CCR CSR WECARE (COVID-19) PROGRAMME
Supporting working (migrant) parents in times of Coronavirus

The Context
In the best of times, life as a parent worker and specifically a migrant parent worker, can be challenging and stressful as they try to align both their responsibilities towards their families and their jobs, sometimes far away from home.

From our exchange in the last couple of weeks with (migrant) worker parents, we know that these challenges have all but intensified and can have real ramifications for the children and working parents, and even for the factories.

Challenges faced by parent workers during and post Covid-19

- **Financial pressure**
  - Reduced budgets for food, health care and activities
  - Increased risks for young workers (e.g. only short-term contracts, lack of H&S protection etc.)
  - Increased moments of stress and anxiety
  - Older kids getting involved in paid labor (informal and formal settings)

- **Stress about children’s studies**
  - Children from migration background fall back more due to difficulties accessing online learning
  - Parents are worried about children’s studies, often unable to support them for homeschooling and homework.

- **Childcare**
  - Younger Children: Parents are worried about children’s safety when left home alone. Due to income loss, adults previously responsible for childcare might also leave home for paid work.
  - Increased occurrence of children on the work-floor

  Distracted and more easily frustrated, increased risk for conflict at home & workplace
  - Low efficiency of workers
  - Increased employee turnover
  - Lower skilled labor
  - Instability in factory and family

HOW CAN WE SUPPORT (MIGRANT) WORKER PARENTS?

CCR CSR will work closely with the factories to support their workers during this time by providing additional support systems for workers to tap into, ranging from childcare, parenting and educational support.

For each factory we will put together a set of activities tailor-made to the factories’ situation and the workers’ needs and implement these low-threshold solutions.

Contact us: info@ccrcsr.com  Website: www.ccrcsr.com
FAQ: What does this mean for the factory?

How much time will be needed for this programme?

Knowing that these are challenging times that require extra efforts from factory management to respond to the ever-changing needs in times of COVID-19, the programme will be set up as a low threshold programme, allowing the factory to adapt their involvement to their current situation. The factory will need to define one focal person that provides information to workers about the programme and facilitates the access of workers to the programme (e.g. set up a conference room or area where parents can join an online training etc.). Activities involving workers will be set up in a way that does not hamper or negatively impact production. While some programme elements (see next page) will require some more investment in time and resources, these programme elements will only be implemented if the factory decides that it is feasible.

Will the factory have to pay?

The programme is free of charge for the factory and the workers as it is sponsored by the brand. Some programme elements may require some investment from the factory (e.g. Child Friendly Space, see next page), but these will only be implemented if the factory decides that it is feasible.
(Migrant) Parent Training for Parents during COVID-19. This training which can be delivered on-site or online, can be set up as half-day sessions if on-site or a succession of short 30 minutes online sessions if online. The training will focus on outstanding parenting issues post COVID-19 and consists of 5 sessions as detailed below:

- Dealing with stressful times and anxiety
- Support your children who are dealing with anxiety and stress
- How to support your children’s schooling better (e.g. help them to prepare for tests, supervise homework, study at home etc.)
- Educating your children on hygiene and health requirements during and post-pandemic
- Improve communication with your children to make the most of your time with your child

If the training is online, up to 300 workers can join each session, and if it is on-site, up to 50 workers can join each session.

Support Programme for Young Workers: The programme will allow the factory to set up and maintain a support system for young workers, including: On and Off-the-Job Skills Training, Basic Education and Life Skills Training.

These skill training sessions will be linked to the one-on-one consulting (see below) and we will work with the factory to ensure that this can lead to long-lasting support for young workers at their factories, healthy & safe working conditions (including ensuring proper contracts, respecting special H&S requirements for workers of working age but under 18, providing long-term opportunities) and an ongoing mentoring system.

Online consultation service to offer (migrant) parent workers support to deal with challenging situations. The consultation will range from supporting them with practical advice (e.g. how to access government and community services) and psychological counseling. The factory HR staff can during this time offer to their workers to use the CCR CSR consultation services.

Where required, CCR CSR will also offer targeted material support, which could for example range from providing basic food items to supporting a family to cover specific education costs (e.g. paying the fees for new school material). The material support will be limited to a maximum value of 2,000 RMB per beneficiary household and will be allocated at CCR CSR’s discretion based on a set of standard criteria.

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