



"THE BARE
MANUFACTURING TEAM:
A CASE STUDY OF
BARE'S WORKPLACE
CULTURE".

CONTENT



Themes	Page
Brief history of Bare Necessities and Our Mission	pg 3
 Work Culture -The Challenge + The Solution 	pg 4
 Employee Well-being How does our work culture align with SDG Goals? 	pg 5 pg 6
 Our Approach- Tete-a-Tete with 	pg 8
Sahar Mansoor, Founder and CEO of Bare Necessities	pg 7
 One on One's with the Team Reshma Bhuvana 	pg 13
- Saraniya - Leena	pg 9
- Sudha - Vithya	
 Meet Prakash P. Head of Operations 	pg 20
 Meet Jayashree, Assistant Operations Manager 	pg 21
 Testimonial from an ICF Executive Coach-Sunita Sehmi. 	pg 22
Making way for improvementsReferences	pg 24 pg 25

BRIEF HISTORY OF BARE NECESSITIES



When our founder Sahar Mansoor embarked on her journey to live a lifestyle congruent to her values towards zero waste, she shares.

"I realized that it was impossible to find personal care and home care products that didn't contain harmful chemicals and weren't packaged in plastic. In response to this problem, I wanted to create a company that mirrored the values of zero waste, ethical consumption and sustainability. I wanted to make it easy for other people looking to consume more mindfully and to encourage others to produce less waste."

That is how Bare Necessities was born with Sahar, as the CEO, and Aseya Apa (pictured below) as the first member of the manufacturing team!

""We seek to change the narrative on waste in India and demonstrate that any individual can positively impact their community,""



MISSION

By producing zero-waste products, hosting educational workshops and conducting sustainability consulting services, we seek to change the narrative on waste in India and demonstrate that any individual can positively impact their community, through inspiring others to reduce waste and think consciously about their impact on the world..

WORK CULTURE OVERVIEW





Our gorgeous ladies in the manufacturing team

OUR SOLUTION

THE CHALLENGE

- India's share of women in the labour force in the market in 2021 is 20.3% [1]
- High-caste employers preferring people of their own caste in employment [2]
- The average working Indian woman works a longer week than her developing country counterparts. [3]
- As per ILO estimates, the average employed Indian woman worked 44.4 hours per week (in the April-June 2018 period) as against the developing country average of 35-36 hours. [3]
- 76% people readily associate "males" with "career" and "females" with "family" [4]

By emphasizing the employment of women, Bare Necessities aims to give opportunities to the less privileged and together help in solving oftenignored yet growing problems of waste, while providing ethical and innovative solutions that benefit consumers and society.

- To build a conducive environment of emotional and mental support within the workplace
- To evaluate each team member's performance and appreciate their role in the team
- To build a spirit of fun and healthy interaction at the workplace
- To encourage learning and upskilling

EMPLOYEE WELL-BEING





The International Labour
Organization (ILO)
defines Workplace Wellbeing as "all aspects of
working life, from the
quality and safety of the
physical environment, to
how workers feel about
their work, their working
environment, the climate
at work and work
organization"

According to International Labour Organisation (ILO), "Workplace Wellbeing relates to all aspects of working life, from the quality and safety of the physical environment, to how workers feel about their work, their working environment, the climate at work and work organisation." [5]

Employee well-being can have different dimensions to it such as:

- Job satisfaction: Does the individual feel they are adding value to the organisation with what they do?
- Physical well-being: Is the individual paid enough for work they do?
- Emotional well-being: Is the individual doing well mentally, in terms of handling emotions?
- Financial well-being: Is the individual being paid enough for the work they do?
- Social well-being: How inclusive is the work culture?

HOW DO OUR VISION ALIGN WITH THE SDG GOALS?



As a purpose-driven startup that is out to leave the planet in a better place than we found it in, we acknowledge the importance of aligning ourselves with global standards. Therefore, we look at the UN SDG Guidelines, as a means of assessment.





Our team at a Tree Plantation Drive

Work is always coupled with fun and good memories here, at Bare







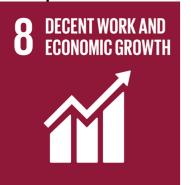
Goal 3: Good Health and Well Being

At Bare, we're always pressing on to achieve maximal economic and mental well being for our manufacturing team members. We pay them honorable wages. We have provided our employees with a medical insurance cover.

Goal 5: Gender Equality

At Bare, we're focused on providing equal employment opportunities to all, irrespective of any societal or financial setting. While we are keen on supporting women, we have never shied away from doing the same to men as well. Some of our most essential positions are held by extremely smart and dedicated men.





Goal 8: Decent Work and Economic Growth

We recognize the potential our team has to exponentially grow in a healthy environment. Extensive care is always taken to catalyse this growth by supporting and cheering on all their achievements through excercises like Key Performance Indicators (KPI) every quarter and rewarding employees of the quarter.

Goal 10: Reduced Inequalities

We believe that necessities in life should be accessible for all. Upon joining Bare, our team members have grown to adopt this mindset as well. We made it a point to ensure that the entire team has equal access to the knowledge of sustainability and making mindful choices. Their evolution as individuals and professionals are testament to this.



TETE-A-TETE WITH THE FOUNDER







"These badass women have the desire to excel. Given a chance, they'll blow your minds with the quality of their work."

In relation to our work culture, we spoke to our **founder and CEO**, **Sahar Mansoor**, on the manufacturing team, its inception and their journey through the years.

Growing up, Sahar, recalls that the only jobs that were available to women were manual labour jobs such as cleaning houses and bathrooms.

When she lost her father, her mum started working and young Sahar's first thoughts were, "What job would my mum get? Would she have to clean houses too?" This sowed the seeds to consciously create better and enjoyable career alternatives for local women. When Bare Necessities became a reality, so did the dream to have a women-led manufacturing team.

The manufacturing team at Bare Necessities is **99% women** and they are pivotal for the growth of Bare Necessities. It is a tightly knit team that is constantly looking to improve, learn and advance forward.

OUR APPROACH



Roping in women to be a part of the manufacturing team first meant checking their willingness to learn. The idea was to gauge how self-motivated they were and from then on, it's all about upskilling them.



When Bare Necessities first began, the focus was largely on making and manufacturing products. The skills required for that were the ability to measure and mix ingredients. Owing to their mastery in kitchens, women generally tend to have a natural knack over precision, which very organically transferred into our manufacturing setting. Thereafter, packaging in accordance with the Bare Necessities method came into picture, which required great attention to detail.

As we have scaled and the number of orders increased, the ability to comprehend numbers becomes a pivotal skill. Other skills such as reading, writing and counting have all gained in importance. Over time as we have expanded, we have been able to identify specialisations for each of them.



- To encourage learning and upskilling.
- To build a spirit of fun and interaction at the workplace.





Beginnings at Bare Necessities

"When we first started, there was only one employee - Aseya Apa, who was the wife of a security guard. Nazeema, our help at home also started pitching in part time. Then Shabreen came along", says Sahar.

Shabreen had a bright spark about her. While Sahar was contemplating whether she could match her pay scale, Shabreen confidently said, "You will love my work so much that in a month's time, you will give me a raise."

On joining Bare, Shabreen took up a computer course and biking lessons. Soon she was able to buy herself a second hand bike. She was so systematic in working towards her goals that she rose up the ranks from a manufacturing assistant to manufacturing lead to assistant operations manager.

Shabreen is now married and has moved over to live with her husband. She's currently working at a store close to her house. We are happy that she gained transferable skills that she can now use at her current job close to her house and family.

Growth at Bare Necessities

There is a pattern that we have noticed with the manufacturing team coming to work at Bare Necessities. When they walk in for their first interview, they are all extremely shy and reserved in that they barely speak. Few months into Bare Necessities, not only are they excelling in their work, but also are confident and self-reliant from when they first started. Considering this is the first job for a few of them, it gives a huge boost to their self-esteem. It gives them more autonomy on finances as they are in greater control of their savings and income.

Team meetings are extremely important as they are scheduled times when we watch videos and have discussions. It makes room for continuous learning.





Work Culture at Bare

The work culture at Bare Necessities is one that is fun, uplifting, encouraging each other to grow, while being committed to the process of learning. We seek to create a safe space for women to be themselves.

"That's what I loved about the team. It gave them the space to be who they wanted to be. It created a community of women, who were similar to them. Yet, it was also about how they could better themselves and their families"

Today our manufacturing team is quite religiously diverse. "That's what I loved about the team. It gave them the space to be who they wanted to be. It created a community of women, who were similar to them. Yet, it was also about how they could better themselves and their families", adds Sahar.

Tim de Ridder, was our sustainability consultant, who flew down from Australia. He was working alongside the women from our manufacturing team and Shabreen, in an attempt to learn English, would play translator. "Their interactions enabled everyone to do something that is completely outside the ordinary", says Sahar.

Bare Necessities marks one or two days in the calendar, when the team can bring their families to work. Christmas and Holi parties are festivities we take seriously each year. Our team is welcome to bring their families for these parties and other events such clean ups and tree planting drives. Additionally, we hosted a kid's workshop, where our manufacturing team brought their kids along. Events like these, evoke a **deep sense of community** amongst us all.

Employee Well-being practices

Bare Necessities offers **health insurance for everyone**. Additionally, we have provided interest free loans for the purpose of buying houses for two of our teammates. For others, we have **sponsored education for their children**.

When any need arises for an employee, we first try to see what Bare Necessities can do to pitch in. If not, we seek help within the large Bare Necessities network. We have been extremely lucky to have people pitch in for our team. For Shabreen and her sister's wedding, for instance, most aunties of Bangalore pitched in a little something for the couple.



Memorable Moments

On the occasion of women's day, we asked the women in the manufacturing team, who their female inspirations were. For many of them, it was their mother-in-laws, who were incredibly supportive of their working daughter-in-laws. Mother-in-laws would pitch in by offering to cook or take care of the children. At a cultural and societal level, it is heartwarming to note how appreciative mother-in-laws are towards their daughter-in-laws. At the same time, noting that we, women, pass on a ball of kindness to each other.



Learnings from the manufacturing team

"They're just so resilient, despite the circumstances they are from", admires Sahar.

Women from our team have undergone difficult circumstances such as bank frauds, abusive husbands, losing children to illnesses and austistic children with different disabilities. They've been through so much, yet their ability to bounce back every time, is truly admirable.

Future of the team

"Going forward, I want them to upskill themselves and be more articulate. I want them to find **Bare Necessities as a place of learning**. While their day-to-day tasks may be constant, they should be in a constant state of learning, which can enable them to be better in their personal and professional lives", says Sahar when asked about the future of the team.

We are currently in touch with Hasiru Dala, an organisation that works closely on empowering informal waste warriors or pickers, to include waste warriors in our team. This is something that is going to happen this year.

The people and the culture at Bare Necessities share a very sweet dynamic; and that is something to truly be proud of.

ONE-ON-ONE'S WITH TEAM PRODUCTION



Having completed three years at Bare Necessities, **Reshma** is a production and packaging pro! When she first started, Reshma was in charge of handling packaging. Slowly rising up the ranks, she is now responsible for making Peppermint Party Toothpaste, Espresso Yourself Coffee Body Scrub, Breakfast Scrub: Honey Oatmeal scrub, lip balms, tooth powders, bath salts, and phew, the list goes on.

Reshma was born in Bangalore and was orphaned when she was three months old. Her adopted parents raised her and educated her. She is a single parent, mother to Mohammed Azhar Khan, who studies at Modi Masjid School, which is coincidentally run by our founder, Sahar's mother.



We came across Reshma when she attended the Parents Teacher Meeting at the school. While casually asking about her, she mentioned that she was on the lookout for a job. She was asked to submit her biodata, give an interview and the rest is well, history!

Reshma was trained by Aseya Apa, Shabreen and Prakash. Our Technical Head, Apoorva taught her English words and phrases. Going forward, she wishes to be able to speak more fluently in English and help out her son, Azhar with the same too.

She has found her family and a sense of belonging in the Bare Necessities team. She mentions that Sahar and her mother have been the strong pillars in her life. They are always open to listen to her concerns and guide her.

Besides working at Bare Necessities, Reshma loves making mehendi designs. And as far as her sustainability journey goes, she used to pack Azhar's lunch in a plastic box. Right now, she has switched to a steel lunch box and bottle, all packed in a cloth bag.

Reshma is proud that she has been able to single-handedly raise her son and has been diligently working to provide the best for him.

ONE-ON-ONE'S WITH TEAM PRODUCTION



Bhuvaneshwari, fondly called **Bhuvana** by everyone, was a chemistry lab assistant at a school in Bangalore before she joined Bare Necessities. Schools stopped functioning during the Covid-19 Pandemic. While Bhuvana was being paid by her school for a large part of the lockdown, income stopped after a point. Financial troubles at home led her to seek alternative employment opportunities and through a network of friends, she discovered Bare Necessities.

It was **love at first sight for Bhuvana when she entered Bare Necessities**. Though she made up her mind to work here, she faced a fair bit of opposition from her family. Despite all odds, she came to work on 4th August 2021.



When she arrived at the office, she was instantly drawn towards production and headed in that direction. She attributes her agility in learning to the way in which it was taught to her. With copious experience under her wings, now Bhuvana no longer requires directions or instructions because she has developed a muscle memory for measuring and making products.

Now Bhuvana has a gamut of products that she makes efficiently, ranging from moisturisers, shampoo bars, conditioner bars and spa bars. Mastering the technique of cutting spa bars took a while to perfect and having been through that process of perfecting it; it stands as one of Bhuvana's favourite parts of the job.

Besides work, Bhuvana loves to sing. She was part of the Choir at Church prior to her marriage and going forward, she wishes to learn to play the keyboard.

Bhuvana always felt that she was naive and unaware of the ways of the world. Her family are often amazed and surprised that all the products are handcrafted by her! And when asked when Bhuvana was the most proud of herself, pat comes the reply, "after coming to Bare".

ONE-ON-ONE'S WITH TEAM PRODUCTION





For over 50 years, **Saraniya**'s family have been calling Bangalore their home. Ever-chatty and bubbly, she worked as a telecaller prior to Bare Necessities, after which she took a break to take care of her ailing mother. Saraniya is mother to a young nine-year old boy, who has been experiencing speech issues.

After a 10 year long sabbatical, she found Bare Necessities through an acquaintance turned good friend, Bhuvana. Being a true learner at heart, Saraniya was able to grasp skills quickly, despite her previous experience as a telecaller, being so different. Trained by Bhuvana and our amazing formulationists, Saraniya makes shampoo bars, spa bars and moisturisers.

After her long sabbatical, she was at the **receiving end of many naysayers** discouraging her to return to work. Saraniya took it in her stride to prove them all wrong.

Joining Bare Necessities has turned her life around. Whatever the challenge may be, her colleagues continue to soldier on with a smile on their faces. From her production buddy, Bhuvana she has learnt the importance of staying calm and collected and being in her company, has helped Saraniya be gentler and kinder. With a smile wide enough to reach her ears, she adds that she loves being at work and the only reason she goes back home is to be with her son. **She is in love with the work, the environment and her colleagues.**

There's a keen air of curiosity in Saraniya, when she watches our Creative Head, Sanjana clicking photos. She loves getting her photos clicked too! Besides work, she loves to draw and sing. Recently, she has discovered that tidying up her room has become a hobby too. During the weekend, she's busy Marie Kondo-ing her house!

Saraniya is stubbornly against wastage of any sort. The underlying intention being that if you don't use a resource, it can be used by someone less fortunate.

"Even though you may not help anyone, you shouldn't be an obstacle to them", is a motto that Saraniya strongly believes in.

ONE-ON-ONE'S WITH TEAM PACKAGING



The ever-smiling **Leena** kicks off her day with a little prayer, to ensure she does her work to the best of her abilities. Trained by her seniors for close to a month, she diligently works to ensure that the orders are flawlessly packed. Candidly acknowledging that registering product names was difficult at first. Soon enough, **she developed a deep love for the job, adding that one can only learn a job properly if you are passionate about it.**

Born and raised in Bangalore, Leena used to work at a courier office and left it to look after her kids. Through introductions facilitated through a few friends, Leena found Bare Necessities and joined on 9th August 2021.

Leena along with Sudha, handle online orders at Bare Necessities. A large part of her day is spent managing online orders, while also keenly handling organising and sorting duties. She has a hawk-like eye on the products, to ensure there are no customer complaints.

The online orders duo - Leena and Sudha volunteered to learn skills on their own and assumed responsibility. Leena adds that she constantly works to become better each day. Staying self-motivated has helped her acquire new skills.



She has added skill sets such as production, labeling, stamping dates to her kitty. Going forward, she wishes to learn everything there is to manufacturing, right from production to labeling to packing to checking stocks to packaging slip and preparing the orders.

Raising her children to be academically sound and eventually succeed is a priority for Leena. On a more personal front, she is proud to have come back to work and earn, which is proving to be useful back at home. She softly adds that she often gets bored at home and yearns to come back to work. While being in the company of her colleagues, time flies by.

While all the talk around sustainability at the office is new to her, Leena has become more cognizant of the importance of waste segregation and the issue with pesky plastics.

ONE-ON-ONE'S WITH TEAM PACKAGING



Sudha, a woman of few words, but big on action, kicks off her day at 9:30 AM, by processing and packaging online orders.

Working alongside Leena, she works on packaging and parallely assumes other responsibilities such as organising products, adding labels, refilling and some production tasks.

Sudha chanced upon Bare Necessities through Bhuvana, when they used to live in the same neighbourhood. When she joined, Leena became her ready reckoner and hand held her through the entire process. Keenly observing her colleagues, served as another source of learning for Sudha. The duo systematically work with Tamil film music from 70s, 80s and 90s filling up the room.



According to her, if one assumes situations are tough, then everything is bound to be tough.

She strongly emphasises on the essentiality of being mindful while learning. While starting out, Sudha felt a sense of apprehensiveness, which stemmed out of the fear of making mistakes. As she kept working meticulously, the process became more seamless to her. By constantly reassuring herself that she wasn't making mistakes, she became braver along the way. Similar to Leena, she begins work with a little prayer for herself, her colleagues and for Bare Necessities.

Sudha joined Bare Necessities after a deep personal tragedy. Speaking to her colleagues, while sincerely working to ensure perfection along with the desire to upskill herself with computer and language skills, has given Sudha a sense of purpose. Receiving her first pay cheque at Bare Necessities, made her feel extremely proud of herself.

Both Sudha's and Leena's children are supremely appreciative of their mothers jobs and find it fascinating that they go on so many team outings such as tree planting drives or clean up drives!

ONE-ON-ONE'S WITH TEAM PACKAGING



Vidhya was a mathematics teacher to grade 7 children prior to marriage. Quite aptly, her tracking and tallying skills are accurate, which makes her the most ideal for bulk packing. At Bare, Vidhya wears multiple hats from production to packaging and helping out with online orders. Want to pack for our store partners or a pop up? Vidhya's your girl.

Working across a variety of roles, Vidhya has been trained by everyone in the manufacturing team. With a beaming smile she admits that she is sharp so once she is taught something, it registers immediately. Nothing, therefore, was difficult for her to pick up. She owes her agility in learning to her deep passion for the job. According to Vidhya, if you do something you love, you don't see the difficulty in doing it. She treats Bare as though it were her own, never refusing to do any job assigned to her.



Her most favourite job is packing, with a special emphasis on bulk packing. It calls for organisational skills along with a sense of fine precision; Vidhya works meticulously to avoid any customer complaints

She has been able to pick up patience from Bhuvana, who was ever ready to teach her anything she wanted to know. While Saraniya being chatty, helped her feel at home. She speaks keenly to Leena and Sudha and hopes to brush up her Hindi to speak to Reshma more fluently. Since everyone is super friendly and co-operative, Vidhya loves interacting with everyone at work.

Through her husband's employer, who happens to be Sahar's friend, Vidhya joined Bare Necessities in March 2022. With a long break from work and being formally educated in Kannada, Vidhya was super anxious about getting back to work. Despite everything, Vidhya is immensely proud of working now. She looks at Sahar as a beacon of inspiration.

Prior to Bare Necessities, Vidhya was caught in a cycle of using too many plastics, simply because she didn't know the impact that they had. The **continuous awareness** practices at office have helped her move away from plastic, to switch over to more sustainable alternatives such as cloth bags, steel bottles and now a menstrual cup!







The team deep in work at our Headquarters

MEET PRAKASH P, HEAD OF OPERATIONS



Prakash P is our operations super hero at Bare Necessities. He handles everything from procurement to production to packaging and customer delivery. While he wears multiple hats at Bare Necessities, his favourite part of the job is procurement. Experience handling multiple vendors at his previous organisation, has made him adept at it.

After Prakash arrived at Bare Necessities, he streamlined procedures to make them quicker and more effective. We have been able to secure higher sustainability at the office thanks to his actions! Earlier, a plastic shipping label and plastic tape were used to seal products. To combat this plastic, Prakash got hold of paper tape, which is now used to pack all our products.



Previously, many of our vendors were supplying materials to us in plastic stuffing among other materials. **Through continuous awareness building efforts, Prakash was able to help many of our vendors switch to sustainable packaging.** Credit to him, our vendors are able to embark on their own zero waste journeys. Though the process is not perfect, it's a work in progress and we're continuously working to improve and strengthen it to get better.

Being a humble little team when we started, our entire manufacturing crew would pitch in to assist from everything from production to packaging. This tended to slow down processes. In an attempt to amp up the pace, Prakash and Apoorva Goyal, our tech head, helped create separate divisions for production, packaging and bulk orders within the manufacturing team, which has helped accelerate the process. According to Prakash, we don't follow a strict hierarchical structure at Bare Necessities, owing to which we are able to work quicker and smoother.

Speaking about the manufacturing team, Prakash shares that while a few of the women from our manufacturing team have previously worked at other organisations, for many, this is their first professional stint. The **common virtue observed amongst them all is their capacity to be financially independent**. They no longer need to rely on their husbands or fathers for any purchases.

Personally for Prakash, he is extremely proud to have learnt e-commerce skills from here. Starting out from not knowing too much about it to now running the show by himself, he absolutely loves it!

MEET JAYASHREE, ASSISTANT OPERATIONS MANAGER





Born and raised in Bangalore, **Jayashree** handles all things accounts at Bare Necessities. Prior to Bare, she worked at SELCO Foundation, which aims to decentralise sustainable energy at the grassroot level. She took a little break when she had her baby. She soon bounced back to the workforce, when she joined Bare Necessities on 21st March 2022.

Since Jayashree started working at Bare Necessities, she's picked up a bunch of new skills. An accounting and inventory management software like Zoho was new to her and now she's picking it up like a pro! Additionally, she has learnt how digital marketplaces work. Importantly, she has understood how the business works in the larger scheme of things, without isolating individual functions. Besides technical skills, Jayashree pitches in to help with production and packaging. Just when she was wondering how we could possibly make zero waste soaps, she learnt to make it by herself!

In a day, we receive close to 50-60 orders, so Jayashree's favourite challenge is to ensure orders are packed well within time. So she's constantly in a race against time to ensure that all packages are done before 2PM.

Jayashree loves all the women she works with. She works in close proximity to Leena, Sudha and Vidhya, who work on packaging. Since they're all so generous with their time and feedback, it helps her do better. She's extremely grateful for Prakash's patience and helpfulness. **Together they work to ensure that they're all growing in harmony.**

On her own sustainability journey, Jayashree adamantly refuses plastic. She stores her groceries in steel boxes, which have been in use since her grandmother's time. Though she loves glass jars, she has been refusing them due to her little baby's mischievousness

She's proud and confident in herself to know that if a problem should come up, at any scale, she has the courage to put up a fight against it.

A TESTIMONIAL FROM AN ICF EXECUTIVE COACH



Sunita Sehmi is a an ICF Executive Coach, and the author of the prodigious book, 'How To Get Out Of Your Own Way'.

Her 25 years of experience coupled with a rich, diverse background has fashioned her into the engaging, understanding and kind woman she is.



Q: How was your experience with the team at Bare Necessities?

Sunita: The workshop with the Bare Necessities Team was one of the best experiences I have had. Reshma and Shabu were so forthright in giving their feedback to Sahar. They shone! There was the right balance of daring and caring in the atmosphere. I must mention how Tim (who was Bare's Sustainability Consultant then) being the "outsider" from Australia, consciously gave the women space in those sessions. But you know what, he didn't have to do that. The women themselves took up the space. Everyone was so accommodating of each other.

"There is definitely a dynamic at Bare Necessities that allows them to speak up "

Q:What were the activities you organised for the team? Was there any specific reason behind it?

Sunita: I organised a drawing exercise called the "Book of Life". It includes drawing three quadrants of your life- past, present, and future. It was a deliberate decision to include drawing because it would involve the individual to speak and explain about it. I conducted this exercise so that the team could know where everyone came from, where they could see for themselves what their values were.

Another exercise was to pair them up in twos where each had to talk about what their role is at Bare Necessities. This was to help them listen actively and also be aware of what each person does for the team - to acknowledge and appreciate it. This activity was more about the person than the team.

A TESTIMONIAL FROM AN ICF EXECUTIVE COACH



Q: What are your reflections from the manufacturing team during the activities?

Sunita: The three women are so strong. It was a good workshop in action. I could see that everyone wanted to get better themselves but also as a team. There was a lot of sharing which happened that day. They have a lot of trust in Sahar. There is definitely a dynamic at Bare Necessities that allows them to speak up.

Q: What was your favourite memory from the workshop?

Sunita: Reshma. She had gone through so much in life. Far more than most of us even. Some of her experiences have stuck with me till date. The determination and courage she's shown despite all of what's happened to her, moved some of us to tears.

Q: Post COVID-19, how do you think the work culture will adapt itself to the new normal?

Sunita: The work culture in most corporate companies is of a narcissistic nature. It's all "Me, myself and I."

With this pandemic, we have been taught the importance of our family, friends and colleagues.

People will begin to appreciate the company they're in and will hopefully, be more mindful of their surroundings. That's the only way we can move forward.

Let's also remember that people from the bottom rung of the ladder are going to be the most vulnerable once again.



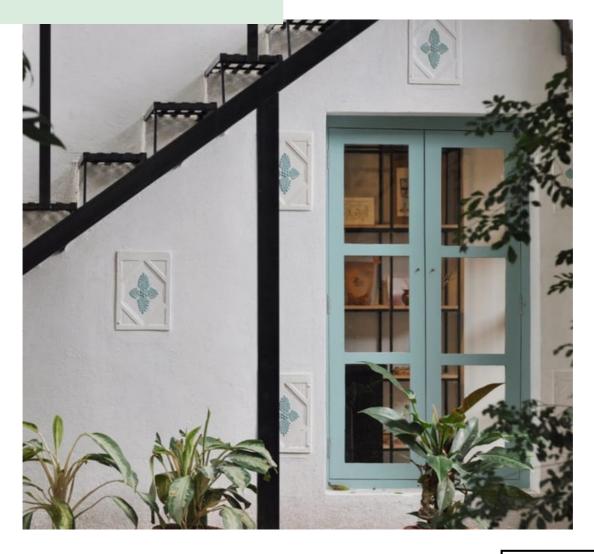
Sunita with the team



Reshma's story remains close to Sunita's heart till date.

MAKING ROOM FOR IMPROVEMENTS





While we are quite pleased with our team and the evolution they've undergone at Bare, we believe there's potential for growth.

We're working towards building a formal financial and health plan for them to fall back on, during times of need. We are also looking for more inclusionary factors while employing beyond socio-economic factors. As Sunita mentioned, we need to look at ways to include the LGBTQ community and lack of opportunities for differently abled persons.

Additionally, it is important that we constantly invent new ways to accelerate their efficiency at work through additional skill training and courses.

"Step by step, we're attaining new heights every day."



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