

Improving occupational safety and health in the garment supply chain with a focus on work-related commuting safety in Ethiopia

The Case of Bole Lemi and Hawassa Industry Park





## Problem:

- Accidents in the Park
- Safety issues on workers while commuting
- OSH operations not addressing commuting safety



# The Process:

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KAP Assessment



- 6.2% accident
- 17.5% sexual harassment
- 7.6% crime

Action Manual/Guidance Note Revision



- Customized guidance note with action plan

Stakeholders Consultation



- Implementation Strategy

**Draft Implementation Strategy for Enhancing Community Safety of Workers**

**In collaboration with IPDC and ILO**



| S.No | Implementation Strategy  | Budget Source /Responsible Unit | Remark   |
|------|--|---------------------------------|--|
| I    | <b>Awareness Creation:</b>   |                                 |  |
|      | Providing awareness creation training to workers about traffic regulation, safety signs & road lights, mobile phone utilization, first aid services, insurance rights etc. |                                 |  |
|      | <ul style="list-style-type: none"> <li>Through HIP community radio</li> </ul>  | IPDC                            | IPDC will be engaged in coordinating and training sessions   |
|      | <ul style="list-style-type: none"> <li>Using Audio flash disk</li> </ul>   | IPDC                            | Audio materials shall be ready & HIP investors will be working with us on disseminating the information using the company audio system.    |
|      | <ul style="list-style-type: none"> <li>Drivers</li> </ul>  | IPDC/Factories                  | Training drivers on basic safety measures and first aid services   |
|      | Assigning traffic monitor during pick hours  | IPDC                            | IPDC to allocate a traffic monitor on mixed traffic areas at park gates  |
|      | Work with companies to ensure vehicles fulfil all safety procedures  | IPDC/Factories                  | Reviewing contracts to include safety procedures; conducting sudden supervision; IPDC to monitor drivers under influence of any substances |
|      | Displaying emergency and/or ambulance call numbers on main gate areas, factory primes and transport providers  | IPDC/Factories                  | Stickers with Amharic and local language for workers to access emergency numbers during accidents  |
|      | Ensuring sufficient and well equipped FABs (first-aid boxes) in factory premises and transportation services   | IPDC/Factories                  | Supervision of FABs in transport vehicles  |
|      | Placing workers blood type in their ID cards and create awareness of workers blood type  | IPDC/Factories                  |  |
|      | Providing employment injury insurance coverage for workers   | Factories                       | Workers should be aware of their insurance and accident coverage process   |
|      | Organizing experience sharing workshop among companies regarding commuting safety of workers   | IPDC/Factories                  | IPDC can facilitate the organization of the workshop   |
|      | Improving reporting on commuting accidents   | Factories                       | Factories should report on commuting accidents to regulatory bodies  |

• **Implementation Strategy:**

# The Result

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- **Collective action**
  - *Renovation of commuting safety infrastructures - IPDC*
  - *Awareness creation*
  - *OSH committee's role*
  - *Drivers' behavior*



# The Lesson

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- **Collective action**
- **Local offices coordination**
- **Continuous engagement**
- **Workers focused intervention**
- **Role of OSH committee**

# Transportation Enchantment project

Status update  
November 7th , 2024



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Introduction

01

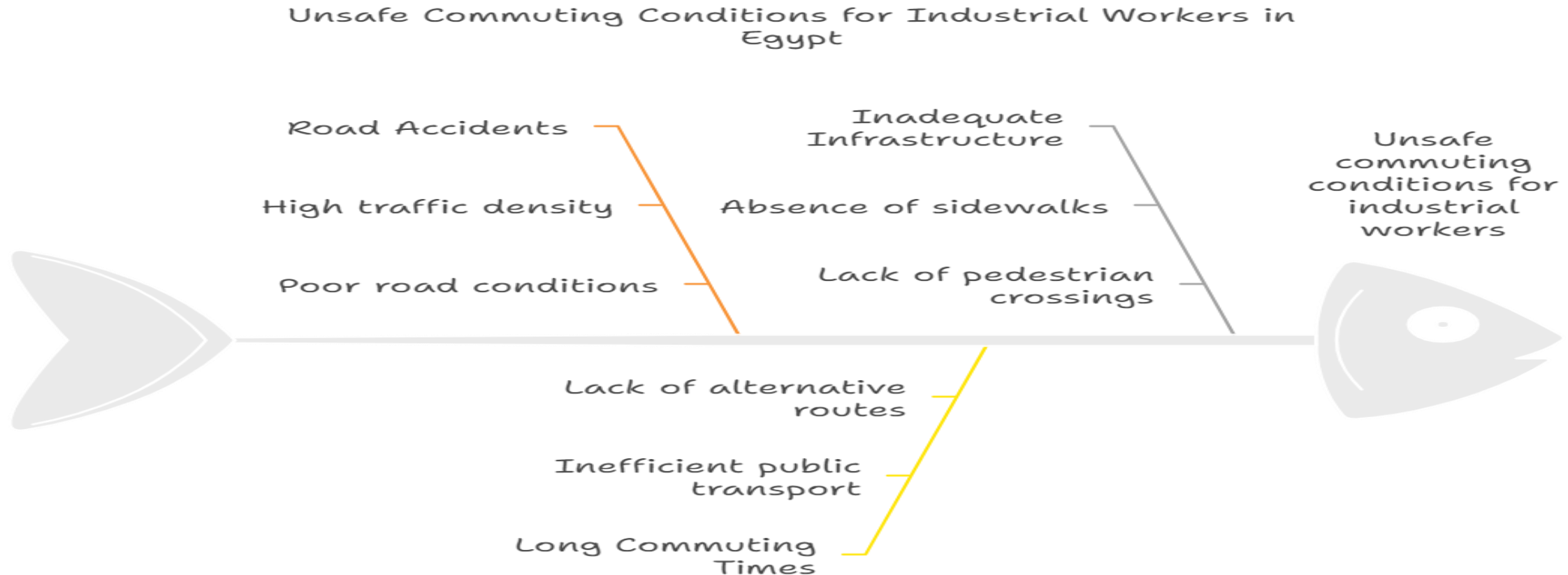




# 01.Introduction:Safe Commute in Egypt's Garment and Textile Sector

## Context :

- **Egypt's Garment Sector:** Employs thousands, mainly concentrated in industrial zones far from city centers (10th of Ramadan, Badr City, etc.).Long Commutes and Infrastructure



# 01.Introduction:Safe Commute in Egypt's Garment and Textile Sector

## Challenges and Risks :

- Road Accidents:** Egypt has one of the highest road traffic fatality rates globally, with approximately 12.8 deaths per 100,000 people
- **Commuting Time:** Average daily commute time for Egyptian industrial workers can range from 60-90 minutes one way, adding to fatigue and stress
- Inadequate Infrastructure:** Industrial areas often lack sidewalks, pedestrian crossings, and proper lighting, which increase commuting risks for workers

## Importance of Safe Commuting

### Retention and Reputation

Boosts employee loyalty and enhances company image as responsible employers.

### Community Impact

Aligns with national goals for quality of life and sustainable development.

### Worker Well-being

Enhances health, morale, and productivity by reducing accidents and stress.



## 02. Safe Commuting Initiative at Jade Textile

- **Our Commitment to Safe Commutes**

Driven by our commitment to team morale and the belief that safe, comfortable transportation is essential to productivity, **Jade Textile Egypt** launched its **Safe Commuting Initiative in February 2022**. Our Social Compliance and Transportation teams came together to ensure that each team member can commute with ease and peace of mind, knowing their journey is just as valued as their work.

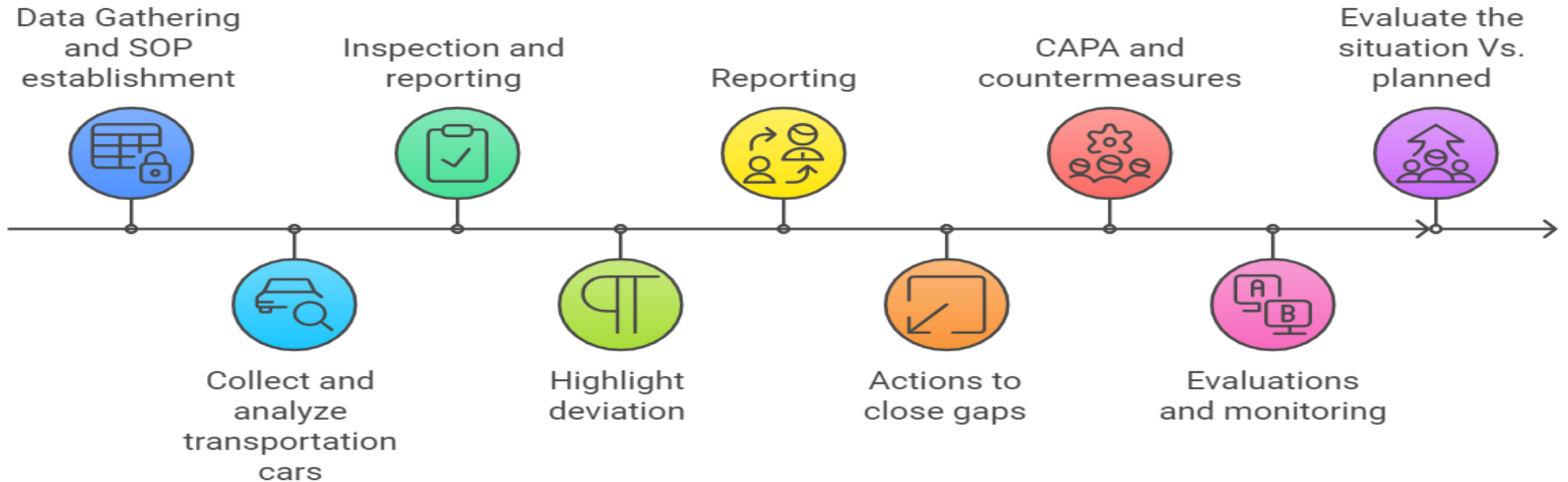
- **Expanding Our Impact through Partnership**

Building on our commitment, we joined the **ILO Vision Zero Fund (VZF) Project** later in 2023. This collaboration has enabled us to gain insights from global best practices, aligning with ILO's "**Collective Action for a Safe Commute**" program, which provides action plans, training, and assessments tailored to reduce commuting accidents. Our partnership with VZF allows us to leverage international expertise to strengthen worker safety further and contribute to Egypt's Vision 2030 goals for sustainable and safe transportation.



# Project Phases

## Jade Cairo Transportation Management Journey



# 03. Actions & project execution status



## Phase 1 Data Gathering and SOP establishment

Collect and analysis of all transportation cars

1- HR team started to collect data from employees ( blue coolers ) about cars, drivers and travelling routes

| Check point   | March 2022  | March 2023  |
|---|-------------|-------------|
| Is there any compliant from your car                          | YES         | Partial yes |
| Do you feel safe during your journey                          | No          | Partial yes |
| Is the driver complying with road regulation and drive safely | No          | Partial yes |
| IS there any Safety Procedures for car management             | Partial Yes | Yes         |
| Is Training Performed for Drivers                             | No          | Yes         |
| Is Training Performed for employees                           | No          | Partial yes |

2- HR team start to coordinate with HSE team to perform inspection on employee cars

| Check point                                 | March 2022 | March 2023 | March 2024 |
|---|------------|------------|------------|
| Total cars number                           | 140        | 138        | 170        |
| Total cars which have been inspected before | 0          | 99         | 150        |

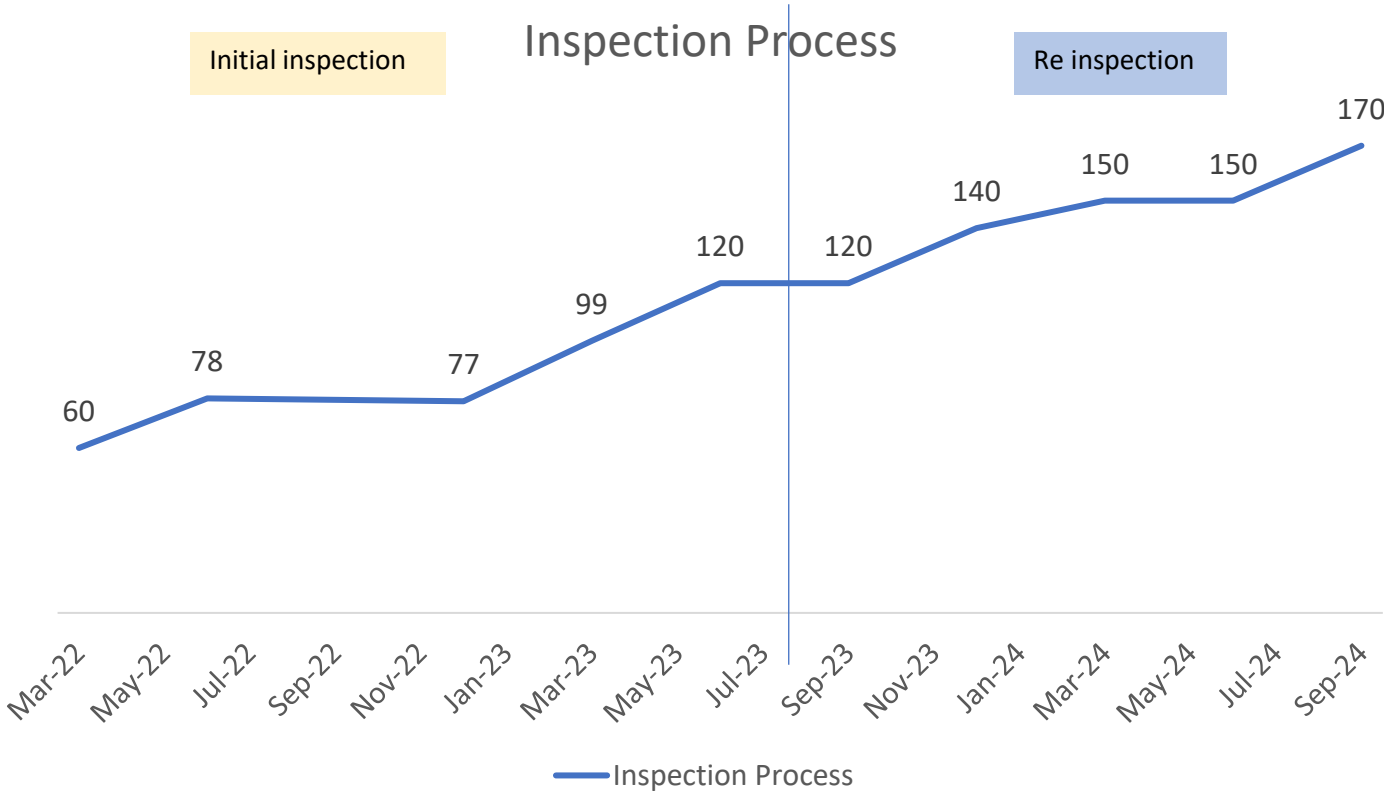
# 03. Actions & project execution status



JADE TEXTILE

## Phase 2 Inspection and reporting

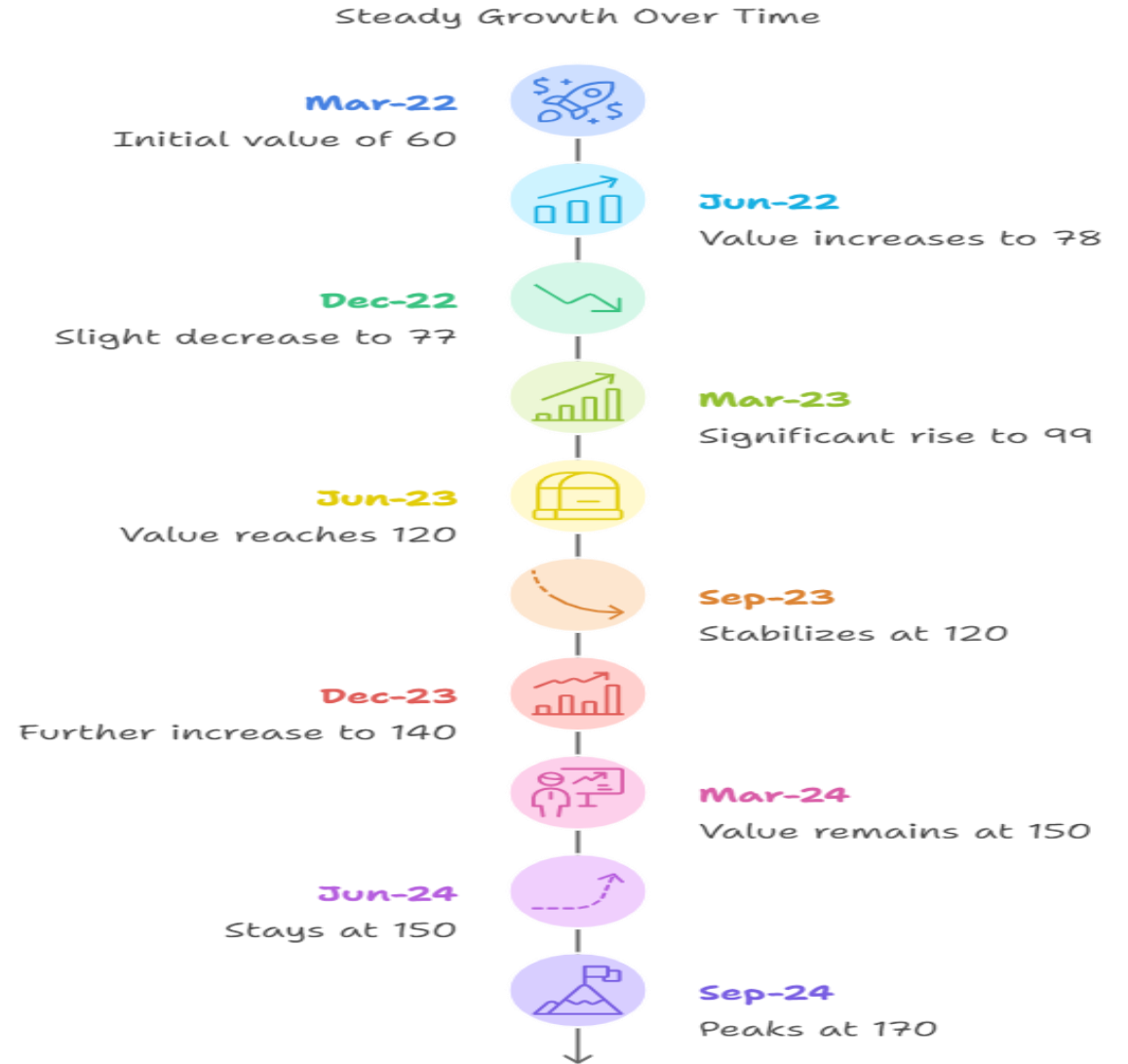
- HSE team started inspection on March 2022 with customized checklist



# 03. Actions & project execution status

## Phase 2 Inspection and reporting

Main challenges facing Jade team to collect the whole cars at the same time ,however the progress is going as planned



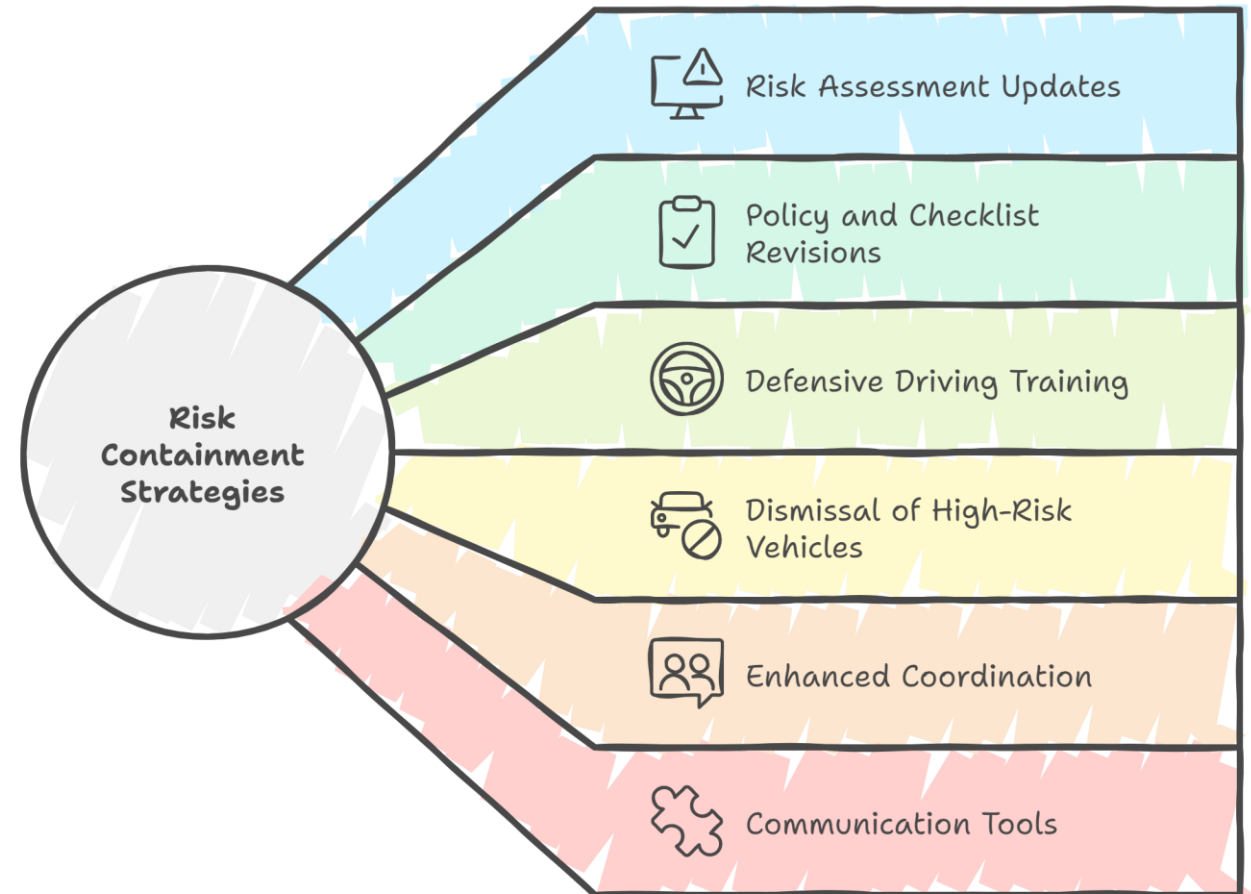
# 03. Actions & project execution status

## Phase 3 containment and corrective actions

### Main Key points

- X No update for Risk assessment
- X Policies need update and checklists
- X Lack of defensive driving culture
- X Lack if safety measures in SOME CARS
- X Insufficient coordination between interested parties
- X Need to develop more ways for communication and compliant handling

### Strategies for Effective Risk Containment





# 03. Actions & project execution status



## Phase 3 containment and corrective actions

| Jade Textile Egypt      |    | Hazard Identification and Risk Assessment<br>تحديد المخاطر وتقييم المخاطر |    | SAFE JADE            |   |
|-------------------------|----|---|----|----------------------|---|
| الاحتمالية (likelihood) |    | الاحتمالية (likelihood)   |    | شدة الخطر (severity) |   |
| 5                       | 4  | 3   | 2  | 1                    | 1 |
| 5                       | 4  | 3   | 2  | 1                    | 1 |
| 10                      | 8  | 6   | 4  | 2                    | 2 |
| 15                      | 12 | 9   | 6  | 3                    | 3 |
| 20                      | 16 | 12  | 8  | 4                    | 4 |
| 25                      | 20 | 15  | 10 | 5                    | 5 |

| Activity / Process Steps              | HAZARD  | Loss Category / Population Affected | CONTROL MEASURES<br>List all Current Control Measures, taking into Account all Contributing and Escalating Factors<br><br>Current Prevention Measures to reduce the hazard | POTENTIAL RISK |          |            | CONTROL MEASURES<br>List all Planned Control Measures, taking into Account all Contributing and Escalating Factors<br><br>Planned Prevention Measures to reduce the hazard |          |            | RESIDUAL RISK |          |            |
|---------------------------------------|---|-------------------------------------|--|----------------|----------|------------|--|----------|------------|---------------|----------|------------|
|                                       |   |                                     |  | Probability    | Severity | Risk Level | Probability  | Severity | Risk Level | Probability   | Severity | Risk Level |
| Technical malfunction in the vehicle. | Causing death or severe injuries & huge loss in tools & property. | driver ,passengers and community    | 1- Pre-trip inspection for the vehicle and finalizing any technical notes.   | 2              | 5        | 10         | Applying preventive maintenance program.   | 1        | 5          | 5             |          |            |
| Lack of cleaning the vehicle.         | Diseases resulting from lack of hygiene.                          | driver ,passengers and community    | 1- Conducting the awareness concerning this issue.<br>2- inspection of vehicles on a regular basis.  | 1              | 3        | 3          |  | 1        | 3          | 3             |          |            |

Risk assessment update

### تعليمات السلامة لسائرات العاملين

يتم تطبيق هذه التعليمات على جميع المركبات، التي تملكها أو تسأجرها شركة جيد كمتكامل ايجيبت أو مقدمى خدمات، والتي يتم استخدامها في جيد كمتكامل ايجيبت أو خارج الموقع لى اعراض خاصة للشركة بصفة عامة

#### تعليمات عامة

- ✓ كافة الرتاقى القانونية للسيارة والسائق والرخص صلاحية
- ✓ ممنوع التدخين أثناء القيادة، التبغ يحترق على كميات عالية من اول اكسيد الكربون، والذي يسبب النوخة والإسترخاء، مما يزيد من احتمال وقوع حادث.

#### يجب الالتزام بالسرعة المحددة للطريق

- ✓ تأكد من أن السيارة في حالة جيدة قبل القيادة
- ✓ لا يتم تعديل خط السير أو ذراع لاقه خط السير الا بعد الرجوع الى منسق وسائل النقل
- ✓ التأكد من التهورية فى السيارة

#### ممنوع شرب الكحوليات والمواد المخدرة قطعياً

- ✓ سيتم اتخاذ إجراءات صارمة ضد المخالفين، انتهاك هذا الإجراء يمكن أن تشمل إهفاء الخدمة.
- ✓ ممنوع القيادة عند الشعور بالدوار.
- ✓ ممنوع استخدام الهاتف النقال أثناء القيادة الا اذا تفرغ المساحة الخارجية. إذا هناك حاجة ملحة لاستخدام الهاتف المحمول، ويجب التوقف في مكان آمن ثم الرد أو عمل المكالمة.
- ✓ ممنوع السير العكسي للسيارة قطعياً انتهاك هذا الإجراء يمكن أن تشمل إهفاء الخدمة
- ✓ ممنوع تناول الطعام أو الشرب عند السير بالسيارة، يقلل من التركيز وبالتالي يزيد من فرصة حدوث الحوادث.
- ✓ عند وتوقف كل مركبة، دائماً تأكد أنه تم إيقاف المحرك يجب تفعيل الفرامل، ويجب إزالة مفتاح قبل مغادرة السيارة.
- ✓ تجنب وتوقف السيارات عكسي
- ✓ عدم استخدام الإضاءة المبهرة ليلاً الا اذا اقتضت الحاجة
- ✓ محظور استمطحاب أى مواد قابلة للاشتعال

#### استخدام المركبات

- ✓ سيارات ليموزين والركاب سوف تستخدم لفل الأفراد فقط، ولكن يمكن استخدام الصندوق الخلفى لفل الحاضرس المسخيرة التي تناسب المساحة المتوفرة دون تملق أو دون الحاجة لتترك باب الصندوق (الضلمة) مفتوحاً.
- ✓ الحافلات بأوعها يتم إستخدامها لنقل الركاب فقط
- ✓ لا يمكن استخدام المركبات لمسبح أو جر أو دفع أى مركبة أخرى، إلا إذا كانت مجهزة
- ✓ أنا تمللق استخدام أى مركبة لأغرض أخر، يجب إبلاغ مسؤول الأمن السداعى لأداء عملية تقييم للمخاطر

إرقام تهميم :  
 جروب واتساب مشرفين ايجيبت : 0121162046  
 رقم شكوى الموارد البشرية : 01005557433  
 أم يوسف رجب : 01025539880  
 آر محمود صابر : 01025539880

Work instruction across all cars And QR for easy communication

# 04. Actions & project execution status

## Phase 3 containment and corrective actions

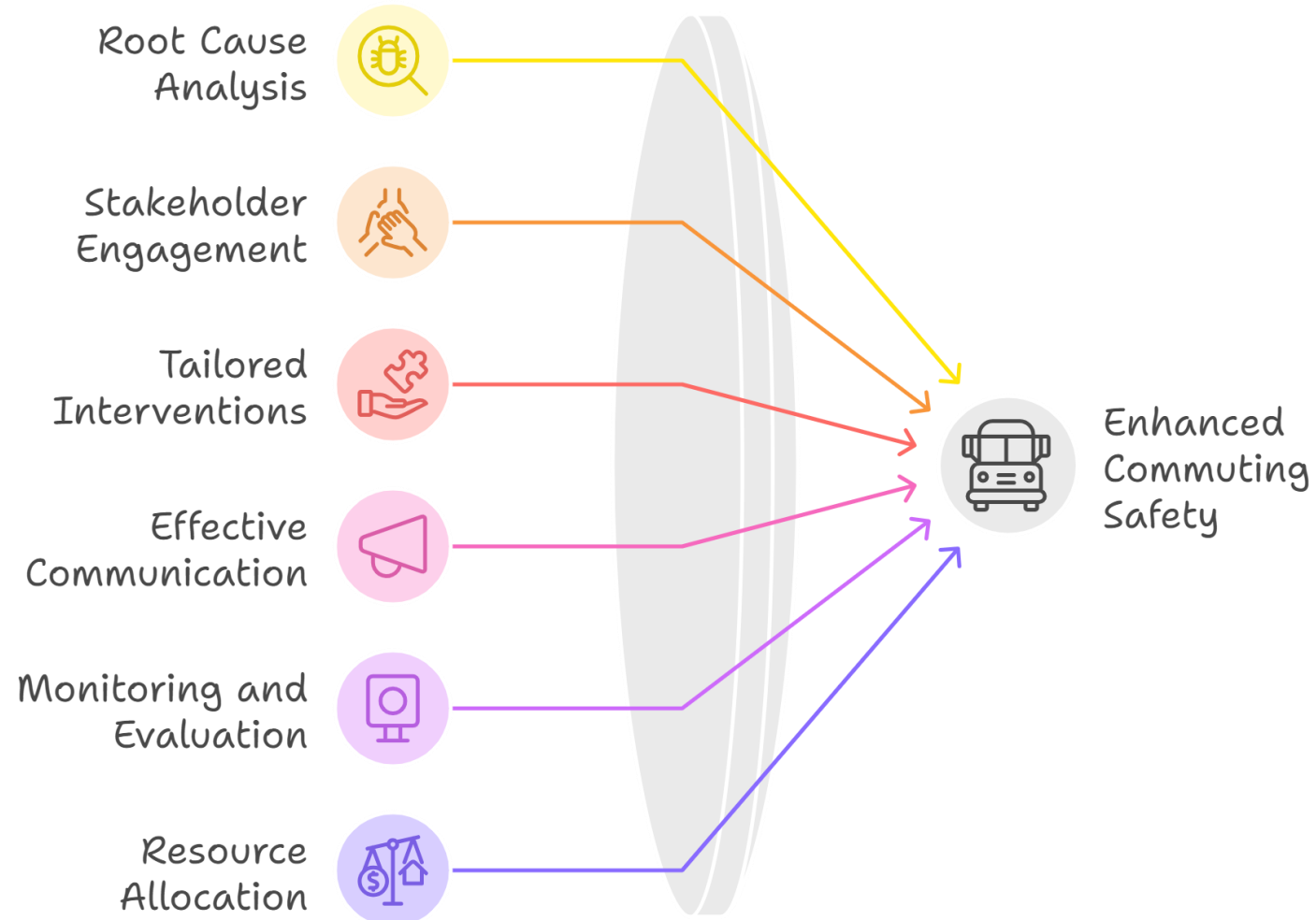


Inspection and training

Inspection

# 04. Call to action

## Phase 3 Lesson Learned



# 04. Call to action

## Phase 3 Corrective Actions

| Sr. | Action   | Responsible      | Due date   | Verified by             | Status           | Progress |
|-----|--|------------------|------------|-------------------------|------------------|----------|
| 1   | Update for Risk assessment   | HSE              | Dec-22     | HSE manager             | Done             | 100%     |
|     |  | Cars Responsible |            | HR and Admin Manager    |                  |          |
| 2   | Policies need update and checklists  | HSE              | Dec-22     | HSE manager             | Done             | 100%     |
|     |  | Cars Responsible |            | HR and Admin Manager    |                  |          |
| 3   | Training For defensive driving culture                                     | HSE              | May-22     | HSE manager             | Done             | 100%     |
| 4   | Dismiss/ suspend cars with high risk or safety violations                  | HR               |            | HSE manager             | 5 cars suspended |          |
|     |  | Car Responsible  |            |                         |                  |          |
| 5   | Enhance coordination between interested parties through meeting and emails | HR               | Apr-22     | HR manager              | Done             | 100%     |
| 6   | Communication boards , WI and QR codes                                     | HR               | 01/01/2023 | HR manager              | Done             | 100%     |
| 7   | Install GPS for Cars   | Car responsible  | 01/12/2024 | HSE team                | In progress      | 86%      |
| 8   | Install Radio Frequency Identification (RFID)                              | Car responsible  | 01/06/2023 | HSE team                | Done             | 99%      |
| 9   | Drug Tests for drivers   | Clinic           | 01/12/2024 | HR manager              | Vendor selection | 25%      |
| 10  | Complete all car seat belts  | Car Responsible  | 01-01-2024 | HSE                     | In progress      | 80%      |
| 11  | Employee Survey for car transportation                                     | HSE /HR          | 17/05/2023 | HR (workers committee ) | Done             | 100%     |
|     |  | Cars Responsible |            |                         |                  |          |
| 12  | Re-Training for Drivers via new technologies (e.g. VR sets )               | HSE /HR          | 01/01/2025 |                         | Vendor selection |          |
|     |  | Cars Responsible |            |                         |                  |          |

THANKS



[www.JadeEgypt.com](http://www.JadeEgypt.com)

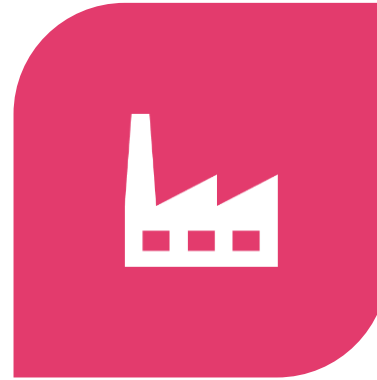
What was  
the  
problem?

Frequent road crashes involving  
garment workers

Garment Workers were one of  
the biggest groups being injured  
and dying on Cambodian Roads

Biggest OSH Issue facing  
Garment Workers was outside the  
factory walls

What do we know about the issue?



RESEARCH – FACTORY  
MANAGEMENT SURVEYS



WHERE WAS THE  
EVIDENCE /  
INFORMATION?

## Engage experts

Realization that to be effective we need to be guided by experts

Strategy as guiding document

Do the work: Designing and Implementing Pilot Program





# ជីវិតរបស់អ្នកស្ថិតក្នុងដៃរបស់អ្នក

សូមធ្វើជាអ្នកប្រើប្រាស់ផ្លូវប្រកបដោយសុវត្ថិភាព!



**ការពារជីវិត និងផ្នែកក្បាលរបស់អ្នក**  
ត្រូវតែពាក់មួកសុវត្ថិភាពដែលមានគុណភាព  
ឱ្យបានត្រឹមត្រូវគ្រប់ពេលធ្វើដំណើរ



**ស្វែងយល់ពីសិទ្ធិអាទិភាព**

- សំឡឹងមើលផ្លូវទាំងខាងឆ្វេង និងទាំងខាងស្តាំ
- គោរពសិទ្ធិ នៅសញ្ញាលប់ និងភ្លើងសញ្ញាចរាចរណ៍
- ផ្តល់សិទ្ធិអាទិភាពដល់ធ្វើដំណើរទាំងឡាយណាដែលកំពុងធ្វើដំណើរលឿននៅពេលដែលអ្នកធ្វើដំណើរចេញពីផ្លូវភូមិ

**បន្ថយល្បឿន SLOW DOWN** គោរពល្បឿនកំណត់

**30** គម/ម៉ែ

**នៅក្នុងទីប្រជុំជន**  
ល្បឿនកំណត់គឺ **៣០គម/ម៉ែ**  
សម្រាប់ម៉ូតូ



**60** គម/ម៉ែ

**នៅក្រៅទីប្រជុំជន**  
ល្បឿនកំណត់គឺ **៦០គម/ម៉ែ**  
សម្រាប់ម៉ូតូដែលមានទំហំស៊ីឡាំង  
ក្រោម១២៥CC និង **៧០គម/ម៉ែ** សម្រាប់  
ម៉ូតូដែលមានទំហំលើសពី១២៥CC



**កុំបើកបរ**  
ប្រព្រាស់ទិសពីលំហូរចរាចរណ៍

**ចៀសវាងការជែង**  
គួរជែង/វាយនយន្តអ្នកដទៃ  
ក្នុងករណីចាំបាច់ និងមានសុវត្ថិភាពប៉ុណ្ណោះ

**កុំប្រើទូរស័ព្ទពេលបើកបរ**  
ត្រូវផ្តោតអារម្មណ៍មើលផ្លូវ

**កុំពិសាគ្រឿងស្រវឹងហើយបើកបរ**

**អ្វីដែលត្រូវធ្វើ ប្រសិនបើអ្នកមានបញ្ហា:**

- រាយការណ៍ជាបន្ទាន់នូវគ្រោះថ្នាក់ចរាចរណ៍ និងការងាររបួសណាមួយដែលពាក់ព័ន្ធនឹងទៅកាន់ប៉ូលីស ហើយស្វែងរកកន្លែងព្យាបាលរបួស
- នៅរោងចក្រ រាយការណ៍ភ្លាមៗអំពីគ្រោះថ្នាក់ចរាចរណ៍ ឬ ករណីស្ទើរតែភ្លាយជាគ្រោះថ្នាក់ ទៅប្រធានក្រុម ឬ/និង ផ្នែករដ្ឋបាល
- ប្រសិនបើអ្នកមានក្តីបារម្ភអំពីសុវត្ថិភាពក្នុងការធ្វើដំណើរត្រូវហ៊ានរាយការណ៍

# Results

- ▶ Pilot program effectiveness
- ▶ Scale Up programs
- ▶ Innovating ideas
  1. Collective transportation mapping
  2. Feasibility study – collective transportation

# Lessons Learnt and Challenges?

- ▶ Listen to the experts
- ▶ Work together
- ▶ Make each intervention evidence-based
- ▶ Saving lives impacts beyond the factory

## TWG Challenges

Funding the work can be tough  
Don't lose sign of the bigger picture  
Political will to make necessary changes

**THE GLOBAL GOALS**  
For Sustainable Development

**AIP** FOUNDATION  
SAFE ROADS FOR LIFE

**BetterFactories**  
Cambodia

### I HAVE COMMITTED TO BEING A SAFE DRIVER!

**A SAFE DRIVER:**

- Obeys the speed limit
- Does not overtake dangerously
- Does not phone while driving
- Does not drink and drive
- Safely drops off passengers

**SPEAK UP FOR SAFETY**

If you have a safety concern, say something!

**Speak to me! Or call:**

012 XXX YYY  
012 XXX YYY