

Women and Work in a Pandemic

This Virus Knows No Borders
Solidarity & Sisterhood Around the World

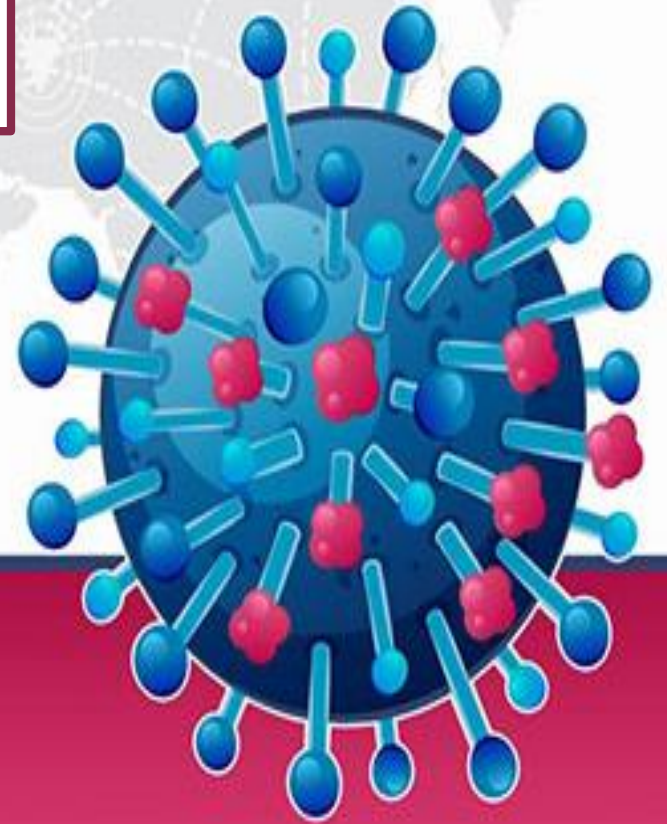
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University of Illinois at Urbana-Champaign
School of Labor and Employment Relations
& the Regina V. Polk Women's Labor
Leadership Conference

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ÖZ İPLİK-İŞ

TRADE UNION FOR WORKERS OF ALL WOVEN, STRING, KINTTING , CLOTHING
AND LEATHER INDUSTRIES

- ◉ Established in 1978
- ◉ More than 35000 members in Textile, weaving and Leather sectors

ÖZ İPLİK-İŞ SENDİKASI İS MEMBER OF;



HAK-İŞ
THE CONFEDERATION OF
TURKISH REAL TRADE



INDUSTRIALL GLOBAL UNION
FEDERATION



INDUSTRIALL EUROPEAN
TRADE UNION FEDERATION

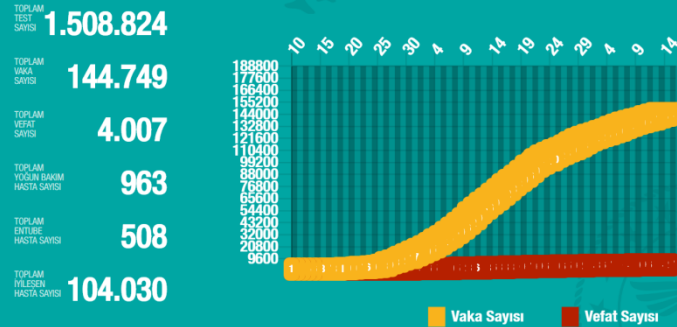
General COVID19 Situation in Turkey



TÜRKİYE GÜNLÜK KORONAVİRÜS TABLOSU

TOPLAM TEST SAYISI	1.508.824	14	BUGÜNKÜ TEST SAYISI	34.821
TOPLAM VAKA SAYISI	144.749		BUGÜNKÜ VAKA SAYISI	1.635
TOPLAM VEFAT SAYISI	4.007		BUGÜNKÜ VEFAT SAYISI	55
TOPLAM YÜZÜN BAKIM HASTA SAYISI	963		BUGÜNKÜ İYİLEŞEN HASTA SAYISI	2.315
TOPLAM ENTÜRBE HASTA SAYISI	508	MAYIS 2020		
TOPLAM İMLEŞEN HASTA SAYISI	104.030			

TÜRKİYE GÜNLÜK KORONAVİRÜS TABLOSU



Number of cases: 144.749
Number of Death: 4007
Number of case in a day: 1635
Number of death in a day: 55



In Turkey, the first official announcement of a Covid-19 case was on 11 March and the first death took place on 18 March. As of today, the number of cases reached 144.749 and the number of deaths reached 4007

GENERAL MEASURES TAKEN REGARDING COVID 19

- ◉ Schools Closed on 16 th of March. Distant education is started.
- ◉ the termination of activities in places such as theatres, cinemas, cafeterias and restaurants,
- ◉ the prohibition of communion & praying in mosques and the termination of sports activities were taken.
- ◉ During this period, shops and shopping malls halted their activities one after the other.

GENERAL MEASURES TAKEN BY THE GOVERNMENT

- ◉ Curfew was announced for citizens aged over 65 and below 20 and those who have chronic diseases
- ◉ the payment of pensions at home (social aid service team)
- ◉ Travel ban was introduced on 3 April for 31 cities. (18-20 working people are exempted)
- ◉ All flights abroad were totally terminated.
- ◉ The circular also introduced the obligation to wear masks in shops, marketplaces and those workplaces where workers are working together

GENERAL MEASURES TAKEN BY THE GOVERNMENT

- ◉ The circular also introduced the obligation to wear masks in shops, marketplaces and those workplaces where workers are working together
- ◉ A curfew was announced for the weekends in 30 metropolitan cities and Zonguldak. However, the majority of the factories have been exempted from the curfew

OUR UNIONS' DEMANDS AND GOVERNMENT POLICIES AND REGULATIONS TO PROTECT THE WORKERS

- All measures taken by government to protect workers have been given right after the requests and pressures of confederations and Unions
- Safety and Security measures
- 24rd of March our union send letter to labour ministry demanding for removal of the conditions for Short time working allowance. (%60 shorterterm working allowance)



OUR UNIONS' DEMANDS AND GOVERNMENT POLICIES AND REGULATIONS TO PROTECT THE WORKERS

- ◉ Paid leave for all workers. But not applied.
- ◉ Ban for dismissal of the workers during the pandemic crisis applied only for 3 months with exceptions (Clause 25 creates opportunity to dismiss the worker)
- ◉ CBA procedures was on hold during the crisis completely (law draft) and with unions and confederation pressures government changed as 3 months extension

OTHER GOVERNMENT MEASURES AND POLICIES

- Unpaid leave for workers (Daily 34,94 TL(5 USD) payment –total 1177 TL (approx 168 USD) and Which is almost % 50 of the min wage)

Flexible working arrangements for public sector employees(administrative leave)

ACTION OF OUR ÖZ İPLİK İŞ



- Control over the workplaces to protect the workers health and safety via workers representatives and Union representatives.
- Lobbying with the Government ,
- Social dialouge meetings
- confederation meetings / Sectoral International meeting
- NMC meetings with brands
- H&S trainings
- Daily follow ups
- Mask and gloves supply for workers
- Monitoring the situation of women regularly through Women's Commitee
- Signing protocols with employers and workplaces

PROTOCOL

BILATERAL HEALTH AND SAFETY PROTOCOL FOR WORKPLACE

Öz İplik-İş Union and Workplace are the parties to this contract and they shall hereinafter be referred as "Parties " collectively. The parties that signed this protocol agreed as specified below to protect workers' rights and employment, to ensure the health and safety of workers, to allocate the safe and respectable workplace conditions, to take the measures with purpose of preventing the spread of COVID 19 disease caused by the corona virus and to achieve clean and hygienic production conditions:

Article 1

The parties declare that they are determined to develop the mutual cooperation.

Article 2

The parties promise to act in solidarity in the struggle to be performed to protect workers' rights and employment, to ensure the health and safety of workers, to allocate safe and respectable workplace conditions, to take the measures with purpose of preventing the spread of COVID 19 disease caused by the corona virus and to achieve clean, healthy and hygienic production conditions.

Article 3

On March 11, 2020, the World Health Organization declared COVID 19 Disease as a pandemic. In order to reduce the effects of the possible crisis in this pandemic, Öz İplik İş union and..... have agreed on the provisions of this contract.

Article 4

..... company takes active steps by means of taking aggressive measures to manage the effects of the crisis due to the problems caused by the corona virus.

Article 5

The Parties will apply both CORONAVIRUS (COVID-19) PROTECTION MEASURES IN THE WORKPLACES issued by TR Ministry of Family, Labour and Social Services and health and safety measures included in the annex of this protocol at workplaces.

Article 6

The parties agree that alternative shift programs and / or personnel arrangements may be applied due to "social distance" requirements. This will be carried out based on the understanding that the parties will work together to protect the health and safety of their employees in accordance with the provisions of the relevant contract.

Article 7

This protocol will be followed by the appointed representatives of both and Öz İplik İş Union and will be in full force.

Article 8

The parties agree that this protocol is valid for a period of 90-day after it is signed. However, company may terminate this protocol with (30) days of written notification submitted to the union before the 90-day period expires. The parties agree that the duration of this protocol may be extended beyond the 90-day period upon a written agreement signed by both parties and showing a certain time.

Article 9

The parties undertake to make more efforts to develop and promote social dialogue mechanisms for better social justice.

Article 10

In order to protect the welfare of the employees, the union and the workplace agree to cooperate with purpose of taking necessary measures by considering the economic situation of the workplace related to the wages.

Article 11

This bilateral protocol is a bilateral agreement.

Article 12

This bilateral protocol enters into force without any delay. With the initiative of one of the parties and on the basis of mutual consensus, this agreement and additional measures can be amended by following the current situation and related circulars; supplements can be made to this agreement.

Article 13

This cooperation agreement was signed in Ankara, Turkey on 27 April 2020.

TRADE UNION

EMPLOYER

ANNEX OF THE PROTOCOL

HEALTH AND SAFETY MEASURES TO BE TAKEN IN THE WORKPLACES BY EMPLOYERS DUE TO THE CORONAVIRUS DISEASE (COVID-19)

Öz İplik-İş Union and Workplaces establishing a Collective Labor Agreement relationship with Öz İplik İş Union signed a protocol and agreed to protect workers' rights and employment, to ensure the health and safety of workers, to allocate the safe and respectable workplace conditions, to take the measures with purpose of preventing the spread of COVID 19 disease caused by the corona virus and to achieve clean and hygienic production conditions as stated below.

INTRODUCTION

The coronavirus disease, which is commonly referred to as a new or specific disease in the world, is technically known as COVID-19 and is caused by a newly emerging virus and called SARS-CoV-2. This is a frightening development: because no one in the world has currently immunity against this virus.

The disease is mainly transmitted **through droplets**. The virus is transmitted to the environment through droplets emitted by people with virus via coughing and sneezing and is transmitted through surfaces contaminated by patients (by contact with hands, eyes, mouth, nasal mucosa). This virus can be detected in the respiratory secretions of asymptomatic individuals, but the disease is transmitted mainly from infected people.

The COVID 19 disease, which started at first in December 2019 in Wuhan of China and was declared as a pandemic by the World Health Organization on 11 March 2020, has affected more than 110 thousand people in more than 100 countries and it still continues to affect the whole world. This disease has been identified for the first time on 11 March 2020 in Turkey and the first death case in Turkey occurred 18 March 2020.

The workplaces and businesses, where our union is organized, and employees have been significantly affected by this pandemic, which has spread rapidly in the world and in our country. Some of these businesses and workplaces have completely stopped their workactivities. Some of them started to part time working and resumed their production. Others still continue to work full time. Employees in businesses, who continue to work part-time or full-time and workers of Öz İplik İş Union are likely to get this virus. In this challenging process, the legal rights of employees must be protected by employers within the framework of legal regulations.

Occupational Health and Safety is a right given to the worker and it is under the responsibility of the employer. With Covid 19 disease caused by Corona virus, this issue is of greater importance now. Employers are obliged to ensure the health and safety of their employees. This obligation includes providing information, training and supplying the appropriate equipment for their works.

Workers want to know with which risks they face and how they cope with them as most accurate as possible. It is necessary for Occupational Health and Safety Committee and Unions to establish a model where they form, design, implement and follow the measures to be taken together.

With this new situation, it has become mandatory for businesses to have a new internal functioning system. In this protocol prepared, it is clearly declared what these internal rules shall be in the current pandemic situation and after the pandemic ends.

While the employers take occupational health and safety measures, the employees are obliged to comply with these measures.

In this process, an agreement has been reached between Öz İplik-İş Union and the workplace where it has been organized in concern with the measures to be taken at workplaces to ensure that businesses and workplaces can continue their current production under health and safety conditions, to protect the employment and ensure its sustainability, to pay the wages of employees, to ensure that the workplaces making production for international brands continue their production under hygienic and safe working conditions and most importantly to protect their workers' health and safety.

The Secretary General of the World Health Organization has warned the businesses and workplaces against this virus that was detected in thousands of people to reach the alarm level and to take the necessary measures. For this reason, employers have started to take necessary measures regarding occupational health and safety all over the world. In the workplaces and businesses, in which our union is organized, it has been decided to apply the items specified in detail below in accordance with the provisions of the Occupational Health and Safety Law No. 6331.

LEGISLATIVE REGULATIONS RELATED TO THE IMPLEMENTATION OF MEASURES

- As per the article 17 of our Constitution, the right to life has been guaranteed as a Constitutional right by means of stating that everyone has the right to life and the right to protect and improve his/her corporeal and spiritual existence and that the corporeal integrity of the individual shall not be violated except under medical necessity and in cases prescribed by law. Therefore, occupational health and safety measures to be taken by employers for workers employed in the workplaces or businesses in this challenging process are an indispensable condition of the right to life, which is a constitutional right of the employee. For this reason, according to our Constitution, employers are obliged to respect the right to life of each worker and to take all kinds of precautions and measures in order to realize the right to life of each worker who they employ.

- Law Numbered 6331 on Occupational Health and Safety entered into force by taking as basic criteria the provisions of our Constitution. In terms of occupational health and

employment contracts due to the justifiable reasons. For this reason, employers are obliged to show attention at the maximum level.

- Also in accordance with the decision of the **21st Civil Department of the Supreme Court dated 15.04.2019 numbered 2019/5018 E. and 2019/2931 K.**; in the event that corona virus infects to an employee in the workplace or in another place where he/she was assigned, this will be considered as a work accident. In such a case, the employer will be responsible if it is defective and will not be responsible if it is not defective.

MEASURES TO BE TAKEN IN WORKPLACES

In order to effectively combat against the new Corona virus (COVID-19) outbreak in the workplaces, the following issues will be applied meticulously in our workplaces.

1. ESTABLISHMENT OF SPECIAL WORKER HEALTH AND OCCUPATIONAL SAFETY TASK FORCE FOR COVID-19 AND ITS DUTIES

These measures are implemented in workplaces by an occupational health and safety board, if any, and in other workplaces these measures are implemented under the coordination of the employer or its representative by a team consisting of workplace's physician, if any, occupational safety specialist, other healthcare personnel and workplace's representative or those receiving first aid training or having experience.

Task force will;

- Conduct the activities on measures to be taken,
- Carry out the necessary works on hygiene and cleaning at the workplace,
- Coordinate the communication within and outside the organization,
- Keep up-to-date the emergency plan.
- Ensure to make contact with ALO 184 Corona Virus Hotline and the nearest hospital affiliated to the Ministry of Health to create the isolation and quarantine procedure in the suspicious cases.
- The Board will follow the recommendations of official authorities and the information texts published by the General Directorate of Occupational Health and Safety and will be obliged to do what is necessary.

2. MEASURES AND PREPARATIONS TO BE TAKEN PRE-WORK IN THE WORKPLACE

- Cleaning and hygiene standards will be maximized at the workplace.
- Surfaces will be cleaned and disinfected at high enough concentrations (minimum 62-71% ethanol, 0.5% hydrogen peroxide or 0.1% sodium hypochlorite) with alcohol, hydrogen peroxide and chlorinated bleach.
- All areas of the factory will be regularly disinfected.
- A suitable working model will be developed to ensure the social distance among employees throughout the workplace.

- Banners / posters / instructions, which encourage employees to stay at home when they are sick and include the rules of good manners regarding cough and sneezing and explain the importance of hand hygiene, will be hung on the entrance of the workplace and other areas that everyone can see.
- Employees will be provided with disposable handkerchiefs and separate garbage bags for biological wastes and necessary infrastructure will be created for the cleaning staff to empty the garbage without touching their contents.
- Adequate cleaning materials will be available for the use of employees at the workplace.
- Disinfectants will be kept in common areas to promote the hand hygiene.
- Necessary measures will be taken to prevent the common use of equipment, tools and equipment by the employees in the workplaces.
- The layout of the machines will be reviewed and protective barriers will be applied to ensure a safe distance among people.
- The working area's surfaces and equipment will be cleaned frequently, especially during shift changes to ensure that infection is reduced.
- Materials such as cleaning supplies, toilet papers, paper napkins, first aid supplies and personal protective equipment will be adequately stocked.
- Mass transportation will be prevented by means of providing service vehicles for the employees. It will be provided for the drivers in the service vehicles to wear a mask.
- Cleaning and hygiene of the service vehicles will be provided at frequent intervals and their surfaces to which especially people touch will be cleaned frequently.
- Employees benefitting from the service vehicle will sit in the intermittent seating order by leaving 1 seat empty.

3. MEASURES TO BE TAKEN AT THE ENTRANCE TO THE WORKPLACE

- The methods to be used during the entrance-exit records of employees to workplaces will be arranged in a way that they shall not be in touch physically with other people.
- Employees will be checked with contactless thermometer before they start to work and those with fever will be directed to the workplace's physician.
- Entries into the workplace will be implemented by protecting a distance of 2 meters.
- When people come to the workplace in the morning, no one shall enter the factory without disinfecting his/her hands in the safety area.
- Hands will be washed with water and soap at regular intervals before starting work and during the working time.
- Each worker will be given a kit containing two masks and a pair of gloves for each working day and a pair of glasses once a month and they will be obliged to wear a mask.

4. MEASURES TO BE TAKEN IN WORK AREAS OF WORKPLACES

- The workplace will be ventilated naturally to the extent possible at certain intervals.
- Regular cleaning practices will be maintained, including routine cleaning and disinfection of surfaces, equipment and other elements of the work environment.
- The use of all common areas such as canteens, dressing rooms, smoking areas and toilets will be limited by a certain number according to the size of the area. Accordingly, the maximum number in the confined areas will be one tenth of the size of the area. For example, if the size of the area is 100 square meters, there will be maximum 10 people at the same time inside the area.
- All working and resting areas will be equipped with disinfectant gels and surface cleaning kits.
- Working remotely system will continue to be adopted and implemented by anyone who can do this.
- For employees employed in production areas, the mobility between the various departments will be as limited as possible.
- Mass breaks will be scheduled according to the conditions of departments and will be distributed to the whole working day and meal times will be extended and workers will be able to eat at the end of their shifts.
- Meals will be delivered with a disposable plate, table d'hôte, glass, plastic fork and spoon for a certain period of time.
- Appropriate thermal comfort conditions and hygiene will be provided in dining halls. The number of employees eating at the same time will be reduced.
- A numbering system will be established to supply food packet firstly, to provide disposable drinking water in a closed container, to enable the employees to eat in shifts in case it is not possible, to set up a seating arrangement where employees eating at the same time can sit at certain intervals or to ensure that the employee sits at the same table every day.
- Male and Female masjids will be kept closed within the framework of measures.
- The factories that remain closed will be reopened in consultation with management and the union in accordance with the agreement reached. Rotation management will be adopted, since all employees will return to work at the same time.
- In addition to cleaning carried out by specialist staff, employees will be asked to personally clean their work areas.
- Free space of at least 2 meters will be provided among the workers and working arrangement will be established in gradual shifts to reduce the number of workers who are in close touch with each other.
- Potentially contaminated wastes, including used toilet papers and paper napkins, will be disposed safely.
- Work clothes and protective equipment will be taken off before leaving the work area and will be kept in a separate place from other clothes. These contaminated clothing and protective equipment will be cleaned and made free from virus and they will be destroyed if necessary.

5. INFORMING THE WORKERS ABOUT MEASURES TAKEN

- Before an activity begins, each worker will be informed by message / WhatsApp and / or E-mail about the one-meter safe distance, hand washing methods, the use of sinks, canteens, elevators and how to hold meetings.
- All necessary information will be given to the workers about how to manage possible symptoms of Covid-19 among workers.
- After the activity restarts, employees will continue to receive training and information.
- Employees will be trained about corona virus, a leaflet will be prepared related to the subject and information will be provided regarding the measures taken.
- Special measures will be taken for people, who still suffer from an existing disease and have low immunity, when the pandemic ends.
- Employees will be informed about washing their hands with soap and water for at least 20 seconds before they enter the workplace environment and during working time.
- If COVID-19 disease is found in an employee, employers will inform their other employees about the possibilities of exposure to COVID-19 and contact with health institutions.
- In order to protect the mental health of employees, psychosocial risk factors will be evaluated and precautions will be taken together with correct and effective information.
- Effective hand washing trainings will be given to employees by the health personnel working in the workplaces and awareness of employees about hygiene will be increased.
- Cleaning staff will be informed or trained on how to do disinfection process properly.
- Occupational health and safety trainings to be given to the employees can be given in the form of distance education by prioritizing matters such as workplace cleaning and order, hygiene and psycho social risk factors.
- Awareness will be created by hanging informative banners on toilets and sinks.
- Employees will be informed about the limitation of close contacts such as handshake/hugging.
- The employees will be given practical waste management training within the scope of effective mask use and Medical Waste Control Regulation by occupational health and safety professionals working in the workplaces and their awareness about hygiene will be increased.
- If the factory closes up within the scope of Coronavirus measures, the workplace will inform the union 30 days in advance.

6. WHAT ARE THINGS TO BE DONE IF THERE ARE PERSONS WITH SUSPECTED OR CONFIRMED COVID-19 DISEASE

- Information will be given to the OHS (Occupational Health and Safety) Board or the Health Team about possible exposure criteria (for example, areas where the person may have gone) to determine those exposed to COVID-19 and also the Ministry of Health's recommendations in this subject will be followed.
- The person with suspected disease will wear a mask and be directed to the workplace doctor and if the COVID-19 disease is found after examination, the

affected person will be isolated from other employees and kept in a closed area, which will be previously determined and will prevent the spread of the infection. Employee in question will be referred to the hospital by contacting the relevant health institution of the Ministry of Health.

- A mask worn by a person with suspected infection can reduce the possibility of infection of virus to other people through droplets. All objects and surfaces to which the person touched will be disinfected and all people, with whom the person can keep in touch, will be identified and monitored.
- When faced with a suspicious case, all employees will fill up a health assessment form.
- Information will be obtained about two front, two rear and two side employees.
- Procedures will be conducted within the scope of the Medical Waste Control Regulation for the waste of the affected worker.
- If the affected employee needs to go to the sink / bathroom while waiting for medical assistance, a separate sink / bathroom will be provided for him/her if possible.

7. MEASURES TO BE TAKEN RELATED TO VISITS AND MEETINGS

- In order to reduce the infection risk of COVID-19 disease, internal or external meetings / visits will be postponed if possible, especially meetings with customers or suppliers will be held via tele/video conferencing method.
- In cases where it is urgent to visit the factory, the fever will be checked by a contactless thermometer at the entrance of the visitors to the area, the entrance will be carried out after the hands are cleaned through a hand disinfectant by maintaining a distance of 2 meters at the entrances.
- If it is obligatory to hold the meeting, then the meeting will be organized with fewer participants.
- Cleaning and ventilation will be provided before, during and after the meeting.
- Sufficient material will be provided for all participants, including handkerchiefs, hand disinfectant, disposable water and glasses.
- Contact information (mobile phone number, e-mail and address, etc.) of all organizers, participants and visitors at the event will be recorded.
- If any participant catches a suspected infectious disease, it will be clearly stated that the details of disease will be shared with public health officials, and if they do not agree it, their participation in the event or meeting will be prevented.
- Greetings will be provided without hand shaking when the meeting begins.
- It will be provided for all participants to use alcoholic disinfectant before the meeting or event starts.
- A seating order will be planned in a way that the distance among the participants will be minimum 1.5 meters.
- At the end of the meeting, the participants shall leave the meeting without hand shaking and taking photograph all together will not be allowed.

THE SITUATION IN THE TEXTILE INDUSTRY

- ◉ The textile sector, due to the decline of orders, is one of the sectors influenced by the pandemic.
- ◉ Order cancelations
- ◉ Mainly production of masks.
- ◉ short-work allowance,
- ◉ paid annual leave or imposing unpaid leave practices
- ◉ Dismissals of workers
- ◉ There are government policies and Economic Stabilization Shield package to support local businesses and

RISKS IN THIS PERIOD AND AFTER COVID 19 CRISIS

- ◉ Income losses
- ◉ Job losses
- ◉ Health Losses
- ◉ Psychological effects
- ◉ Closing of workplaces and bankruptcy
- ◉ Increasing trend of informal workers and child labor.
- ◉ Short Time Working Allowance (STWA) was put into practice as of 29 February and limited for 3 months practice .
- ◉ Not every workers can benefit STWA , Based on statistics we think that 60% of the workers would benefit.
- ◉ Administrative penalty in layoffs is at the cost of 2943 TL .This may easily cause abuse for dismissals



Gender Impact of COVID-19 pandemic

A series of factors show that women are more exposed to the socio-economic and psychological consequences of the virus.

Economic effects

- Women are already underemployed and underpaid with respect to men, segregated into low paid sectors and trapped in involuntary part-time and poor-quality jobs.
- Job losses
- Income losses and unrecognition, especially domestic workers, migrant and undocumented workers, pregnant workers



Gender Impact of COVID-19 pandemic

Social effects

- women already do three-times as much unpaid care work than men. Caring for children and elderly ones is already great part of unpaid care work performed by women.
- Unpaid care duties prevent women participation into the labour market and the accrual of effective and adequate social protection benefits
- The virus adds to the burden, especially with the closure of schools, childcare facilities and workplaces invisible labour is increasing and/or double shifts. No helpers-no childcare services, schools are home



Gender Impact of COVID-19

- One of the main challenges that women also face in this crisis is Physical and Sexual Violence (increasing or decreasing)
- Domestic violence is experienced by a high rate of women, for whom the recommendation not to leave the households not to spread the virus sounds like a condemnation. Domestic abuse increases in times of crisis, and women stuck at home with a violent partner are now exposed to them for longer periods of time, making it more difficult to call helplines
- Another challenge is that the policy documents or action plans suspension.
- women strategies seen the least important among all its crucial concern
- One other threat is that this period is seen as also opportunity to pass some laws against womens rights, such abortions bans etc



Gender Impact of COVID-19 pandemic

- Limited access to reproductive and sexual Health services (47 millions women cant have access the tools and methods to prevent pregnancy in low and mid income countries due to Covid 19-restricted protective equipment
- Estimation shows that there will be 7 millions unwanted pregnancies in the coming years
- Another issue is women are working non-stop behind the scenes, it is mostly men making decisions in this crisis.
- Projects and trainings are onhold

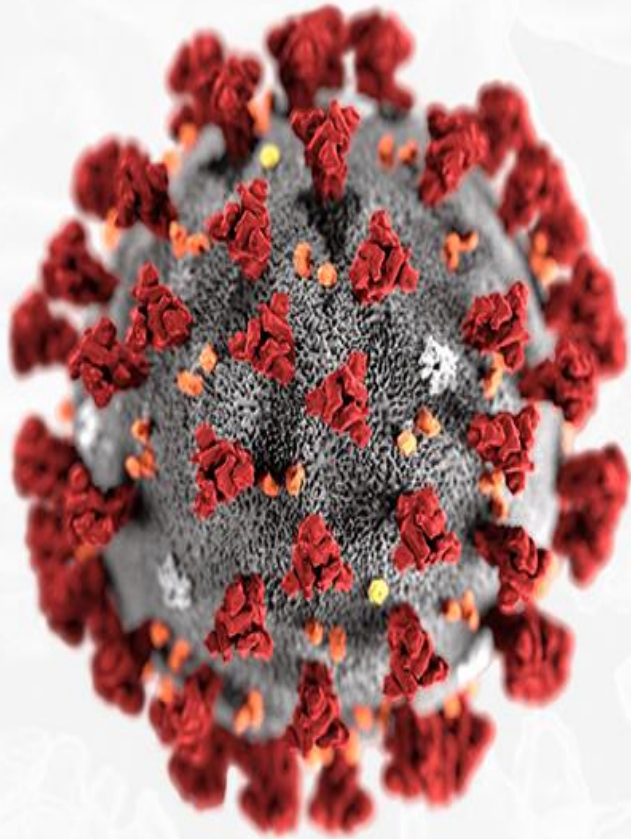
Psychological effects

- Anxiety
- Concerns
- Fear

WOMEN IN TEXTILE

- ◉ They want to stay home to protect their children and elderly
- ◉ They want to stay home because the schools are closed and they have nobody or place to leave their children
- ◉ But they also want to work to earn money
- ◉ They need to make a choice between work or putting their own life and their beloved ones in risk
- ◉ They are looking for options such as paid leave, unpaid leave
- ◉ They want to share unpaid care work, school work and household responsibilities with partners
- ◉ They want their home to be safe place for them to live so they want to stay safe at home and outside
- ◉ They want to be safe in their workplaces while working
- ◉ They dont want to loose their income and economic independence

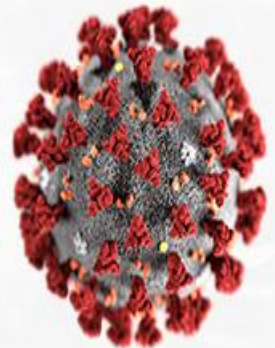
What is needed?



- Financial resources to ensure adequate income support to women in need should be guaranteed
- Health and safety measures should be ensured at the workplaces
- incentives should be given to workplaces to keep or increase women in employment
- Investments in public quality and accessible care services was crucial before the Covid19 and must remain a top priority to fight unpaid care work and create new quality employment
- Effective and prompt action should be taken against gender based domestic violence, starting with the ratification of the ILO Convention 190
- spreading information concerning the helplines applications and other services assisting women in case of domestic violence
- providing shelters but also protecting them with preventive and immediate measures against the perpetrator

What is needed?

- Social media campaign to raise awareness by trade unions crucial
- Working together with Women NGO's and all other stake holders
- Policy interventions shouldnt be delayed
- Recognition, income protection and social support for all domestic workers, especially migrant and undocumented workers should be ensured
- Incorporating the voices of women into preparedness and response efforts to Covid-19 is absolutely urgent. Proper representation of women into decision making at all levels should be ensured.
- Governments should consider adopting emergency measures to help parents manage work and caring responsibilities
- Paid annual leaves and parental leaves as temporary measures to protect employment should be negotiated



CORONAVIRUS COVID-19



Thank you