

**Newsletter**

Second Edition  
March 2020



**WE ARE  
OUR OWN  
HERO**

DGB Bildungswerk BUND Asia Program 2019-2021 presents the second Asia regional newsletter! This newsletter series is an attempt to expand personal and organizational knowledge among DGB BW's Asia partners and to strengthen regional and international solidarity in trade union and labour movements. With WE ARE OUR OWN HERO as the theme, this edition showcases inspiring stories of women heroes as we celebrate International Women's Day!

In this edition, you will be mesmerized by different empowering stories of women workers and women trade unionists from among DGB BW project partners. The story from TURC highlights the strength of togetherness, whereas the case of Shabanaben from IASEW indicates the power of one in empowering many. VGCL shows us the profound systemic changes permeating the industrial zones by the firm determination of one woman trade unionist, and ITUC-AP shows us the powerful growth trajectory of a young woman trade unionist working as a golf caddie. BWI recounts the joyously inspiring tale of Rekha, who enhanced her skills in the construction industry and now motivates and trains other women to make good on such opportunities. Moni Barua is a garment worker in Bangladesh who conquers her fears, stands up to her bullies at workplace and wins her job back.

She thanks BILS for educating her about her rights and supporting her in her struggle. PSI-AP shows how young women workers are leading changes in public sector trade unions in South Asia. This edition of the newsletter is a dedication to those countless women who have infused the world of work with their determination, struggle, poise and hard-work, making it intelligent, powerful and sensitive. We are reminded of the PSI adage, 'Women Power Unions'. We concur.

Through the support of Indonesia-based Trade Union Rights Center (TURC) as the facilitating organization, we bring to you these newsletters every six months. The purpose is to get you more connected and bring you closer together. So, participate actively and circulate widely!

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# How Terminated RMG Worker Got Her Job Back



**G**lobal Garments Limited is a reputed Ready-Made Garments (RMG) factory located at Kalurghat Industrial Zone, Chattogram, Bangladesh. Moni Barua, a women worker, was appointed in this factory as Sewing Operator 7 years ago. Her service record was clean. Last year, Moni Barua got involved in a quarrel with a fellow worker, in the same line of production. But, the next day the factory management temporarily terminated Moni Barua through a notice claiming that due to her quarrelsome attitude the overall production of the factory had been hampered. The factory authority also said that Moni Barua was responsible for violating service rules and even slowing down productivity.

Moni Barua then discussed the issue with Mr Monju, the personnel manager of the factory. She insisted that she did not commit any wrongdoing, adding that the issuance of the termination letter to her was wrong. At this, Mr Monju became furious and he called her names. Moni, finding no way, left the place.

BILS's Paralegal Team Member Fazlul Kabir Mintu under the ongoing BILS-DGB-BW project provided advisory and logistic, as well as paralegal assistance to Moni Barua. Some days later, Moni gave a letter to the DIFE, Chattogram office, insisting her innocence and requesting the authority to check the CCTV footage of that day to clarify whether she had indeed been guilty or not. In her letter, Moni also applied for her job again. She was threatened in numerous ways by the factory management not to take any steps.

At last, a tripartite meeting was held at the Department of Inspection of Factories and Establishment-DIFE, Chattogram office, to address this matter. After detailed discussions, the factory authority agreed to re-appoint Moni Barua to her former position.

Despite her honesty and dedication towards her work, Moni Barua was pushed out of the factory on false charges. It exposes the vulnerability inherent in women's employment. If it were not for the timely support from BILS, Moni may have had a long and arduous battle at much personal cost. She was brave and courageous to face the truth and firmly held her ground about not committing any wrongdoing. With the right backing from and support in her struggle, she fought till the end and won her battle. Now, she is happy and serving in the factory as before.



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# Journey from Teacher to Trainer



Rekha Kushwa with her certificate



Rekha is one of the many women who saw their lives getting transformed with varied interventions under the DGB-BW project. She belongs to a small village, Tantpur in Agra, Uttar Pradesh State, India. After graduation, she got married and started teaching at a Child Labour School in Fatehpur Sikri, Agra district and used to support her husband off & on as helper during his painting job assignments. With the conversion of Child Labour School as certified skills training centre – she worked hard and finally became a certified trainer as Assistant Decorative Painter.

Her journey towards a recognised trainer was fueled by her continued teaching interests that made her move from a small village to the Indian Capital – New Delhi – where she enrolled in the Akzo Nobel Painting Academy. She left her children, two boys aged eight and five years, in care of her

family for one month so that she could complete her course. After completion of this requisite training, she became eligible for a Training of Trainers (ToT) course as Assistant Decorative Painter wherein she scored above 90% in the assessment test and got recognised as a certified trainer.

Following this certification from the Paints and Coatings Skills Council under the Ministry of Skills Development and Entrepreneurship, Government of India – this 30-years-old young woman now proudly trains the women and the youth from the surrounding villages. Additionally, she works as a district mobiliser for the union (Uttar Pradesh Grameen Mazdoor Sangathan) and also assists in enrolling women and youth in capacity building and skills training. Her mobilisation role also involves garnering family endorsement and understanding of benefits of the training to the women workers in the context of socio-economic

empowerment. Rekha also works with the union in securing work for the trained women and youth with small contractors and builders in the area. Rekha is very excited with her new work and assignment. “Thanks to BWI and DGB-BW, this work has given a new meaning and direction to my life. Earlier, I was confined to the school only, today my work has expanded. It gives me immense happiness that I’m also able to train and empower the women for better employability and improved wages.”



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# Empowered **Women** **Empower** Others

**M**eet Shabanaben Mohsinbhai Ajmeri and Hansaben Dudhabhai Senva, literacy teachers with the Indian Academy of Self Employed Women (IASEW) in India. IASEW was started as an education/training arm of Self Employed Women's Association (SEWA), which is a renowned Indian trade union federation of women workers in the informal economy. IASEW has trained thousands of women and girls, empowering them economically and socially.

Shabanaben Mohsinbhai Ajmeri, a professional kite-maker, is now also a literacy teacher. She was married at the age of 18 and supported the family income by making kites. In the beginning, her husband opposed her going out of the house. Having been associated with SEWA for 20 years, her mother-in-law then convinced her husband about the benefit of being part of SEWA.

After joining SEWA, Shabanaben got many insights through several trainings, which helped her to understand labour rights. The training she got from SEWA included organising, decent work, the importance of savings, gender training, Beti Bachao Beti Padhao campaign (Save and Educate the Girl Child), and government plans training. Then, she applied her learnings from SEWA in her community, for instance, she taught her family and women in her community the importance of saving.

Unfortunately, in her community, girls do not get the opportunity to study much. Shabanaben herself did not go to college. She wanted to educate women in her area through her community literacy work. First, she learned everything independently and after she understood the content, she taught people. She started literacy classes and helped women to study using a laptop. Now, she has taught 180 women in her community.

Shabanaben reflects on a recent experience, "Due to the metro construction project in our area, many houses were



going to be destroyed, so everyone was much tensed." She prepared all the necessary documents to help people protect the ownership of their houses, including the Residential Tenancies Authority (RTA) form, the Aadhaar card (government identification card), adding names and addresses in their documents, and also getting gas pipeline under the Ujjwala Yojna. Her contribution to her community has boosted her self-esteem. She gained respect from people in her community. It was like she was reborn. Shabanaben has promised herself that whatever she learns, she will implant it in her daily life and forward the knowledge to other women.

The latter, Hansaben Dudhabhai Senva, was married at the age of 20, and her husband worked as a farmer. She was introduced to SEWA and SEWA insurance through Satiben, a leader from Vichiya. Thus, she decided to become a member in 2002.

Hansaben has been running a literacy class for three years, where she teaches women how to write, read, use a phone, read a clock, and operate a computer. Now, she has 20 women in her computer class and 60 women in her literacy class. Throughout her journey with SEWA, she has helped the women in her community to understand government's plans, and assisted 20 women to fill the pension form, 50 women to get gender certificate, 100 women to get their Aadhar card, and 50 women to have bank accounts.

She also has a stitching class in the village, which involves women and adolescents from various backgrounds. She feels there was a lot of discrimination towards women, but she is happy that it has been reduced. Now, everyone in her village knows her. She feels encouraged to empower other women, too. After joining SEWA, she has become brave and confident, not just in herself, but also in assisting other people.



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# From Golf Caddie to Female Trade Union Leader



**“I wanted them to see I’m not just a girl working at the golf course. I’m much more than that.”**

Sunday was born to a humble family outside the Cambodian capital, Phnom Penh, on the best day of the week, Sunday, in 1986. Those days, after the signing of the Paris Peace Agreement, the French offered boys, rather than girls, opportunities to be further educated. Girls were marginalised and, on completing their education, were expected to take factory jobs.

One day in 2003, Sunday’s parents, selling raw rice and small snacks, went bankrupt after being cheated by their business partners. They had ten children, and those who could work were forced to find jobs so that they could help support the family. Their schooling was disrupted.

Being a caddie was not as scary as she had first thought. Sunday says: “If I had ended up in the factories, I’d have been sitting all the time and it would not be as healthy for me. Here I can breathe fresh air as my job is fully outdoors.”

Thus, while she dragged golf bags around the course for high-ranking government officials, businessmen and celebrities, Sunday learned much about different cultures and broadened her knowledge on political, social and

economic matters. Undeterred by others, she spent early mornings before work and afternoons after work studying and improving her English, to move ahead in her job and to make a difference.

The workplace was rife with verbal abuse and sexual harassment of female staff members. Often, golfers would be intoxicated and try to have their way with the female workers. Staff was reported for trivial things if they resisted advances or stood up for their rights. The management stressed that “Customer is king”, and even suspended such girls, meaning no income and dire difficulties for their struggling families at home.

Sunday recalls that a union was organised in 2006 and 2007, raising expectations of a ‘voice’, and possibly improved working conditions. She tried to play an active role, but was rebuffed, reminded that she was too young and inexperienced to become a senior union member. Sunday continued her education, attending workshops and meetings where she learned the core activities of a union leader.

“I wanted to prove the pessimists wrong,” she says. “I wanted them to see I’m not just a girl working at the golf course. I’m much more than that. I know myself and my abilities. My parents raised me to be independent, and I knew that I needed to strive to be smarter in order to help my co-workers.”

Instead of getting better, things got worse for the women. They were suffering. They turned to a new union assisting factory workers in the garment industry. Late 2012, a union called ‘Workers Democratic Union of Cambodia Golf and Country Club’ was started. Sunday was elected leader and mobilised the workers to defend themselves and their rights.

Once certified in 2013, they filed a suit against the company, claiming unfair treatment, salary infringements and harassment. The Taiwanese managers running the golf course knew Sunday and her English, and were wary. She was threatened, intimidated by some senior Khmer staff and high-ranking officials, even suggesting links to the political opposition.

In 2018, the President of the Cambodian Labour Confederation (CLC) nominated her to the ATUC (ASEAN Trade Union Council) Youth and Women Committee (YWC) where she was elected co-chair. She represented ATUC in several ASEAN programs. She is now part of the ITUC-AP/DGB BW/ATUC Project Supervision Committee representing ATUC YWC. In March 2019, Sunday was appointed Treasurer during the Congress of CLC.

She participated in a DGB BW Partners Conference on Trade Union Education in Düsseldorf, Germany, in October 2019. Part of the learning she brought back was how rapidly new technologies were changing the world of work and how reskilling and up-skilling of young union members is vital to the union movement.

Sunday says, “I’ve proven the critics wrong. I’ve learned how to improve working conditions for women and youth in my travels to Asia and Europe. I have something valuable to share. I’ve learned so much more than I ever expected on this journey. I want to continue to learn new things and to challenge myself to become stronger as I strive to promote equality.”

Sunday’s heartfelt message is “Step out of yourself, go further, be bigger than you have ever been.” Sunday would be an excellent example for the project’s trained people – confident, engaging, forward-looking, and eager to learn. She has come a long way from the frail, shy, silent Sunday.



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# Leading the Change in Her Union



**Kavitha** takes part in a plantation drive



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There are three inspiring stories of the changes created by young women trade unionists through Public Services International (PSI), the Global Union Federation for trade unions in the public sector.

The first story is about Kavitha, a young woman unionist in the Tamil Nadu Government Officials Union (TNGOU) an affiliate of PSI in India, who has been leading the change in her union. She works as a Record Clerk in the Rajiv Gandhi Government Hospital of Chennai and has been elected as the North Chennai Women Wing Secretary. She says, “I do not expect anything from this union position, neither appreciation nor an award”. She does it out of interest and her passion to serve. The ongoing PSI-DGB BW (DGB Bildungswerk BUND) Young Workers Project has helped develop her communication and decision-making skills. She adds, “Decision-making skill is very important. We cannot make individual decisions as we are part of the



**Tamanna** during an Occupational Health and Safety Activity in Dhaka

union and everyone’s word has to be taken into account. I believe in receiving opinions from workers of all sectors before making a decision”. With her confidence to speak and act, her union has provided the opportunity for her to talk with high-ranking officers. She regularly takes the lead in organising cleanliness and plantation drives in her union and says that she will continue to engage in union activities, helping to revitalise the union movement in the public services. Just recently, she conducted awareness in government schools against the Novel Corona Virus (NCV). She is extremely happy to be the youngest person to hold this position.

The second inspiring story is from Tamanna, a young women worker in the Bangladesh Women Welfare Workers Union (BWWU). She has been actively involved in various campaigns and union activities in her country. She contributed to the creation of a human chain to protest the death of workers in the Gazipur factory, and has been at the forefront in organising events such as International Decent Work Day and May Day in Dhaka, and the campaign to ratify ILO Convention C190. For Tamanna, it is the learning and knowledge she acquired that she wishes to

share with other women workers in her country. She has been encouraging other young women to take part in these activities.

Then, there is the inspiring story of Seema, a young women worker in the Mumbai Municipal Karamchari Mahasangh (MMKM), who has been working as a legal assistant in the union and has helped newly employed Community Health Volunteers (CHVs) to better understand union activities and development. She continues to represent her union and takes an active role in organising various activities and focus group discussions (FGDs) related to women and gender issues, and leadership of women in unions. Last month, she led young women in her union to show solidarity to the All India General Strike on 8th January 2020. She has taken part in many PSI-organized activities related to women and gender, trade and tax and privatisation, fostering active engagement in the union movement

# Female Labourers: Together **We Are Strong**



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Youtube:

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**P**ekalongan is a city located in Central Java, Indonesia, home to approximately 300,000 people and well-known as the centre of the garment and textile industry in Indonesia.

In 2008, Ida and Ning began their journey as workers in Pekalongan. They obediently followed instructions from their supervisors, even though it brought disadvantages to them. They knew nothing about workers' rights. In 2010, they started working as seafood processing workers at PT Blue Seas. They saw many of their factory coworkers fired or suspended for no reason. There was neither overtime pay nor financial benefit for religious holidays.

While looking for justice, they met Serikat Pekerja Nasional (SPN), the national trade union of Pekalongan City from which they got training, support and consultation. They learned that even labour was supposed to have protection. The unfair and exploitative conditions in their workplace made them form a trade union in their factory— the first union in PT Blue Seas.

At first, there were three people in Ning's squad who worked together at the factory: herself, Ida, and another coworker. They became the leader, the secretary, and the treasurer. They struggled a lot to develop the union, spending much time and effort to ensure everything worked as planned. The biggest challenge was the regeneration of the union's managing team. SPN faced a big challenge of high turnover. Currently, there are two trade unions in the company; Serikat Pekerja Nasional (SPN) and Serikat Pekerja Mandiri (SPM), with a total of 250 members and 450 members respectively. SPN is dominated by women workers working as Potong Kepala Ikan, (meaning 'cutting the fish head'). It is a dangerous job with no risk assurance.

Ning's team needed one to two years to get support from their respective families— especially from their husbands, who misunderstood their activities, partly because they often went home late accompanied by their male coworkers. Ning and her friends tried hard to convince their families by introducing SPN's members to them and often conducted their meetings in their homes in order to familiarise them with their movement. Reflecting on her journey so far, Ning says, "It is not easy to be active as a woman in society. All of us, women workers, support one another wholeheartedly."

All the efforts from Ning and her squad emerged from the belief that women are not a second class society. Ning said, "We want to show that we can protect ourselves, and we can! Although in the beginning we had to face so much hate



speech and mockery from our male coworkers, we kept our faith and kept doing what we were doing. Now, even the company listens to our voice. The journey wasn't this smooth, though. We've been fighting for this opportunity. Now, we're united, and together we're strong!"

Known for their hard struggle as workers and as founders of the trade union, Ning and Ida earned much respect and trust from their communities and were made leaders in their neighborhoods. Ning ultimately became the electoral candidate for the Regional Representative of Pekalongan City

# Female TU Leader Secures Benefits for Workers



**She has advocated the establishment of trade unions, with workers being the core members so they no longer depend on employers to make decisions related to Labour rights.**



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**T**his story is about Mrs. Pham Thi Hang, President of Hai Phong Economic Zone Union in Hai Phong, a Northern province of Vietnam.

In enterprises in Vietnam, it is still common to see a senior manager or human resources manager doubling as the company's trade union chairman. Although trade unions are supposed to represent and protect the rights and interests of workers, the union leaders are usually employed by businesses, which undermines their work.

Mrs. Hang is well known for her initiatives to help improve benefits for workers and make trade unions free from management interference. She has advocated the establishment of trade unions, with workers being the core members so they no longer depend on employers to make decisions related to labour rights.

Mrs. Hang and trade union officials of the economic zone have approached each and every factory in the Hai Phong Economic Zone to listen to workers' difficulties and recommendations, and have encouraged workers to apply for trade unions.

Among the 220 companies located in the economic zone, 188 have established grassroots trade unions. So far, about 100,000 out of the 130,000 workers in the economic zone have become union members, a testament to the non-stop efforts of President Hang and her colleagues.

Hang has also pioneered collective bargaining with Foreign Direct Investment enterprises to provide better benefits for workers. In June 2019, Vietnam ratified International Labour Organisation (ILO) Convention 98 on the Right to Organise and Collective Bargaining. The agreement allows workers to negotiate with employers to have better working benefits and conditions. Since 2016, Hang has directly negotiated a collective bargaining agreement with a group of enterprises from the Republic of Korea. By the end of June, 19 businesses had signed the agreement.

The agreement offers better benefits for workers at enterprises in the Hai Phong Economic Zone. It sets the meal allowance at a minimum of VND 21,000 (US\$0.9) per worker per day. The Tet (Lunar New Year) bonus is equal to at least one month's wage. The monthly travel allowance is VND 400,000 (\$17) per worker. Women workers in their menstrual period are paid overtime for their hours according to the labour code. Each month, workers must have at least one week of 40-hour working.

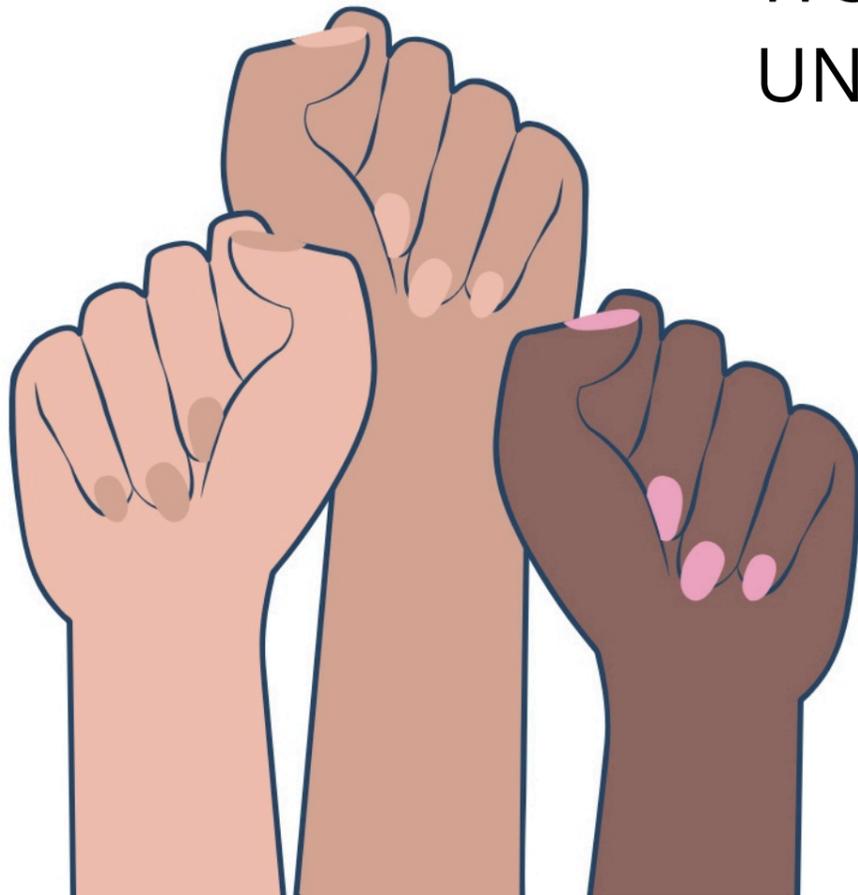
The negotiation process was not easy. To persuade business representatives, Hang and the leaders of the trade unions had to analyse the advantages and disadvantages of increasing wages and meal allowances to make sure employers understood the benefits of the changes.

VGCL has praised Hang's creative and unique approach, calling the agreement at Hai Phong Economic Zone a new milestone in developing labour relations among businesses and their employees. In 2019, Hang was honoured by VGCL as one of the Ten Most Outstanding individuals who contributed to trade union activities



**Mrs. Hang** talking to workers about the roles of trade unions and the benefits of joining one

## WOMEN POWER UNIONS



Women tend to be vulnerable in the workplace although, according to the World Bank, the percentage of vulnerable female employment was gradually dropping from 56% in 1991 to 45.587% in 2019. This change has been the result of women activist's efforts in trade unions across the globe, having helped many workers through advocacy and support to raise awareness of their rights at the workplace. The

transformational stories of women workers and women trade unionists shared here provide insights into several factors that have enabled their success.

Pham Thi Hang from Vietnam (VGCL) has managed to push the separation of management and trade union, to ensure genuine workers representation. Meanwhile, Shabanaben's drive to help female community in her village through

literacy and computer classes would not have been possible without her mother-in-law providing strong support for her (IASEW). From the BWI case, we understand that if it were not for the support and understanding of Rekha's family, her ambition of learning and training and mobilising other women workers would have been thwarted prematurely.

Sunday, a woman who grew up in Cambodia in challenging circumstances, managed to organise women in her workplace. The added value, knowledge sharing, and exposure she received from various learning opportunities through her union led her to broaden her outlook. She realises that being in a trade union makes her assertive to step out of her comfort zone to learn new things and support others in the learning process. Her story, as well as the ones from PSI, demonstrates how trade unions investing in young women bring fruitful results both in the short and long terms.

The stories of Ning and Ida (TURC) from Indonesia shows that women are bound by the struggle they face together. They take small steps in their quest for justice, and when they get training and support to form their unions, they are able to meaningfully transform the lives of many others.

The case of Moni Barua (BILS) shows us that women are particularly prone to slander at the workplace. When Moni was almost fired, she scrambled to prove her innocence. Only with the timely support provided by BILS, did she find the strength to stand up to the powerful management of her factory and win her job back.

We also learn that women are eager to raise awareness and bring changes in their communities. Women assert their voice not only for women's rights but also for workers' rights, trade union rights and decent work. They are willing to sacrifice themselves, spending much time, effort and personal resources in their quest for rights for all. This passion earns them respect and trust to be leaders in their communities. True transformation often happens in small, everyday instances. It is contingent upon the right support and an enabling environment for women's activism, volunteerism and leadership. It is time trade unions intensify their effort to mainstream women's membership and leadership so that they can be changemakers for radically transforming the status quo.

**Discussion, Rally, and Workshop**  
**BILS**

There were 3 major events. The first was the Celebration of International Women’s Day-2019, where BILS had a rally on 8 March 2019 attended by 200 participants. The aim was to celebrate women’s day, raise awareness and inspire women workers. Later, it held a May Day rally on 4 May 2019, which saw the participation of 235 people. On 29-30 June 2019, BILS hosted a 2-day workshop on ‘Mainstreaming Gender & Youth Issues’, aiming to raise awareness among women and youth participants on sensitizing the NTUC and sector leadership on gender issues.



**Organising Women Construction Workers**  
**BWI**



BWI conducted an activity called ‘Strategies & Challenges: Organising Women Construction Workers’ from July to December 2019. Four of BWI’s affiliates developed booklets on various challenges and strategies to overcome them while organising women construction workers. A number of interactive meetings were held to gather information on organising. The aim of the activity was to collect all the information and document it in the form of a booklet. The booklet also contains case studies of women construction workers. Since they are all written in their local languages (Hindi, Tamil, Gujarati & Nepalese) the knowledge can be easily passed to workers as well as union office bears. The participants were project partners, union organisers, mobilisers and leaders.

The booklet can be downloaded at [bit.ly/BWI\\_Booklet](http://bit.ly/BWI_Booklet)

**Newsletter Links**  
**ITUC-AP**



ITUC-AP has released two newsletters to showcase the progress of the DGB-BW project. The newsletter is titled ‘NEWs2Go’ (Newly Empowered Women Youth So Together). The newsletter has a new logo, which will also be used for printing T-shirts, mugs and other IEC materials.

Click here to download the newsletters:

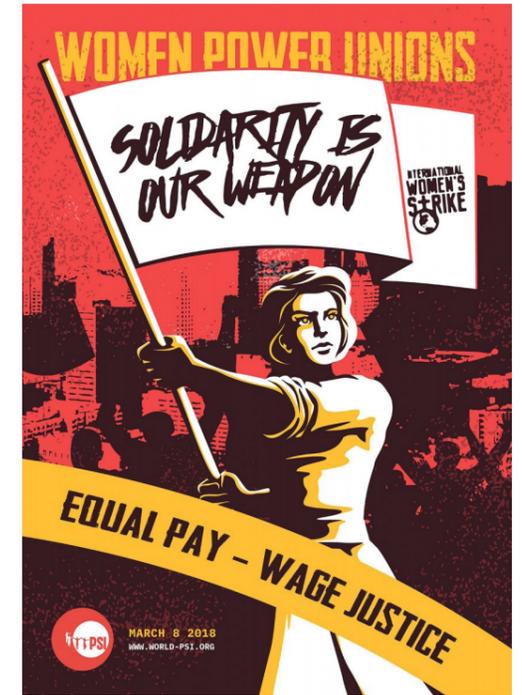
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NEWs2Go Issue 02 or [bit.ly/NEWs2Go\\_02](http://bit.ly/NEWs2Go_02)

**Young Workers Project**  
**PSI-AP**

PSI, together with our German partner DGB BW, started a young workers’ project last year (2019). Three activities were successfully concluded in the South East Asia Sub-region. The aim of the activities was to strengthen the understanding of unionism, give space for the youth to lead and increase the bond between leaders and young unionists. The activities involved Trade Unionists affiliated with PSI. It was a challenge implementing the first phase of the project because the project was new to the unions. The political intervention of PSI South East Asia (SEA) played an important role in introducing the young workers project to union leadership. It resulted in stronger support and commitment of the affiliates for young workers. The political leaders positively agreed to cooperate and participate in the young workers project.

Within a short period of time, the project had achieved remarkable developments for both the young workers and the trade unions. As a result of the national and sub-regional activity, they were able to discuss different topics about trade unionism, leadership as well as gender and women issues. The project activities led them to build confidence, improve their skills and understand that unions were not just a source of economic gain. The awareness of political, social, cultural and the importance of a progressive gender approach was increased.

In addition, PSI affiliates expanded their understanding of the importance of young workers taking part and being engaged as leaders within the movement. As a result, the senior leaders had begun to trust the young workers to run for union positions



during their local election. Jessimay Salas from Maynilad Waters Supervisor Association ran as the Public Relation Officer in the Philippines and Suceyana Mapah from Sabah Medical Services Union as the National Treasurer in Sabah. Both of them won the elections and are currently serving as elected officers. The project partners and affiliates take this progress as an inspiration to work harder to develop young workers as the future of the Trade Union movement! #PSI4Youth

Click [here](#) or [bit.ly/PSI\\_newsletter](http://bit.ly/PSI_newsletter) to download the PSI newsletter Sept 2019, which features the DGB-BW project on young workers

**Data-Based Advocacy**  
**TURC**

It has been two years since TURC ran a project called BUKA – Bersama Menuju Keadilan (Togetherness for Justice). The project’s main objective is to create PKB – Perjanjian Kerja Bersama (Joint Venture Agreement) – based on data that are gender-responsive and respectful of women. Advocacy is provided through promotion, campaigns, and everything related to PKB. The approach is providing classes and mentoring for trade unions in Sukabumi and Bandung regions. A majority of the participants in this project are women workers. TURC has designed the curriculum and uses it to teach them how to collect secondary data on crucial issues in each trade union. Then, TURC trains them to access, read, and analyse secondary data from Better Work Indonesia and Gajimu.com. The training is expected to help the trade union members to strengthen their arguments when negotiating with the company. The program is ongoing and TURC is still waiting to see the outcomes.





**DGB BW ASIA  
REGIONAL  
WORKSHOP 2020!**

“ORGANIZING WOMEN AND YOUNG WORKERS :  
OPPORTUNITIES, CHALLENGES AND  
LEARNINGS”

Yogyakarta, Indonesia  
22 - 25 June 2020

We are designing an exciting program filled with interesting panel discussions, partner sharing sessions, up-skilling workshops, and some surprises!

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