

Questions to Consider for Baseline Health Needs Assessment Survey (for workers, brands and management):

1. What are the typical work hours?
2. Do women get maternity leave? (Or men?)
3. What are the patterns of the production cycle? Are they regular or changing?
4. What are the health patterns during the year? Are there regular times for flus and other common illnesses?
5. How close do the workers live to the factory?
6. What are the demographic characteristics of the employees?
 - Male/Female;
 - Married/Unmarried;
 - Live with Family or Live Alone/in Dorms;
 - Internal Immigrant or Native of City;
 - Education;
 - Rural/Urban Background
7. What are the usual health problems in workers' every day lives? Are there important other problems, not related to health?
8. What are the health services or training already available at the factory? For how long have these been available?
9. What kind of HSE programs are held at the factories? How often are they held for employees? What do the programs entail – group meetings with speakers, trainings?
10. What training and curricula (health, safety, environmental or other) have been used at the factory for workers or management?
11. What health services are available in the community – private and public? How far are these from the factory site?
12. What are the exact services provided – general health, minor injury, reproductive health/family planning, maternal and child health etc.?
13. Do workers get time off (paid or unpaid) to visit health clinics? Take care of sick children?
14. What are the health policies at the company? Do they have them easily available? Are workers informed at hiring or during the work year of these policies? If so, how?
15. What is the norm for health services in the garment industry in [the country] in general? What are the legal requirements on companies? Are they required by law to have a nurse or doctor on site?
16. Are there religious communities near the factory and are their leaders supportive?

17. How does the factory treat dependents in terms of any health benefits?
18. How does dependents' health affect absenteeism of worker?
19. What programs do the factory and/or the brand have on HIV/AIDS or other health issues?
20. What are other benefits that workers have, e.g., child care, transportation, meals?
21. Is there code compliance tracking of health issues?
22. What role do other brands play at the factory? Is there communication among brands?
23. How do both factories keep their staff records? Computerized? Paper? A combination of the two?
24. What language(s) are records kept in?
25. Are there formal workers organizations or gathering – unions, safety teams, affinity groups, social networks – that operate at the factory or nearby?