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| Participant no. | D92 | |
| Interview type | Management Interview | |
| Interviewer name/s | Truong | |
| Transcriber name | Minh | |
| Original language | Vietnamese | |
| SPEAKER (I = Interviewer’ P = participant) | Time Stamp (from recording), e.g. 00:03, at commence-ment of sentence | Add transcription as text in this column. Please provide close to verbatim/full sentences. No need for ‘um’ ‘er’ etc.  Use only plain text (no bold or italics).  If words are unclear, indicate with square brackets the meaning you think is likely OR write “inaudible” if unsure. |
| I | 00:23 | What is your current role in the company? |
| P |  | I am a manager in the company |
| I |  | What type of manager are you? |
| P |  | Union manager |
| I |  | How many members are under your supervision? |
| P |  | There are about 2,700 members |
| I |  | How many members are currently in your office? |
| P |  | At the office, there are 3 people |
| I |  | Can you describe specifically their job scope and role? |
| P |  | Of all 2,700 or only 3 people at the office? |
| I |  | Include all 2,700 and 3 people |
| P |  | Three people at the office are assisting union members, ensure their benefits and welfare. 2,700 people are manufacturing and working at the company. |
| I | 1:25 | Are workers working contractually or hourly? |
| P |  | All workers are working contractually |
| I |  | How long have you been working at Doan Hung, Phu Tho? |
| P |  | I have been working here for 8 years |
| I |  | Where are you from? |
| P |  | I am also from Doan Hung, Phu Tho |
| I |  | How long have you been at this position? |
| P |  | For 8 years |
| I |  | Do you also work contractually? |
| P |  | Yes, I do |
| I |  | What is the average salary of the employee per month? |
| P |  | It is from 6,000,000 to 6,500,000 VND |
| I |  | It includes extra hours, doesn’t it? |
| P |  | Yes |
| I |  | What is the basic salary without doing extra hour? |
| P |  | It is according to the labour law, about 4 million VND |
| I | 2:23 | How many days do your employees work per week? |
| P |  | All employee work 6 days a week |
| I |  | How many hours per day? |
| P |  | 8 hours |
| I |  | Without extra hour? |
| P |  | Yes, employee can work extra one or two hours |
| I |  | Do you think heatstroke is one of your concerns as a manager? |
| P |  | Yes, it is an extreme concern |
| I |  | How do you recognize which are symptoms of heatstroke? |
| P |  | For example, sweating a lot, heat at the head area |
| I |  | Is there any other example? |
| P |  | Such as feeling dizzy when the temperature is too high |
| I | 3 :23 | Among those symptoms, which one do you think is the most common? |
| P |  | It is sweating |
| I |  | Does those symptoms change based on season? |
| P |  | Yes, in the north of Vietnam, when it is winter, there will be less sweat and more comfortable compared to it is in summer |
| I |  | What specific job will your employee be easier to get heatstroke? |
| P |  | Those that need to work outside in summer when the temperature can be at 39 to 40 degrees Celsius |
| I |  | Is there any case that your worker needs to take sick leave due to symptoms of heatstroke? |
| P | 4:23 | Currently, my company doesn’t have any |
| I |  | Does your employees’ productivity decrease due to heat? |
| P |  | The productivity can be slower in the hot season than in the cold season. They can be more tired due to more water loss |
| I |  | How many percentages can be decreased? |
| P |  | Around 5% |
| I |  | Is there any other impact of heat on the area you oversee? Such as accident, or employees’ behaviour |
| P | 5:23 | Currently, I haven’t seen any impact |
| I |  | Does it affect the company finance? |
| P |  | No, it doesn’t |
| I |  | Currently, is there any method that the company implement to prevent heatstroke? |
| P |  | The company have installed air conditioner at some small offices and ventilation system at large factory. The company also water the factory rooftop when it is too hot |
| I |  | Are these methods from company policies? |
| P |  | Yes, they are |
| I |  | Do you see any benefits from these methods? |
| P |  | Yes, workers will feel more comfortable while working |
| I | 6:25 | Is there any method to deal with heatstroke or its symptoms when it happens at the company? |
| P |  | Beside from ensuring the working time, the company also ensures their mid-shift meal that makes them feel comfortable while working |
| I |  | Mid-shift meal? |
| P |  | Yes, for example the meal in winter will be made different from that in summer |
| I | 7:23 | Do you change the way you manage heatstroke from happening at different moment or the same at every season? |
| P |  | Yes, for example in summer, those who work outside will be reduced the working time and focus more on the inside factory |
| I |  | Do you want to suggest some methods for you company to manage heatstroke better? |
| P |  | At the moment, there is no new method to suggest. Maybe in the next one or two years, there will be changes according to season |
| I |  | Have you suggested any? |
| P |  | No, I haven’t |
| I | 8:23 | Is there any difference in dealing with heat among different types of jobs in the company? |
| P |  | Yes, there is. It depends on the environment such as those who works outside will be treated differently |
| I |  | Do you have any suggestion that some specific jobs need to be changes since it may be a direct cause to heatstroke? |
| P |  | I think kinds of jobs is not related to heatstroke, which is mainly caused by weather condition |
| I |  | Is there any job position that is easier to have heatstroke than others? |
| P |  | The characteristic of manufacturing leather shoes is those who work outside can be easier to get heatstroke than those who work inside. And those who work inside and work near the machine will get heatstroke easier. |
| I | 9:30 | Do you think of any methods to help reduce the ability of getting heatstroke of those who are easier to get? |
| P |  | It can be hob rotation such as splitting the work schedule, those who work near the machine today would change position tomorrow or may reduce the working time. |
| I |  | Do you think of other methods to help the company reduce the heatstroke? |
| P |  | I think I don’t |