

Factory pages online to report on non-compliance with labour law

Recently WageIndicator adapted its minimum wage and labour law surveys in Indonesia to incorporate compliance checks for the apparel/garment industry. A special survey app can now be used both online and in face-to-face meetings. The survey groups two dozen questions into chapters (i.e. minimum wage, working time, safety, social security). Participants can complete the chapters and submit data in a secure section of WageIndicator's Indonesian Gajimu website. This is the country's best visited website on working conditions and labour rights, attracting some 350,000 visitors each month in early 2017.

Naming factories

The innovative tool includes regions and a factory list. Workers enter their wages and working conditions and check these instantly against the latest minimum wage rates and the relevant labour law items. The initiative aims to demonstrate:

- how compliance checks of minimum wage and labour laws can raise awareness as well as non-compliance issues;
 - how comparisons and sample clauses for collective agreements can trigger social dialogues, possibly resulting in improved working conditions on a large scale;
 - that publication of worker-reported cases of non-compliance on easily accessible Gajimu factory pages can provide buyers, such as international brands, with their suppliers' performances on the shop floor.

Trade union involvement

The program was designed in consultation with trade unions KSBSI and Garteks. Within the program, individual workers are fully in charge of their own priorities. They elect the issues to raise with their employers, and how to organize this. The initiative seeks to break out of a prevailing mindset whereby non-compliance is considered normal about which nothing can be done.

Against this background it is important to protect privacy of workers who report non-compliance. Therefore workers submit information in a secure section of the Gajimu website/app, which guarantees privacy. Information from face-to-face contacts, involving the trade unions, is also reported through this protected survey or app. The involvement of trade unions in face-to-face surveys shows the role they can play in safeguarding workers who report non-compliance.

Potential for universal use

The overall purpose of the project is to engage workers more in the setting wages and working conditions. Through the factory pages on Gajimu, workers' signals will have a direct outlet to the world. From October 2017, WageIndicator can serve any initiative from social partners, individuals, NGO's, or governments to apply a minimum wage and/or labour law survey for workers in any region, town, factory or plant. The condition is that names of factories are a given, like presently is the case in this project for the garment sector in Indonesia.