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WASH 4 WORK

**WASH4WORK LANDSCAPING REPORT:
MAPPING CONDITIONS OF WORKERS ACCESS
TO WASH AT WORKSPACE**

August 2022

EXECUTIVE SUMMARY

Efforts to strengthen company awareness of regulations or standards for fulfilling WASH access for workers at work sites as part of the Occupational Safety and Health aspect in the Work Environment (K3 – Work Environment) which is regulated in Permenaker No. 5 of 2018 requires synergies between ministries because several companies WASH internal policies can be driven by other National campaign efforts that are correlated with certain WASH topics such as the COVID-19 prevention campaign on increasing handwashing with soap. This effort should also be linked with evidence of the benefits of increasing workplace access to company businesses – especially benefits on aspects of worker productivity, worker health, worker satisfaction, and environmental health.

Strengthening the capacity of companies also encourages them to design and implement monitoring mechanisms for WASH conditions in the workplace which is also linked to a monitoring mechanism to track the impact of WASH improvements on workers and businesses. Monitoring WASH conditions in the workplace accompanied by data on worker absenteeism by type of illness can provide information to companies regarding whether or not there is an impact on improving WASH access to company businesses, especially in terms of workers' health. In addition, compliance with the fulfillment of WASH access for workers must also be extended to partners in the company's supply chain and surrounding communities to have a greater WASH improvement impact on the company's business. Knowledge of the benefits of improving access to WASH in the workplace, supply chain, and community for the company's business will encourage companies to carry out various WASH education/promotion efforts to workers, partners in the supply chain, and the community.

When corporate awareness and understanding of the benefits of WASH for the company's business has emerged, what is needed is the company's capacity to make efforts to provide WASH access to workers in all company work locations. The Ministry of Manpower can lead this company's capacity building efforts in collaboration with various ministries such as the Ministry of Public Works regarding technical options for WASH facilities and the Ministry of Health in terms of educating the public on WASH behavior change. Priority topics for strengthening the company's WASH capacity include several aspects related to the current condition of WASH access in companies that have been identified through the study.

Drinking Water at Workplace

Regarding access to drinking water at the workplace, the availability of drinking water for free, easily accessible, and accessible at any time by workers must also be accompanied by efforts to ensure safety in drinking water, one of which is by providing a separate drinking container for each worker. Extra support is needed for companies with a large number of workers in a work location in finding special methods that are efficient but still ensure the safety of drinking water.

The safety of drinking water sources also needs to be considered. If the company uses branded bottled water and water from refill kiosks, the company must ensure that the drinking water quality information from the vendor complies with government standards to prevent public health risks. Other sources of drinking water must be treated before being used as drinking water. Information on techniques for treating water to be safe to drink, such as various filtration methods using various materials and techniques, must be easily accessible by the company. Water resulting from this treatment process must also be tested periodically to ensure the quality of the results of the processing of water sources into drinking water. It is necessary to carry out various outreach and provision of information on testing techniques that can be accessed by the company.

Sanitation at Workplace

The availability of toilets that are easily accessible, safe, and ensure privacy at the work site must meet safe management standards. Toilets must also be available in sufficient numbers for all workers including separate toilets for male and female workers, as well as access for workers with disabilities. Capacity building for companies that have many workers in one work location needs to be prioritized considering the challenges facing companies are getting bigger in fulfilling WASH access for all workers. This also applies to companies that have work locations that are dominated by women workers, such as companies in the 'textile, apparel, leather goods' industry. Capacity building can include knowledge of various types of safe sanitation systems (toilets and septic tanks) that efficiently cover many workers in one work location, both male, female, and workers with disabilities; and repair and maintenance mechanisms to meet safe sanitation standards.

Hygiene at Workplace

Regulations regarding leave rights for women workers during the first and second days of menstruation as regulated in Law Number 13 of 2003 Article 81 paragraph 1 concerning Manpower need to be disseminated to companies and workers, not only female workers but male workers, especially those who have the authority to provide permission to not attend work for female workers. The company's understanding of this regulation must be accompanied by strengthening the

company's understanding and capacity in meeting the necessary facilities for female workers when performing menstrual hygiene such as access to sanitary napkins at work sites, water and soap in the women's restrooms, and personal lockers for storing sanitary napkins and other supplies.

Availability of hand washing facilities with running water, soap, and signs for hand washing practices (posters, stickers, etc.), including techniques and critical times to support the habit of washing hands with soap, must be easily accessible by workers in various places in work location which includes toilets, canteens, and places where needed are adapted to the nature of the work.

Climate change and Social Responsibility Program

Company knowledge and capacity need to be built in managing fecal waste safely at work sites, especially in terms of knowledge of various technical and standard septic tanks that are safe and climate-resistant according to the needs of the work site; and a cooperation mechanism with sanitation service providers to carry out regular desludging of septic tanks. In addition, periodic monitoring by local governments based on applicable regulations needs to be carried out to support company compliance with existing regulations or standards.

The potential allocation of corporate CSR funds for the development of WASH access in the community can be further optimized by providing insight to the company about the impact of improving WASH in the community which will also have an impact on the company's business – not only improving WASH access in the company's internal environment and supply chain.

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ABBREVIATIONS

BPS	Badan Pusat Statistik
COVID-19	Corona Virus Disease-2019
CSO	Civil Society Organization
CSR	Corporate Social Responsibility
GDP	Gross Domestic Product
ILO	International Labour Organization
K3	Keselamatan dan Kesehatan Kerja
KBLI	Klasifikasi Baku Lapangan Usaha Indonesia
Kemenkes	Kementerian Kesehatan
Kemnaker	Kementerian Ketenagakerjaan
MHM	Menstrual Hygiene Management
NTB	Nusa Tenggara Barat
NTT	Nusa Tenggara Timur
OSH	Occupation Safety and Health
P2K3	Panitia Pembina Keselamatan dan Kesehatan Kerja
SDG	Sustainable Development Goals
UN	United Nations
UNICEF	United Nations Children's Fund
UNWTO	United Nations World Tourism Organization)
WASH	Water, Sanitation, and Hygiene
WBCSD	World Business Council for Sustainable Development
WESO	World Employment and Social Outlook

WASH4WORK LANDSCAPING STUDY: MAPPING CONDITIONS OF WORKERS ACCESS TO WASH AT WORKSPACE

BACKGROUND

MAKING WATER, SANITATION AND HYGIENE A CORE BUSINESS PRIORITY

Sustainable Development Goal (SDG) 6 calls for universal access to water and sanitation by 2030. Meeting the goal means that all people will have safe and clean water for drinking or washing, toilets and basic hygiene to ensure they lead a healthy, safe and dignified life. The Government of Indonesia is responding to this global call by prioritizing access to water, sanitation and hygiene (WASH) in the National Medium-term Development Plan 2020-2024. But despite recent gains, millions of Indonesians still go without safe and sustainable access to water and sanitation. As a result, millions of Indonesian children suffer from preventable diseases, like diarrhea, limiting their growth and cognitive development.

During the COVID-19 pandemic, the role of clean water and good hygiene practices has never been more important. Household toilets and water supply help people prevent overcrowding and exposure in public facilities. At home, at school, and at work, the simple and cost-effective step of handwashing saves lives by preventing infections. In the workplace, ensuring that workers have water, sanitation and hygiene is an investment in the long-term health of the workforce and overall business resilience. As workers get ready to go back to offices, factories, shops, farms, markets and other workplaces, WASH facilities are essential for safe back-to-work, preventing the spread of disease and ensuring compliance with occupational health regulations.

BUSINESS TO SUPPORT OF UNIVERSAL ACCESS TO WASH

Improving WASH brings financing and non-financing returns for business, such as:

- **Increased Productivity and Reduce Absenteeism.** Healthy workers have less absenteeism and are likely to be more productive and have lower

workplace error rates. An investment into WASH services in the workplace can be valuable to business as it creates opportunities for growth and profitability.













- **Reduced Operational Costs and Business Risks.** Given that poor WASH management could force the closure or relocation of business operations, investing in this area can improve company reputation and impact on the environment.
- **Expanded markets, and more vibrant existing markets for products and services.** Countries with higher percentages of the population with access to safe WASH are likely to enjoy higher growth. This can lead to more healthy consumers with a disposable income to spend in the Indonesian economy.
- **Gains on more returns.** An investment on WASH in the workplace can generate public benefits as well as be valuable to business as it creates opportunities for alignment with business values, demonstration of leadership by business to achieving international objectives such as the SDGs and the UN human right to WASH, expectation of regular customers and business customers, compliance with national and local legislations, and mitigating the risk of disease outbreaks.

BUSINESS TO CHAMPION WASH4WORK INITIATIVE

WASH4Work is an initiative to mobilize business to improve access to water, sanitation and hygiene in their workplaces, in the communities where workers live and across their supply chains. One of the key objectives of WASH4WORK is to enable all businesses to make a meaningful contribution to SDG6, in a way that generates business value. Specifically, roles of the business in providing WASH through WASH4Work initiative are:

- Ensuring delivery of WASH services directly to employees;
- Influencing or working with stakeholders to provide access to WASH for workers in supply chains and communities;
- Managing water consumption and discharge of water as a cornerstone of water stewardship through on-site and catchment-based action.

While there is no 'one-size-fits-all' to apply WASH4WORK as they are context specific, there are several practical examples as reference for business to conduct WASH interventions, such as:

	Workplace	Communities	Supply Chain
General	 <p>Develop policies and procedures on WASH in workplace</p>	 <p>Assess WASH conditions in which workers live and its surrounding Develop common action plan to address the assessment findings</p>	 <p>WASH provision should be in contracts for third parties and contractors Build capacity of suppliers to improve WASH management practices</p>
Water	 <p>Availability of free drinking water for all employee Regular monitoring on quality to meet regulation</p>	 <p>Construction of water filtration plants and rainwater collection Training for community on safe water practices</p>	 <p>Promote better WASH across supply chain Develop WASH self-monitoring among supply-chain to measure change and progress towards identified expectation</p>
Sanitation	 <p>Accessible toilet for all workers Safely manage wastewater</p>	 <p>Support the development of community sanitation system Alignment of community system with municipal services</p>	 <p>Working with workers on issues such as sanitation and hygiene education or with management on menstrual hygiene issues.</p>
Hygiene and Behavior Change Promotion	 <p>Availability of handwashing facilities with water and soap Behavior change campaign on hygienic practices</p>	 <p>Partnership with local authorities and civil society to increase access and promote hygiene behavior</p>	 <p>Ensure collaboration with tier-3 supplier on WASH investments to focus on worker well-being and include raw material production/extraction</p>

Recognizing the need to taking a more holistic approach, it's important to work with governments and other stakeholders to drive systemic change, instead of a project-based approach. Stronger partnerships with wider audiences, including governments, CSOs, and communities are critical on achieving sustainable and equitable WASH services for all.

SURVEY INSTRUMENT POINTS OF REFERENCE

Efforts to assess and monitor the condition of workers' access to WASH at workplace are important as part of the WASH4Work initiative. The instruments used in this guide were developed by adapting existing WASH4Work assessment and monitoring frameworks mainly UNICEF WASH4Work: Baseline and Monitoring Indicators and WBCSD WASH Pledge: Guiding principles.

This framework is meant to provide a more comprehensive set of indicators and guidance for stakeholders including businesses and governments to assess and monitor WASH conditions in the workplace and communities where workers live. It provides Outcome Focus Areas and Associated Indicator Areas across four

dimensions:

1. Business commitment to WASH
2. Awareness of WASH among management and employees
3. Access to and use of improved WASH facilities at worksite facility/locations
4. Companies awareness to climate change, corporate social responsibility program and disaster emergency response

The framework includes indicators that focus on WASH conditions in the workplace and workers' households and/or surrounding communities. This recognizes that WASH conditions in workers' homes, and in the communities in which businesses are located, are inextricably linked to the health and safety of workers, their families and communities.

This framework provides a menu of indicators that can be incorporated into self assessment / survey for various respondents (e.g. management, OSH division, workers, etc.). The self-assessment tool can be used by companies to evaluate the implementation of access to safe WASH at the workplace. It can help identify areas for improvement, and support decision-making regarding investment and priority action.

The structure of the self-assessment tool is aligned with the WASH at the workplace points of reference. All questions have been developed for application to different workplace settings – e.g. manufacturing, large and small sites, etc. It includes a broad range of indicators for workplace settings, with core indicators to provide a basic overview of all WASH conditions. Once completed, it provides an overall rating for each of the categories below as well as an overall rating for the assessed facility or workplace location.

This section covers points of reference for best practices in providing WASH in workplaces. These points provide the background to each of the questions that a company should address in its self-assessment.

BUSINESS COMMITMENT TO WASH

In this section, the assessment aims to find out whether the business has made a commitment to improve WASH conditions and is able to demonstrate an understanding of the business benefits of promoting WASH in the workplace, among its workers and in the surrounding community.

Compliance with local and national laws and regulations

All workplace facilities and premises under direct company control must comply with existing local and national laws and regulations. Where laws and regulations

do not exist to govern a specific point of reference, the company should develop internal guidance that meets or exceeds the laws and regulations of the most stringent country in which it operates, and/or applicable international standards.

Policies and procedures

WASH provisions sufficient for the prevention of public health risks and in compliance with local and national laws and regulations must be in place for all work sites including production facilities, offices, creches, canteens, kitchens or health clinics that are used by workers at places of work.

Policies for company's supply chain workplaces

WASH provisions should also be included in contracts for third parties and contractors. Policies are in place that outline expectations for water, sanitation and hygiene in sites that are part of the value and supply chain. If companies have WASH policies in place for their supply/value chain businesses, they also must have a strategy in place to implement improvements. Companies should promote WASH self-monitoring among their supply chain, to measure change and progress towards identified expectations.

WASH monitoring mechanisms

Facilities should have adequate mechanisms in place to monitor and assess the functionality of WASH systems, per regulations and standards. Ideally businesses should have data on baseline conditions such as on provisions responding to the WASH needs of women and those with disabilities, to ensure that the adequacy of facilities for all workers can be tracked.

Mechanism to measure impact

Businesses should have procedures in place to measure the impact of the WASH improvement in facilities on workers and business. How businesses do this can vary based on their capacity, partnerships, available data and resources.

AWARENESS OF WASH AMONG MANAGEMENT AND EMPLOYEES

As part of efforts to improve WASH in the workplace, it is also important for companies to find out if they have made commitments to increase WASH knowledge of management, workers, and surrounding communities, and to promote behavior change.

Measures undertaken to increase WASH knowledge and promote behavior change among workers

Regular training, awareness-building activities and behavior change processes should be implemented for all workers. Hygiene training should be given to all new employees. Awareness-raising activities should be conducted during occurrences such as disease outbreaks and changing environmental conditions (e.g., flooding) that could affect worker health. Topics of importance include safe drinking water, sanitation, proper handwashing practices, and menstrual hygiene management for female workers.

Measures undertaken to increase WASH knowledge and to promote behavior change among targeted community

Businesses are also encouraged to have knowledge about WASH conditions in the surrounding community. This is done by assessing and addressing WASH conditions where their workers live and/or in the communities surrounding their workplaces. This approach can be initiated by conducting at least one of three levels of assessment:

- Level 1 – collection of community household secondary WASH data from reports
- Level 2 – collection of community household secondary WASH data directly from government and community organizations
- Level 3 – collection of community household primary WASH data directly from households in the community, or from workers on their home access to WASH

Following an assessment, the company should develop and implement a plan of action to address its findings. The extent to which the findings are addressed is up to the workplace and should ideally be done in consultation with community members and workers, and with government and other partners with WASH expertise. The company should then establish a system to monitor its implementation efforts.

ACCESS TO AND USE OF IMPROVED WASH FACILITIES AT WORKSITE FACILITY / LOCATIONS

In this section, the focus of the assessment is on the company's efforts to provide access to adequate and improved WASH facilities in the workplace. In addition to the international standards described in the framework document guide (UNICEF WASH4Work: Baseline and Monitoring Indicators and WBCSD WASH Pledge: Guiding principles), the following two ministerial regulations are guidelines for WASH standards in the workplace as a reference for companies in Indonesia:

- Regulation of The Minister of Health of The Republic of Indonesia, Number 70, Year 2016 Concerning Standards and Requirements For Industrial Working Environmental Health
- Regulation of the Minister of Manpower of the Republic of Indonesia, Number 5, Year 2018 Concerning Occupational Health and Safety in the Work Environment

Drinking Water at Workplace

Availability of sufficient, free, physically accessible drinking water

Sufficient and physically accessible drinking water must be provided to all employees, including those with disabilities, at the workplace. Water should always be available at a convenient distance for employees and available to provide for all drinking, sanitation and hygiene needs. Water should be free of charge for employee use at the workplace. Employers that allow employees to take water home for domestic use may charge an affordable price.

According to Regulation of The Minister of Health of The Republic of Indonesia No. 70/2016, adequate drinking water for the work environment industry is calculated based on the type of work and the length of hours each worker worked for each day. The quality standard of 5 liters/person/day generally applies to every worker. If the type of work requires more drinking water, then the needs are adjusted to the type of work.

Access to safe water that meets quality standards

Drinking water from an improved water source should be available to all workers, and water quality should be sufficient to prevent public health risk, per government standards. If a raw water source does not meet standards it should be treated before being consumed by workers. Water taste should be palatable, or acceptable, to workers to encourage them to rehydrate as needed. Safe method(s) for the provision of drinking water (clean water fountains, vessels or coolers) should be in place for all workers to use. Drinking water should be taken from the storage vessel or source in such a way that hands, cups or other objects cannot contaminate the water. Improvements that make the water supply safe, more convenient, and reliable, such as the provision of a regulated water supply through a workplace connection, are strongly encouraged.

The Ministry of Health regulation also stipulates that the quality standards of health drinking water include physical, biological, chemical and radioactivity qualities. Mandatory parameters must be checked periodically in accordance with applicable regulations, while additional parameters are parameters that must be

checked only for areas that show the presence of chemical contamination associated with these additional chemical parameters.

Access to safe water for hygiene purposes at workplace

In addition to safe water for hydration needs, there are other workplace needs where access to safe water is crucial for worker health, wellbeing, and productivity. Access to safe water for all workers is necessary for the management of:

- Personal hygiene (for washing and bathing)
- Workplace hygiene (cleaning and laundering)
- Food hygiene (preparing food/cooking)

Sanitation at Workplace

Access to adequate toilet facilities

The company ensures that all workers, regardless of work location (e.g., office, factory, and other outdoor settings) have access to adequate toilet facilities such as a flush or pour-flush toilets, septic tank, pit latrine and ventilated improved pit-latrine. An appropriate number of properly constructed toilets and urinals must be provided at a rate of two toilet seats and two urinal facilities per 45 male workers, and four toilet seats per 50 female workers (WBCSD WASH Pledge: Guiding principles). Local regulation in Indonesia could also be used. According to The Regulation of The Minister of Health of The Republic of Indonesia, Number 70, Year 2016 Concerning Standards and Requirements For Industrial Working Environmental Health, the quality standards for toilet facilities for industrial workers are determined based on a ratio that is the ratio of the number of toilets to the number of workers. The ratio of toilet facilities differs between men and women. If the toilet is used by male workers, there must be a urinal/urinary at most 1/3 of the number of toilets provided.

Access to improved, safe, and convenient toilet facilities

Facilities should be in line with local customs, religious and social traditions. For outdoor setting sites, portable toilets are appropriate when properly maintained, including the safe removal and disposal of waste. Facilities must also have toilets that are accessible to workers with mobility challenges such as the disabled and elderly workers, adequate enclosures to provide gender separation, protection from weather and exclusion of insects and vermin. The toilets must have appropriate ventilation in place to remove odors for users and others in proximity. Appropriate provision must also be made in the design and construction of facilities to ensure adequate permanent lighting for safety purposes and all toilet

doors can be locked.

Toilet and urinal waste management safety

Toilets and urinals must be designed and constructed to ensure the safe removal of urine and excrement, with collection and disposal that does not create a danger to health or the environment, i.e., treated before it is returned to the environment or conveyed into a municipal sewer system.

Toilet and urinal cleaning and maintenance

Provisions must be made for regular inspection, maintenance and repair of toilet facilities to ensure they are in proper working order. All toilet facilities must be cleaned at least once a day, with extensive cleaning, i.e. disinfection, at least once a week. More frequent maintenance and repairs should be conducted if issues are reported by employees.

Hygiene at Workplace

Menstrual hygiene management (MHM)

All female worker toilets should have water and soap to ensure proper MHM. Facilities for safe disposal of sanitary products should also be available in the women's toilet facilities. In addition, MHM in the workplace is also influenced by the access of women workers to sanitary napkin products at the work site, whether provided free of charge by the company or purchased inside/outside the work site easily and affordably, and the availability of personal storage space (eg. lockers) to store sanitary napkins at work. Although the Manpower Law No. 13 of 2003 article 81 paragraph 1 obliges companies to grant menstrual leave rights to every female worker on the first and second day of menstruation, the factors described above will ultimately influence female workers to continue working during their menstrual period.

Handwashing facilities and appropriate handwashing behavior and awareness

In addition to toilets, hand washing stations with soap and running water must also be located in various locations in the workplace to provide opportunities for workers to practice hand washing anytime anywhere, especially during the current COVID-19 outbreak. Signage for hand-washing practices should also be provided, including technique and for critical times. Critical times for handwashing include: before food preparation and eating; and after using the toilet, cleaning babies' bottoms, contact with bodily fluids, and contact with any potential contaminants. Hand-washing technique includes use of water and soap, washing

both hands, rubbing hands together at least three times, and drying hands hygienically – by air drying or using a clean cloth or paper.

COMPANIES AWARENESS TO CLIMATE CHANGE, CORPORATE SOCIAL RESPONSIBILITY PROGRAM AND DISASTER EMERGENCY RESPONSE

Wastewater, drainage, toilet and urinal waste management safety

All washbasins, sinks, showers, toilets, etc. must be provided with adequate drainage and disposal systems. Drainage and disposal systems should be designed to rapidly and cleanly remove wastewater from where it is produced, provide vector control and prevent contamination in the immediate vicinity and the broader environment through adequate off- or on-site treatment facilities. Waste treatment facilities that are built must be adjusted to the standard of liquid waste disposal for each industry which can vary. Government regulations regarding quality standards for liquid waste from 35 types of industries refers to the Regulation of the Minister of Environment and Forestry Number 5 of 2014 concerning Wastewater Quality Standards.

The impacts of climate change are already being felt through water scarcity

Water that becomes scarce will result in an increase in the cost of water. This in turn will not only disrupt the company's business but also cause inequality in the access of households and surrounding communities to collect clean water needed for hand washing and proper hygiene which in turn will limit children's ability to grow up healthy and strong.

Corporate social responsibility and disaster risk

Businesses are expected to have taken steps to identify and anticipate not only the environmental impacts associated with their business activities on the surrounding community but also the risks from natural disasters to their businesses. Internally, it is important for the company to conduct worker training in anticipating disasters due to changes in environmental conditions that can affect the health of workers (eg floods, COVID-19 disease outbreaks). In addition, the potential of the company's CSR funds can be used for emergency response and recovery activities during disasters in addition to giving back to the surrounding community affected by the company's operations.

TARGET RESPONDENTS

In line with improving national economic conditions, the Indonesian government targets the manufacturing industry to grow by 4%-4.5% in 2021, and by 4.5%-5% in 2022. And in 2024, the contribution of manufacturing to GDP is targeted again to 20 percent. While on the other hand, the government also targets the tourism sector's contribution to GDP to reach 10-12 percent in the next 5-10 years (from a contribution of 4.1 percent in 2020). However, the Covid-19 pandemic will most likely still be a challenge in accelerating the development of the manufacturing industry in the coming years.

Factor that strongly influences the growth of industry is labor productivity. One of the ways to increase labor productivity is through human capital. Human capital is defined as a measure of the quality of human resources based on aspects of education, health, and other human capacities. Good quality human resources will result in increased productivity. The condition of the manufacturing industry's recovery from this pandemic must also be accompanied by a broad and sustainable labor market recovery based on the principles of decent work – including occupational health and safety (OSH) for workers (ILO, WESO Trend 2021). Improving WASH conditions in the workplace is an integral part of occupational safety and health (OSH). WASH conditions that are available to workers in the workplace will improve the level of health of workers and have an impact on the quality of human resources which in turn will increase worker productivity.

MANUFACTURING INDUSTRY

A company or industrial business is a business unit that carries out economic activities, aims to produce goods or services, is located in a certain building or location, and has its own administrative record regarding production and cost structure and there is one or more people who are responsible for the business. the. Industrial business are divided into 4 groups, namely:

- Large industry (>100 workers)
- Medium industry (20 – 99 workers)
- Small industry (5 – 19 workers)
- Home industry (1 – 4 workers)

The classification of this company or industrial business is solely based on the number of workers working, regardless of whether the company uses a power engine or not, and regardless of the size of the company's capital.

Number of Manufacturing Industries Large, Medium, Small and Micro		
	2017	2018
Large	27,417	24,489

Medium	6,160	5,626
Small	358,791	265,710
Micro	4,105,897	3,998,337
Total	4,498,265	4,294,162

Data Source: Central Bureau of Statistics **BPS**

According to data from the Central Statistics Agency (BPS), in 2018 there were more than 4.2 million manufacturing companies with a workforce of more than 15.5 million. Nearly 4 million of them are micro-scale companies employing more than 7 million workers. Details of the number of manufacturing industry companies in Indonesia can be seen in the table below.

	2017	2018
Large and Medium	6,614,954	6,123,185
Small	3,118,505	2,250,324
Micro	7,660,091	7,183,934
Total	17,395,567	15,559,461

Sumber Data: BPS

Based on the Indonesian Standard Classification of Business Fields (KBLI) in 2009, the main industry sectors are further divided into groups of sub-sectors. The number of companies by category (large, medium, small, or micro) varies between sub-sectors. The sub-sectors 'food and beverages', 'textile, apparel, leather goods' and 'pharmaceuticals, medicines' memiliki hampir setengah (45%) perusahaan skala besar dan menengah dari total jumlah nasional.

Sub-sectors of Manufacturing Industry	Large and Medium	Small	Micro
Food and beverages	7,415	43,258	1,642,662
Textile, apparel, leather goods	5,813	40,899	926,245
Pharmaceuticals, medicinal	338	281	14,316
Sub Total	13,566	84,438	2,583,223
INDONESIA - Manufacturing	30,072	253,068	4,127,108

Sumber Data: BPS

Meanwhile, in terms of workers, di ketiga sub-sektor industri ini contributed more than half of the national workforce in manufacturing industry in 2020.

Proportion of Manpower in the Manufacturing Industry Sector (Percent) (2020)			
Sub-sectors of Manufacturing Industry	2018	2019	2020
Food and beverages	3.94	4.04	4.06
Textile, apparel, leather goods	3.74	3.76	3.19
Pharmaceuticals, medicinal	0.11	0.13	0.1
Sub Total	7.79	7.93	7.35
INDONESIA - Manufacturing	14.68	14.91	13.61

Sumber Data: BPS

In 2015, the manufacturing industry recorded a contribution of 20.99 percent to GDP, before experiencing a decline for 4 consecutive years until 2019, namely 20.52 percent (2016), 20.16 percent (2017), 19.86 percent (2018), and 19.62 percent (2019). Last year (2020), the contribution figure rose slightly to 19.88 percent. Despite the turmoil and challenges caused by the pandemic, the manufacturing industry



sector has consistently played an important role as the main driver and support for the national economy. In fact, the manufacturing industry sector is the main driving sector for Indonesia to get out of recession, one of which can be seen from its contribution to GDP.

TOURISM INDUSTRY

The tourism industry can be interpreted as a collection of business fields that produce various services and goods needed by those who travel. As stated by UNWTO (United Nations World Tourism Organization) in the International Recommendations for Tourism Statistics 2008, the tourism industry includes accommodation for visitors, food and beverage service activities, passenger transportation, travel agents and other reservation activities, cultural activities, sports activities and activities. entertainment. UNWTO is a world tourism body under the auspices of the United Nations. Meanwhile, according to the Tourism Law No. 10 of 2009, the tourism industry is a collection of interrelated tourism businesses in order to produce goods and/or services to fulfill the needs of tourists in the implementation of tourism.

In 2019, the Indonesian tourism sector contributed approximately 4% of the total economy with employment in the tourism sector reaching 13 million or 10.28% of

the total national workforce. However, in 2020, like any other economic sector, Tourism and the Creative Economy are experiencing unprecedented challenges. The existential threat from the impact of the COVID-19 pandemic has hampered the Tourism and Creative Economy industries. Not only in Indonesia, this slump is felt globally throughout the world.

SURVEY FINDINGS

DATA GATHER

In principle, this survey is a self-assessment conducted by the company as part of the monitoring mechanism for improving workers' access to WASH in the workplace. The P2K3 committee or Occupational Safety and Health (OSH) – Work Environment personnel in the company have an important role in the quality of the data collected. In conducting the survey, the company was also assisted by the coordinator of the Directorate of Occupational Safety and Health Testing to provide guidance, conduct site observation, and verify data entry.

Number of Surveyor	
Jakarta	19
Central Java	17
East Java	19
West Nusa Tenggara	16
East Nusa Tenggara	11
TOTAL	82

The survey was conducted during the period from December 20, 2021 to July 1, 2022 by 82 coordinators who acted as surveyors from 5 areas: Jakarta, Central Java, East Java, West Nusa Tenggara, and East Nusa Tenggara. Prior to the surveys, skills of these surveyors were prepared through workshops held in each province to be able to conduct surveys to companies. Prior to the visit by the coordinators, the company as the target respondent is expected to have studied the contents of the questionnaire and prepared the required data. Visits to companies that have filled out the questionnaires were carried out by surveyors to assist in filling out the questionnaires, verifying the data, and making observations to WASH facilities in the surveyed workplaces.

When determining the location of the target company that will be surveyed, it is important to ensure the location where there are a number of workers who carry out work activities with a number of WASH facilities that can be accessed at

certain work locations. If there is more than one location within the workplace, it is recommended that questions specific to the availability of WASH facilities be completed for each workstation location. For example, depending on the size of the facility, such as large factories, data on sanitation or handwashing facilities may need to be collected by factory floor or among the different agriculture fields operated by the business.

COMPANIES RESPONDENTS

Area	Food and beverages	Textile, apparel, leather goods	Pharmaceuticals, medicines	Other manufacturing	Tourism	Total
Jakarta	4	6	1	34	-	45
Central Java	13	26	10	1	-	50
East Java	26	10	5	8	-	49
West Nusa Tenggara	40	1	1	2	6	50
East Nusa Tenggara	21	1	13	1	13	49
Total	104	44	30	46	19	243

A total of 243 companies from 5 (five) regions (Jakarta, Central Java, East Java, West Nusa Tenggara, East Nusa Tenggara) were successfully surveyed during the period from December 20, 2021 to July 1, 2022, out of a total target of 50 companies surveyed for each region. The 50 target companies to be surveyed per region are prioritized from the 'food and beverage', 'textile, apparel, leather', and 'pharmaceutical, medicine' industries. Especially for NTB and NTT, companies in the tourism industry were also targeted for the survey. However, during the survey, not all regions had a target number of companies according to the expected type of industry. Therefore, several regions adapted to the characteristics of the industry in each region, so that the target of 50 respondents was maintained.

Area	Respondents and Category of Companies	Food and beverages	Textile, apparel, leather goods	Pharmaceuticals, medicines	Other manufacturing	Tourism	Total
	Total Companies	4	6	1	34	-	45
Jakarta	Large (>99 employees)	4	6	1	26	-	37
	Medium (20 - 99 employees)	-	-	-	5	-	5

	Small (5 - 19 employees)	-	-	-	3	-	3
Central Java	Total Companies	13	26	10	1	-	50
	Large (>99 employees)	12	26	10	1	-	49
	Medium (20 - 99 employees)	1	-	-	-	-	1
	Small (5 - 19 employees)	-	-	-	-	-	-
East Java	Total Companies	26	10	5	8	-	49
	Large (>99 employees)	19	9	5	5	-	38
	Medium (20 - 99 employees)	7	1	-	3	-	11
	Small (5 - 19 employees)	-	-	-	-	-	-
West Nusa Tenggara	Total Companies	40	1	1	2	6	50
	Large (>99 employees)	15	-	-	-	3	18
	Medium (20 - 99 employees)	18	-	1	2	3	24
	Small (5 - 19 employees)	7	1	-	-	-	8
East Nusa Tenggara	Total Companies	21	1	13	1	13	49
	Large (>99 employees)	1	-	4	-	-	5
	Medium (20 - 99 employees)	11	1	5	1	6	24
	Small (5 - 19 employees)	9	-	4	-	6	19
	Micro (1 - 4 employees)	-	-	-	-	1	1
Total	Total Companies	104	44	30	46	19	243
	Large (>99 employees)	51	41	20	32	3	147
	Medium (20 - 99 employees)	37	2	6	11	9	65
	Small (5 - 19 employees)	16	1	4	3	6	30
	Micro (1 - 4 employees)	-	-	-	-	1	1

Based on the industry composition of the companies surveyed, as many as 104 companies came from the 'food and beverages' industry, 44 companies from the 'textile, apparel, leather goods' industry, 30 from the 'pharmaceuticals, medicines' industry, 19 companies from the 'tourism' industry, and 46 companies in various

others. When viewed from the number of employees in the company, as many as 147 companies (60%) are included in the category of large companies, which have more than 99 employees. The majority of companies in the three manufacturing industries surveyed fall into this category of large companies. Unlike the case with the 'tourism' industry in the form of hotel and restaurant businesses, which are dominated by medium-scale businesses.

FINDINGS

Business Commitment to WASH

Compliance with local and national laws and regulations

Only 42% of all companies surveyed are aware of the laws/regulations/guidelines regarding national WASH standards regarding WASH access for workers in the workplace. The most widely mentioned regulation is Permenaker No. 5 of 2018. Another regulation that was also mentioned was Permenkes No. 70 years 2016.

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	243	104	44	30	46	19
Compliance with laws and regulations:						
Aware of the existence of regulations regarding WASH	42%	37%	64%	40%	41%	21%

Only companies in the 'Textile, Apparel, Leather Goods' industry have a relatively high awareness, more than half of the respondents (64%), above companies in other industries, of the regulations for fulfilling WASH access for workers in the workplace. Meanwhile, many businesses in the tourism sector are not aware of this regulation. Only 21% of companies surveyed are aware of laws/regulations/guidelines regarding national WASH standards regarding WASH access for workers in the workplace.

Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	243	45	50	49	50	49
Compliance with laws and regulations:						
Aware of the existence of regulations regarding WASH	42%	58%	70%	41%	24%	16%

Although all respondents from the tourism industry come from West Nusa Tenggara (NTB) and East Nusa Tenggara (NTT), in general, the respondent companies from West Nusa Tenggara (24%) and East Nusa Tenggara (16%) have awareness about the existence of compliance regulations. WASH access in the workplace is still very low compared to other areas.

Policies and procedures

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	243	104	44	30	46	19
Policies and procedures:						
Have internal company regulations/policies that promote WASH in the workplace	65%	67%	77%	53%	61%	53%

There are 65% of total respondents which state that they have internal company regulations regarding WASH. In general, more than half of the company respondents in each industry and region already have internal regulations regarding this matter. Companies in the 'textile, apparel, leather goods' industry have more WASH-related policies than other industries. Meanwhile, Central Java is the area with the largest portion of companies having WASH internal policies.



The company's internal policies mainly regulate hand washing with soap, drinking water, and sanitation. Only a few companies have internal regulations that specifically regulate the management of hygiene during menstruation.

Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	243	45	50	49	50	49
Policies and procedures:						
Have internal company regulations/policies that promote WASH in the workplace	65%	71%	78%	59%	60%	57%

WASH monitoring mechanisms

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	158	70	34	16	28	10
WASH monitoring mechanisms:						
Have mechanisms within the company to monitor the implementation of the WASH policies	87%	84%	82%	81%	86%	90%

Of the 158 businesses that stated that they had internal company regulations regarding WASH, 87% of them had internal mechanisms within the business to monitor the implementation of the WASH internal policies. The majority of businesses (above 80%) across industry and regions state that they have a monitoring mechanism for the implementation of WASH policies within the company.

Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	158	32	39	29	30	28
WASH monitoring mechanisms:						
Have mechanisms within the company to monitor the implementation of the WASH policies	84%	88%	85%	83%	80%	86%

Policies for company's supply chain workplaces

Only 35% businesses have policies/regulations that require partners in their supply chain to meet minimum standards of clean water, sanitation, and hygiene at their work sites. Companies in the 'food and beverages' industry have regulations that require vendors in the supply chain to meet higher WASH conditions in their workplace than other industries.

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	243	104	44	30	46	19
Policies for company's supply chain workplaces:						
Have policies/regulations that require partners in the supply chain to meet minimum standards of WASH at their work sites	35%	42%	32%	23%	33%	26%

Most respondents explained that the mechanism to ensure the availability of WASH facilities at all partner/vendor work locations is done by checking at the supplier's supply partner's premises directly about WASH condition, vendor product certificates, and control at the time of receipt of goods from vendors . A small number of respondents explained that the requirements for becoming a partner as stated in the quality assurance system and the audit process of partners by the head office are mechanisms to ensure that there are WASH facilities in all partner/vendor work locations.

Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	243	45	50	49	50	49
Policies for company's supply chain workplaces:						
Have policies/regulations that require partners in the supply chain to meet minimum standards of WASH at their work sites	35%	42%	42%	24%	46%	20%

Mechanism to measure impact

Awareness of companies of the benefits of WASH access for workers, especially for the company's business is already high (80%), especially companies in Jakarta (91%) and Central Java (90%).

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	243	104	44	30	46	19
Mechanism to measure impact:						
Know about the benefits of fulfilling workers' access to WASH	80%	77%	89%	73%	87%	74%

When viewed from the industrial sector, companies in the 'textile, apparel, leather goods' industry have a fairly high portion in this regard compared to other industries. Of all the companies that have been aware of it stated that the fulfillment of WASH access for workers will bring benefits to aspects of worker productivity, worker health, worker satisfaction, and environmental health.

Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
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	243	45	50	49	50	49
Mechanism to measure impact:						
Know about the benefits of fulfilling workers' access to WASH	80%	91%	90%	73%	78%	69%

One of the data that can reflect the benefits of WASH access for workers in the workplace is employee attendance data by type of illness. However, only 74% businesses who know about the benefits of workers' access to WASH have data on absenteeism for workers based on the type of illness that should be able to provide feedback on the impact of improving workers' access to WASH by companies at work sites. The highest share is owned by companies in the pharmaceuticals, medicines industry (82%) and companies in NTB. While companies in Jakarta, although almost all companies (91%) are aware of the benefits of WASH for companies, only a few (54%) have data on employee absenteeism by type of illness. Much less compared to Central Java where many companies (90%) who are aware of the benefits of workers' access to WASH for their business also have attendance data by type of illness (80%).

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	195	80	39	22	40	14
Mechanism to measure impact:						
Have data on absenteeism of workers by type of illness as feedback to determine the impact of improving workers' access to WASH	74%	71%	77%	82%	73%	71%

Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	195	41	45	36	39	34
Mechanism to measure impact:						
Have data on absenteeism of workers by type of illness as feedback to determine the impact of improving workers' access to WASH	74%	54%	80%	81%	92%	62%

Awareness of WASH among Management and Employees

Measures undertaken to increase WASH knowledge and to promote behavior change among workers

Out of 195 companies that know the potential benefits of WASH, only 79% companies have carried out activities to promote WASH to workers at work sites, for example distributing or posting informational materials about WASH and/or other educational and communication materials such as posters, face-to-face educational activities, etc.. The topics of most of the communication carried out were washing hands with soap, the company's WASH policy, sanitation, drinking water, and company internal WASH policy. Only a few companies also included the topic of hygiene management during menstruation as an additional educational topic.

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	195	80	39	22	40	14
Measures undertaken to increase WASH knowledge and to promote behavior change among workers: Have promoted WASH to workers (out of knows potential benefit of WASH)	79%	76%	95%	68%	85%	57%

Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	195	41	45	36	39	34
Measures undertaken to increase WASH knowledge and to promote behavior change among workers: Have promoted WASH to workers (out of knows potential benefit of WASH)	79%	83%	84%	92%	72%	65%

In addition to many companies already having awareness about the benefits of WASH access for workers, these companies in the 'textile, apparel, leather goods' industry also almost entirely (95%) have carried out activities to promote WASH to workers. Meanwhile, based on the area of origin of companies in East Java,



which are aware of the benefits of WASH, almost all (92%) have carried out activities to promote WASH to workers.

Measures undertaken to increase WASH knowledge and to promote behavior change among targeted community

Regarding efforts to improve access to WASH in the workers' and communities' living environment, as many as 66% of total respondents have knowledge about access to clean water, sanitation, and hygiene (WASH) for workers in their homes and surrounding

communities. Companies in NTB appear to have more knowledge about WASH access in the community than in other areas (74%).

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	243	104	44	30	46	19
Measures undertaken to increase WASH knowledge and to promote behavior change among targeted community:						
Have knowledge about access to WASH for workers in their homes and surrounding communities	66%	68%	64%	63%	65%	68%

Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	243	45	50	49	50	49
Measures undertaken to increase WASH knowledge and to promote behavior change among targeted community:						
Have knowledge about access to WASH for workers in their homes and surrounding communities	66%	67%	68%	57%	74%	65%

Of the 161 companies that have this knowledge, 28 of them are well informed, able to provide data on the number or percentage that have access to WASH and data sources that become references. In fact, 21 companies have conducted surveys or collected information about WASH conditions in workers'

homes/surrounding communities in the form of community WASH access data and/or data on type of diseases caused by WASH-related conditions in community, eg. diarrhea, eye/skin infections, associated dehydration (headache/fatigue).

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	161	71	28	19	30	13
Measures undertaken to increase WASH knowledge and to promote behavior change among targeted community: Have carried out activities to promote WASH to the surrounding community	38%	35%	50%	32%	40%	31%

However, despite having knowledge about WASH access conditions in the community, only 38% of companies have carried out activities to promote WASH to the surrounding community (eg distributing or posting informational materials about WASH and/or other educational and communication materials such as: posters, face-to-face educational activities, etc.). The most widely promoted educational topics by these companies to the surrounding community are hand washing with soap followed by the topics of sanitation and drinking water.

Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	161	30	34	28	37	32
Measures undertaken to increase WASH knowledge and to promote behavior change among targeted community: Have carried out activities to promote WASH to the surrounding community	38%	47%	29%	46%	38%	31%

Access to and Use of Improved WASH Facilities at Worksite Facility / Locations

Even though they are in the same location, usually companies have several workplaces that are separated based on the type of work or business functions carried out such as management and administration, production or factory, warehouse and logistics, and so on. In this mapping survey, the focus is on work

locations where there is quite a high level of interaction between workers, adapted to the type of industry of each company. Manufacturing industries such as 'food and beverages', 'textiles, apparel, leather goods', 'pharmacy, medicines', and 'other-manufacturing' WASH facilities were selected at the factory or warehouse locations as the target locations for the survey. Meanwhile, companies in the tourism industry focus on survey locations at WASH facilities that are used by workers both when preparing, at work, and after work.

Drinking Water at Workplace

Availability of sufficient, free, physically accessible drinking water



A total of 97% surveyed work sites have provided free access to drinking water from safe sources for workers in factories. Companies in Jakarta and East Java have all provided free drinking water for their workers at work sites.

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	243	104	44	30	46	19
Availability of sufficient, free, physically accessible drinking water:						
Provided free of charge for the use in the workplace	97%	95%	100%	97%	100%	95%

Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	243	45	50	49	50	49

Availability of sufficient, free, physically accessible drinking water: Provided free of charge for the use in the workplace	97%	100%	98%	100%	94%	94%
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However, of the 236 companies that have provided free drinking water, not all of them can be accessed at any time by workers during working hours (97%). Similarly, companies that allow their workers to store drinking water with them during working hours (90%) with companies in the 'food and beverages' industry having the lowest percentage (86%) below the percentage of all companies surveyed.

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	236	99	44	29	46	18
Availability of sufficient, free, physically accessible drinking water:						
Accessible at any time during working hours	97%	97%	93%	93%	100%	100%
Allow workers to keep drinking water with them during working hours	90%	86%	93%	93%	93%	94%
Have provided drinking containers	70%	81%	30%	83%	70%	89%



In addition, not all companies provide safe methods of providing drinking water (clean water showers, vessels or coolers) for use by all workers. There are still 30% work locations that have not provided drinking containers (such as glasses, tumblers) for workers at the work sites during working hours as a safe method for collecting drinking water by all workers.

Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	236	45	49	49	47	46
Availability of sufficient, free, physically accessible drinking water:						
Accessible at any time during working hours	97%	96%	92%	100%	96%	100%

Allow workers to keep drinking water with them during working hours	90%	91%	88%	90%	94%	89%
Have provided drinking containers	70%	62%	55%	63%	83%	87%

In particular, companies in the 'textile, apparel, leather goods' industry – most of which are in Central Java (26/44 companies) – appear to have a very low percentage of companies (30%) compared to companies in other industries. Only 55% of companies in Central Java provide drinking containers for their workers, the lowest compared to other regions.

Access to safe water that meets quality standards

A total of 39 companies surveyed have more than 1 (one) source of drinking water at their work sites. Of the total 275 sources of drinking water used in 236 work locations, the most is branded gallon bottled water (34%). Followed by gallon water purchased from kiosks providing refilled drinking water (27%), piped water provided by government installations or industrial estates (16%), groundwater aspirated using a pump (14%), purchased from clean water tank trucks (5%), and others (4%).

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	236	99	44	29	46	18
Access to safe water that meets quality standards:						
Treat water before making it fit for drinking	56%	68%	52%	45%	41%	56%
		Mostly filtering, boiling	Mostly filtering, boiling	Mostly boiling, filtering	Mostly boiling, filtering	Mostly filtering, boiling
Routinely tested the quality of drinking water to ensure it is safe to drink	67%	63%	86%	31%	83%	56%



In general, of the 236 work locations that provide drinking water for workers, 56% of them treat water from water sources before making it fit for drinking, especially for companies that use drinking water sources by buying from water tankers, groundwater/wells using machines, piped water, and water kiosk. Filter it using ceramic, composite, etc. and boiled are the most widely used process to make water from

water sources safe to drink.

Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	236	45	49	49	47	46
Access to safe water that meets quality standards:						
Treat water before making it fit for drinking	56%	47%	57%	57%	64%	54%
		Mostly filtering, boiling	Mostly filtering, boiling	Mostly boiling, filtering	Mostly filtering, boiling	Mostly filtering, boiling
Routinely tested the quality of drinking water to ensure it is safe to drink	67%	80%	86%	53%	64%	50%

A total of 67% work sites have routinely tested the quality of drinking water to ensure it is safe to drink. These include a few companies that used bottled water and a refilled drinking water kiosk that still routinely tests the quality of drinking water to ensure it is safe to drink. However, only about half of the companies in East Java and NTT routinely test their drinking water sources. Meanwhile, industries that are still low on testing are companies in the pharmaceuticals, medicines industry (31%).

Sanitation at Workplace

Access to adequate toilet facilities

From all work locations surveyed, 79% of them have separate toilet allocations for male and female workers.

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	243	104	44	30	46	19
Access to adequate toilet facilities:						
Separate toilet allocations for male and female workers	79%	78%	98%	60%	74%	79%

Work locations in companies in Central Java (90%) and East Java (96%) have a relatively high percentage of separate toilets for male and female workers compared to other areas. While work locations in companies in the 'textile, apparel, leather goods' industry have the highest level of ownership of separate male and female toilets (98%) compared to other industries.

Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	243	45	50	49	50	49
Access to adequate toilet facilities:						
Separate toilet allocations for male and female workers	79%	76%	90%	96%	72%	59%

Of the 191 work locations, 60% of them already have a ratio of the number of men's toilets that meet the standards (2 toilets for 45 male workers). However, only half of the work locations (49%) already have an adequate ratio of female worker toilets (4 toilets seats per 50 female workers).

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	191	81	43	18	34	15
Access to adequate toilet facilities:						
Adequate male worker toilet ratio	60%	58%	65%	72%	38%	93%
Adequate female worker toilet ratio	49%	51%	16%	61%	65%	87%

The tourism industry seems to have a very high ratio when compared to other areas, namely 93% of work locations meet the ratio of toilets for male workers and 87% of work sites meet the ratio of toilets for female workers. Meanwhile, only 16% of companies in the 'textile, apparel, leather goods' industry have a ratio of women's toilets that meet the standards.

Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	191	34	45	47	36	29
Access to adequate toilet facilities:						
Adequate male worker toilet ratio	60%	47%	53%	53%	67%	90%
Adequate female worker toilet ratio	49%	38%	29%	43%	64%	86%

Work locations with more than 500 workers (54 work locations) in 3 (three) industries namely 'food and beverages', 'textile, apparel, leather goods', and 'pharmacy, medicines' seem to have more challenges in meeting the toilet ratio for workers, namely only 46% that meets the ratio of toilets for male workers and only 11% that meets the requirements for the ratio of toilets for female workers.

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines
Have more than 500 workers	54	16	33	5
Sanitation				
Meet ratio toilet for female workers	11%	19%	6%	20%
Meet ratio toilet for male workers	46%	25%	61%	20%

The percentage of the number of work locations that meet the standard toilet ratio for female workers is also very small if you look at companies with a more dominant number of female workers (>50%) compared to male workers, which is only around 18%.

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines
Have dominant female workers (>50%)	83	31	38	14
Meet ratio toilet for female workers	18%	19%	13%	29%

Access to improved, safe, and convenient toilet facilities



In general, the survey results show that all work locations (100%) have provided access to toilet facilities for workers which are located and can be easily accessed at any time during working hours. However, there is still 5 (five) worksites which has toilets with difficult to access and 2 (two) worksites which restrict workers' access to toilets only during break times.

The types of toilets most adopted by companies are gooseneck flush toilets (87%), followed by latrines with slabs (12%). However, there are still 1% of work locations that use latrines without slabs, namely 3 (three) companies in the 'food and beverages' industry originating from NTB (2 work locations) and NTT (1 work location).

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	243	104	44	30	46	19

Access to improved, safe, and convenient toilet facilities:

Have provided access to toilet facilities for workers which are located and can be easily accessed at any time during working hours	100%	100%	100%	100%	100%	100%
Type of toilet:						
Goose-neck flush toilets	87%	81%	93%	93%	93%	84%
Latrine with slab	12%	16%	7%	7%	7%	16%
Latrine without slab	1%	3%				

Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	243	45	50	49	50	49

Access to improved, safe, and convenient toilet facilities:

Have provided access to toilet facilities for workers which are located and can be easily accessed at any time during working hours	100%	100%	100%	100%	100%	100%
Type of toilet:						
Goose-neck flush toilets	87%	98%	98%	88%	74%	80%
Latrine with slab	12%	2%	2%	12%	22%	18%
Latrine without slab	1%				4%	2%

Access to improved, safe, and convenient toilet facilities

Out of 191 toilets specifically for women workers, 61% work locations are in a safe location (adequate lighting, lockable doors, toilets/latrines are located in safe locations) and ensure privacy (eg doors are available in toilets) with NTT as the area with the highest percentage (86%) and NTB the lowest (39%).

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	191	81	43	18	34	15

Access to improved, safe, and convenient toilet facilities:

Female toilet in safe location and ensure privacy	61%	56%	70%	67%	59%	67%
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Meanwhile, the 'textile, apparel, leather goods' industry has the highest percentage of toilets for female workers, reaching 70%, especially compared to the 'food and beverages' industry with the lowest percentage (56%).

Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	191	34	45	47	36	29
Access to improved, safe, and convenient toilet facilities:						
Female toilet in safe location and ensure privacy	61%	53%	69%	62%	39%	86%

However, only 14% work locations have toilet facilities for persons with disabilities. This percentage figure is relatively the same across regions and industries, with the exception of the 'tourism' industry having access to toilets for people with disabilities which is slightly high (26%) compared to work locations in other industries.

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	243	104	44	30	46	19
Access to improved, safe, and convenient toilet facilities:						
Toilet facilities accessible for persons with disabilities	14%	13%	18%	10%	13%	26%

Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	243	45	50	49	50	49
Access to improved, safe, and convenient toilet facilities:						
Toilet facilities accessible for persons with disabilities	14%	11%	16%	12%	18%	14%

Toilet and urinal waste management safety

Of the 212 work locations that use goose-neck flush toilets, 97% of them have safely treated fecal waste using either a septic tank (89%) or a sewerage system (8%). Regions that have a share of companies with a high utilization of septic

tanks compared to other regions are Central Java (94%) and NTB (95%).

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	212	84	41	28	43	16
Toilet and urinal waste management safety:						
Fecal waste safe disposal:						
Pour flush toilet to septic tank	89%	89%	90%	89%	86%	88%
Pour flush to sewerage	8%	6%	10%	7%	14%	6%
Unsafe	3%	5%		4%		6%
Water available for rinsing at all times (pour flush toilet)	100%	100%	100%	100%	100%	100%

However, there are still a number of companies that have not managed their faecal waste safely (3%), especially in NTB (13%) and NTT (3%) from companies in the 'food and beverages' industry (4 companies), 'tourism' (1 company), and 'pharmaceuticals, medicines' (1 company).

Indicator Areas	All	Jakarta	Central Java	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	212	44	49	43	37	39
Toilet and urinal waste management safety:						
Fecal waste safe disposal:						
Pour flush toilet to septic tank	89%	89%	94%	81%	95%	85%
Pour flush to sewerage	8%	11%	6%	19%	3%	3%
Unsafe	3%				3%	13%
Water available for rinsing at all times (pour flush toilet)	100%	100%	100%	100%	100%	100%

Water for flushing is available in all work locations that use goose-neck flush toilets ensuring personal hygiene for users.

Toilet and urinal cleaning and maintenance

Almost all observed toilet facilities (99%) including goose-neck flush toilets and latrines with slabs are in a clean condition and function well as an indication of routine maintenance and maintenance carried out by the management.

Only 2 (two) companies each 1 (one) in East Java ('other-manufacturing' industry) and 1 (one) in NTT (the 'pharmacy, medicines' industry) were unclean when observed.



Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	243	104	44	30	46	19
Toilet and urinal cleaning and maintenance:						
Toilet facilities are in a clean condition and function well	99%	100%	100%	97%	98%	100%

Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	243	45	50	49	50	49
Toilet and urinal cleaning and maintenance:						
Toilet facilities are in a clean condition and function well	99%	100%	100%	98%	100%	98%

Hygiene at Workplace

Menstrual hygiene management (MHM)

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	191	81	43	18	34	15

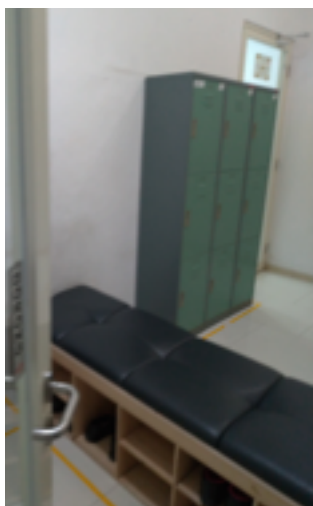
Menstrual hygiene management (MHM):

Have provided water and soap in female workers' toilet

92% 95% 86% 89% 91% 87%

Of the companies that have separate toilets for men and women, 92% of the work locations surveyed have provided water and soap in toilet cubicles/latrines specifically for female workers (or other available facilities) for hygiene during menstruation, with the highest percentage exist in the 'food and beverages' industry (95%) as well as in Central Java (96%) and East Java (98%).

Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	191	34	45	47	36	29
Menstrual hygiene management (MHM): Have provided water and soap in female workers' toilet	91%	82%	96%	98%	86%	90%



In terms of sanitary napkins/other equipment (according to culture) during menstruation, only 25% work locations provide it free of charge to female workers at work sites and 26% work locations where female workers can buy sanitary napkins inside or outside the working area at affordable prices. However, almost half of the work locations (49%) require female workers to bring their own sanitary napkins from home/no sanitary napkins available (no one sells them) inside or around the factory.

In fact, more than 60% of work locations in the 'pharmaceuticals, medicines' and 'tourism' industries do not provide sanitary napkins for women workers either free of charge or can be purchased in the workplace.

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	243	104	44	30	46	19
Menstrual hygiene management (MHM): Sanitary napkins available for free	25%	31%	30%	23%	11%	21%

Sanitary napkins can be purchased inside or outside the factory area at affordable prices	26%	24%	25%	13%	43%	16%
No sanitary napkins available inside or around the factory	49%	45%	45%	63%	46%	63%
Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	243	45	50	49	50	49
Menstrual hygiene management (MHM):						
Sanitary napkins available for free	25%	27%	26%	27%	22%	24%
Sanitary napkins can be purchased inside or outside the factory area at affordable prices	26%	33%	34%	20%	22%	20%
No sanitary napkins available inside or around the factory	49%	40%	40%	53%	56%	55%

Interestingly, out of 83 work locations (out of the total companies surveyed in the 'food and beverages', 'textile, apparel, leather goods', and 'pharmaceuticals, medicines' industries) who are very dependent on women workers with women workers dominant (over 50% compared to male workers), only 29% factories have provided free sanitary napkins for women workers. In fact, 42% factories still require their female workers to bring their own sanitary napkins from home and 29% factories where female workers can buy sanitary napkins in/around the factory.

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines
Have dominant female workers (>50%)	83	31	38	14
Sanitary napkins available for free	29%	26%	29%	36%
Sanitary napkins can be purchased inside or outside the factory area	29%	39%	29%	7%
No sanitary napkins available inside or around the factory	42%	35%	42%	57%

Apart from the availability of sanitary napkins, 62% work locations have provided a private room (eg locker, personal cupboard) for women workers who are

menstruating to store sanitary napkins at the work site. Companies in Central Java and East Java have a relatively high share of companies that provide lockers compared to other regions.

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	243	104	44	30	46	19
Menstrual hygiene management (MHM):						
Private rooms/ lockers/ personal closets available to store sanitary napkins at work sites	65%	60%	70%	67%	65%	74%

Indicator Areas	All	Jakarta	Central Java	East Java	West Nusa Tenggara	East Nusa Tenggara
	243	45	50	49	50	49
Menstrual hygiene management (MHM):						
Private rooms/ lockers/ personal closets available to store sanitary napkins at work sites	65%	63%	80%	80%	56%	49%

During the menstrual period, female workers in 62% work locations can be excluded by taking advantage of menstrual leave. Work locations in companies in Jakarta (85%) were the most likely to do this for their female workers, followed by Central Java (74%).

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	243	104	44	30	46	19
Menstrual hygiene management (MHM):						
During menstruation, female workers may not come to work during menstruation	62%	59%	66%	53%	78%	42%

Indicator Areas	All	Jakarta	Central Java	East Java	West Nusa Tenggara	East Nusa Tenggara
	243	45	50	49	50	49
Menstrual hygiene management (MHM):						

During menstruation, female workers may not come to work during menstruation

62% 85% 74% 69% 44% 45%

Handwashing facilities and appropriate handwashing behavior and awareness



Almost all companies surveyed (99%) have provided handwashing facilities with soap at work sites which are mostly placed in/near the toilets and in the workers canteen/dining area. Some work locations also place hand washing stations at the entrance and some are portable that can be moved around.

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	243	104	44	30	46	19
Handwashing facilities and appropriate handwashing behavior and awareness:						
Hand washing stations is available in work locations	99%	99%	98%	100%	100%	100%

There are only 2 (two) work locations, 1 (one) in the 'food and beverages' industry and 1 (one) in the 'textile, apparel, leather goods' industry entirely in NTB, which has not provided a place to wash hands with soap for workers in work location.

Except in 3 (three) work locations in the 'food and beverages' industry in NTB, all hand washing stations observed during the survey, soap and running water were available as the main equipment for the habit of washing hands with soap.



Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	243	45	50	49	50	49
Handwashing facilities and appropriate handwashing behavior and awareness: Hand washing stations is available in work locations	99%	100%	100%	100%	96%	100%

In addition to water and soap, 78% of work locations have reminder signs (such as posters, stickers, etc.) about important HWWS times that are mainly placed around hand washing facilities. Central Java (96%) and Jakarta (91%) have the highest percentage of work locations providing reminder signs around handwashing areas. It is very different from NTT where less than 50% of work locations have installed these reminder signs at hand washing facilities.

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	241	103	43	30	46	19
Handwashing facilities and appropriate handwashing behavior and awareness: Hand washing facilities have running water and soap	99%	97%	100%	100%	100%	100%
Have reminder signs (such as posters, stickers, etc.) about important times to carry out HWWS	78%	76%	88%	70%	83%	74%

Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	241	45	50	49	48	49
Handwashing facilities and appropriate handwashing behavior and awareness: Hand washing facilities have running water and soap	99%	100%	100%	100%	94%	100%
Have reminder signs (such as posters, stickers, etc.) about important times to carry out HWWS	78%	91%	96%	86%	71%	49%

Companies Awareness to Climate Change, Social Responsibility Program and Disaster Emergency Response

Wastewater, drainage, toilet and urinal waste management safety

Regarding waste management, 74% of work locations already have facilities and mechanisms to properly dispose, accommodate, or treat waste from production process at the factories. Companies from the 'tourism' industry have the lowest share significantly compared to other industries in this regard. The proportion of companies in Central Java is relatively large (90%) that already have production waste treatment facilities at their work sites.

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	243	104	44	30	46	19
Wastewater, drainage, toilet and urinal waste management safety:						
Have facilities and mechanisms to properly dispose, accommodate, or treat production waste from the facility/work location	74%	75%	73%	77%	80%	58%
Has dedicated faeces treatment facility in the workplace to properly manage sewage from toilets at the work site	45%	41%	45%	37%	59%	42%

On the other hand, only less than half (45%) of work locations have dedicated faeces treatment facilities in the workplace to properly manage faeces from toilets at the work site. This can be seen in all areas surveyed except Jakarta where slightly more than 50% of companies have this facility.

Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	243	45	50	49	50	49
Wastewater, drainage, toilet and urinal waste management safety:						
Have facilities and mechanisms to properly dispose, accommodate, or treat production waste from	74%	60%	90%	84%	70%	67%

the facility/work location

Has dedicated faeces treatment facility in the workplace to properly manage sewage from toilets at the work site	45%	53%	40%	45%	46%	41%
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Of the 109 work locations that have dedicated faeces treatment facilities in the workplace, most of the systems used are on-site processing systems (83%), off-site systems (13%), and the rest use mix of on- and off-site site systems (5%).

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	109	43	20	11	27	8
Wastewater, drainage, toilet and urinal waste management safety:						
Has dedicated faeces treatment facility in the workplace						
On-site	83%	84%	90%	64%	85%	75%
Off-site	13%	12%	10%	36%	11%	
Both	5%	5%			4%	25%



Companies in the pharmaceuticals, medicines industry have a fairly high share of off-site systems (36%) compared to other industries. If you look at the company's area of origin, Central Java seems to have a relatively high portion of companies that use off-site systems (20%) compared to other regions.

Of the 69 work locations (exclude Jakarta)* that use the on-site system, 29% have never been emptied/vacuumed, indicating that they still do not meet safe sanitation standards. Only 44% of companies in NTT have ever emptied their on-site system, far lower than in other areas surveyed.

Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	109	24	20	22	23	20

Wastewater, drainage, toilet and urinal waste management safety:

Has dedicated faeces treatment facility in the workplace						
On-site	83%	88%	75%	82%	87%	80%
Off-site	13%	13%	20%	9%	13%	10%
Both	5%		5%	9%		10%

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	69	34	16	7	6	6
Wastewater, drainage, toilet and urinal waste management safety:						
On-site ever emptied* (exclude Jakarta N/A)	71%	74%	69%	71%	67%	67%

Businesses that ever emptied their on-site system (79%) stated that the last time they did it was 1 month to 1 year ago and generally used desludging services belonging to the local government and local private operators.

Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	69	N/A*	15	18	20	16
Wastewater, drainage, toilet and urinal waste management safety:						
On-site ever emptied* (exclude Jakarta N/A)	71%	N/A*	80%	83%	75%	44%

Note:

* Instrumen survey sebelum revisi yang belum mengikutsertakan pertanyaan terkait di perusahaan-perusahaan responden Jakarta

The impacts of climate change are already being felt through water scarcity

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	243	104	44	30	46	19
The impacts of climate change are already being felt through water scarcity						

Experienced a water crisis due to the impact of climate change (drought, flood, etc.)	10%	11%	16%	10%	4%	11%
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Only 10% of companies reported having experienced a water crisis due to the impact of climate change (drought, flood, etc.). The percentage of companies in the 'textile, apparel, leather goods' industry is the most reported having experienced a water crisis. All companies that reported experiencing the water crisis stated that they had taken special actions to reduce the incidence/impact of the same in the future. The actions taken are generally still in the form of temporary measures to overcome the water crisis, namely buying water from water tanks vendors.

Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	243	45	50	49	50	49
The impacts of climate change are already being felt through water scarcity: Experienced a water crisis due to the impact of climate change (drought, flood, etc.)	10%	7%	12%	10%	8%	14%

Several companies, although still few (10% of the 198 data available), have conducted studies related to the condition and availability of their water sources. In fact, no company in the tourism industry has ever conducted this study. There are also companies in the NTT area. Few of them stated that they did so when applying for a permit to use surface water for the company's business operations.

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	198	100	38	29	12	19
The impacts of climate change are already being felt through water scarcity Conducted a study to mitigate the impact of their water consumption on the environment* (exclude Jakarta N/A)	10%	10%	13%	10%	17%	0%

Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	198	N/A*	50	49	50	49
The impacts of climate change are already being felt through water scarcity: Conducted a study to mitigate the impact of their water consumption on the environment* (exclude Jakarta N/A)	10%	N/A*	16%	10%	14%	0%

Note:

* Instrumen survey sebelum revisi yang belum mengikutsertakan pertanyaan terkait di perusahaan-perusahaan responden Jakarta

Corporate social responsibility and disaster risk

Regarding corporate social responsibility (CSR) programs, as many as 69% companies have implemented CSR programs. Only half the companies in the tourism industry have implemented CSR programs. Meanwhile, less than half of companies in NTT have ever carried out CSR programs, the lowest compared to other regions.

Indicator Areas	All	Food and Beverages	Textile, Apparel, Leather Goods	Pharmaceuticals, Medicines	Other manufacturing	Tourism
	243	104	44	30	46	19
Corporate social responsibility and disaster risk						
Have implemented CSR programs	69%	68%	75%	57%	80%	53%
Involved in a number of disaster emergency response activities	64%	63%	61%	77%	72%	42%
Awareness raising activities for workers to anticipating emergency events	64%	56%	84%	63%	70%	53%

Most of the CSR activities carried out cover the fields of health, WASH, and education, with the most frequent target recipients being health facilities, communities, households, and schools.



Apart from being in the form of programs, the company's CSR funds are also allocated to a number of disaster emergency response activities. A total of 64% companies stated that they had been involved in a number of disaster emergency response activities by allocating their

CSR funds. Disaster emergency response activities that are mostly carried out by these companies include providing consumer goods/goods for daily needs, money, medicines, equipment, and training.

Indicator Areas	All	Jakarta	Central Jawa	East Jawa	West Nusa Tenggara	East Nusa Tenggara
	243	45	50	49	50	49
Corporate social responsibility and disaster risk						
Have implemented CSR programs	69%	84%	80%	65%	72%	45%
Involved in a number of disaster emergency response activities	64%	76%	74%	67%	62%	43%
Awareness raising activities for workers to anticipating emergency events	64%	84%	82%	67%	80%	8%

To raise awareness of workers in companies as an effort to anticipate emergencies, a total of 64% businesses surveyed stated that they had provided training on disaster emergencies to workers in the company which was held 3 months to a year ago. Only 8% of companies in NTT have ever allocated their CSR funds for emergency activities, far less than in other regions.

CONCLUSION

Business Commitment to WASH

The company's awareness of regulations or standards for fulfilling WASH access for workers at work sites as part of the Occupational Safety and Health aspect in the Work Environment (K3 – Work Environment) still needs to be strengthened. Strengthening efforts led by the Ministry of Manpower in promoting K3 – Work Environment to companies require synergy between ministries. Some companies that already have internal policies regarding the fulfillment of WASH access for workers in the workplace do not always translate into related national regulations, in this case Permenaker No. 5 of 2018 or Permenkes No. 70 year 2016. National campaigns related to certain WASH topics can encourage companies to formulate internal regulations related to WASH, as may happen to companies that already have an internal policy on hand washing with soap but are not yet aware of the WASH aspect as part of the K3 - Work Environment regulations.

The knowledge that respondents have about the benefits of fulfilling WASH access for workers in the workplace to the company's business – especially the benefits on aspects of worker productivity, worker health, worker satisfaction, and environmental health – has not been followed by a mechanism to collect data that can measure impact. Worker attendance data is generally known to have been applied in all companies, especially for workers in the production department. The collection of worker absenteeism data by type of illness – as an example of an indicator of the impact of WASH benefits, especially on worker health – has the potential to be implemented by companies as long as it becomes part of the company's internal WASH policy considering that many companies are accustomed to monitoring the implementation of their internal WASH policies. In addition, compliance with the fulfillment of WASH access for workers must also be extended to partners in the company's supply chain to have a greater WASH improvement impact on the company's business which is still rarely carried out by the companies surveyed.

Awareness of WASH among Management and Employees

The company's understanding must also be built comprehensively, not only the relationship benefits for the business of fulfilling WASH access at the company's work sites and partners in the supply chain, but also the benefits of improving conditions for WASH access in the community for the company's business. Where the latter is still not widely understood by the company.

The company's already high understanding of the benefits of WASH access for workers to the company's business has generally been followed by the company's efforts to educate workers about WASH. It is also hoped that the increasing

awareness of companies about the benefits of WASH access in the community will also be accompanied by efforts to educate WASH in the community by the company.

Access to and Use of Improved WASH Facilities at Worksite Facility/ Locations

Drinking Water at Workplace

Although many companies have provided access to drinking water for workers at work sites for free and easily accessible at any time, it must also be accompanied by efforts to ensure safety in drinking water, one of which is by providing a separate drinking container for each worker, which is still not fulfilled by many companies. The factor of the high number of workers in one work location is a challenge for companies in meeting the availability of drinking containers for workers so that special methods are needed that are efficient but still ensure the safety of drinking water.

Drinking water from better water sources should be available to all workers, and water quality should be according to government standards to prevent public health risks. Under the regulations, vendors providing branded gallon bottled water and refilled water kiosks – which are the dominant source of drinking water for workers provided at work sites – must undergo periodic testing by the local government health office. If a source of raw water does not meet the standards, it must be treated before being consumed as drinking water by workers, as has been done by half the companies that use drinking water sources other than branded gallon bottled water and refill kiosks that process it by filtering or boiled.

In addition, to ensure the quality of the results of the processing of water sources into drinking water, many companies have tested their drinking water, including some companies that also test branded gallon bottled water and refill water kiosks that they use. However, it is necessary to further explore the mechanism used by the company when testing the quality of drinking water intended for its workers.

Sanitation at Workplace

Although all work sites have provided toilets for their workers, the ratio of the number of toilets to workers is still a challenge to be met for many work sites. The company's ability to meet the adequacy ratio of toilets for female workers (4 toilets seats per 50 female workers) and for male workers (2 toilets for 45 male workers) is strongly influenced by the number of workers and the composition of female and male workers in one work location. Work locations with more than 500 workers have more challenges in meeting the toilet ratio for workers. Likewise,

for work locations with a more dominant number of female workers (>50%) than male workers, only about 18% meet the standard toilet ratio for female workers. The trend that occurs in almost all work locations that have a very high number of workers (>500 workers) and is dominated by female workers such as in the 'textile, apparel, leather goods' industry, they generally have separate toilets for female and male workers, but the adequacy ratio of the number of toilets for female workers in this industry is still very low.

Apart from providing toilets which are located and can be easily accessed at any time during working hours at work sites for their workers, companies must also ensure their quality and access for all workers. The company's concern about the quality of toilets specifically for women workers is not entirely in a condition that ensures user safety (adequate lighting, lockable doors, toilets/latrines are located in safe locations) and ensure privacy (eg doors are available in toilets). Likewise, the availability of toilet facilities for disabled workers is still very low in the company.

The requirements for safe sanitation management, in addition to the use of standardized types of toilets, must also ensure that fecal waste is channeled and accommodated safely. Although almost all companies state that they have used a goose-neck flush toilet whose fecal waste is safely channeled to either the septic tank or sewerage, it is necessary to further investigate whether the septic tanks are in accordance with the standards and have been managed safely. Regular maintenance and upkeep of toilet facilities that have been carried out by the entire company is needed to keep toilets clean and functioning so that they are comfortable to use by workers. Maintenance carried out by this company also includes ensuring the availability of water for flushing and rinsing.

Hygiene at Workplace

Efforts to build company awareness about leave rights for women workers during the first and second days of menstruation as regulated in Law Number 13 of 2003 Article 81 paragraph 1 concerning Manpower still need to be improved. Even when female workers still want to go to work, the availability of supporting facilities for hygiene during menstruation for female workers needs to be ensured by the company. One of them is the availability of water and soap in special toilets for women workers, which are generally provided by many companies. In addition, the availability of sanitary napkins and lockers to store sanitary napkins at work sites is also very important for female workers during their menstrual period. When sanitary napkins are not readily available (either freely available or can be purchased at the factory site) as is the case in half of the work sites, thus requiring female workers to bring their own sanitary napkins, the unavailability of private

places (lockers) to store sanitary napkins at those factory site adds to the difficulty for female workers during menstruation.

In general, the company understands the conditions that must exist to support the practice of hand washing with soap by workers at work sites, especially hand washing facilities equipped with clean running water and soap. Signs for hand washing practices (posters, stickers, etc.), including techniques and critical times to support the habit of washing hands with soap are also available around the hand washing area. Critical times for washing hands include before preparing food and eating, after using the toilet, after cleaning a baby's bottom, after contact with bodily fluids, and after contact with potential contaminants.

Companies Awareness to Climate Change, Social Responsibility Program and Disaster Emergency Response

In addition to waste from the production process, all sinks, showers, toilets, etc. must be provided with an adequate drainage and drainage system. Drainage and disposal systems should be designed to quickly and cleanly dispose of wastewater to prevent contamination of the surroundings and the wider environment through adequate off- or on-site treatment facilities. The ownership of waste processing facilities resulting from the production process – which is already owned by many companies, especially in the manufacturing industry – and fecal waste is not enough to ensure that waste is treated safely. The types of on-site waste treatment facilities that are widely chosen must also ensure their technical conformity with existing safe standards including provisions for routine emptying/desludging processes. This is very important considering that not all work locations that use on-site facilities have emptied/vacuumed their facilities.

Companies that use water resources a lot in their production processes such as the 'textile, apparel, leather goods' industry are the ones who most report experiencing a water crisis. The management of the water crisis by the company should also be accompanied by anticipating the impact of climate change on their business operations, such as by conducting a study to assess the impact of their water consumption on the environment (eg springs).

In addition to contributing in the event of a disaster, the company's CSR funds have the potential to be used to improve access to WASH in the workplace, particularly access to WASH in the community including at the household, health facilities, and school levels.

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ANNEX 1

SURVEY INSTRUMENT

PELAKSANAAN SURVEY

Nama surveyor:

1. _____

2. _____

Waktu pelaksanaan survey (hari, tanggal):

Waktu mulai survey (waktu ketika sampai di perusahaan sasaran responden):

Pk. _____

Waktu selesai survey (waktu ketika meninggalkan perusahaan sasaran responden):

Pk. _____

SURVEY KEPADA MANAJEMEN K3 PERUSAHAAN

Nama responden: _____

Posisi/jabatan: _____

No HP: _____

Alamat email: _____

Pertanyaan mengenai perusahaan responden sbb.:

Legalitas dan nama perusahaan:	<input type="checkbox"/> PT <input type="checkbox"/> CV <input type="checkbox"/> Lainnya Nama perusahaan _____
Sektor industri:	<input type="checkbox"/> Makanan <input type="checkbox"/> Minuman <input type="checkbox"/> Pengolahan tembakau <input type="checkbox"/> Tekstil <input type="checkbox"/> Pakaian jadi <input type="checkbox"/> Kulit, barang dari kulit dan alas kaki <input type="checkbox"/> Kayu, barang dari kayu dan gabus (tidak termasuk furnitur) dan barang anyaman dari bambu, rotan dan sejenisnya <input type="checkbox"/> Kertas dan barang dari kertas <input type="checkbox"/> Pencetakan dan reproduksi media rekaman <input type="checkbox"/> Produk dari batu bara dan pengilangan minyak bumi <input type="checkbox"/> Perkebunan dan kehutanan <input type="checkbox"/> Bahan kimia dan barang dari bahan kimia

	<input type="checkbox"/> Farmasi, produk obat kimia dan obat tradisional <input type="checkbox"/> Karet, barang dari karet dan plastik <input type="checkbox"/> Barang galian bukan logam <input type="checkbox"/> Logam dasar <input type="checkbox"/> Barang logam, bukan mesin dan peralatannya <input type="checkbox"/> Komputer, barang elektronik dan dan optik <input type="checkbox"/> Peralatan listrik <input type="checkbox"/> Mesin dan perlengkapan ytdl <input type="checkbox"/> Kendaraan bermotor, trailer dan semi trailer <input type="checkbox"/> Alat angkutan lainnya <input type="checkbox"/> Furnitur <input type="checkbox"/> Pengolahan lainnya <input type="checkbox"/> Jasa reparasi dan pemasangan mesin dan peralatan <p>Sumber: https://www.bps.go.id/subject/9/industri-besar-dan-sedang.html</p>
<p>Jumlah kantor pusat dan seluruh kantor cabang, pabrik, gudang, dsb.:</p>	<p>_____</p>
<p>Jumlah karyawan seluruhnya:</p>	<input type="checkbox"/> Industri Besar (banyaknya tenaga kerja 100 orang atau lebih) <input type="checkbox"/> Industri Sedang (banyaknya tenaga kerja 20-99 orang) <input type="checkbox"/> Industri Kecil (banyaknya tenaga kerja 5-19 orang) <input type="checkbox"/> Industri Rumah Tangga (banyaknya tenaga kerja 1-4 orang)
<p>Apakah perusahaan menyediakan tempat tinggal khusus untuk karyawan? (seperti asrama, perumahan karyawan, dan lainnya)</p>	<input type="checkbox"/> Ya <input type="checkbox"/> Tidak

Topik 1: Komitmen Perusahaan terhadap Penyediaan Akses Air Bersih, Sanitasi, dan Higienitas kepada Pekerja di Tempat Kerja dan Masyarakat Sekitar

Pertanyaan ini bertujuan untuk menggali komitmen perusahaan untuk meningkatkan kondisi akses air bersih, sanitasi, dan higienitas (*WASH*) bagi pekerja dan mampu untuk menunjukkan pemahaman tentang manfaat bisnis dari mempromosikan *WASH* di tempat kerja, di antara para pekerjanya dan di masyarakat sekitar.

1	<p>Apakah Anda mengetahui undang-undang/peraturan/pedoman mengenai standar <i>WASH</i> nasional sehubungan dengan akses <i>WASH</i> bagi pekerja di tempat kerja?</p> <p><input type="checkbox"/> Ya</p> <p><input type="checkbox"/> Tidak – (lanjut ke pertanyaan No. 2)</p>
1a	<p>Jika YA, sebutkan undang-undang/peraturan/pedoman dimaksud</p> <p>_____</p>
2	<p>Apakah ada pernyataan tertulis/kebijakan khusus dari perusahaan untuk mempromosikan <i>WASH</i> di tempat kerja?</p> <p><input type="checkbox"/> Ya</p> <p><input type="checkbox"/> Tidak – (lanjut ke pertanyaan No. 3)</p>
2a	<p>Jika YA, pernyataan tertulis/kebijakan khusus tersebut mencakup: (<i>centang jawaban yang disebutkan dan bisa lebih dari satu jawaban</i>):</p> <p><input type="checkbox"/> Air Minum</p> <p><input type="checkbox"/> Sanitasi</p> <p><input type="checkbox"/> Kebersihan saat menstruasi</p> <p><input type="checkbox"/> Cuci tangan pakai sabun</p>
2b	<p>Apakah ada mekanisme internal di perusahaan untuk memantau pelaksanaan kebijakan <i>WASH</i> tersebut?</p> <p><input type="checkbox"/> Ya</p> <p><input type="checkbox"/> Tidak</p>

3	<p>Apakah Anda tahu tentang potensi keuntungan bagi perusahaan ketika mempromosikan/menegakkan standar <i>WASH</i> di tempat kerja?</p> <p><input type="checkbox"/> Ya</p> <p><input type="checkbox"/> Tidak – (lanjut ke pertanyaan No. 4)</p>
	<p>3a Jika YA, dalam hal apa: (<i>centang jawaban yang disebutkan dan bisa lebih dari satu jawaban</i>)</p> <p><input type="checkbox"/> Produktivitas pekerja</p> <p><input type="checkbox"/> Ketidakhadiran pekerja</p> <p><input type="checkbox"/> Kepuasan pekerja</p> <p><input type="checkbox"/> Persepsi perusahaan</p> <p><input type="checkbox"/> Kesehatan pekerja</p> <p><input type="checkbox"/> Kesehatan lingkungan</p> <p><input type="checkbox"/> Lainnya _____</p>
4	<p>Apakah manajemen memiliki pengetahuan tentang akses ke air bersih, sanitasi, dan higienitas (<i>WASH</i>) bagi pekerja di tempat tinggal dan masyarakat sekitarnya?</p> <p><input type="checkbox"/> Tidak tahu</p> <p><input type="checkbox"/> Tahu secara umum, mampu memberikan perkiraan jumlah atau persentase</p> <p><input type="checkbox"/> Terinformasi dengan baik, mampu memberikan data jumlah atau persentase yang memiliki akses ke <i>WASH</i> dan sumber data yang menjadi referensi</p>

Topik 2: Kesadaran Manajemen Perusahaan dan Pekerja tentang Air Bersih, Sanitasi, dan Higienitas (*WASH*)

Pertanyaan ini bertujuan untuk menggali komitmen perusahaan untuk meningkatkan pengetahuan *WASH* di perusahaan termasuk mempromosikan perubahan perilaku

5	<p>Apakah perusahaan pernah melakukan survei atau mengumpulkan informasi tentang kondisi <i>WASH</i> di rumah pekerja/komunitas sekitar?</p> <p><input type="checkbox"/> Ya</p> <p><input type="checkbox"/> Tidak – (lanjut ke pertanyaan No. 6)</p>
5a	<p>Jika YA, informasi apa saja yang dikumpulkan?</p>

	<p>(centang jawaban yang disebutkan dan bisa lebih dari satu jawaban)</p> <p><input type="checkbox"/> Data akses WASH pekerja di rumah dan komunitas sekitar</p> <p><input type="checkbox"/> Data spesifik untuk penyakit akibat kondisi terkait WASH, mis. diare, infeksi mata / kulit, terkait dehidrasi (sakit kepala/kelelahan)</p> <p><input type="checkbox"/> Lainnya, sebutkan _____</p>
6	<p>Apakah perusahaan mengumpulkan data absensi/ketidakhadiran pekerja karena kondisi kesehatan misal ketidakhadiran karena sakit berdasarkan jenis penyakit?</p> <p><input type="checkbox"/> Ya</p> <p><input type="checkbox"/> Tidak</p>
7	<p>Apakah perusahaan telah melakukan kegiatan untuk mempromosikan <i>WASH</i> kepada pekerja di lokasi kerja? (misal: mendistribusikan atau memasang materi informasi tentang <i>WASH</i> dan/atau materi pendidikan dan komunikasi lainnya seperti: poster, kegiatan edukasi tatap muka, dsb.)</p> <p><input type="checkbox"/> Ya</p> <p><input type="checkbox"/> Tidak – (lanjut ke pertanyaan No. 8)</p>
7a	<p>Jika YA, kegiatan/materi komunikasi tersebut meliputi:</p> <p>(centang jawaban yang disebutkan dan bisa lebih dari satu jawaban)</p> <p><input type="checkbox"/> Kebijakan <i>WASH</i> Perusahaan</p> <p><input type="checkbox"/> Air Minum</p> <p><input type="checkbox"/> Sanitasi</p> <p><input type="checkbox"/> Cuci tangan pakai sabun</p> <p><input type="checkbox"/> Kebersihan menstruasi</p> <p><input type="checkbox"/> Lainnya _____</p>
8	<p>Apakah perusahaan telah melakukan kegiatan untuk mempromosikan <i>WASH</i> kepada komunitas sekitar? (misal: mendistribusikan atau memasang materi informasi tentang <i>WASH</i> dan/atau materi pendidikan dan komunikasi lainnya seperti: poster, kegiatan edukasi tatap muka, dsb.)</p> <p><input type="checkbox"/> Ya</p> <p><input type="checkbox"/> Tidak – (lewatkan pertanyaan 8a)</p>
8a	<p>Jika YA, kegiatan/materi komunikasi tersebut meliputi:</p>

	<p>(centang jawaban yang disebutkan dan bisa lebih dari satu jawaban)</p> <p><input type="checkbox"/> Air Minum</p> <p><input type="checkbox"/> Sanitasi</p> <p><input type="checkbox"/> Cuci tangan pakai sabun</p> <p><input type="checkbox"/> Kebersihan menstruasi</p> <p><input type="checkbox"/> Lainnya _____</p>
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Topik 3: Akses Pekerja terhadap Fasilitas Air Bersih, Sanitasi, dan Higienitas di Tempat Kerja

Pertanyaan ini bertujuan untuk menggali komitmen perusahaan dalam menyediakan akses pekerja ke fasilitas *WASH* yang memadai di suatu lokasi kerja/tempat kerja tertentu. PILIH LOKASI KERJA DI LOKASI PRODUKSI SEPERTI PABRIK, GUDANG, ATAU LAPANGAN.

Lokasi survey:

- pabrik
- gudang logistik
- lapangan (*field site*) seperti lokasi perkebunan, pertambangan, dan sejenisnya

Jumlah total pekerja di pabrik/gudang logistik/lapangan yang disurvei:

- Total pekerja: _____ orang
- Laki-laki: _____ orang
- Perempuan: _____ orang

3A. Akses ke- dan Penggunaan Fasilitas Air Minum di Tempat Kerja

Panduan: Lakukan observasi ke fasilitas air bersih yang digunakan pekerja di lokasi kerja, lalu jawab pertanyaan-pertanyaan di bawah ini

9	<p>Apa sumber air utama (untuk minum dan keperluan lainnya) yang disediakan perusahaan bagi karyawan:</p> <p>(centang jawaban yang disebutkan dan bisa lebih dari satu jawaban)</p> <p><input type="checkbox"/> Pemipaan dengan sumber air di dalam lokasi kerja</p>
---	--

	<input type="checkbox"/> Pemipaan dengan sumber air di luar lokasi kerja (misal milik pemda) <input type="checkbox"/> Sumur galian <input type="checkbox"/> Air tanah/sumur menggunakan mesin <input type="checkbox"/> Mata air <input type="checkbox"/> Air hujan <input type="checkbox"/> Truk tangki <input type="checkbox"/> Kios air isi ulang <input type="checkbox"/> Air botol kemasan <input type="checkbox"/> Air permukaan (sungai / bendungan / danau / kolam) <input type="checkbox"/> Lainnya _____
10	<p>Apakah air minum dari sumber yang aman disediakan oleh perusahaan di lokasi kerja bagi pekerja?</p> <input type="checkbox"/> Ya <input type="checkbox"/> Tidak – (lanjut ke pertanyaan No. 10b)
10a	<p>Jika YA, apa sumber air minum utama yang disediakan perusahaan bagi karyawan: <i>(centang jawaban yang disebutkan dan bisa lebih dari satu jawaban)</i></p> <input type="checkbox"/> Pemipaan dengan sumber air di dalam lokasi kerja <input type="checkbox"/> Pemipaan dengan sumber air di luar lokasi kerja (misal milik pemda) <input type="checkbox"/> Sumur galian <input type="checkbox"/> Air tanah/sumur menggunakan mesin <input type="checkbox"/> Mata air <input type="checkbox"/> Air hujan <input type="checkbox"/> Truk tangki <input type="checkbox"/> Kios air isi ulang <input type="checkbox"/> Air botol kemasan <input type="checkbox"/> Air permukaan (sungai / bendungan / danau / kolam) <input type="checkbox"/> Lainnya _____ <input type="checkbox"/> Tidak tahu (lanjut ke pertanyaan No. 11)

	<p>10b Jika TIDAK ada sumber air minum yang disediakan oleh perusahaan:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Pekerja biasanya membawa air minum sendiri <input type="checkbox"/> Pekerja biasanya tidak membawa air minum sendiri <input type="checkbox"/> Tidak diketahui <p>(lanjut ke pertanyaan No. 17)</p>
11	<p>Apakah perusahaan melakukan sesuatu pada air dari sumber air untuk membuatnya aman untuk diminum?</p> <ul style="list-style-type: none"> <input type="checkbox"/> Ya <input type="checkbox"/> Tidak – (lanjut ke pertanyaan No. 12)
11a	<p>Jika YA, apa yang dilakukan perusahaan untuk membuatnya aman diminum?</p> <p><i>(centang jawaban yang disebutkan dan bisa lebih dari satu jawaban)</i></p> <ul style="list-style-type: none"> <input type="checkbox"/> Rebus <input type="checkbox"/> Tambahkan pemutih/klorin <input type="checkbox"/> Saring melalui kain <input type="checkbox"/> Gunakan filter (keramik, komposit, dll.) <input type="checkbox"/> Desinfeksi matahari <input type="checkbox"/> Biarkan mengendap <input type="checkbox"/> Lainnya (sebutkan) _____ <input type="checkbox"/> Tidak tahu
12	<p>Apakah perusahaan rutin melakukan pengujian terhadap kualitas air minum membuatnya aman untuk diminum?</p> <ul style="list-style-type: none"> <input type="checkbox"/> Ya <input type="checkbox"/> Tidak
13	<p>Apakah air minum yang disediakan oleh perusahaan tersedia gratis bagi pekerja?</p> <ul style="list-style-type: none"> <input type="checkbox"/> Ya <input type="checkbox"/> Tidak
14	<p>Apakah pekerja memiliki akses tak terbatas ke sumber air minum/dapat mengambil air minum selama jam kerja?</p>

	<input type="checkbox"/> Ya <input type="checkbox"/> Tidak
15	<p>Apakah pekerja dapat menyimpan air minum bersama mereka di lokasi kerja mereka selama jam kerja?</p> <input type="checkbox"/> Ya <input type="checkbox"/> Tidak
16	<p>Apakah perusahaan menyediakan wadah minum (seperti gelas, tumbler) bagi pekerja di lokasi kerja selama jam kerja?</p> <input type="checkbox"/> Ya <input type="checkbox"/> Tidak

3B. Akses ke- dan Penggunaan Fasilitas Sanitasi di Tempat Kerja

Panduan: Lakukan observasi ke fasilitas toilet/jamban yang digunakan pekerja di lokasi kerja, lalu jawab pertanyaan-pertanyaan di bawah ini

17	<p>Apakah fasilitas toilet/jamban bagi pekerja tersedia di lokasi kerja yang disurvei?</p> <input type="checkbox"/> Ya <input type="checkbox"/> Tidak – (lanjut ke pertanyaan No. 25)
17a	<p>Jika YA, jenis toilet yang tersedia di lokasi kerja: <i>(centang jawaban yang disebutkan dan bisa lebih dari satu jawaban)</i></p> <input type="checkbox"/> Toilet siram air (leher angsa) <input type="checkbox"/> Jamban lubang dengan slab (pijakan kaki) <input type="checkbox"/> Jamban tanpa slab (pijakan kaki) <input type="checkbox"/> Toilet portabel/bergerak <input type="checkbox"/> Lainnya _____
17b	<p>Jika menggunakan toilet siram, apakah air tersedia untuk pembilasan setiap saat?</p> <input type="checkbox"/> Ya <input type="checkbox"/> Tidak

		<input type="checkbox"/> Tidak diketahui
17c	Jika menggunakan toilet siram, kemana buangan tinja disalurkan?	<input type="checkbox"/> Ke sistem saluran pembuangan perpipaan yang dikelola pengelola, lingkungan atau pemerintah daerah <input type="checkbox"/> Ke septic tank <input type="checkbox"/> Ke lubang bukan septic tank <input type="checkbox"/> Ke lahan terbuka (saluran air pembuangan di lingkungan, sungai, dsb.) <input type="checkbox"/> Tidak tahu dimana
18	Jumlah total toilet/jamban yang tersedia saat ini di fasilitas/lokasi kerja yang disurvei:	<p>Toilet/jamban khusus wanita berjumlah _____</p> <p>Toilet/jamban khusus pria berjumlah _____</p> <p>Toilet/jamban bersama berjumlah _____</p> <p>Total lubang toilet/jamban berjumlah _____</p>
19	Apakah fasilitas toilet/jamban juga dilengkapi dengan fasilitas untuk kaum disabilitas? (misal ada pegangan khusus, dudukan toilet khusus, dsb.)	<input type="checkbox"/> Ya <input type="checkbox"/> Tidak
20	Apakah fasilitas toilet/jamban terletak di tempat yang mudah diakses oleh semua pekerja selama hari kerja?	<input type="checkbox"/> Ya <input type="checkbox"/> Tidak
21	Kapan pekerja dapat mengakses fasilitas toilet?	<input type="checkbox"/> Kapan saja sesuai kebutuhan <input type="checkbox"/> Hanya selama jam istirahat <input type="checkbox"/> Hanya sebelum / sesudah bekerja

22	<p>Apakah fasilitas toilet untuk pekerja wanita berada di lokasi yang aman dan menjamin privasi?</p> <p><i>(centang jawaban yang disebutkan dan bisa lebih dari satu jawaban)</i></p> <p><input type="checkbox"/> Aman (pencahayaannya memadai, pintu yang dapat dikunci, toilet/jamban terletak di lokasi yang aman)</p> <p><input type="checkbox"/> Menjamin privasi (misalnya pintu tersedia di toilet)</p> <p><input type="checkbox"/> Tidak ada toilet khusus untuk pekerja wanita</p>
23	<p>Secara umum, seberapa bersih fasilitas toilet pada di survey/observasi?</p> <p><input type="checkbox"/> Bersih</p> <p><input type="checkbox"/> Agak bersih</p> <p><input type="checkbox"/> Tidak bersih</p>

3C. Akses ke- dan Penggunaan Fasilitas Higienitas di Tempat Kerja

Higienitas saat Menstruasi bagi Pekerja Wanita

Panduan: Lakukan observasi ke fasilitas bagi pekerja perempuan saat menstruasi (toilet, atau lainnya), lalu jawab pertanyaan-pertanyaan di bawah ini

24	<p>Apakah tersedia air dan sabun di bilik toilet/jamban khusus pekerja perempuan (atau fasilitas lainnya yang tersedia) untuk kebersihan saat menstruasi?</p> <p><input type="checkbox"/> Ya, air dan sabun</p> <p><input type="checkbox"/> Air, tapi tanpa sabun</p> <p><input type="checkbox"/> Tanpa air</p>
25	<p>Apakah pembalut/perlengkapan lain (sesuai dengan budaya) saat menstruasi tersedia di lokasi kerja?</p> <p><i>(centang jawaban yang disebutkan dan bisa lebih dari satu jawaban)</i></p> <p><input type="checkbox"/> Tersedia gratis di tempat kerja</p> <p><input type="checkbox"/> Tersedia, dijual di dalam lokasi kerja dengan harga terjangkau</p> <p><input type="checkbox"/> Tersedia, dijual di dekat/di luar lokasi kerja dengan harga terjangkau</p> <p><input type="checkbox"/> Pekerja perempuan membawa pembalut sendiri dari rumah / Tidak ada pembalut yang tersedia (tidak ada yang menjual)</p>

26	<p>Apakah tersedia tempat penyimpanan khusus pembalut bagi pekerja perempuan yang sedang menstruasi?</p> <p><input type="checkbox"/> Terdapat ruang pribadi (misalnya loker, lemari pribadi) untuk menyimpan pembalut di lokasi kerja</p> <p><input type="checkbox"/> Tidak ada tempat menyimpan pembalut</p>
27	<p>Ketika masa menstruasi, apakah pekerja perempuan:</p> <p><input type="checkbox"/> Harus terus bekerja selama menstruasi</p> <p><input type="checkbox"/> Dapat tidak masuk kerja selama menstruasi</p> <p><input type="checkbox"/> Tidak diketahui</p>

Higienitas Cuci Tangan Pakai Sabun

Panduan: Lakukan observasi ke fasilitas cuci tangan bagi pekerja di lokasi kerja, lalu jawab pertanyaan-pertanyaan di bawah ini

28	<p>Apakah fasilitas khusus cuci tangan dengan sabun (CTPS), dan air tersedia di lokasi kerja pada saat survei?</p> <p><input type="checkbox"/> Ya</p> <p><input type="checkbox"/> Tidak (lanjut ke pertanyaan No. 29)</p>
28a	<p>Jika YA, dimana lokasi tempat cuci tangan tersebut? (centang semua yang disebutkan dan bisa lebih dari satu jawaban)</p> <p><input type="checkbox"/> Di/dekat toilet</p> <p><input type="checkbox"/> Di kantin/tempat makan pekerja</p> <p><input type="checkbox"/> Terletak di tempat lain (sebutkan): _____</p> <p><input type="checkbox"/> Portabel, dapat dipindah-pindah (seperti ember yang dimodifikasi sendiri) saat digunakan</p>
28b	<p>Jika YA, apakah air dan sabun tersedia di semua tempat cuci tangan pada saat survei?</p> <p><input type="checkbox"/> Ya, tersedia air dan sabun di semua tempat cuci tangan</p> <p><input type="checkbox"/> Tidak, fasilitas cuci tangan tersedia tetapi kurang sabun dan/atau air</p>

29	<p>Apakah di fasilitas cuci tangan pakai sabun (CTPS) memiliki tanda pengingat (seperti poster, stiker, dsb.) tentang saat-saat penting untuk melakukan CTPS?</p> <p><input type="checkbox"/> Ya (tersedia di sekitar tempat cuci tangan)</p> <p><input type="checkbox"/> Ya (tersedia tidak di lokasi cuci tangan)</p> <p><input type="checkbox"/> Tidak tersedia</p>
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Topik 4: Akses Air Bersih, Sanitasi, dan Higienitas (*WASH*) di Rantai Pasok

30	<p>Apakah ada kebijakan/peraturan perusahaan yang mewajibkan mitra perusahaan di rantai pasok (supplier bahan mentah, distributor, retail, dsb.) untuk memenuhi standar minimum air bersih, sanitasi, dan higienitas di lokasi kerjanya</p> <p><input type="checkbox"/> Ya</p> <p><input type="checkbox"/> Tidak (lanjut ke pertanyaan No. 31)</p>
30a	<p>Jika YA, bagaimana kantor pusat memastikan bahwa terdapat fasilitas WASH yang memadai dan dipantau di seluruh rantai pasok? Jelaskan</p> <hr/>

Topik 5: Kesadaran Perusahaan terhadap Perubahan Iklim, Program Tanggung Jawab Sosial dan Darurat Kebencanaan

5.A Dampak lingkungan terkait air lainnya terhadap bisnis, pekerja, dan/atau masyarakat

31	<p>Apakah perusahaan pernah mengalami krisis air akibat dampak perubahan iklim (kekeringan, banjir, dsb.)</p> <p><input type="checkbox"/> Ya</p> <p><input type="checkbox"/> Tidak (lanjut ke pertanyaan No. 32)</p>
31a	<p>Jika YA, apakah kejadian tersebut telah membuat perusahaan mengambil tindakan khusus untuk mengurangi kejadian/dampak yang sama ke depannya?</p> <p><input type="checkbox"/> Ya</p>

	<input type="checkbox"/> Tidak Jika Ya (Jelaskan): <hr/>
32	Apakah bisnis pernah melakukan studi untuk menilai dampak konsumsi air mereka, dampaknya terhadap lingkungan (misalnya mata air) dan masyarakat sekitarnya? <input type="checkbox"/> Ya <input type="checkbox"/> Tidak Jika Ya, kapan studi tersebut dilakukan: <hr/>
33	Apakah perusahaan memiliki fasilitas dan mekanisme untuk membuang, menampung, atau mengolah limbah produksi dengan benar dari lokasi fasilitas/lokasi kerja? <input type="checkbox"/> Ya <input type="checkbox"/> Tidak
34	Apakah ada fasilitas khusus pengolahan tinja di tempat kerja untuk mengelola lumpur tinja dari toilet di lokasi kerja dengan benar? <input type="checkbox"/> Ya <input type="checkbox"/> Tidak (lanjut ke pertanyaan No. 35)
34a	Jika YA, jelaskan sistem yang digunakan: <input type="checkbox"/> <i>Onsite</i> (sistem pengolahan lumpur tinja di dalam lingkungan perusahaan) <input type="checkbox"/> <i>Offsite</i> (tersambung ke saluran pembuangan milik pengelola, lingkungan, atau pemerintah) <input type="checkbox"/> Campuran
34b	Jika menggunakan sistem onsite (misal: septic tank, dsb.) apakah sistem yang digunakan pernah disedot/dikosongkan? <input type="checkbox"/> Ya <input type="checkbox"/> Tidak (lanjut ke pertanyaan No. 35)

		<p>Jika Ya, kapan terakhir dikosongkan/disedot:</p> <p>_____</p> <p>Jika Ya, siapa yang melakukan pengosongan/penyedotan:</p> <p>_____</p>
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5.B Program Tanggung Jawab Sosial Perusahaan dan Darurat Bencana

35		<p>Apakah perusahaan pernah terlibat dalam kegiatan tanggap darurat bencana?</p> <p><input type="checkbox"/> Ya</p> <p><input type="checkbox"/> Tidak (lanjut ke pertanyaan No. 36)</p>
	35a	<p>Jika YA, kegiatan tanggap darurat bencana terkait dengan bidang apa?</p> <p><input type="checkbox"/> Kesehatan</p> <p><input type="checkbox"/> Air, sanitasi, dan kebersihan</p> <p><input type="checkbox"/> Pendidikan</p> <p><input type="checkbox"/> Lainnya_____</p>
	35b	<p>Jenis kontribusi yang telah diberikan perusahaan selama keadaan darurat dalam upaya penanggulangan bencana:</p> <p><input type="checkbox"/> Uang</p> <p><input type="checkbox"/> Barang konsumsi</p> <p><input type="checkbox"/> Barang keperluan sehari-hari lainnya</p> <p><input type="checkbox"/> Perlengkapan</p> <p><input type="checkbox"/> Konstruksi</p> <p><input type="checkbox"/> Pelatihan</p> <p><input type="checkbox"/> Lainnya_____</p>
36		<p>Apakah perusahaan pernah memberikan pelatihan tentang keadaan darurat bencana kepada pekerja di perusahaan?</p> <p><input type="checkbox"/> Ya</p> <p><input type="checkbox"/> Tidak (lanjut ke pertanyaan No. 37)</p>

	36a	Jika YA, kapan terakhir kali pelatihan tersebut diberikan? _____
37	Selain kegiatan tanggap darurat bencana, apakah perusahaan pernah melaksanakan program tanggung jawab sosial perusahaan (CSR) lainnya? <input type="checkbox"/> Ya <input type="checkbox"/> Tidak (selesai)	
	37a	Jika YA, kegiatan program tanggung jawab sosial perusahaan (CSR) yang telah dilaksanakan mencakup sektor: <input type="checkbox"/> Kesehatan <input type="checkbox"/> Air, sanitasi, dan kebersihan <input type="checkbox"/> Pendidikan <input type="checkbox"/> Lainnya _____
	37b	Sasaran penerima dana program tanggung jawab sosial perusahaan (CSR): <input type="checkbox"/> Sekolah <input type="checkbox"/> Fasilitas kesehatan <input type="checkbox"/> Komunitas <input type="checkbox"/> Rumah tangga <input type="checkbox"/> Lainnya _____

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(lanjut ke Bagian II. Survey kepada Rumah Tangga Pekerja/Komunitas)

ANNEX 2

LIST OF RESPONDENTS

No	Name	Position	Company's Name	Industry
JAKARTA				
1	Agatha Kristiastuti	Section Head	PT Inti Ganda Perdana (IGP)	Kendaraan bermotor, trailer, dan semi trailer
2	Anggandanu Dwi Pramestyo	Kepala Departemen QSSHE Assurance	PT MRT Jakarta (Perseroda)	transportasi
3	Nanik Sahaya	Sub Sector EHS	PT Century Batteries Indonesia	Kendaraan bermotor, trailer, dan semi trailer
4	Sutara	Manager	PT Yamaha Music MFG Asia	pabrikasi alat musik
5	Ade Maulana	Section Head	PT Agung Pelita Industri	Kulit, barang dari kulit dan alas kaki
6	Adang	HSE	PT Unggul Indah Cahaya	Bahan kimia dan barang dari bahan kimia
7	Freddy Cahyo Nugroho	Superintendent OSH	PT Krakatau Steel (Persero) Tbk.	Logam dasar
8	Jumiyo, SE	Ka Dept HRD&GA	PT Mercusuar Industri Beton	Barang galian bukan logam
9	Heru Prayogi	Dept Head HCBP	PT Fonusa Agung Mulia	Makanan
10	Santi Rahmawati	HRD	PT Winn Appliance	manufacturing peralatan dapur dan peralatan gas
11	Sudirman	HRD Manager	PT Greentex Indonesia Utama 2	Pakaian jadi
12	Adjat Sudarjat	Manager HC&GA	PT Trimar Sarana Garment Industry	Pakaian jadi
13	Desy Ika S	HSE	PT YC TEC Indonesia	Pengolahan lainnya
14	Nanden Anne Setiawati	QA Manager & Management Representative	PT Technomed Asia	Farmasi, produk obat kimia dan obat tradisional
15	Reza Tumahaka	Owner	CV Lautan Berkas Metalindo	Barang logam, bukan mesin dan peralatannya
16	Lina (Marlina Bhekti Hatmanto)	Manager HRD	PT Tri Saudara Sentosa Industri	Kendaraan bermotor, trailer, dan semi trailer

17	Daniya Rachma Apriyanti	HRD	PT Dodo Activewear	Pakaian jadi
18	Radityo Dipot	Supervisor (Unit Head)	PT Pindo Deli	Kertas dan barang dari kertas
19	Dwi Novitasari	Supervisor GH3S	PT Merdeka Nusantara	Pengolahan tembakau
20	Ariq Muhammadi	Direktur Utama	PT Sarana Tirta Abadi	Pengolahan lainnya
21	Himbo Wahyu Setyo P, S.Ip	Direktur	CV Tiga Bernama Mandiri	Jasa reparasi dan pemasangan mesin dan peralatan
22	Lulut Prabowo	Department Head IRGA	PT Torabika Eka Semesta	Makanan
23	Gina Putra Wrilgid	Supervisor	PT Indah Kiat Pulp and Paper, Tbk.	Kertas dan barang dari kertas
24	Adita Rahmi	Head HSE	PT Rekayasa Engineering	Jasa konstruksi
25	Heru Winarto	CR Manager	PT Gelindo Garmentama	Pakaian jadi
26	Agus Setyanto	Acting EHS Manager	PT J Resources Bolaang Mongondow	pertambangan emas
27	Dailinar Utomo	Manager HRGA & HSE	PT Spindo	Barang logam, bukan mesin dan peralatannya
28	Abdul Somad	HSE Officer	PT Kaltim Prima Coal	Produk dari batu bara dan pengilangan minyak bumi
29	Ayat Hidayat	Manager	PT Charoen Pokphand Indonesia	Makanan
30	Fairuz Ilham	HSE Officer	PT Lautan Organo Water	Pengolahan lainnya
31	Rajib	HR & GA	Kawasan Industri WIKA	Pengolahan lainnya
32	Samsul Hilal	Manajer Produksi	PT Jeil Fajar Indonesia	Barang logam, bukan mesin dan peralatannya
33	Presti Yuliasuti	HSE Engineer	PT FMC Santana PEI	Produk dari batu bara dan pengilangan minyak bumi
34	Gigih Wahyu Akbar	Supervisor HSE Area Jakarta	PT Pertamina Lubricants - Production Unit Jakarta	Produk dari batu bara dan pengilangan minyak bumi
35	Akhmad Wuryantori	Supervisor	PT Subang Autocomp Indonesia	Kendaraan bermotor, trailer, dan semi trailer
36	Eko Sarwiyadi	GA Section Head	PT Wahana Duta Jaya Rucika	Karet, barang dari karet dan plastik
37	Anton Wijayanto	Supervisor	PT Kayaba Indonesia	Kendaraan bermotor, trailer, dan semi trailer

38	Nurul Sawitri Vanani	Manager HSE	PT Spektra Megah Semesta	Jasa reparasi dan pemasangan mesin dan peralatan
39	Ari Azhar	Manager PG-TD	PT Krakatau Daya Listrik	Pengolahan lainnya
40	Hotma Uli Oktavia	Head of HRGA	PT Tereos FKS Indonesia	Makanan
41	Ainul Qadhar Siregar	HSE Officer	PT Hidroflex Indonesia	Barang logam, bukan mesin dan peralatannya
42	Dwi Irawati	Corporate HR&GS Head	PT Fajar Benua Indopack	Pengolahan lainnya
43	Yustinus Sudyono	Manager HSE	PT Pratama Abadi Industri	Tekstil
44	Teddy Sopandy	Supervisor	PT Tri Graha Sealisindo	Barang logam, bukan mesin dan peralatannya
45	Happy Karunia Robbi	Asst. General Manager	PT Fine Sinter Indonesia	Kendaraan bermotor, trailer, dan semi trailer

No	Name	Position	Company's Name	Industry
CENTRAL JAVA				
1	Dodiet Cahyono	Manager HRD-GA	PT Pantjatunggal Knitting Mill Semarang	Pakaian Jadi
2	Wida Adi H.P	-	PT Leo Agung Raya	Farmasi, produk obat kimia dan obat tradisional
3	Ika Elina Fatmaniar	HRD	PT Star Fashion Ungaran	Pakaian Jadi
4	Zida Ulya Safira	HSE officer	PT Sampharindo Perdana	Farmasi, produk obat kimia dan obat tradisional
5	Efi Damayanti	Personalia	PT SAI Apparel Industrias	Pakaian Jadi
6	Wenti Permata Sari	Compliance officer	PT Samwon Busana Indonesia Semarang	Tekstil
7	Fironikha Susyanti	Compliance Officer	PT Victory Apparel Semarang	Tekstil
8	Priyo Sembodo	HRD / GA Manager	PT Pinnacle Apparels	Pakaian Jadi
9	Suyut Purnomo	GA dan Compliance manager	PT Star Alliance Intimates	Pakaian Jadi

10	Siti Masrifah	Officer GA	PT Nufarindo Pharmaceutical Laboratories	Farmasi, produk obat kimia dan obat tradisional
11	Titien Hendar Herwati	Personalia	PT Global Multi Pharmalab Semarang	Farmasi, produk obat kimia dan obat tradisional
12	Arie Cholifah	Compliance Staff	PT Radeo Prima Jaya	Pakaian Jadi
13	Firman Hartono	Plant Manager	Suntory Garuda PT Triteguh Manunggalsejati	Minuman
14	Haryanto	Human capital and services dept head	PT Garudafood Putra Putri Jaya TBK	Makanan
15	Murita	Umum	PT Jiale Indonesia Textile	Tekstil
16	Wasis Nugrahanto	Compliance	PT Bomin Permata Abadi	Pakaian Jadi
17	Aditya Dwi Kurniawan	Compliance Spv	PT Samwon Busana Indonesia	Pakaian Jadi
18	Nurrif'atul Amalia	Staff Compliance	PT Sandang Asia Maju Abadi	Pakaian Jadi
19	Ega Efendi	HSE - Sustainability	PT Apparel One Indonesia	Pakaian Jadi
20	Miranti Diah Nugraheni	K3	PT Sido Muncul	Farmasi, produk obat kimia dan obat tradisional
21	Dedi Andika Maolana	Supervisor SDM Umum	PT Kimia Farma Plant Semarang	Farmasi, produk obat kimia dan obat tradisional
22	Bhisma A. Pradana	Manager EHS	PT Phapros TBK	Farmasi, produk obat kimia dan obat tradisional
23	Mamik Pujiatun	HRD	PT Industri Jamu Borobudur Semarang	Farmasi, produk obat kimia dan obat tradisional
24	Ikhwanudin	Staff HSE	PT Indofood CBP Sukses Makmur TBK Divisi Noodle Semarang	Makanan
25	Fiki Prastianto	HSE & Sustainability	PT Indofood Fortuna Makmur Semarang	Makanan
26	Mia Sitoms	HRD Bag. K3	PT Bandeng Juwana	Makanan
27	Susasi Widyati S. Sh, M.H	Manager HRD- GA	PT Bitratex Industries	Tekstil
28	Dina Ariyanti	Manager HR dan GA	PT Pertiwi Indo Mas	Pakaian Jadi

29	Margaretta	HRD	PT First Indonesia Hydroponic Forum	Makanan
30	Niken	HSE	PT Zenith Pharmaceutical	Farmasi, produk obat kimia dan obat tradisional
31	Andhi Prihantoro	General Affair	PT Surya Mulya Bangun Indo	peralatan listrik
32	Bernike Natalia Rossana	HRD Manager	PT Richtex Garmindo	Pakaian Jadi
33	Ajeng Lakshita Pramesti	HSE- Sustainability	PT Bina Busana Internusa	Pakaian Jadi
34	Ardyansyah Lubis	Ahli K3 Staff	PT ERELA	Farmasi, produk obat kimia dan obat tradisional
35	Pamungkas Hijayanto	General Affair / HSE Q2	PT Nippon Indosari Corpindo TBK	Makanan
36	Irfatul Chasanah	HRD Manager	PT Fukuryo Indonesia	Pakaian Jadi
37	M. Aulia Sani	Compliance	PT Sansan Saudaratex Jaya Bandung	Pakaian Jadi
38	M. Wardoyo	OHS	PT Coca-Cola Bottling Indonesia	Minuman
39	Dwijo Purnomo	GA	PT Karya Ciptanyata Wisesa	Minuman
40	Yanto, S.E	HRD & GA	PT Nissin Biscuits Indonesia	Makanan
41	Den Slamet	HSE Sustainability	PT Apparel One Indonesia	Pakaian Jadi
42	Herman W. S	Safety officer	PT Indofood CBP Sukses Makmur TBK Divisi Food Seasoning Semarang	Minuman
43	Widodo Silo w	HSE officer	PT Indofood CBP Sukses Makmur TBK FID Semarang	Makanan
44	Lisa Kristiani	HRD	PT Melady Garment International	Pakaian Jadi
45	Titi Wulandari	General Manager	PT Korina Semarang	Pakaian Jadi
46	Maria Ryna Wulandari	Compliance manager	PT Lucky Textile Semarang 1	Pakaian Jadi
47	Titrianis	HRD	PT Arindo Garmentama	Pakaian Jadi
48	Abdul Ghani P	K3 / supervisor	PT Grand Best Indonesia	Pakaian Jadi

49	Bowo Edi Purwanto	K3 Umum	PT Marimas Putera Kencana	Minuman
50	Sri Sumarti	HRD	PT Glory Industrial Semarang II	Pakaian Jadi

No	Name	Position	Company's Name	Industry
EAST JAVA				
1	Agustini	HRD	PT BUDIONO MADURA BANGUN PERSADA	Pengemasan Garam Beriodium
2	Rosita Ayu	Administrasi	PT GARINDO SEJAHTERA ABADI	Makanan
3	Venta Hasanah Mahfiroh	Document Control	PT Gloria Bisco	Makanan
4	Agus Besaar Sugiharto/ Ramadhon Sukriyanto	IR Officer / SHE Section Head	PT Garuda Food Putra Putri Jaya Tbk	Makanan
5	INDRA PRASETYAWAN	HRD	PT. PHALOSARI UNGGUL JAYA	Rumah Pemotongan Ayam (RPA) dan Olahan
6	ENDIN	HRD	CV. PANGAN BERKAH SENTOSA	Makanan
7	MOCH. ALQINDI	GA & HSE SUPERVISOR	PT. XUI LONG OUTDOOR	Kulit, barang dari kulit dan alas kaki
8	AGUS PURWANTO	SUPERVISOR UMUM	PT. KIMIA FARMA TBK. Plant Watudakon	Farmasi, produk obat kimia dan obat tradisional
9	Nardi Bin Karmosuwito	HRD/Ka Personalia	PT Usaha Sekawan Farmasi Indonesia	Farmasi, produk obat kimia dan obat tradisional
10	Dewi Setyowati	EHFS Head unit	PT Smart, Tbk, Surabaya	Makanan
11	Wahyudi Kriswianto	Kabag Produksi	PT Karunia Alam Segar	Minuman
12	Ulfa	Personalia	BROMO FALCATA INDONESIA	Kayu, Barang dari kayu dan gabus (tidak termasuk furnitur) dan barang anyaman dari bambu, rotan dan sejenisnya
13	Dua ayu P.S	HRGA Assistant Manager	PT.SINARMAS SEJAHTERA	Makanan
14	WAHYU BUDI SATRIYO	HRD	PT. TJIWULAN PUTRA MANDIRI	Pakaian Jadi

15	Eka Rahmat Susanto	Manager Building & Maintenance	CV Cokro	Makanan
16	KUNTO PRIBADI	DIREKTUR	PT.PERISKA MULTI USAHA	Makanan
17	BHASKARA INDRAJAYA	HSE	NITAMA	Logam dasar
18	AGUS TIYAN S	HSE	PT.GLOBAL WAY INDONESIA	Tekstil
19	Christian Eka F.	SPV	PT Karunia Alam Segar	Makanan
20	Sulastri	HRD Stafc	PT Kelola Mina Laut, Gresik	Makanan
21	NOVI INDRIAWATI	AHLI K3 UMUM	PT. SHOU FONG LASTINDO	Kulit, barang dari kulit dan alas kaki
22	WAHYUDI	MANAGER	CV. KEONG MAS PERMAI BOJONEGORO PROV. JATIM	Makanan
23	Alif Islam	Staff	PT Santos Jaya Abadi	Minuman
24	Yuni Indra S	SPV HRD	Balatif	Farmasi, produk obat kimia dan obat tradisional
25	Mimin	Staff Personalia	Lestari Biscuit Factory	Makanan
26	Utami Dewi	Financial dan Accounting Manager	Prime Line International	Pakaian Jadi
27	Sopo Antonius	Kabag Personalia	Makmur Jaya Kharisma	Karet, barang dari karet dan plastik
28	Kalsita Imawati	HRD Staff	PT Rembaka	Bahan kimia dan barang dari bahan kimia
29	Sugianto	Manager Produksi	PT. Henson Farma	Farmasi, produk obat kimia dan obat tradisional
30	Endang Setya Wahyuni	HRD	PT. Hasil Alam Indo Indah	Kayu, Barang dari kayu dan gabus (tidak termasuk furnitur) dan barang anyaman dari bambu, rotan dan sejenisnya
31	Rifa Yuliana	HRD AK3	PT. DJ. Busana Jaya	Pakaian Jadi
32	S. Joko Anggono	HRD	PT. Raindo Putra Lestari	Pakaian Jadi
33	Wildhan R.	HR/SPV	United Waru Biskuit Manufaktur	Makanan
34	Bambang Priyono	Supervisor	PT Coronet Crown Sidoarjo	Farmasi, produk obat kimia dan obat tradisional

35	Anton Supriyadi	HR Dept. Head	Triteguh Manunggal Sejati	Minuman
36	ANDRI PURWANTO	HSE HEAD	PT. ERATEX DJAJA	Pakaian Jadi
37	Ahmad Thohir	HSE Manager	PT Dok Pantai Lamongan	Jasa reparasi dan pemasangan mesin dan peralatan
38	Karel Aliandoe	HR Manager	PT QL Hasil Laut	Makanan
39	Solakhuddin	Asst. Manager	PT Mermaid Textile Industry Indonesia	Tekstil
40	Bagus	HSE Dept. manager	PT Ajinomoto Indonesia	Makanan
41	Solakhuddin	AM	PT Mermaid Textile Industry Indonesia	Tekstil
42	Fajar Kambali	AK3	Sinar Sosro	Minuman
43	Rifan Mashuri	Human Capital Manager	Lautan Natural Krimerindo	Minuman
44	Sartika Megasari	Ahli K3 Umum	CV.Laron Putra Manunggal	Makanan
45	Fransiska Ira P	Penanggung Jawab	Mahkota	Makanan
46	Go Rhesa F.P	Manager	UD. Guci Toak	Makanan
47	Fhabyyan Rizza Utama	Direktur	Wahyu Utama Group	Makanan
48	Rizad Irvan Z.A	SPV PGA	PT Agel Langgeng	Makanan
49	M Rizad	EHS Manager	PT Agel Langgeng	Makanan

No	Name	Position	Company's Name	Industry
WEST NUSA TENGGARA				
1	Ali Usman	HR Manager	Sheraton Senggigi Beach Resort	Makanan
2	Lalu Torik	Pimpinan	Berkah Alam Coffe	Minuman
3	Sutardi	Accounting	PT. Hotel Jivana	Makanan
4	Irhanul Wahyudi	Shift IC	PT. Rekso Nasional Food	Makanan
5	Roly Pradiatama	Personalia Pabrik	Narmada Awet Muda Selat	Minuman
6	Rifky Gahraf	Human Resources	Mataram Andalas Semesta	Makanan dan Minuman
7	Ni Kadek Sumiani	HRD	Osaka Bakery	Makanan

8	Cokorde Istri Ayu Laksmi Dewi	HR Suport Staff	Sukanda Djaya	Makanan dan Minuman
9	Josep Oxandre Robert A.S.	Manager	Kuta Paradise Hotel	Makanan
10	Lalu Zulkifli	Accounting 1 HR	PT. Origin Resort Lombok	Makanan dan minuman
11	Ni Wayan Eni Irawati	HR. Manager	PT. Lombok Saka	Pengolahan Lainnya
12	Hidayati Rachman, S.psi	HR. Manager	Hotel Grand Legi	Perhotelan
13	Muhasan	Kepala HRD	Mataram Pusaka Abadi (Roti Jordan)	Makanan
14	Kusuma Dewi	Owner	Larissa Cake Shop	Makanan
15	Zainal Muttaqin	Pemilik	UD Niaga Jaya Snack	Makanan
16	Emy Martini	HRD	PT. Lingsar	Makanan
17	Wahyu Ramdani	RGM	KFC Pancor	Makanan
18	Lalu Wira Sakti	Staff Umum	Energi Selaparang Lombok Timur	Minuman
19	Yuni Herviana	Kasir QC	Sariguna Primatirta	Minuman
20	Bahrudin	Human Resources Manager	Lombok Seaside Cottage	Makanan dan Minuman
21	Aditya Kwitan	Wakil Direktur	Alam Megah Jaya	Minuman
22	Yulfathrani	Training Coordinator & General Affair	Merumatta	Makanan
23	Yayan Diniarti	Assistent Restaurant Manager	Fast Food Indonesia (KFC Airlangga Square)	Makanan
24	Dwinda Chintya Aprianti	Personalia Pabrik	Narmada Awet Muda Lingsar	Minuman
25	Yudianto	Supervisor	PT. Yakult Indonesia Persada	Minuman
26	Hidayatullah, SE.	Direktur	Tirta Monsagar	Minuman
27	Nyoman Marini	Manager	Grand Puri Senggigi	Jasa akomodasi
28	Ni Putu Rika Sulistyani	ABM Asministration	Enseval Putera Megtranding, TBK	Farmasi, produk obat kimia dan obat tradisional

29	Lalu Ekhsan	GM	PT. GRYA USAHA LOMBOK	Makanan
30	Juni Hardi	Shift Leader	PT. Fast Food Indonesia TBK (KFC Pejanggik)	Makanan dan Minuman
31	Titin Anggata Levi	Umum	PT. Lingkar Pandan Narmada	Minuman
32	Nuri Chairarizka	Store Manager	CV. GIGGLE BOX	Makanan dan Pakaian Jadi
33	Mukaram	OM	Harum Manis (Netral)	Minuman
34	Nicholas Piteresen	Manager	MORINAGA	Makanan
35	Livia Libriani	Manager	Berkat	Makanan
36	Sugiarno	HRD	Pabrik Kecap Wiesin	Makanan
37	Sari Putri Ardini	HR Supervisor	Surya Bale Senggigi (Montana Premier Senggigi)	Perhotelan
38	Ida Ayu Suharsih	Direktur	PT. PHOENIX FOOD	Makanan dan Minuman
39	Susanto	Pemilik	Slamet Riyadi	Tekstil
40	I Nyoman Adhi Wistawan	Talent & Culture Manager	PT. Istana Putri Mandalika (Novotel Lombok Resort & Villas)	Perhotelan
41	Iva Ariani	HRD	Raja Hotel Kuta	Perhotelan
42	GUSTI AYU MAHAYUNI	HR. Admin	The Jayakarta Lombok Beach Resort & SPA	Makanan
43	KOMANG BAGIASTINI	HR Manager	PT. GRAHA SENGGIGI	Perhotelan
44	Aditya Akbar	GEA SH	Sumbawa Jutaraya	Logam dasar
45	Dewinta Eka Sulastri	Manager Operasional	CV. Sumo Sejati	Makanan
46	Ketut Idi Putrawan	O.M.	PT. Bali Es	Makanan
47	L. Bayu Dirgantara	QA	Aerofood Indonesia	Makanan
48	Mella Meilestary	Asst. Spv	PT. Sebastian Citra Indonesia	Makanan, minuman
49	I Nyoman Sudarma	Manager	PT Sari Melati Kencana Tbk.	Makanan
50	Fathul Azmi	CS	Tidak diisi	Makanan dan minuman

No	Name	Position	Company's Name	Industry
EAST NUSA TENGGARA				

1	HERMAN SIANTO	DIREKTUR	PT. MODERN JAYA FARMA	Farmasi, produk obat kimia dan obat tradisional
2	SADIKIN	CHIEF ENGINEERING	ASTON KUPANG	Makanan
3	YULIA TESMAN, SM	GENERAL MANAGER	HOTEL PAPA JHON	Makanan
4	PUPUT HARSANTI	HR	PUTRA GEMILANG KARYA PERKARSA (NAKA HOTEL)	Makanan
5	SHERLY MU	PIMPINAN	RESTORAN NELAYAN	Makanan
6	Nurwiyanto	Pimpinan	Tahu Tempe (Sumber Hidup)	Makanan
7	Evert Da Lopes Baksuni	HRD Manager	PT. Flobamorata Bangkit Internasional	Makanan
8	SUHERMAN	PEMILIK	Rumah Makan Padang	Makanan
9	AYUB MOOY	OWNER	HOTEL PELANGI	MAKANAN MINUMAN DAN PENGINAPAN
10	SIDIK BONDAN PERMADI	PH. PMS	PT. KIMIA FARMA APOTEK	Farmasi, produk obat kimia dan obat tradisional
11	SUNAMI	PEMILIK	RATU SARI	Makanan
12	DIKI ADITYA	BRANCH MANAGER	PT. ANUGERAH PHARMINDO LESTARI (APL)	Farmasi, produk obat kimia dan obat tradisional
13	JANE LAPEBESI	WAKIL MANAJEMEN	PT. TABUN TIRTA MATHONIS	Minuman
14	OLIVIA MARIA F. M. FOLO, S.KM	KOORDINATOR UNIT PENGELOLAAN KESEHATAN LINGKUNGAN	RSIA DEDARI	Farmasi, produk obat kimia dan obat tradisional
15	APRILIANA YUDASARI	MANAGER	POLAR ICE CRYSTAL	Minuman
16	DEWITA NAROLITA	BRANCH MANAGER	PT. PRODIA WIDYAHUSADA. TBK	Kertas, dan barang dari kertas
17	CHRISTIN LEDEWARA	AST. HRM	PT. DELEXTA	Makanan
18	MARIA TH. ROMA	MANAGER	FAST FOOD	Makanan
19	Eko Wibowo	Operasional	Rumah Makan Ayam Bakar Wong Solo	Makanan
20	Wahyu	Penanggung Jawab	Warung 99 Makassar	Makanan

21	Nelson	Finance	PT Aneka Niaga - Vernum	Minuman
22	Marlin Nalle Djami	Kepala Bagian Manajemen K3	PT Ricna Tirta Jaya	Minuman
23	Adowa	HR	PT Nusa Wisata (Hotel Sahid T-More)	Perhotelan
24	DEWI	AHR MANAGER	ON THE ROCK HOTEL	Makanan
25	YOHANES DEMON	DIREKTUR	PT PBF	Farmasi, produk obat kimia dan obat tradisional
26	NELSON	PEMILIK	ROYAL BAKERY	Makanan
27	HERI KISWANTO	BAGIAN PRODUKSI	DWI JAYA BAKERY	Makanan
28	J.TITIS S.NUGROHO	MANAGER	CV PALAPA USAHA MANDIRI	Makanan
29	DESIANA MORU	MANAGER	CV ELMYLIA	PENGINAPAN
30	Jimmy Yetimauh	Petugas K3	PT. Enseval Putra Megatrading	Farmasi, produk obat kimia dan obat tradisional
31	Stella Agustina Uly	Apoteker Penanggung Jawab	PT. Indofarma	Farmasi, produk obat kimia dan obat tradisional
32	Agustinus Nahak	Kepala Cabang	PT. Sapta Sari Tama	Farmasi, produk obat kimia dan obat tradisional
33	Robert Lay	Pimpinan	Hotel Nelayan	Perhotelan
34	Herman Ndaomanu	HR Manager	Hotel Sotis	Perhotelan
35	RHEZANDY P. ANGGERIAWAN	KEPALA CABANG	PT KIMIA FARMA TD	Farmasi, produk obat kimia dan obat tradisional
36	HENGKI SETIABUDI	KEPALA CABANG	PT.RAJAWALI NUSINDO	Farmasi, produk obat kimia dan obat tradisional
37	STANIS OLA DOLU	KEPALA CABANG	PT.PENTA VALENT	Farmasi, produk obat kimia dan obat tradisional
38	I KOMANG ARTHA	KEPALA CABANG	PT ANUGERAH ARGON MEDIKA	Farmasi, produk obat kimia dan obat tradisional
39	PAIMIN	KEPALA CABANG	PT BINA SAN PRIMA CABANG KUPANG	Farmasi, produk obat kimia dan obat tradisional
40	FRENGKI	LPM	PT MATAHARI PUTRA PRIMA TBK	Pakaian Jadi
41	Wirawanty	Manager	CV. Aroma Duta Boga	Makanan
42	Ni Made Widhiantari Wati	Store Manager	Rekso Nasional Food	Makanan

43	Dafid Gunawan	Pemilik	Borneo Bakery	Makanan
44	Anis Baptista	Chief Engineering	Bella Vita	Perhotelan
45	Ariyanto	Hotel Manager	PT. Graha Amara	Perhotelan
46	ERNEST A.LIE	PIMPINAN	GLORY RESTAURANT	Makanan
47	MERRY J.LIUNOKAS	OPERASIONAL	LA MORINGA	Makanan
48	KARE SYLVIA KURNIAWAN	PEMILIK	IN AND OUT RESTO KUPANG	Makanan
49	DJOKO SANTOSO	MANAGER OPERASIONAL	HIU RESTAURANT	Makanan

ANNEX 3

TEAM OF SURVEYOR

Area	No	Surveyor
MoMP Binwasnaker K3 JAKARTA	1	Anastya Hannie Wuryanie
	2	Bagas Edhi Lukito, SE
	3	dr Arief Qomarullah
	4	dr Erdiana
	5	dr Indra Setiawan, M.Si
	6	dr Maptuha
	7	dr Patar Hanif
	8	dr Rita Zahara, Sp. Ok
	9	Eka Setya Nova
	10	Erdiana
	11	Ir Murni Siswati
	12	Kartika Weningtyas
	13	Lia Pebtriyani
	14	Nely J
	15	Putri Sandy Pangestu, S.Si
	16	Rani Anjani
	17	Sri Astuti, SKM, MM
	18	Sylvia Halsu Aryani
	19	Umi Muroah Dwi Y

Area	No	Surveyor
MoMP Binwasnaker K3 CENTRAL JAVA	1	Dian Reswari Putri Sihombing, S.T
	2	Efendi Susanto, S.H, M.H
	3	Farid Nugroho, S.T
	4	Hari Iswanto, S.T
	5	Moh Yasin, S.T, M.T
	6	Muktiati, S.K.M, M.Kes
	7	Natalia Muharyanti, S.K.M
	8	Nina Kusuma W, S.H
	9	Ratna Saryawati, S.K.M, M.Kes
	10	Samsul Ma'arif, S.H
	11	Santoso, S.K.M
	12	Sekar Tresna Raras T, S.H, M.H
	13	Totok Rochmat Trijoko, S.T
	14	Yan Wijayanto, S.H
	15	Yosep A. Kristianto, S.T

16 Zamroni Z. S, S.E, M.Si

Area	No	Surveyor
MoMP Binwasnaker K3 EAST JAVA	1	Achmad Ramdhoni S.E.
	2	Amal Fatchullah, ST
	3	BIMAJU TRISUWOLO HS. S.Sos.
	4	Boing Aris Benowo, SH
	5	DAYA WIJAYA, ST, M.Si
	6	Drs. Agus Darianto
	7	Edy Nur Cahyo, SH
	8	Endang Ramis Endaryati, S.Sos
	9	Hasan Mangalle, SH, ST
	10	Ida Sri Wahyuni, SH
	11	Isnaibah, SKM
	12	Lili Sutanti, SE
	13	Moh. Nursaid SH
	14	Muhammad Nuch, S.H., M.H.
	15	Ninuk Sri Lestari, SH
	16	Nurainiyah Silvia Indriani, S.H.
	17	Taufik Hidayat, SE, MM
	18	Tofik Rasdiyanto, SH, M.Si
	19	Wilis Tantular, SE.MM

Area	No	Surveyor
MoMP Binwasnaker K3 WEST NUSA TENGARA	1	Ali Usman
	2	Andi M. Noer, S.AP.
	3	Andi Mochamad Noer, S.AP
	4	Arifuddin, ST.
	5	Bagus Prima Suara ST., M.APM
	6	Baiq Evi Dian Kusuma Dewi
	7	Hendra Siswandi
	8	I Made Suladra Putra, SH.
	9	Indra Kurniawan, SH.
	10	Irwan Sastrawan, S.T, M.M.
	11	Moh. Akhwan, ST, MM.
	12	Muznah Hamid, SH,. MH.
	13	Nina Triana, SH,. M.Si
	14	Nur Asmunawarman, ST.
	15	Salahuddin Alayyubi, ST.
	16	Sarimah

Area	No	Surveyor
	1	Alexander Kabanani, ST
	2	Januarius M. Eko
	3	Kosmas D. A. Latu, ST
MoMP	4	Misyati Yahya, ST
Binwasnaker	5	Muammar Mangu
K3	6	Misyati Yahya, ST
EAST NUSA	7	Nasir Muhamad
TENGGARA	8	Rony Idje
	9	Walter Nggiring, SE
	10	Yohana F. G. Nika
	11	Yohana N. Antoniwaty SH