



शीप Peer-to-Peer Learning Series on Safeguarding

Safeguarding and GESI Integration by Nepal Yarn Manufacturer's Association (NYMA) – Good Practices, Lessons, and Plans

20 November 2020





NYMA – WHO ARE WE?

NYMA) Nepal Yarn Manufacturer's Association

Established year: 1997

Umbrella organization of yarn producing industries

Aim- To promote the interest of industries to continue expanding their production and export capabilities.

NYMA consists of 4 yarn producing business in Nepal.

It's Wings: Reliance Spinning Mills, Triveni Spinning Mills, Jagdamba Spinning Mills, Jay Spinning Mills.



NYMA/सीप's Partnership/Goals and Progress

UKaid सीप and NYMA partnership - Public Private Partnership for Skills Development Leading to Employment
Came into effect: December 2019 | [Pilot Phase likely to March 021](#)

Together with :

Reliance Spinning Mills

2002

Triveni Spinning Mills

1001

Jagdamba Spinning Mills

504

Tricot Knitting Industry

270

Why this partnership?

- Given the job growth potential of the yarn to garment industry value chain, there is a demand of ample number of local labors building sustainable and impact focused collaboration between public and private organizations.
- Currently, altogether the yarn industries can produce 40,000 tons of yarn and in the next five years and industry leaders believe that 50,000 jobs can be created in Nepal over these years in the textile industry, comprising of the yarn to garment value chain from spinning, weaving, hosiery and garments.

NYMA/सीप's Partnership/Goals and Progress

Our efforts to onboard more women:

- Improve infrastructure and related spaces, designed as women-friendly and sustainable infrastructure.
- Co-develop and revise standardized training curriculum encompassing hard and soft skills.
- Apprenticeship Model - skilling new trainees, encompassing 50% target beneficiaries as women workers.
- Provision of supportive facilities - necessary safeguards – with special consideration to encourage participation, retention, safe work environment for women (transportation, accommodation, and child-care support, etc.)

Achievements

Trained : 2295

Female Workers Hired: 990

Plans for Next Four Months: Placing 800 female workers in job roles traditionally filled by men



Safeguarding Initiatives

Institutionalizing Safeguarding Policy, NYMA's initiative for rollout




Nepal Yarn Manufacturer's Association

Consolidated Safeguard Policy for Yarn Partner Industries






NYMA's Consolidated Safeguarding Policy for Partner Yarn Industries

Purpose

NYMA's consolidated safeguard policy statement describes common objectives of Nepal yarn manufacturers industries to safeguard all yarn industry workers. NYMA lays out common policy principles, and outlines the delivery process to safeguard all workers despite of caste, color, race, gender, creed, ethnicity, age, nationality and otherwise. This policy has been developed from common wider belief and corporate policies from all yarn partners of NYMA. It is common value among partner industries to preserve a right to protection from being hurt, and from violence, physical abuse, neglect, misconduct or discrimination of any form. The health, safety and welfare of all workers across all partners are of paramount importance to all the workers working in our setting. Workers deserve the right to protection, regardless of age, gender, race, culture, background or disability. This policy is in line Government of Nepal's safeguarding policy and Nepal Labor Act 2074, local guidance and procedures.

Definition

Beneficiary of Assistance

Workers with partner industries that work within any department deserve rights to protection, goods and services. All workers and employees have a safeguarding policy in place.

Child

Person below the age of 18.

Physical and Psychological Harm

Medical, physical damage, in particular the one intentionally inflicted. Or, any form of psychological trauma or emotional damage that happens as a result of a distressing incident.

Protection from Sexual Exploitation and Abuse (PSEA)

Sexual assault is any sexual behavior that takes place without prior consent. Any form of sexual abuse, which involves, among other sexual acts, unwanted sexual contact, forced oral sex and rape, bad touch.

Safeguarding

The word safeguarding used in this document is to describe measures taken to avoid harm to protect workers' rights. This damage can come from adults or any individual and it is vital that

we understand what safeguarding is and why it is necessary as someone working closely with workers within factory. Safeguard policy is drawn from Labor Act policy 2074; therefore, it extends to all persons, irrespective of number for employers / staff.

Safeguarding means taking all reasonable measures to avoid harm, in particular sexual assault, violence and harassment, protecting people, especially vulnerable adults and children, from it and reacting appropriately when harm occurs.

Working hours

Working hours are only 8 hours a day, and 48 hours a day Week as provided for in section 28 of the Labor Act, 2074. The overtime salaries continue to be one and a half hours of his / her ordinary pay rate as provided for in Section 31 of the Labor Act, 2074. The maximum overtime increased to 24 hours a week, as per sec. 30 of the new act. Applied conditions as per company own HR policies.

Sexual abuse

Sexual abuse is any form of sexual violence, molestation, incest, including rape and the like. Sexual abuse is any type of physical or verbal molestation without any person's will or consent.

Sexual exploitation

Sexual exploitation is an act or act committed through consensual abuse or misuse of the sexuality of another person for the purpose of sexual gratification, financial gain, personal profit or advantage, or some other unjustified reason. The sexual harassment acts or actions are forbidden unless the activity does not constitute one of the other crimes of sexual abuse. It occurs when an individual violates or exploits the sexuality of another without the consent of that person.

Survivor

The definition of a survivor is a person who copes with a bad circumstance or affliction and gets through or a person who continues to survive a circumstance.

Adult at Risk

An "Adult at Risk" is defined as any adult aged 18 years and over who is or may be in need of assistance due to mental health issues, cognitive or physical disability, sensory



Safeguarding Policy Highlights

- In line with Government of Nepal's safeguarding policy and Nepal Labor Act 2074, local guidance and procedures
- Workers deserve the right to protection, regardless of age, gender, race, culture, background or disability
- Protection from Physical and Psychological Harm.
- Protection from Sexual Exploitation and Abuse (PSEA)
- Working hours/leave packages/pre & post maternity facility
- Protection of at-risk adults
- Ensuring health and safety of all workers
- Reporting system on any kind of unethical behavior, security and control ensuring confidentiality

GESI Practices & Safeguarding

Transportation Schemes

Recognizing the social and economic barriers posed by transportation facility alone, demand has been strategized by factory leaders to provide transportation facility for women workers. Making mobility safer for women.

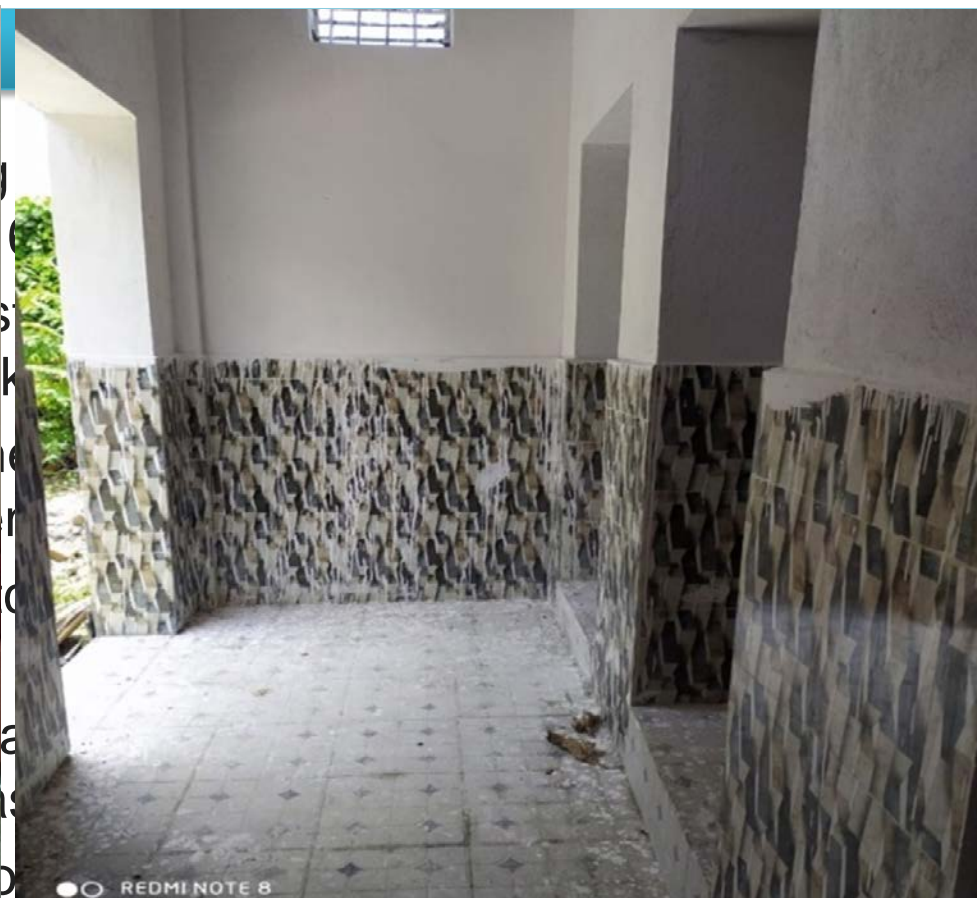


GESI Practices & Safeguarding

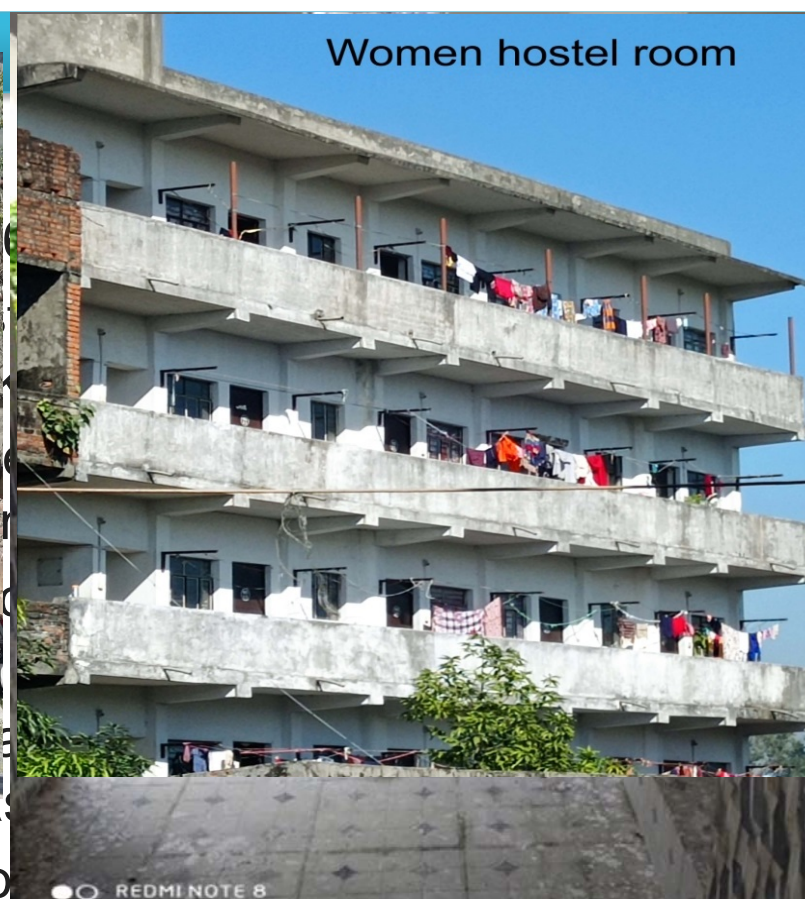
Accommodation Facility

- Reliance has been ensuring women safety by providing women's hostel facility. Reliance at present accommodates more than 1600+ women workers.
- Triveni in the 20 years of history, at present with partnership of Ukaid SEP has successfully trained and placed 155 women workers on board with equipped women's hostel blocks.
- It has a cctv coverage, women security guards, women hostel warden surveillance, manual attendance system which ensures the utmost security for female workers.
- It also offers self- service kitchen facility or canteen facility to fulfill their daily requirements inside premises.
- The blocks have common bathroom facilities, each room has storage lockers, attached kitchen facility on double sharing basis, ensuring their comfortable with safe and conducive environment.
- The residential facility also offers a homely accommodation with balconies, medical room near by.

GESI Practices & Safeguarding



GESI Practices & Safeguarding



Changing Rooms/ Separate Washrooms



Washrooms



Bathrooms for women Workers



Women Changing rooms

GESI Practices & Safeguarding



Women Security Guards & Wardens



GESI Practices & Safeguarding

Medical services within the premises

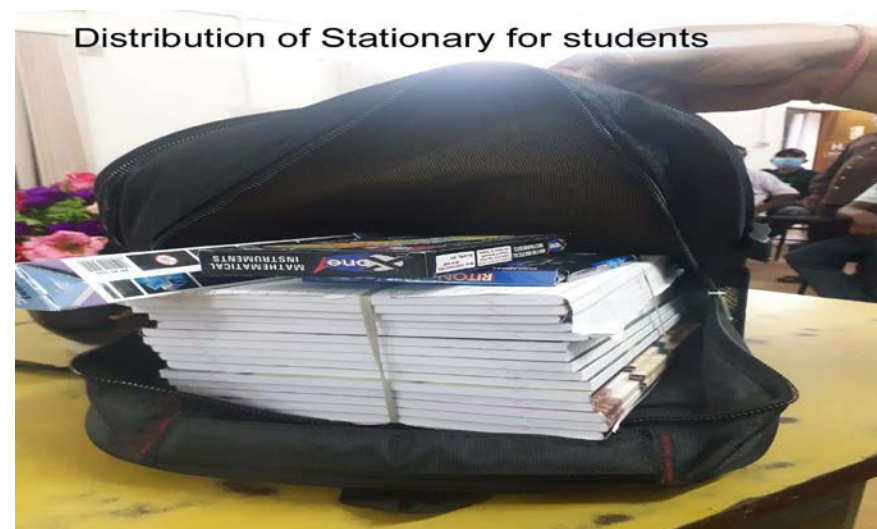


GESI Practices & Safeguarding

Scholarship Schemes

Annual scholarships provided to children of factory women workers to motivate and make available financial support. (Minimum Scholarship amount is NRS. 2,000 per month).

Also scholarship schemes are available to attain higher education for those children meeting the criteria.



GESI Practices: Case Study - Reliance

Reliance at present has 1600+ female workers. One of the largest spinning yarn factory in Nepal. The study demonstrates that most of the women workers are unskilled, thus improving the employability of women workers through upskilling is a necessary response to combat the employee gap posed by Covid-19 & technological change. Upskilling for recovery is a must as the workforce are more productive to their respective streams.

Management Testimony

“Up skilling the current women workforce is critical for retention as they are also setting an example in the society. They are overcoming barriers exacerbated by the orthodox mindset and attracting more women workers into factory works.”



GESI Practices: Case Study - Tricot

There are several specified job roles in the factory that requires physical strength or even manual works that poses limitation for women. Examples: Loading/ unloading, Draw frame, post spinning etc.

However: As supported evidence present in the picture, in some job roles, for instance in computer knitting machines, the minimum required height limiting range of 5 feet 2 inches, constricts women to be placed. However, to overcome the barriers that poses no limitations for women, stools are provided to support the adjustment needed.



Risks/Drawbacks/Limitations on SEAH

Employers are not aware of their own rights or of their responsibility.

Lack of understanding of sexual harassment laws and have limited training at work.

It may be difficult for workers to make complaints about their maltreatment. Particularly at the risk of being fired, social pressure or not having their contract renewed.

Lack of sufficient trainings for supervisors/ employers and senior management regarding safeguarding concerns.

Lack of GESI & Safeguarding integrated reporting procedures. For instance, Complaint lodging, Monthly, quarterly and Annual Reports.

NYMA's initiation on Risks Mitigation/ Plans for Way Forward

Mitigation Strategy & Plans

Conduct Policy Training

Establish Safeguarding Unit/ Safeguarding Register/ Risk Register

Strengthen Investigation process/ complaints registering process

Training for senior oversight staff/supervisors

Code of Conduct/ Ethics and behavior training

Governance/ Reporting to board mechanism process

Better Reporting system/ Improving Responses/ Ensuring form on regular basis/ Complaint hotlines/ Regular Monthly, quarterly and Annual reports

Testimonials by Women - Safeguarding



Tara Kumari Paudel, Caretaker at the Women's Hostel at Triveni shares that the management emphasizes on ensuring safety of all the workers, especially women workers. She gives example of the women security guards that are now part of the factory and provision for medical assistance when/if needed. "The 67 women at the hostel have left there home to come here for a better opportunity and the company has made sure that they are given all the comforts of home. This way, the women are also encouraged to put in all their hard work. A simple effort, such as hiring of women security guards and free distribution of sanitary pads, has made a great deal of impact in the productivity of the women in the factory."

Testimonials by Women - GESI

Kriti Lama, 20:

“I have been working in Triveni for about 4 months now and working here has really boosted my self-confidence. I did not have a bank account but now, I get my salary through the bank account set up by the company. These days I feel more confident as I am self sufficient and do not have to depend on anyone else. I am financially independent as I can use my debit card & cheque book to take out money when I need it.”

“We are entitled to breast feeding breaks, upon request. There is no such difficulty in asking for time fearing it might upset the employers”

“I am glad that I am paid equally for my work as same as my male colleagues in the similar job roles.”



Testimonials by the Management

In the initial days, women did face challenges in operating machines. There were lot of wastage, production and quality was low comparatively. However, this was anticipated by management. However, management is quite astonished by their pace of learning, they are quick learners. They have been taking this opportunity remarkably.- Mahesh Pokharel, HR Head, Reliance Spinning Mills

We are going through a structural change by hiring more women at work. With no time there is an attitudinal change as well. Men, their counterparts at work, are respective to the women workforce, management and supervisors are too coordinating and supervising very well.- R. C Shanghai, Chairperson, Triveni Spinning Mills

*Women workers have proved to be an asset to the factory. They have always proved beneficial to company.
– Shakti Golyan, Chairperson, Tricot*



For More on NYMA's Activities

Chairperson, NYMA : Pawan Golyan
Project Manager, NYMA: Uttam Prasad
Gautam

Project Coordinator : Kriti Shree Giri

Email: trainingnyma@gmail.com

Contact: 977-9857834027

