



Workplace Education Programme (WEP): Factory Training Report
Fair Wear Foundation

Workplace Education Programme

Training Report

Name of FWF Member Company: Madness

Name of factory: Parvati Fashion.

**Town, country : C-182 Hosiery Complex, Phase 2 Noida
U.P, India**

Date: 27.09.2018 to 29.09.2018

Management and Supervisors Training- **27.09.2018**

Worker Training- **28.09.2018**

IC Member Training- **29.09.2018**

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Contents

1. Factory Details	3
2. Training Overview.....	4
3. Management Training.....	4
3.1.Subjects:	4
3.2.Training highlights.....	5
3.3.Pictures.....	7
■ 4.Worker Training.....	
4.1.Subjects.....	7
4.2.Training highlights.....	8
4.3.Pictures.....	10
5. Internal Committee.....	11
5.1.Process:	11
5.2.ICC Members.....	11
6. Training of IC members	12
6.1. Subjects.....	12
6.2 Training highlights.....	13

1. Factory Details

The registered office of the company is located at: C-182 Hosiery Complex, Phase 2 -Noida, U.P, India and the training was also conducted at the same venue.

The following are the contact persons: Mr. Naresh Bajaj and Ms. Yogita Bajaj

- Workforce Details:

Employees	Male	Female
Management	6	1
Workers	60	6
Total	66	7

- Factory audits done by Fair Wear Foundation: Yes, in the year 2017
- Trainings done by Fair Wear Foundation: Yes, in the year 2015
- Worker complaints received: Yes, in the year 2016

The worker information card in Hindi was distributed to the management and the workers. As the information card was circulated, the management and the workers went through the information as mentioned in the card and informed that it was very useful information for them and they will make use of the toll-free number.

2. Training Overview

The Workplace Education Programme was conducted at Parvathi Fashion initiated by Madness and paid by Madness and funding of the Dutch Ministry of Foreign Affairs.

At least minimum wages were paid to the workers during the training sessions.

Training Date	27 th September 2018	28 th September 2018	29 th September 2018
Location	Factory premise	Factory premise	Factory premise
Training Language	Hindi / English	Hindi/ English	Hindi
Name of Trainer(s)	Noor Alam and Barsha Mishra	Noor Alam and Barsha Mishra	Noor Alam and Barsha Mishra
Participants (F/M/Total)	F - 1 M - 9 T - 10	F - 7 M - 11 T - 18	F - 6 M - 3 T - 9
# of sessions	1	1	1
Duration	45 minutes per topics	1.5 hour per topic	3 hours
% of total staff trained	100% Management and supervisors	25% total staff	100% Management and supervisors

3. Management Training

3.1. Subjects:

List of subjects covered during the training session with all participants:

- Introduction to FWF
- FWF labour standards and compliance responsibilities
- Patriarchy & Sex and Gender, Difference between sex and gender. Stereotypes and prejudices leading to gender based violence

- Understanding gender based violence
- Law against Sexual Harassment at Workplace and ICC functions in the factory
- Worker-management communication and grievance mechanism: social dialogue
- FWF complaints handling procedure

3.2. Training Highlights

About the participants: The management and supervisor training were combined, and 8 participants were trained by FWF trainers. They included the Production Manager, HR Manager, Checking Supervisors, Middle Line - Supervisors.

Observations from the management (opening meeting) and baseline interview:

In opening meeting, the management shared that the factory has established the Internal Committee as per the law of the land. But they feel that their factory does not have issues of sexual harassment at Workplace, because they take special care of their workers. Especially women workers working in the factory. All these women are in the committee. They would have known about these incidents if it would have been there.

Concern was expressed by the management that if the workers are made aware about rights especially about the labour standards, then workers might misuse it to disturb the peace and tranquility of factory.

Some of the main highlights of the sessions are as follows:

- The trainers started the session with the explanation about the training and its objective. This was followed by information about the 8 CoLP and the Fair Wear Film. As the participants were not fully aware of the 8 labour standards and about the work profile of Fair Wear Foundation.
- To explain the subject of gender-based violence, the trainers first introduced the concept of Sex and Gender to the participants. The participants (both female and male) agreed that there is discrimination and harassment which women face in their day to day lives. Most participants acknowledged on how differently their roles are perceived in the society are. To further clarify the misconceptions an exercise on identifying the gender roles of male and female was

conducted by the trainers. The participants were explained about how most roles can be changed (besides the reproductive roles) and shared that most roles are not fixed in present times and both men and women can function most of the roles equally.

- The participants also had some knowledge of gender stereotypes which they face in their everyday life. One of the female managers shared that all the women faces or has gone through violence, but we cannot challenge the existing structure. The trainer used the comment to explain that although it seems, existing social structure cannot be challenged so easily but law has given the scope to deal with social stereotypes. Social ills should not be tolerated in name of norms and customs. The trainer further explained the various kinds of violence with examples.
- Participants were also made aware about the Law against Sexual Harassment at Workplace and Internal Committee's functions in the factory. Some of the participants mentioned that although they knew about the law but were not very informed about the process and functioning of the IC in factory. They found the input by trainers useful but had concerns about how an IC elected by the workers themselves will help in effective running of the IC.
- The trainer during the last topic on effective Worker-management communication, FWF hotline and establishment of grievance mechanism addressed some of the concerns raised by the management earlier in the day. Management and supervisors at the close of the day shared that they sincerely feel that effective communication among workers and management can really help them boost the productivity of factory and workers. The need of regular dialogue with workers was felt by the management.

Training feedback:

- The session was very participative, and management could share their questions opening with the trainers.
- Participants liked the explanation given to clarify the concept of Gender and Sex. The information on the 8 labour standards which are followed by Fair Wear Foundation, the labour rights were well appreciated.
- Most participants mentioned that the information on gender roles and forms of harassment at workplace and the law were new to them and that such training or awareness exercises should be organized more frequently.

3.3. Pictures



4. Worker Training

4.1. Subjects

- Introduction to FWF
- FWF labour standards and compliance responsibilities
- Difference between sex and gender. Stereotypes and prejudices leading to gender based violence
- Understanding gender based violence at workplace level, state level and individual (at home) level
- ICC functions in the factory
- Effective communication system at workplace and improving inter communication skills and also to approach the grievance redress mechanism.
- FWF complaints handling procedure

4.2. Training highlights

About the participants: 18 workers participated in the workers training, 6 female workers and 12 male workers. Workers participants came from various units of the factory, such as knitting, mending, Tailoring/linking, Cuff sewing, Washing, Pressing, Checking, Threadwork, Packing etc

Observations from the baseline interview:

The workers are employed in the factory are mostly migrants and the factory has only 7 females workers, mostly engaged in hemming, thread cutting, sewing and other supportive jobs.

The Identity cards were provided to the workers, and they have also been handed over copies of their individual employment contracts.

Workers have limited understanding and awareness of discrimination, which is also recorded in the baseline survey. Such lack of awareness can lead to accepting discrimination, harassment and violence as a usual practice, which may be detrimental for the atmosphere at work and hamper the well-being of the workers and productivity of the factory. However almost all the participant workers were aware of the Internal Committee.

Workers also mentioned that they are not aware of any kind of sexual harassment incident in the factory.

Parvati Fashion presently has an Internal Committee for prevention of sexual harassment at workplace, but it is not fully as per the FWF guideline for constitution of IC. It was later understood during the closing meeting that the brand and FWF have made an exception in this case as the factory is small and the Chairperson does not have any management role.

The workers mentioned generally whenever they have any issue they complain to the supervisor and production manager or the owner directly as they have small pool of 70 workers.

Some of the main highlights of the sessions are as follows: The training started with an introduction of the Fair Wear Foundation and our work profile.

- This was followed by input on gender-based violence and concept of gender and sex. The worker also participated in a group activity as a part of the session on gender based violence. This was done by listing out gender roles of men and women on a board. The participants were divided into 2 groups, and they listed out various work/role/attributes that are generally associated with men and women. This exercise brought out the societal understanding about

male and female gender-based attributes and that norms need to change.

- A detailed discussion on gender equality was done with varied inputs from the group which included primary gender roles, reasons for violence, women safety, abuse on women from family etc. The male participants acknowledged that they only had done household work when their wives were not at home otherwise they do not need to work at home and engage in household chores when they have female members at home and acknowledged this needs to change.
- Thereafter the key features of the law was explained by the FWF trainer. The various kinds of sexual harassment were discussed and the workers mainly acknowledged the harassment they face in the form of stalking, touching, or sexual advances etc. They also identified that abusing by men is very common but it is not acceptable in their workplace.
- During the discussion on role of IC, most of the women workers shared that the committee can play significant role in curbing the cases of sexual harassment at workplace or any GBV incidences. Male workers shared that although this kind of arrangement is the legal requirement, but this kind of committee is useless as it may give a weapon in the hand of women against them. The trainer explained the functioning of the IC and how the compliant mechanisms are a fair process for both women and men.
- In the session on Effective Communications, the trainer highlighted the constituents of effective communication and the benefits of worker management dialogue.
- Workers were informed about how to approach the grievance redressal mechanism related to harassment at workplace and information about FWF helpline was also shared, *viz-a viz* they were told that they can directly call on his helpline, apart from existing committees including grievances related to gender-based violence and sexual harassment as workplace.

Training feedback:

- The participants appreciated the training and content shared. They also mentioned that the information shared on gender-based violence will be valuable for them for their everyday life too.
- Getting aware about the 8 FWF labour standards of the ILO was new information for the workers and therefore extremely useful. Participants expressed that such sort of training programmes should be organized more frequently so that they are aware about their rights as workers.

- The session on Gender based violence included right to equality which helped the participants understand the position of men and women in society and their specific gender roles promulgated by the society. Some of the male participants were outspoken while sharing views on forms of gender-based violence. They feel that women should not be given more liberty. It was explained to them that constitution has given right to equality to everyone irrespective of gender, race, religion or any other segregation.
- Most of the female workers are member of IC, they feel that this committee will be really helpful in redressing their grievances regarding sexual harassment as they have their own representation in the committee.
- Participants shared that the helpline can be a useful mechanism for them in future, if required.

4.3. Pictures



5. Internal Committee

5.1. Process:

It is to be noted that MARG has not constituted the Internal Committee and it was already constituted before.

The final committee member includes 10 persons with 7 women and 3 men. Ms. Yogita Bajaj, the HR of the factory, is the chairperson of the ICC. Ms Padmaja Pai is external Member of Committee. Although, the training team on the first day had mentioned before the concerned persons that the management cannot be part of IC. They clarified that Ms. Yogita is the chairperson who is the HR manager and she doesn't have any powers of management vested in her.

5.2. ICC Members

Name	Gender	Designation
Yogita Bajaj	Female	Chairperson
Padmaja Pai	Female	External Member (Not present in training)
Urmila Dulal	Female	Worker
Rekha Gupta	Female	Worker
Usha Devi	Female	Worker
Uma Shankar Roy	male	Worker
Phulkant Mishra	male	Worker
Saraswati Devi	Female	Worker
Usha Devi	Female	Worker
Sagar Prasad	Male	worker

6. Training of IC members

Overview

	IC members
Name of Trainer(s)	Noor Alam
Location	Factory premises
Training Language	Hindi
Training Date	29.09.2018
Participants (F/M/Total)	Female- 7 (1 member absent) Male-3 Total- 10
Duration	3 hours

6.1. Subjects

List of subjects covered during the training session with the ICC:

- Introduction of ICC Members
- Roles and Responsibilities of the Committee
- Procedure to be followed when dealing with complaints
- Laws and legislation in India concerning sexual harassment
- Qualities required in the ICC member
- How to record minute of the meetings

6.2 Training highlights

- At the beginning of the training the factory has an anti SHW policy document was reviewed together with the IC Chairperson. The was not fully as per statutes and it has many typo errors and factual mistakes. It was recommended to the Presiding officer of IC, Ms. Yogita Bajaj to review the policy and consider statutory requirements.
- The training focused on sharing awareness on the legal provisions against SHW, roles and responsibility of IC and legal redress mechanism as per Indian law.
- The members were apprised of the roles and responsibilities as per the law. This also included **a Fish Bowl** exercise which was a practical and useful method to understand the role of each member while dealing with a sexual harassment complaint. The IC members were also told to empathize with the complainants *viz a viz* give due importance to justice.
- The Members were not aware of the policy, so the trainers suggested, once the policy is rectified and statutory concerns are meted, they should have meetings to discuss the policy so that they can handle complaints in in an effective manner.
- Members were also informed that recognizing a sexual harassment is very crucial for the members from the perspective of the survivor irrespective of any pre-conceived notions.
- The training ended with suggestions made to the to make IEC material on Sexual Harassment at workplace as per revised policy i.e. posters and handbills to make other workers aware. The trainer also emphasized on maintaining confidentiality of complaints and organizing committee meetings every 2-3 months, keeping records and filing per case, noting recommendations and filing of annual report in the office of District officer as per the law.
- The trainer had a closing meeting with the IC chairperson requesting her to regularly organizing the IC meetings and following up on the revision of the Anti-sexual harassment policy. Support was offered in terms of capacity building of IC members during the next IC meeting convened by the factory and review of policy documents related to the training.

6.3. Pictures

