work targets, deducting wages unilaterally, imposing production tools on homeworkers and prohibiting homeworkers from taking days off even when sick.

C. Homeworkers' Working Condition During COVID-19

During the Covid-19 pandemic, Homeworkers experienced a significant change in working conditions. This change in working conditions is influenced by several factors, such as a decrease in orders from employers. The decrease in orders did not come from all sandal brands that were done by Homeworkers. One of the sandal brands that experienced a very significant decrease in orders was brand F sandals. This decrease in orders was influenced by the social distancing policy implemented by the government. This policy resulted in the factory owner/employer having to close the factory. Moreover, there is control from police officers to ensure that the social restrictions policy is complied with by the factory owners. As a result, orders cannot leave the factory so Homeworkers do not get orders.

The decrease in orders was indicated by the decreasing number of pairs of sandal soles made by Homeworkers. If before the Covid-19 pandemic Homeworkers could work up to two hundred pairs of sandals in a day or even fifteen thousand pairs of sandals a week for intermediaries, during the Covid-19 pandemic, Homeworkers only worked on a maximum of fifty pairs of sandals in a day. However, it is not every day that Homeworkers can do fifty pairs of slippers in a day. Homeworkers told that in mid-2020 to 2021, Homeworkers experienced a vacancy of orders, meaning that no orders were executed from employers and Homeworkers did not earn any income.

Researcher : When Covid doesn't work on orders?

W: not at all

Researcher : not at all? what month does it start? do you remember?

W: From what month? We'll also enter quietly because there are a lot of outside inspectors.

Researcher: just started this one again?

W: We've only been here for how many months, if I'm not mistaken, it's been 7 months, I just came here and started again

Researcher: 7 months, what month does it start, ma'am? do you remember? October last year?

W: yes.. there is, isn't there, we get a month, it's off again, he said the covid, he said, it's again, the factory is waiting for it, so the boss actually wants to feel sorry for the employees, but that's it.

However, the lack of orders has not improved even when the Covid-19 number has dropped dramatically and the social restriction policy is no longer as strict as when the Covid-19 number was at its highest. This is told by R.

R : Now my sandals are quite

Researcher: Since COVID-19?

R : It's quiet now.

The same thing was also told by N and L.

Researcher: How many years, ma'am? a year there?

N: Yes, for a year. Just during COVID-19.

H: It used to be more than 10 before COVID-19, Ma'am. When there was COVID-19, there was no work. Then now, it's starting to exist,

but not as much as before.

Researcher: Did you do this yesterday during Covid?

L: during covid? it's getting worse, the factory is closed, can't get results, can't get this

Researcher: How long has there been no order?

L: how much is it? a month more

Researcher: oh but after that it's normal again?

L : it's just not crowded, at most 50 a day

However, not all sandal brands experience vacant orders. One of the homeworkers who is also an intermediary, namely I, explained that he was working on an order for GR brand sandals. Before and during the Covid-19 pandemic, the GR brand continued to produce.

I : In this case, specifically, even though the month is quiet, the GR brand continues. People are still at a standstill, this GR continues.

Researcher : Does COVID-19 also work?

I: During COVID-19, it also works, but not much. Somewhat reducing people's purchases. In Medan or anywhere else to reduce. So, don't stop like branded sandals. If it's brand sandals, it's a total stop. For me, no, keep going even if it's a little.

Furthermore, I explained that one of the factors that influenced the ongoing order for the GR brand was that GR was not marketed on the island of Java, but on the island of Sumatra such as Padang, Palembang, Medan, and so on. According to I, apart from the relatively cheap price of GR sandals, social restrictions that are not too strict are a driving factor for GR sandals to still have consumers during the Covid-19 pandemic.

I also added that well-known sandal brands with higher prices, ranging from hundreds of thousands, such as F and C, experienced vacant orders because these brands were marketed at large retailers such as R and M. Meanwhile, during the Covid-19 pandemic, they were required to comply. social distancing policy. On the other hand, consumers also suppress their desire to shop due to the uncertainty of economic conditions during the Covid-19 pandemic.

I: If F is the production of outsiders. Like, if it's from the center, there must be a lot of stock. The name F, one, expensive. Two, COVID-19.

So people don't want to buy sandals, right?

Researcher: Oh, because of the price?

I: Yes. People are not at work. So, the warehouse is full of production every day, thousands of thousands, not one factory, so we have too much stock. From there it stopped. The warehouse is full

Researcher: If this is affordable, so people can still buy it?

I: Yes. If this is entered, it's only 50-60, people can still reach it. If it's E, C, it's already hundreds and above, especially if it's M (retail).

When the Covid-19 pandemic with the decrease in the number of orders carried out by Homeworkers and even experiencing vacancies, Homeworkers are not necessarily separated from vulnerable health conditions. Living in a densely populated area in a situation where the Covid-19 virus is spreading, Homeworkers and their families face vulnerable conditions both in terms of health and economy.

From the economic side, the income of Homeworkers has decreased quite drastically due to reduced orders. For Homeworkers who have husbands with other jobs besides gluing sandal soles, Homeworkers can only rely on the only remaining source of income, namely from their husbands. However, some Homeworkers have a side job apart from gluing sandal soles, for example being a laundry worker like N. Unfortunately, during the Covid-19 pandemic, the wages N received as a laundry worker decreased from Rp. 950.000,00 per week to Rp. IDR 650,000.00 per week. N and her husband rely on these wages to support the family, because her husband who works gluing sandal soles also loses income during the Covid-19 pandemic.

From a health standpoint, homeworkers face a fairly high risk of contracting the Covid-19 virus because they live in densely populated areas with poor hygiene. In these densely populated areas, it is increasingly difficult to implement social restrictions. In addition, many residents are forced to continue working outside the home, such as selling or doing odd jobs. The Homeworker admits that he has never tested positive for Covid-19 during the pandemic, but has experienced the common cold. The homeworker admits that he has never done antigen or PCR swabs when experiencing symptoms similar to Covid-19. No tracing is carried out in the environment where they live, so when they experience flu symptoms, the homeworkers only rely

on over-the-counter medicines or traditional healing methods, such as consuming homemade herbal medicine.

1. Access to Vaccination and Social Assistance During Covid-19

During the Covid-19 pandemic, Homeworkers have access to vaccinations from the local government. The vaccine was obtained twice, namely the first and second doses of vaccine. Homeworkers do not need to go to hospitals or health centers to get vaccines, because vaccine facilities are provided on vacant land in the middle of settlements. Even so, one of the Homeworkers, K, admitted that he had not been vaccinated, neither the first nor the second dose of the vaccine. He explained that he was afraid of vaccines because he had several diseases such as lung spots and gout.

During the Covid-19 pandemic, the government issued various social assistance schemes. At least, there are seven social assistance schemes launched by the government, namely basic food assistance, cash social assistance, Village Fund Direct Cash Assistance), free electricity, pre-employment cards, wage subsidy assistance, and Micro Small Business Direct Cash Assistance (Ihsanuddin). , 2020).

In the context of Homeworkers, of the seven social assistance schemes issued by the government, there are at least three schemes that should be accessible to Homeworkers. For example, basic food assistance issued by the government since the beginning of the pandemic and specifically for residents in Greater Jakarta. The government has budgeted 2.2 trillion rupiahs for the residents of Jakarta with the amount of aid of Rp 600,000.00 per month which is given for three months in the form of basic necessities. When confirmed to the Homeworkers, they admitted that they received basic food assistance but the type of assistance was not always the same.

One of the Homeworkers, L told that he received basic food assistance from the head of the local RT. Unfortunately, the food assistance he received was not much, but only in the form of two packs of instant noodles and one can of sardines.

Researcher : Did you get any help from the government during the time of covid?

L: I got one package with only two noodles, only one sardine

Researcher : What month did you get it in?

L : when the president gave me help

Researcher : Is there any writing, ma'am?

L: What do you care about, care about covid

Researcher : Who shared it, ma'am?

According to L, the small amount of basic food assistance was due to the disproportionate number of basic food assistance received and the number of recipients, so the head of the RT had to distribute it in such a way that all residents received basic necessities, even if it was only one or two types of basic necessities.

L : because it has decreased slightly, every neighborhood Association has decreased by only 200, but the population is more than that. So yeah, sometimes it's a package of three and four

Researcher: three four. what if the contents are a bit, ma'am..

L: It's like two sardines for three, if there are four, no one will bear it. Milk sometimes, there is one box of milk, there are biscuits, please tell me to choose

Researcher: How many times did you get groceries like that, ma'am?

L: how many times... 8 time

Another experience was also shared by K. K who admitted that he didn't always get basic necessities, sometimes he only got milk for his toddler.

For other social assistance such as cash social assistance, L said that he had received cash social assistance from the DKI Jakarta government. The assistance was obtained by withdrawing cash through a Bank DKI ATM and getting Rp. 300,000.00 for six months.

Researcher: But if you get cash assistance, have you ever, ma'am?

L: ever

Researcher: How much did you get?

L : 300 thousand rupiahs

Researcher: Do you get it every month?

L: only 6 months

Researcher: From what month?

L: the middle of the month when I got it

Researcher: What year did you get it? 2020 or 2021 get it?

L: 2021

Researcher : 300 thousand how to take it?

L: The ATM is from the village, I can take it directly from the ATM, just swipe from the DKI ATM

Researcher : ohhh. What date is it every day?

L: not sure

Researcher : Oh, how come it's gone, ma'am? from who ma'am?

L: At least the news has gone down in North Jakarta

Researcher: What's the name of the help, ma'am?

L : social assistance

However, not all Homeworkers get cash social assistance as L received. This could be influenced by the population data factor, where the Homeworkers do not yet have a DKI Jakarta ID card

For other social assistance such as Pre-Employment Cards and Wage Subsidy Assistance, Homeworkers admitted that they did not receive these two types of social assistance at all, even Homeworkers could not access them. This is because Homeworkers are not registered with the Employment Social Security Implementing Agency, while the Pre-Employment Card and Wage Subsidy Assistance rely on data from the Employment Social Security Implementing Agency. Meanwhile, employers also do not register Homeworkers on employment social security.

The Jakarta Indonesian Homeworker Network (JPRI) has made efforts to register Homeworkers with BPJS Employment through the Perisai Program. However, because the contributions paid did not come from the employer but were paid independently, and there was uncertainty about the continuation of the work, the participation status of the Homeworkers became inactive after a few months. This then hinders homeworkers from being able to access social assistance which requires participation in employment social security. Moreover, in the Employment Social Security Implementing Agency scheme there is no Contribution Assistance Beneficiary scheme such as in Health Social Security Implementing Agency, so that Home Workers experience difficulties paying contributions regularly and difficulty remaining registered as participants of Employment Social Security Implementing Agency.

CHAPTER VI

Women Workers' OSH Challenges: Exploring Formal and Informal Sectors

A. Business and Wages During a Pandemic

In March 2020, Indonesia detected its first COVID-19 case, which had a profound impact on the nation's economic growth. To combat the spread of the virus, the Indonesian government implemented various measures, including Large-Scale Social Restrictions (PSBB). During this period, three shoe production factories with renowned brands in Serang Regency and Tangerang City, Banten Province, experienced distinct business conditions.

Y Company, located in Serang Regency, witnessed a decline in orders starting from May 2020, reaching its lowest point in June 2020. However, in August 2020, the factory received a boost in orders due to the transfer of orders from a similar company in Cianjur to Y Company in Serang Regency. In response to the challenging situation, the management at Y Company adopted a policy of offering "voluntary" resignations to workers, providing severance pay as per company provisions. This policy primarily targeted older workers nearing retirement age. Surprisingly, nearly 8,000 workers expressed interest in this option, including young and productive employees. Additionally, the company implemented a "lay off workers" policy, reducing wages by 60% due to the impact of COVID-19. This policy prioritized working women who were pregnant and workers with pre-existing health conditions, aiming to safeguard their well-being.

Conversely, Z Company in Serang Regency experienced a relatively minor decline in orders during the pandemic. In response, the management decided to explore alternative avenues to sustain operations. As part of their efforts, the company began producing

personal protective equipment (PPE), such as masks. Instead of opting for layoffs, Z Company chose to lay off all workers for a period of two weeks, ensuring they received full wages during this temporary absence. This decision demonstrated the company's consideration for the physical and mental well-being of their workers amidst the challenging health and economic conditions posed by the pandemic.

X Company, situated in Tangerang City, did not witness any decrease in orders during the pandemic. Nevertheless, the management decided to implement a policy of temporary layoffs for all workers, lasting ten working days, with wages reduced to 50%. Additionally, the company cut workers' annual leave allowance by five days as part of this policy. Although this decision might have been influenced by financial considerations, it is noteworthy that the company refrained from permanently terminating employment.

According to claims from the trade unions representing workers in the three factories, the policies implemented by the companies during the pandemic resulted from negotiations between the unions and management. Notably, the approach taken by Z Company, which involved temporary layoffs with full wages, was praised by the trade unions. This decision underscored the company's recognition of the tremendous stress faced by workers concerning their health and financial security during the crisis. On the other hand, the choices made by the unions at Y Company and X Company appeared to be more of a pragmatic compromise with the respective companies. Such decisions were not necessarily to be blamed, as workers faced political constraints in the midst of a pandemic and had to continue earning income to support their families.

In conclusion, the experiences of female workers during the COVID-19 pandemic in Indonesia varied significantly among different shoe production factories. Each factory management adopted specific policies to tackle the economic challenges arising from the pandemic. Dealing with the pandemic has resulted in complex decision-making processes, and the role of trade unions has proven crucial in negotiating with companies.

Nevertheless, the lack of government and brand engagement raises concerns. Firstly, the government, particularly labor inspectors, tends to

avoid taking significant risks when conflicts arise between workers and factory management. Instead, they prefer resolving such issues through direct negotiations between management and unions at the company level, excluding government involvement. Brands, on the other hand, seemed disinterested and distanced themselves from any responsibility when workers suffered the consequences of the company's decisions.

Table 2. A Comparative Analysis of Company Business Conditions, Wages, Layoffs, Working Hours, and Holiday Allowances at Three Factories During the Pandemic

Aspect	Y Company	Z Company	X Company
Business Conditions	<i>Order</i> tended to be stable, but there was a decrease in orders at the start of COVID-19, June 2022, due to the PSBB policy.	There was a contraction of orders, but remained stable.	No decrease in orders
layoffs	Special resignation with a total of 8,000 workers	No layoffs	No layoffs
Wages	Workers at home, especially pregnant women and workers with comorbid illnesses, get 60% of their wages	Homeworkers get 100% full wages	July-August 2020 10 days off: Wages are paid 50% five days and deducted 5 days annual leave
Working hours	At the start of the pandemic, only 7 hours of work and no overtime. After that, back to normal.	Normal working hours, with a new time setting so that there is no buildup. For example, the first group arrives at 7.00 am, the second group arrives at 7.30 am	5 working hours: 1. 7am - 12pm 2. 1pm - 6pm In July - September 2021: 1 week of work and 1 week of non-work, and there is still overtime

Religious Holiday Allowance	Paid in full and not in installments	Paid in full and not in installments	Paid in full and not in installments
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*Source: Interview and FGD documents Processed
by the Research Team*

While factory workers operate in formal workplace settings, homeworkers, on the other hand, toil from the comfort of their homes or intermediary spaces, often working in groups comprising intermediaries and subordinates. Intermediaries play a crucial role in directly communicating with factory owners, receiving orders, and subsequently distributing tasks among subordinates. The majority of their production revolves around domestically oriented footwear commodities.

During the COVID-19 pandemic, homeworkers faced a significant decline in orders, leading to reduced income. For instance, Mrs. N, employed by the GR brand, experienced a notable decrease in income during this period (Interview with N, 2022). Likewise, homeworkers associated with the FL brand, like Ms. W, also encountered a loss of income as orders dried up during the pandemic. Consequently, many homeworkers found themselves unemployed, with a few opting to set up stalls or become domestic workers (PRT) to sustain their livelihoods.

The wage scheme for homeworkers remained relatively unchanged before and during the pandemic. Payment is generally based on production units, with a system of compensation per one hundred pairs of sandals produced. For instance, Ms. L's work on a sandal commodity amounts to IDR 50,000 per hundred pairs of sandals (Interview with L, 2022). However, when compared to the minimum wage in DKI Jakarta, homeworkers' monthly earnings fall significantly below the standard minimum wage, accounting for only 68.94% of the mandated rate. This disparity is emphasized by the testimony of Ms. W, whose average monthly wage of Rp. 3,200,000 is obtained by enlisting her husband's assistance. Consequently, the joint effort of both husband and wife results in an individual wage of IDR 1,600,000, which is only 34.46% of DKI Jakarta's minimum wage. This meager income proves inadequate to meet the family's monthly needs.

In addition to the already low wages, homeworkers endure wage

deductions imposed by employers, including expenses for purchasing glue, deductions for savings, debts, and penalties for perceived subpar work or products. These deductions exacerbate the financial challenges faced by homeworkers (Interview with W, 2022). Moreover, homeworkers often bear the responsibility of acquiring their production tools, such as glue and scissors, which ideally should be provided by the employer. The lack of proper means of production leaves them unable to work, resulting in a complete loss of income.

Most homeworkers in North Jakarta have Health Insurance under the Government Contribution Assistance Recipients (PBI) scheme, not the employer. However, the majority of them lack Employment Security, largely due to the ambiguous nature of their working relationship with employers, leading to uncertain employment statuses.

The comparative analysis between women workers in factories and homeworkers in North Jakarta underscores the profound disparities in their working conditions, wages, and social security. Homeworkers' struggles with declining production, low wages, wage cuts, and inadequate social security coverage have significant implications for their well-being and livelihoods. Addressing these challenges is crucial in ensuring fair and just conditions for all workers, particularly during times of crisis like the COVID-19 pandemic.

B. Keep Working During the Pandemic

After the three factories, Y Company, Z Company, and X Company implemented policies to lay off workers, the three factories required all workers to normally implement social distancing policies and additional Occupational Safety and Health facilities during the COVID-19 pandemic, namely personal protective equipment. In the case study of Y Company Factory, management provided free masks and hand sanitizers for the entire company, the company even formed a separate production section to produce medical masks specifically for workers and not for sale, in which workers in the production section were taken from other production departments.

In the process of checking the temperature at Y Company, if a worker has symptoms or a high temperature, they will be referred to the nearest company health facility for a free PCR or Antigen test. If

a worker proves positive for COVID-19, then the worker and other workers who have had contact will be quarantined until they recover. This also applies to family members of workers who have tested positive for COVID-19. Quarantine can be carried out at workers' homes or in worker dormitories whose function has been changed by the company as a quarantine place. These efforts are all the result of collaborative work between the union and the management, especially the company's clinic.

Not much different from the conditions at Z Company, management provides temperature detection and hand washing facilities in each building. Moreover, the company produces cloth masks. These masks are not only given free of charge to workers, but also to the surrounding community as a form of corporate social responsibility during the pandemic. In addition, there is a rule of one hour break in each building within the company when workers will come to work. External parties, such as vendors, are required to have polymerase chain reaction (PCR) test results and vaccine certificates when entering the company.

The implementation of the work policy during COVID-19 was also implemented at X Company. In terms of facilities, the company implemented health protocols during a pandemic such as implementing social distancing, providing temperature checking equipment and hand sanitizers for workers. To prevent crowds of people, workers' working hours are divided into two and the implementation is still ongoing until now. The division of working hours in the morning shift is from 07.00 to 16.00, and 08.00 to 17.00. While on the night shift, workers work from 8:00 p.m. to 5:00 a.m., and 9:00 p.m. to 6:00 a.m.

Antigen and PCR tests are provided free of charge by X Company if workers experience symptoms of COVID-19 while working. If the result of the swab antigen is reactive, then the worker is required to have a PCR test, the cost of which will be borne by X Company. Meanwhile, if the worker is positive for COVID-19, then the party concerned is given the right to self-isolation for 14 days with full wages paid. However, if workers take the initiative to self-test outside the company's clinic, X Company does not bear the cost. In addition, the company facilitated the first and second doses of vaccines, but the third dose of vaccination has not been given to all workers.

Table 3. OSH Condition Before and During COVID-19

Aspect	Y Company		Z Company		X Company	
	Before	COVID-19	Before	COVID-19	Before	COVID-19
Materials and work tools are routinely monitored once a year	✓	✓	✓	✓	✓	✓
Barriers for work tools during COVID-19	-	Mica	-	Cardboard box	-	-
<i>hand sanitizers</i> and thermoguns	-	✓	-	✓	-	✓
<i>Physical distancing</i>	-	✓	-	✓	-	✓
<i>Medical checkup</i> carried out periodically 1-2 times a year	✓	✓	✓	✓	Not regularly (some are once every 5 years)	Not regularly (some are once every 5 years)
Free rapid test, antigen, and PCR	-	✓	-	✓	-	✓
Complete Vaccine	-	✓	-	✓	-	Vaccines 1 and 2
Free Masks	-	Medical (Every day)	-	Cain (several times)	-	Cain (several times)
Dormitories for independent isolation	-	✓	-	✓	-	-

Y Company Factory prioritized the safety of its workers during the pandemic. The management provided free masks and hand sanitizers for all employees and established a separate production section to produce medical masks exclusively for the workers, not for sale. Regular temperature checks were implemented, and workers showing symptoms or high temperatures were referred to the company health facility for free PCR or Antigen tests. Those testing positive for COVID-19, along with their close contacts, were promptly quarantined until recovery. The

company offered quarantine options at workers' homes or repurposed worker dormitories for this purpose. Such measures resulted from effective collaboration between the union and the company's clinic.

Similarly, Z Company ensured the safety of its workers during the pandemic. The company provided temperature detection and handwashing facilities throughout the premises and produced cloth masks, which were distributed not only to workers but also to the surrounding community as part of their corporate social responsibility. To manage crowd control, the company implemented staggered one-hour breaks within the buildings. External parties, such as vendors, were required to present PCR test results and vaccine certificates upon entry. These measures aimed to minimize the risk of COVID-19 transmission within the factory premises.

The X Company also prioritized OSH protocols during the pandemic. The company implemented health protocols such as social distancing, temperature checks, and the provision of hand sanitizers for workers. To prevent overcrowding, the working hours were divided into two shifts, with different timings for the morning and night shifts. Antigen and PCR tests were provided free of charge for workers displaying COVID-19 symptoms. Workers testing positive were granted the right to self-isolate for 14 days with full wages covered by the company. However, the company did not bear the cost if workers opted for self-testing outside the company clinic. Although the company facilitated the first and second doses of vaccination, not all workers had received their third vaccination dose.

Despite the efforts made by the companies to provide OSH facilities, women workers, particularly those at X Company, expressed vulnerabilities to COVID-19 exposure. Some of them admitted being exposed to the virus and experiencing symptoms but hesitated to seek medical attention due to the fear of social exclusion. Earlier mismanagement of COVID-19 cases within the factory further contributed to this response. Nevertheless, labor union officials were found to be supportive in helping infected workers.

While the companies made efforts to provide medical facilities and OSH measures during the pandemic, certain challenges remained unaddressed. Firstly, the absence of assistance schemes such as financial

aid or groceries to support workers during the pandemic was noted. Secondly, despite receiving free cloth masks, workers were required to purchase medical masks at their own expense due to concerns about the effectiveness of cloth masks in protecting against COVID-19. This additional financial burden affected workers' monthly expenses, especially with the surge in medical mask prices during 2020-2021.

Home-Based Workers: Struggles with Long Hours

Homeworkers typically reside in small, cramped houses, either owned, rented, or shared with family members. Their homes often lack proper ventilation and natural light, leading to poor air quality. For instance, one homeworker's 2 x 5-meter house serves as both a residence and a workspace for sandal production. The limited space forces workers to store sandal soles and materials within their homes, including pungent glue that permeates the living area. The absence of proper ventilation results in all household members, including children and toddlers, inhaling the harmful fumes.

Homeownership among homeworkers is not common, with many relying on rented boarding rooms or houses. Paying rent for both their living and working spaces adds to the financial burden they face. Additionally, homeworkers are often subject to excessive and irregular working hours, exceeding 12 hours per day. The absence of defined work hours or days off further exacerbates the situation. Some employers even prohibit their workers from taking breaks and resort to verbal abuse to enforce compliance.

Despite the grueling work conditions, many homeworkers choose to forego days off due to fears of reduced income. They perceive being employed as homeworkers, albeit exploitative, as better than being unemployed and unable to meet their economic needs. They view the flexibility of home-based work as an advantage, as they can simultaneously engage in domestic responsibilities. However, this assumption overlooks the toll it takes on their health, as they risk work accidents and occupational diseases without adequate safety measures.

The underlying issue of these challenges lies in the lack of recognition and protection from the Indonesian government regarding the employment status of homeworkers. To address this, the Indonesian

government can learn from neighboring countries like Thailand and the Philippines, which have implemented policies to safeguard the rights of homeworkers. Thailand's regulations, implemented since 2010, encompass various aspects such as definitions, employer and homeworker rights and obligations, remuneration, Occupational Safety and Health, social security, and supervisory matters. Similarly, the Philippines issued protective regulations for homeworkers in 1992, ensuring the right to association, employer responsibilities, wages, child labor prevention, and Occupational Safety and Health provisions.

Homeworkers in North Jakarta face numerous challenges due to their home-based work arrangements. The lack of work-life boundaries, inadequate housing conditions, and long working hours contribute to their vulnerability. Government recognition and protective measures are essential to improve the conditions of homeworkers, ensuring their health, safety, and well-being. By learning from neighboring countries' experiences, the Indonesian government can take proactive steps towards providing due recognition and support for homeworkers' rights and welfare.

C. OSH: Basic Rights for Women Workers

The Indonesian government has responded to OSH issues through laws and regulations, with the Act on Work Safety Number 1 of 1970 mandating business actors to provide OSH protection for workers. Failure to comply with this regulation can result in criminal penalties, including imprisonment for up to three months or a fine of up to Rp. 100,000. Additionally, the Government of Indonesia introduced Government Regulation No. 50 of 2020, which focuses on the OSH Management System. Despite these regulatory efforts, OSH protection for women workers in Indonesia remains inadequate and poses significant challenges.

Despite the existing OSH regulations, women workers, particularly in the garment sector, still face challenges in securing their rights to leave during menstruation. Company managements often consider menstruation as a regular occurrence and not a valid reason for leave. Instead of recognizing menstruation as a legitimate health concern, companies refer to it as a "menstruation break" rather than granting

specific “menstruation leave.” Consequently, women workers can only take rest when they experience physical pain during menstruation, disregarding other menstrual discomforts they may endure. This situation illustrates that women workers’ access to adequate OSH protection depends solely on the goodwill and commitment of employers, rather than being enshrined as a basic right.

1. Women Worker’s voice from factory level

a. Sanitary Napkins Availability

Sanitary napkins are essential items for women, including women workers in the workplace. However, in some companies like Y Company and X Company, sanitary pads are not provided to women workers, leading to inconvenience and discomfort during menstruation. In Y Company, women workers had to take the initiative to contribute independently with other workers to provide sanitary pads. Some areas may have such initiatives, but in others, women workers have to buy, borrow, or ask for sanitary pads from others. If all else fails, they resort to makeshift solutions like using an “apron” to cover up (Interview X, 2022). This situation creates discomfort for women workers in the work environment.

Similarly, in Z Company the company does not provide sanitary pads, and women workers have to bring their own or buy them from other workers selling sanitary pads at the factory. When the labor union raised the issue, the company rejected the proposal, stating that menstruation is not considered a disease. Financial constraints were also cited as a reason for not providing sanitary pads (Interview Y, 2022).

In contrast, X Company management is more considerate and provides free menstrual pain relievers and pads for women workers. This simple gesture can help reduce the financial burden of buying sanitary pads and minimize the inconvenience and potential health risks associated with using unhygienic alternatives.

Providing sanitary pads, even if just included in the first aid kit, is crucial for women workers. It not only helps reduce their routine expenses but also ensures they can work comfortably during menstruation. Additionally, it contributes to maintaining

better reproductive health and hygiene for women workers.

b. Menstrual Break versus Menstrual Leave

The terminology surrounding “rest” and “menstruation leave” has been a subject of debate among labor unions, management, and the government. From the author’s perspective, labor unions believe that menstruation should be considered a basic right inseparable from a woman’s body. However, management and the government do not view “menstrual pain” as a disease, leading to the use of the term “Menstrual Break.”

According to the legalistic approach based on Labor Law 13 of 2003 and Job Creation Law 11 of 2020, women workers are expected to rest if they feel sick during menstruation. However, if they do not experience pain, they are expected to continue working as usual. Despite efforts by labor unions in three factories to advocate for the term to be changed to “leave” instead of “break” concerning menstruation, the companies have not accepted the proposal, citing compliance with statutory regulations.

In practice, Y Company, Z Company, and X Company still adhere to the legalistic framework, using the term “menstrual break.” For instance, at X Company, women workers are only allowed to rest at the company clinic while taking pain medication, without taking the entire day off. Moreover, some women workers in X Company who requested menstrual breaks were denied permission by their superiors due to concerns about achieving production targets.

Difficulty in taking menstrual leave is a common issue in the shoe and footwear industry. Companies often impose complicated permit processes, requiring doctor’s certificates to be attached. This discourages workers from taking leave, as they fear it may disrupt production activities.

Critically, the debate over the diction of “menstruation break and leave” is a result of language politics created by policy makers. Failing to recognize menstruation as a fundamental right tied to a woman’s body is a means to ensure smooth production without disruptions. Companies in the manufacturing industry, like the

shoe and footwear industry, operate in an interdependent manner, where individual workers are not assigned production targets. Thus, any absence, including menstrual leave, is seen as potentially disruptive to production. Despite buffer zone mechanisms, these have not proven effective in providing timely replacement workers.

Secondly, companies are naturally profit-oriented, which is an inherent aspect of capitalism. However, companies should adopt a paradigm where production targets do not compromise Occupational Safety and Health, especially with regards to women's bodily rights. Brands, as buyers, should consider a company's production capacity, the number of workers, and ongoing orders in terms of worker safety and health, particularly for women. This proactive approach can help mitigate potential risks of occupational accidents and health issues, ultimately benefiting women workers.

Table 4. OSH Conditions for Women in Three Factories

Aspect	Y Company	Z Company	X Company
Lactation Room	There are three, and complete with breast milk motivators, pumping tools, refrigerator, and no time limit	it is complete with a refrigerator, but the place at the clinic	It is complete with air conditioning, refrigerator, charger, and a place to wash hands. The location is far from the production building
Separate toilets	Available	Available	Available
Toilets for Pregnant Women	Squat toilet with handle	Sitting toilet	Squat toilet
Sanitary pads Availability	Unavailable	Unavailable	It's in the clinic box
<i>trauma center</i>	Unavailable	Unavailable	Unavailable

Mechanism for Prevention, Reporting and Handling of GBV cases	There is a TPKK (Team for Handling Violence Cases). This team consists of representatives of management and SP	Yes, but if there is a case only)	There is no special team. If there is a case, report it to the union and forward it to management. If not a SP member, report directly to management.
Involving women from TU in OSH Team	Available	Available	Not directly involved, but through a survey

Source: Insights from Informants (Women Workers, Unions, and Management) (processed by researchers)

c. Women Workers' Fear of Reporting Accidents

Women workers in the footwear sector are exposed to various work-related hazards and are at a higher risk of work accidents. Daily exposure to shoe-making tools and materials puts them in danger of cuts, scratches, and needle sticks. Handling button machines and embossing machines also poses risks to their hands, leading to bruising. Inhaling dust particles from cloth raw materials further adds to their vulnerability.

Despite facing such risks, women workers often refrain from reporting work accidents. They fear repercussions, including being blamed for human errors or receiving warning letters from the company's Health, Safety, and Environment (HSE) staff. Verbal abuse from superiors is another reason that discourages reporting. Consequently, many work accidents go unreported and are not addressed properly, (Interview with M, 2022).

Pregnant women workers are also at risk, as they may face challenges in the workplace that can lead to accidents. For instance, at Y Company, a pregnant worker suffered a miscarriage after falling while checking an engine on a bench. The lack of consistent procedures for handling work accidents in different parts of the factory further exacerbates the issue, (Interview with B, 2022).

Three main problems contribute to work accidents and their handling. Firstly, high production targets and night shift work

lead to worker fatigue and reduced concentration, increasing the likelihood of accidents. Secondly, inconsistent accident handling procedures across the factory create challenges for women workers in different departments. Lastly, investigations conducted by company management often result in blaming women workers for the accidents, rather than addressing the root causes.

To improve workplace safety and protect women workers, it is crucial for companies to reassess production targets and working hours to prevent exhaustion and lapses in concentration. Implementing consistent accident handling procedures throughout the factory and conducting unbiased investigations can also contribute to a safer work environment for women workers. Taking these steps will not only enhance the well-being of women workers but also contribute to a more productive and responsible work setting.

Table 5. Occupational Diseases Among Women Workers in Y Company, Z Company, and X Company

Symptoms or Disease	Cause indication
Pinched Nerves	Usually occurs in sewing workers, who work while sitting, such as sewing. This occurs due to infrequent motion.
Acute respiratory infections	Closed work space, and dust from materials
<i>cephalgia</i> (headache)	Usually due to alternating working hours in the form of shifts, and lack of sleep, and on the one hand having to take care of domestic affairs
Skin allergies	The material used in making shoes
Disorders of muscles, bones and joints, such as back pain	Stand for eight hours with the condition of the body parallel to the machine used.
Urinary tract and kidney infections	<ul style="list-style-type: none"> • Most of them hold back urination and don't drink enough. This condition occurs due to fear of work being "slow" and high targets. • Not all women workers get concessions from their superiors to urinate

Source: Insights from Informants (Women Workers, Unions, and Management) (processed by researchers)

d. Mental Health: Problems in the Production and Social

Reproduction Sphere

The mental well-being of women workers in the three research factories is impacted by two significant factors. Firstly, the demanding working conditions within the factory play a crucial role. These conditions include high production targets that often do not align with management's expectations, leading to instances of verbal abuse directed towards women workers. Typically, those at the lowest level, such as operators, bear the brunt of such verbal violence due to fast-paced work cycles and the pressure to achieve ambitious production goals.

The stressors faced at work do not stay confined to the factory; they tend to seep into workers' household lives as well. For instance, a homemaker at X Company revealed that she tries to find solace in moments of calmness, but there have been occasions where she couldn't hold back her emotions and vented her anger towards her children (Interview with R, 2022).

The stress experienced by women workers is not only caused by their work conditions but also by family problems that add to the pressure. For example, women working at X Company, especially those who have recently become mothers for the first time, have to juggle multiple responsibilities, such as taking care of their children. This situation sometimes leads them to consider quitting their jobs. The burden increases when husbands do not contribute to household chores and remain unemployed (Interview with R, 2022). As a result, the problems from home often spill over into the workplace, resulting in frequent feelings of frustration and anger at work.

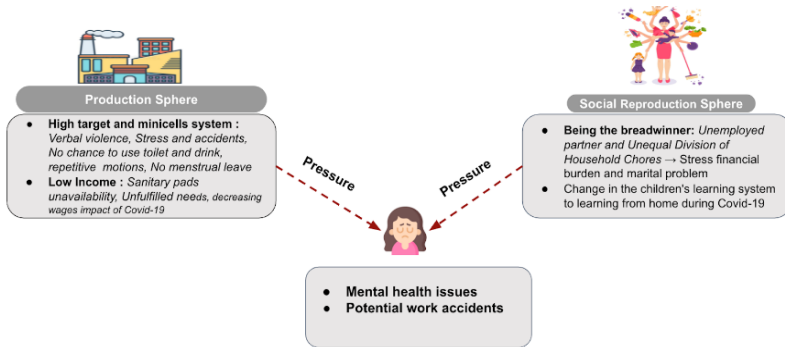


Figure 5. Under Pressures in Production and Social Reproduction Sphere

Despite grappling with stress and discontentment in their jobs, women workers find themselves compelled to continue working at the factory due to a myriad of financial responsibilities, such as covering children's education expenses, medical bills, and household necessities. Moreover, many working women are the sole providers for their families as their husbands are unemployed. Factory Y frequently witnesses such a scenario, where the majority of women workers' husbands are unemployed, relying on their wives' incomes, and neglecting domestic responsibilities. This unfortunate situation sometimes leads to domestic violence, and in severe cases, divorce.

The mental well-being of women workers is undeniably affected by the intricate interplay between workplace pressures and domestic challenges. Addressing these issues necessitates a comprehensive approach from both factory management and policymakers to safeguard the mental health and overall well-being of women in the workforce.

e. Women Workers Working Under Pressure

The issue of violence and sexual harassment in the three research factories displayed various complexities. According to the majority of Women workers informants from three factories, incidents of verbal violence were prevalent. The most common

perpetrators of such verbal abuse were supervisors targeting operators. Instances included supervisors shouting, using harsh language, and displaying aggressive behavior unrelated to the workers' performance. In such cases, workers usually report the incidents to the labor union. Typically, these matters are resolved amicably and are attributed to misunderstandings.

The problem of verbal violence is not unique to these specific factories; it is often observed in work systems with hierarchical models, especially in factory settings. Workers at lower levels, such as operators, tend to be the primary recipients of such verbal aggression due to the tension and pressure created by high production targets imposed by superiors. Furthermore, when production targets are not met or product quality falls short, mid-level managers may experience pressure from higher-level leadership, leading them to direct their frustrations towards operator-level workers. This chain of pressure can exacerbate the occurrence of verbal violence in the workplace.

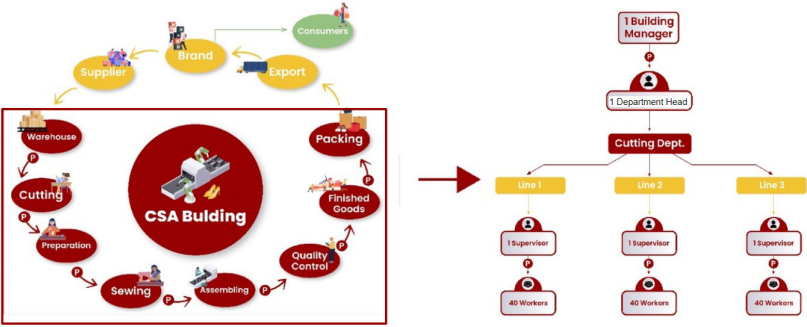


Figure 6. Illustration of how the shoe production at the factory level pressures the lower workers

2. OSH Problems for Homeworkers

Homeworkers in the footwear sector faced a lack of Occupational Safety and Health (OSH) facilities before and during the pandemic. This happened because the government does not officially recognize homeworkers as formal workers, leaving them unprotected from an OSH perspective. Instead, they are only considered as citizens without the rights and protections that formal workers receive.

The absence of proper OSH facilities posed serious threats to the health and safety of homeworkers. Several work accidents and illnesses were reported among them, largely due to the chemicals used in sandal production. For instance, Ms. R, a homemaker from North Jakarta, revealed that she developed lung spots possibly from long-term exposure to multi-purpose glue used in sandal making (Interview with R, 2022). This health issue was not isolated to her, as other homeworkers like Ms. K also suffered from the same illness, prompting some to quit their work.

Moreover, some homeworkers admitted being addicted to the smell of glue and feeling dizzy when not working. Others, like Ms. R, experienced paralysis due to the fatigue of multitasking as a homemaker and an intermediary. In addition to gluing the soles of sandals, Ms. R also packed, distributed, ensured quality, and handled order calculations. Furthermore, Ms. Z, a single mother and homemaker for a decade, had breast cancer since 2012. Despite undergoing surgery, chemotherapy, and herbal treatments, she had no choice but to continue gluing sandal soles at home.

Another concerning issue was the potential risk of miscarriages among homeworkers, like Ms. N, who suffered a miscarriage during her fourth child's pregnancy. The long hours of gluing sandal soles, from dawn till night, during her pregnancies might have contributed to her pregnancy complications, such as a lack of blood, requiring hospitalization.

Moreover, the absence of proper OSH facilities, like gloves, resulted in damage to the palms of homeworkers' hands over the years of working with glue. Even though the MSDS document recommended using gloves to prevent skin damage from glue exposure, the employer did not provide them.

Lastly, living in densely populated and poorly ventilated areas

added to the health risks faced by homeworkers. This unhealthy environment not only affected homeworkers but also their children. For instance, one child of a homeworker died at the age of one due to lung spots, likely caused by the hazardous environment. In conclusion, the lack of OSH facilities for homeworkers in the footwear sector jeopardizes their health and safety. Urgent action is needed to recognize and protect the rights of homeworkers and provide necessary safety measures to safeguard their well-being.

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UNDER THE WEIGHT OF PRODUCTION TARGETS AND REPRODUCTIVE LABOR

*Exploring Women Workers' Occupational Health and
Safety in Indonesia's Shoe and Footwear Industry*

This book focuses on the Occupational Health and Safety (OSH) conditions of women workers in Indonesia, comparing those in shoe production factories and home-based settings. It highlights and addresses the challenges faced by home-based workers and women workers at the factory level. It reveals inequalities between factory and home-based workers. It emphasizes the need for government policies to protect homeworkers' rights. Additionally, it sheds light on the specific struggles of women workers in the shoe industry, such as limited access to sanitary products and difficulties in taking menstrual leave. In summary, this book chapter provides a comprehensive view of the Occupational Health and Safety (OSH) challenges confronted by women workers in Indonesia's shoe industry. It calls for policy changes to address disparities and protect the rights of both factory and home-based workers.

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