

Appendix A

* Appendix A and B have been prepared with the objective of protecting interview participant identities and work affiliations. It offers a snapshot of the numbers, distribution of locations and diversity of interview participants.

Fieldwork overview document

Total number of interviews (2021+2022)

<i>Participant Category</i>	<i>Number</i>
Women workers	45
Women's organisations	7
Activists and legal practitioners (4 legal practitioners)	9
Trade Union Leaders	9
State Officials	2
Officials – regional/ international organisations	3
Employers- their representatives	2
Total Participants	77

Interviews: Important details and numbers

Category	Total Number
Manpower workers	6
Tamil workers	15
Sinhalese workers	30
Factories covered (including Manpower workers) 19 factories- permanent workers (See Appendix B)	20+
EPZs covered	4
Areas in the North and East (Kilinochchi, Vavuniya, Batticaloa, Puthukudiyirippu in Mullaitivu the North-Eastern province)	4
Rural factories in the South (Minuwangoda, Horana and Homagama)	3

Summary of fieldwork in Sri Lanka (2022)

Period: March- April 2022

Locations: In-person interviews

South of Sri Lanka: Colombo, Katunayaka, Biyagama, Kandy and Koggala

North of Sri Lanka: Kilinochchi

Interview Snapshot

<i>Participant Category</i>	<i>Number</i>
Women workers	27
Activists and legal practitioners	2
Trade Union Leaders	2
State Officials	3
Officials – regional/ international organisations	1
Total Participants	35

Interview Details

<i>Typology</i>	<i>Interviewees – Key characteristics</i>	<i>Numbers</i>
<i>Women workers</i>	Machine operators and shop floor workers	27
	Members of women's organisations/ Trade Unions	20
	Man-power workers	6
<i>Worker Locations</i>	Katunayaka (Western Province)	6
	Biyagama (Western Province)	3
	Koggala (South)	7
	Kilinochchi (North)	7
	Export Processing Zones covered	3
	Worked outside EPZs	3
<i>Ethnic Diversity of Workers</i>	Tamil	7
	Sinhalese	17
<i>State officials</i>	Board of Investment Sri Lanka	2

	Labour Department	2 (and others)
<i>Representatives from Regional and International organisations</i>	Asia Floor Wage Association	1
	ILO – Better Work Program (December 2021)	1

Summary of remote fieldwork (2021)

Period: June-December 2021

Locations: Remote interviews with participants located in

South of Sri Lanka: Colombo, Katunayake, Biyagama, Kandy,

North and East of Sri Lanka: Batticaloa, Vavuniya, Puthukudiyirippu

Interview Snapshot

Participant Category	Number
Women workers	18
Activists and legal practitioners	7
Trade Union Leaders	7
Women's organisations	4
State Officials	0
Officials – regional/ international organisations	4
Employer Organisations/ Unions	2
Total Participants	42

Interview Details

Typology	Interviewees – Key characteristics	Numbers
<i>Women workers</i>	Machine operators and shop floor workers	18
	Women who work with women's organisations	4
	Man-power workers	1
<i>Ethnic Diversity of Workers</i>	Sinhalese	10
	Tamil	8
<i>Factory size</i>	Large-scale suppliers	16
	Medium-scale suppliers	3
<i>Worker locations</i>	Within free-trade zones	4

	Outside Free-trade Zones	7
	North and East	4
	Rural	4
<i>Worker organization type</i>	Trade Union (President, Secretary)	5
	Women's organisations – civil society organisations (President, secretary, committee member, Director)	6
	Non-governmental organisation	2
	Transnational Labour Organisations	1
<i>Experts</i>	Independent practitioners, worker activists, lawyers and independent labour law experts	5
	ILO Personnel	1
<i>Employers</i>	Employers' Federation of Ceylon (EFC)	1
	Joint Apparel Association Forum Sri Lanka (JAAF)	1
	Senior Management: Factory Director and compliance officer	2

Appendix B

Geographical areas covered in interviews by Export Processing Zone

EPZ/ Non EPZ	Location	Number of interviews		
		2022	2021	Total
EPZ	Katunayaka (Western Province)	9	3	12
EPZ	Biyagama (Western Province)	5		5
EPZ	Koggala (South)	7		7
EPZ	Kandy (Central)		2	2
Non EPZ	Kilinochchi (North)	7	3	10
Non EPZ	Minuwangoda		2	2
Non EPZ	Athurugiriya		2	2
Non EPZ	Horana		1	1
Non EPZ	Batticaloa (East)		2	2
Non EPZ	Vavuniya (North)		1	1
Non EPZ	Puthukudiyiruppu (North)		1	1

Factories where interview participants (women workers) work

Key: *Factories colour-coded by the company that owns the factory*

	Brandix Apparel Limited
	MAS Holdings
	Hydramani International Exports Private Limited
	Esquiel Sri Lanka Limited (formerly Polytex)
	Other

Factory	Interviews in 2021	Interviews in 2022	Total interviews - Company Groups-wise
			MAS- 14
1. Brandix, Minuwangoda	2		Brandix- 6
2. Rowanthi Garments, Athurugiriya	2		Hydramani- 3
3. MAS Kandy	2		Esquiel Garments- 3

4. MAS, Kilinochchi	3	6= 5 (Vidiyal), 1 (Vanavil)	Eitken Spence, Koggala - 2
5. Hydramani, Puthukudiyiruppu	1		Smart Shirts- 2
6. Smart Shirts, Katunayake	2		Next- 2
7. MAS Horana	1		Rowanthi Garments, Athurugiriya- 2
8. OmegaLine, Vavuniya	1		OmegaLine- 1
9. Next, Katunayake	2		Koggala Garment - 3
10. Brandix, Batticaloa	2		
11. Brandix, Katunayake	1	1	
12. Hydramini Garments, Vavuniya		1	
13. Hydramani, Maharagama	1		
14. Koggala Garments, Koggala		3	
15. Polytex, Koggala now Esquiel		1	
16. MAS Unichela-Koggala		1	
17. Esquiel Garments, Katunayake		1	
18. Esquiel Garments, Koggala		2	
19. Eitken Spence, Koggala		2	
20. MAS Unichela Biyagama		1	Total Number of workers (excluding manpower)- 39
Total number of interviews (excluding manpower workers)	20	19	Total number of Factories (excluding manpower)- 19