WageIndicator

Advancing Gender Equality, Representation, and Living Wages: An Intersectional Lens on the Garment and Footwear Sector

OECD Forum Side Session

14th February 2025

Agenda

12:30 - 12:35	**01**	Introduction to the session
12:35 - 12:45	**02**	Explanation of the HRDD Framework
12:45 - 13:08	**03**	Data presentation and worker testimony
13:08 - 13:45	**04**	Panel Discussion
13:45 - 14:00	**05**	Q&A

Our speakers

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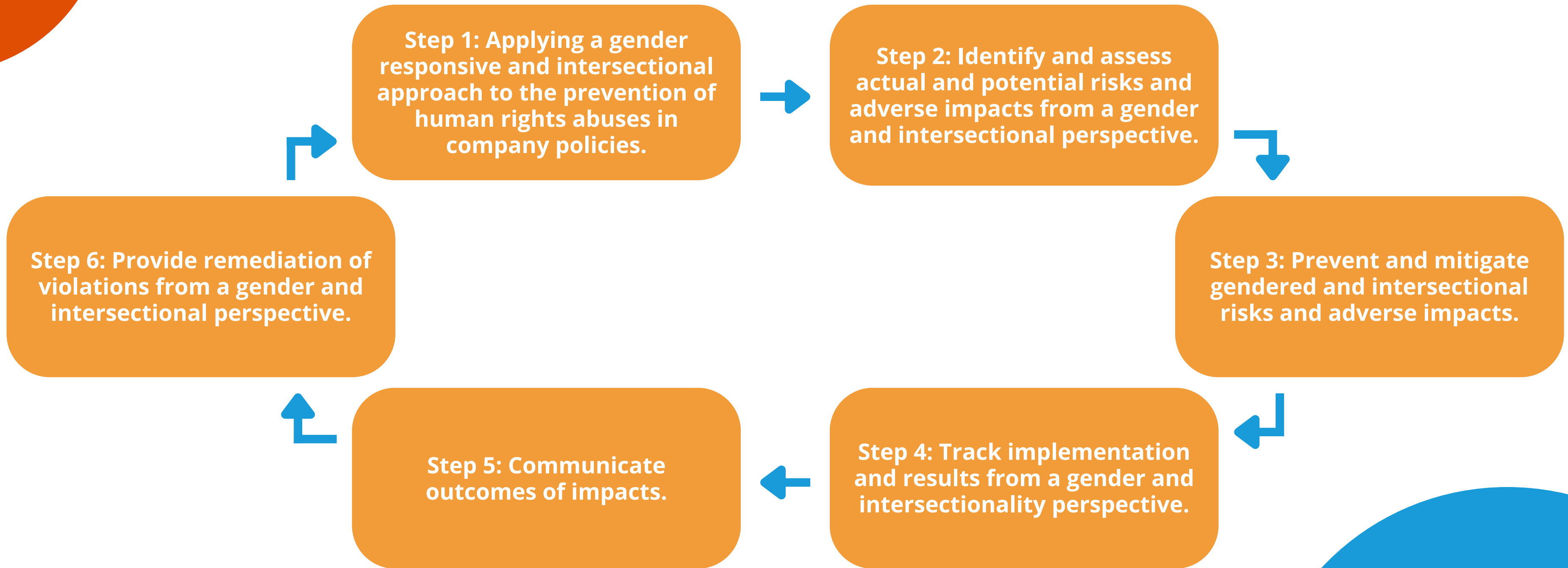Foundation

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Presentation Partners

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Mondiaal FNV

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6-step HRDD cycle on gender and intersectionality

Step 1: Applying a gender responsive and intersectional approach to the prevention of human rights abuses in company policies.

Step 2: Identify and assess actual and potential risks and adverse impacts from a gender and intersectional perspective.

Step 3: Prevent and mitigate gendered and intersectional risks and adverse impacts.

Step 4: Track implementation and results from a gender and intersectionality perspective.

Step 5: Communicate outcomes of impacts.

Step 6: Provide remediation of violations from a gender and intersectional perspective.

Women in garment, textile and leather sector

	Ethiopia	Indonesia	Turkey
Female labour participation in the garment, textile and leather sector	*According to a 2018 report by IndustriALL Global Union, women constitute **more than 80%** of the workforce in textile and garment sector. More recent data from the WageIndicator Decent Work Check project: in the factories interviewed in 2023-2024, **70%** of workers were women.*	*A country profile by FEMNET from 2024 indicates that women comprise approximately **82%** of the workforce in Indonesia's textile industry and **between 60% to 80%** in the footwear industry. Number confirmed by WageIndicator Decent Work Check project: in the factories interviewed in 2023-2024, **72%** of workers were women.*	*According to Trade Union sources, **60% of textile workers and 80% of garment** workers are women. The 2021 Anker Research Institute study in 3 factories recorded **50-70%** women.*
Source	• https://www.industriall-union.org/workshop-explains-labour-laws-to-ethiopian-women-in-the-textile-and-garment-sector • Wageindicator, 2023/2024 (22 factories interviewed)	• https://femnet.de/en/materials-information/country-profiles/indonesia.html • Wageindicator, 2023/2024 (368 factories interviewed)	• Trade Union reports • *Gender Pay Gaps in Global Supply Chains* (Anker Research Institute, 2024)

Decent Work Check Projects in Ethiopia and Indonesia

The Decent Work Projects in Ethiopia and Indonesia—known as Makin Terang ("Getting Brighter") in Indonesia—aim to **improve wages and working conditions** by strengthening worker representation and promoting diversity in leadership, particularly in terms of gender inclusion.

These projects use worker-driven data to **facilitate social dialogue and monitor working conditions** across the garment, textile, footwear, and leather supply chains.

Key aspects of the programs include:

- Strengthening Trade Unions
- Empowering Diverse Worker Representation
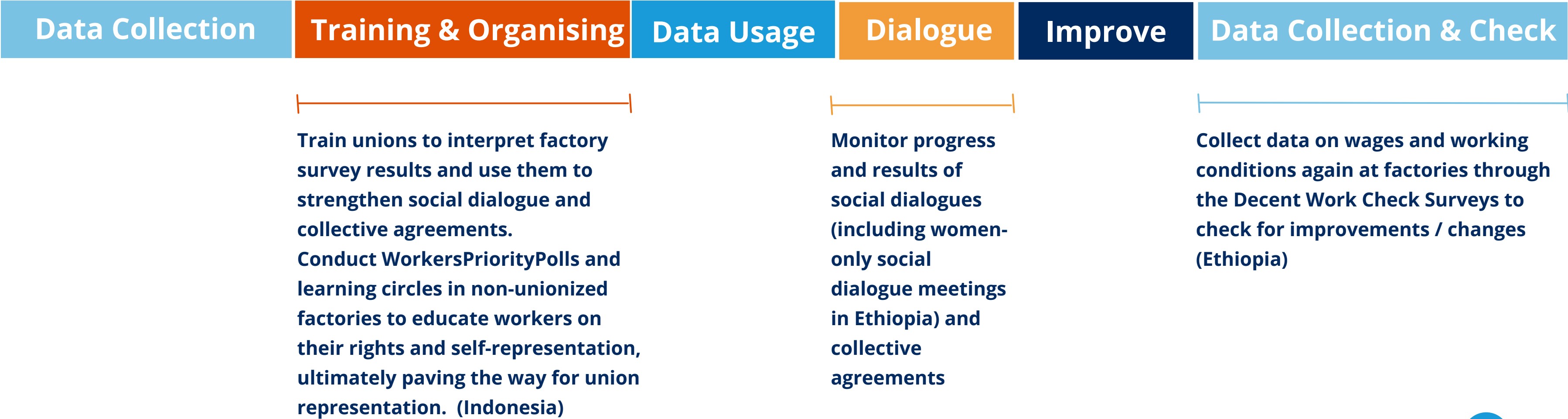- Expanding Outreach

FLOW OF THE APPROACH

Factory Journeys

Collect data on wages and working conditions in factories through the DWC Surveys. In Indonesia: work with 4 TU partners in 5 regions and data collectors are union members. In Ethiopia: work with Textile Federation in 3 regions.

Ensure trade unions use the publicly open data for social dialogue

Improve working conditions and collective worker representation

Data Collection	Training & Organising	Data Usage	Dialogue	Improve	Data Collection & Check

Train unions to interpret factory survey results and use them to strengthen social dialogue and collective agreements.
Conduct WorkersPriorityPolls and learning circles in non-unionized factories to educate workers on their rights and self-representation, ultimately paving the way for union representation. (Indonesia)

Monitor progress and results of social dialogues (including women-only social dialogue meetings in Ethiopia) and collective agreements

Collect data on wages and working conditions again at factories through the Decent Work Check Surveys to check for improvements / changes (Ethiopia)
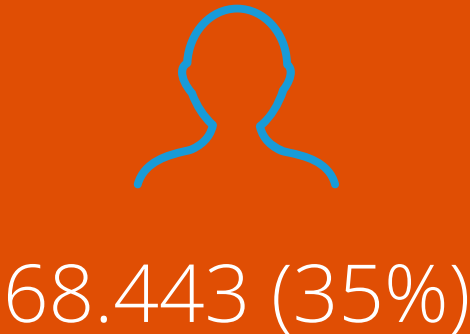
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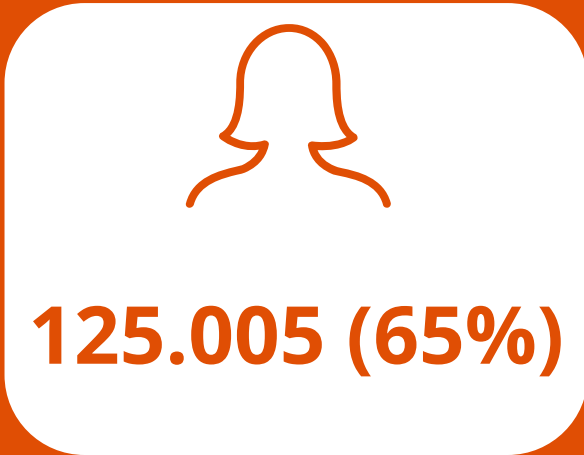## Number of Workers in Factories Targeted by Makin Terang Program (years 2023-2024)

819.903 workers in 368 factories

587.276 (72%)

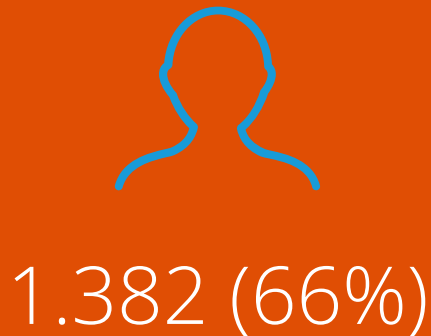232.627 (28%)
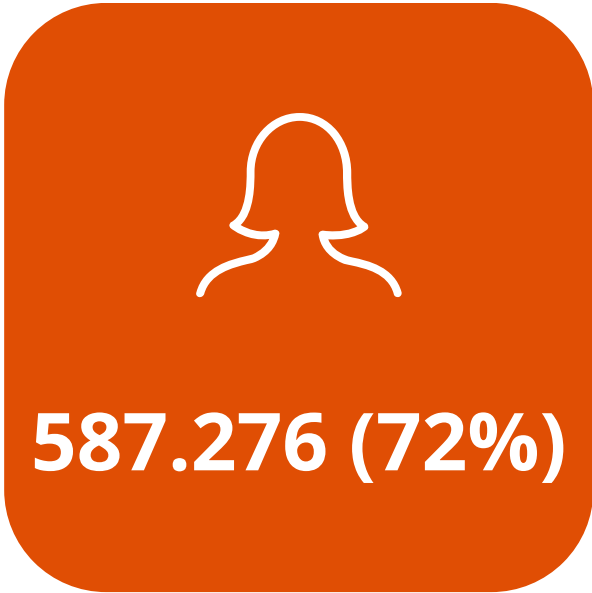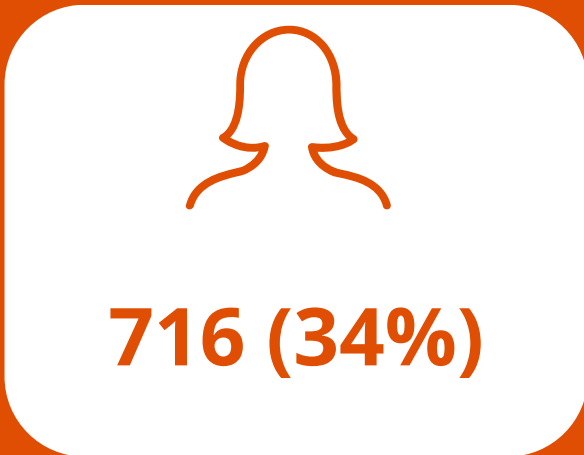
Number of Union Members

193.448 workers (union density 24%)

125.005 (65%)

68.443 (35%)

Number of Union Officials

2.098 workers

716 (34%)

1.382 (66%)

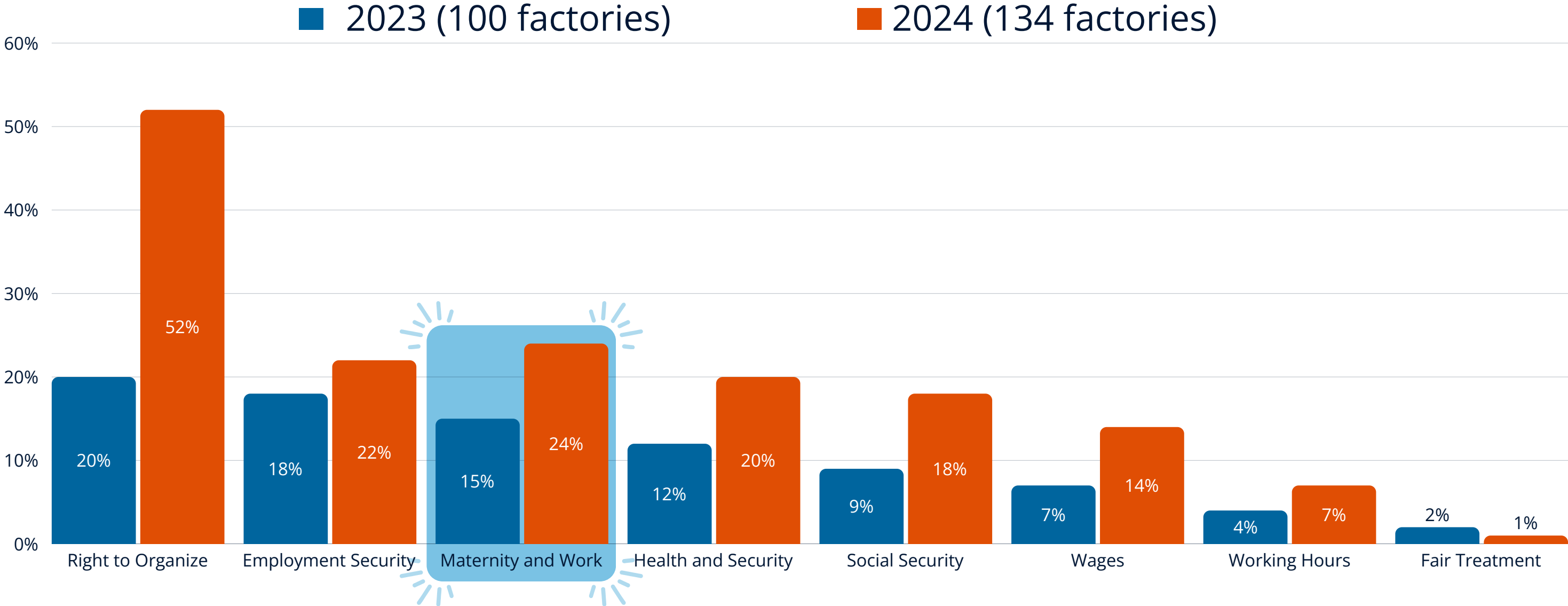WageIndicator

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Indonesia: DecentWorkCheck Survey Results 2023 & 2024

Percentage of Non-compliant Factories (= factories that have less than 90% compliance)

■ 2023 (100 factories)　　　■ 2024 (134 factories)

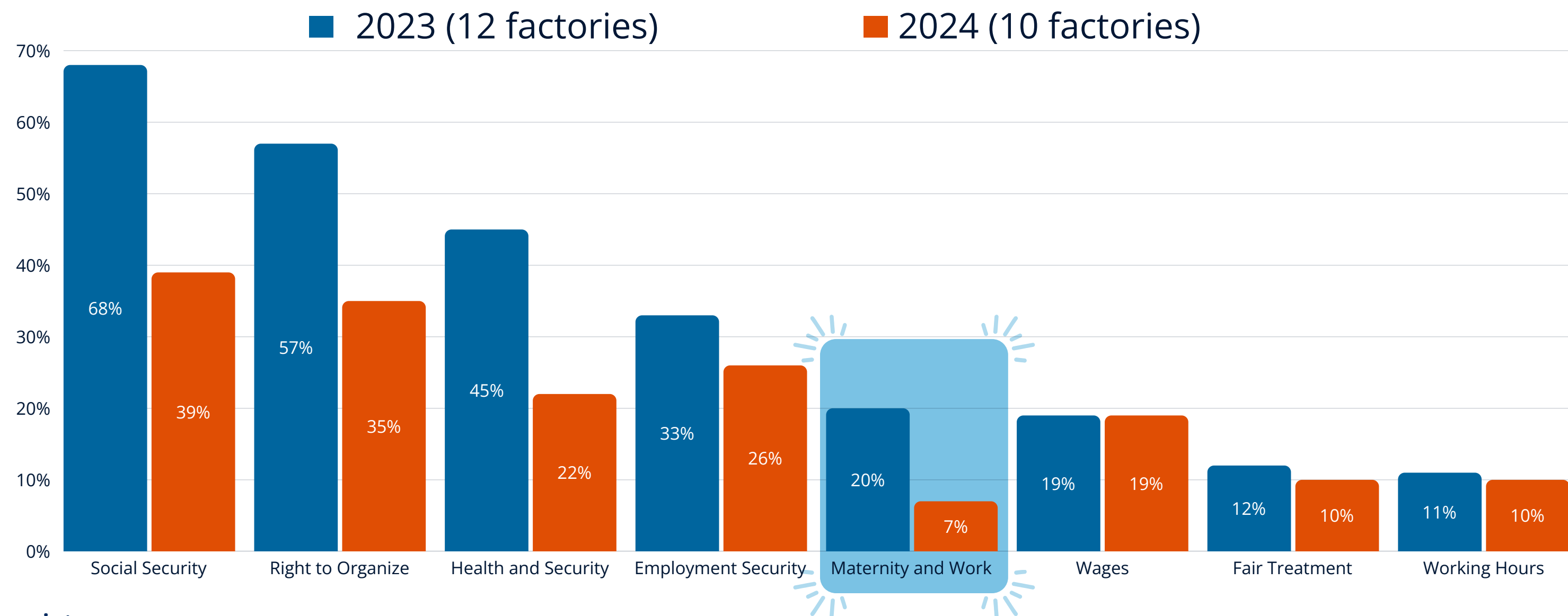| Category	2023	2024
Right to Organize	20%	52%
Employment Security	18%	22%
Maternity and Work	15%	24%
Health and Security	12%	20%
Social Security	9%	18%
Wages	7%	14%
Working Hours	4%	7%
Fair Treatment	2%	1%

Keypoints:
- **The Right to Organize category has shown the most non-compliance trend in 2023 and 2024 with a significant increase.**
- **The Maternity and Work category was the third most non-compliant category in 2023 and became the second most non-compliance category in 2024.**

Ethiopia: DecentWorkCheck Survey Results 2023 & 2024

Average Percentage of Non-Compliance in Factories

■ 2023 (12 factories)　　　■ 2024 (10 factories)

Category	2023	2024
Social Security	68%	39%
Right to Organize	57%	35%
Health and Security	45%	22%
Employment Security	33%	26%
Maternity and Work	20%	7%
Wages	19%	19%
Fair Treatment	12%	10%
Working Hours	11%	10%

Keypoints:
- **Social Security has shown the most non-compliance trend in both 2023 and 2024 with a significant decrease.**
- **As well as the Maternity and Work category was the fifth most non-compliant category in 2023 and became the most complied for category in 2024.**
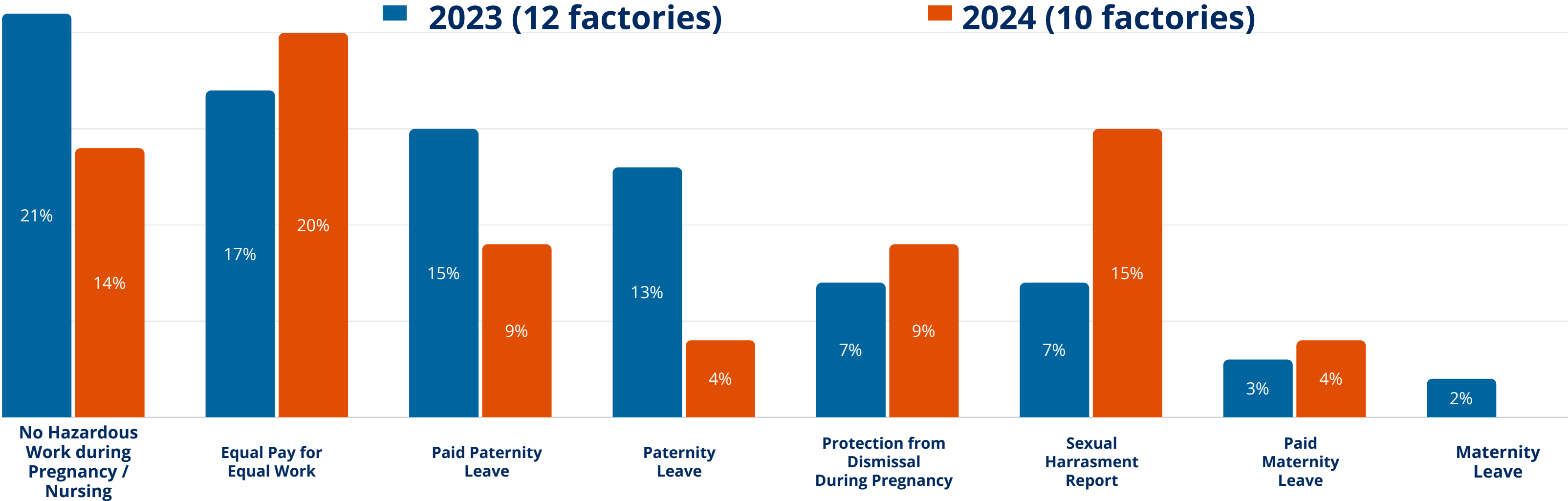
Indonesia: Percentage of Non-compliant Factories on The Gender-Related Sub-Topics

2023 (100 factories) **2024 (134 factories)**

Sub-Topic	2023	2024
Menstrual Leave	32%	52%
Maternity Leave	31%	46%
Paid Maternity Leave	19%	21%
Paternity Leave	19%	26%
Paid Paternity Leave	19%	31%
Lactation Facilities	4%	8%
Breastfeeding Break	4%	22%
Protection from Dismissal During Pregnancy	4%	7%
Sexual Harrasment Report	4%	4%
Equal Pay for Equal Work	1%	1%
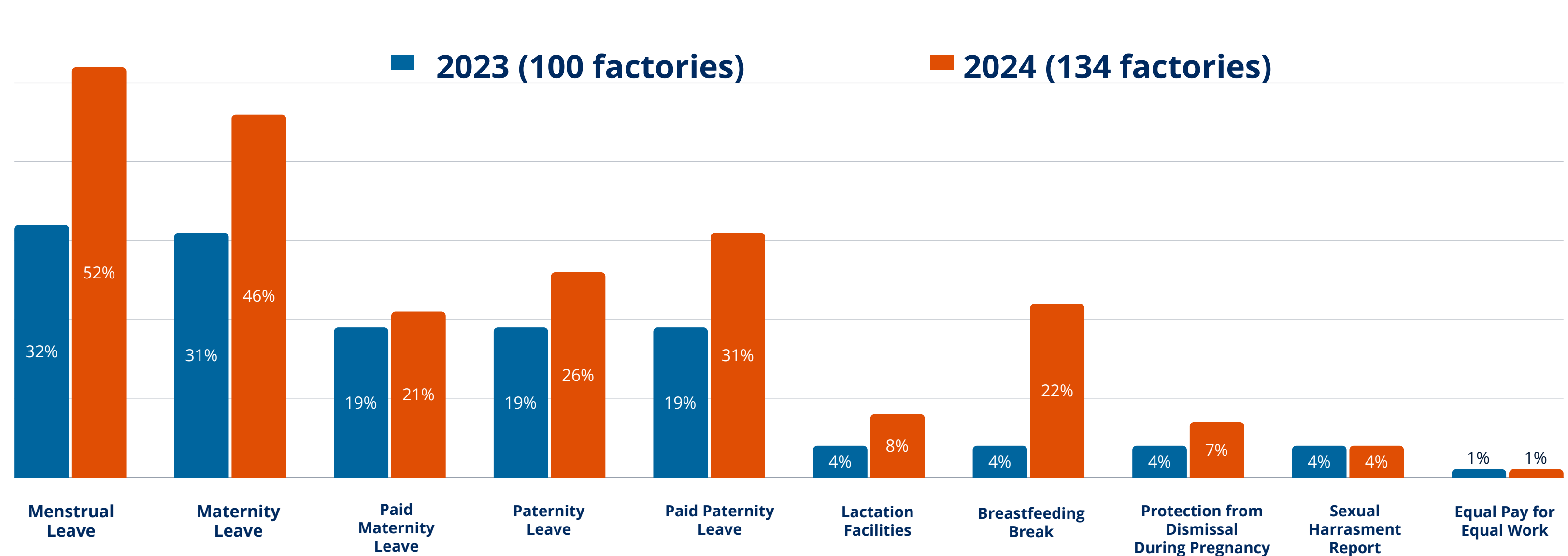
Keypoints:
- For two consecutive years, menstrual leave for 2 days, the normative right of women workers, was the most non-compliant among the gender sub-topics,
- followed by Maternity Leave and payment and Paternity Leave and payment. The provision of breastfeeding breaks also became a problematic issue in 2024.

Ethiopia: Percentage of Non-compliance reported by Workers on The Gender-Related Sub-Topics

Legend: ■ 2023 (12 factories) ■ 2024 (10 factories)

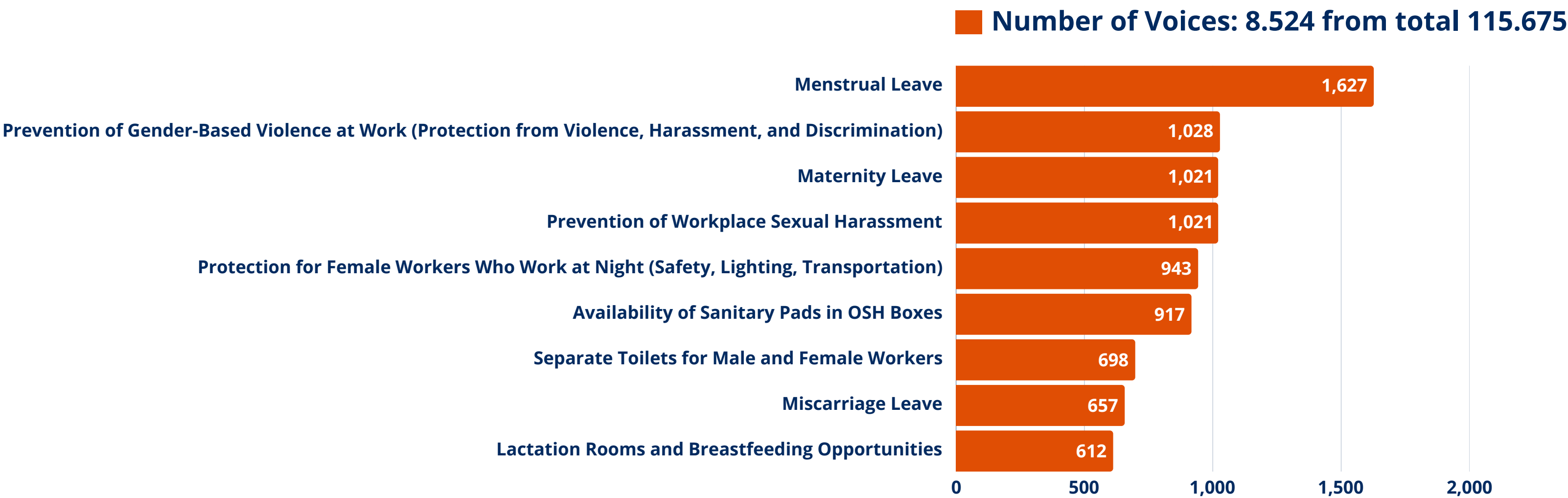| Sub-Topic	2023	2024
No Hazardous Work during Pregnancy / Nursing	21%	14%
Equal Pay for Equal Work	17%	20%
Paid Paternity Leave	15%	9%
Paternity Leave	13%	4%
Protection from Dismissal During Pregnancy	7%	9%
Sexual Harrasment Report	7%	15%
Paid Maternity Leave	3%	4%
Maternity Leave	2%	

Key points:
- In 2023, the most non-compliant among the gender sub-topics was the provision of not assigning hazardous work to women during their pregnancy or breastfeeding months.
- While the non-compliance remains high in 2024, two topics surpassed in non-compliance: the payment of the same pay for the same work and the reporting of sexual harassment cases.

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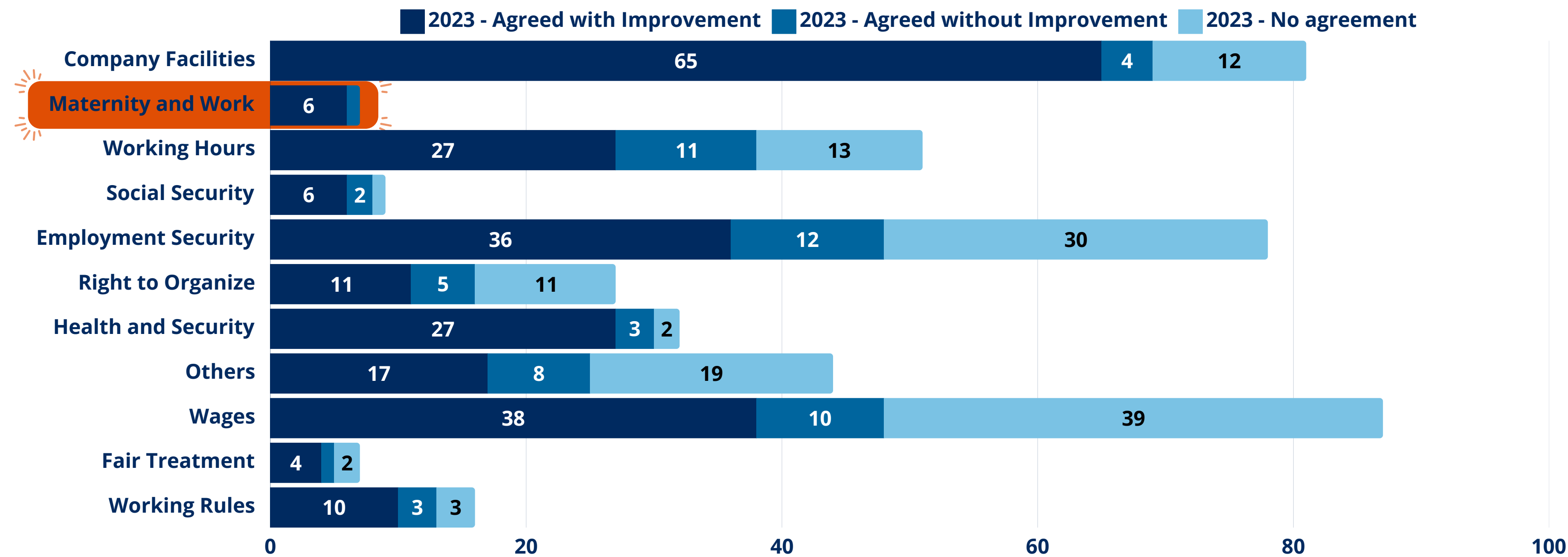# Indonesia: WorkersPriorityPolls Vote on The Gender Sub-Topics as of January 31,2025

Total Participants: 19.857 from: 249 Factories

Number of Voices: 8.524 from total 115.675

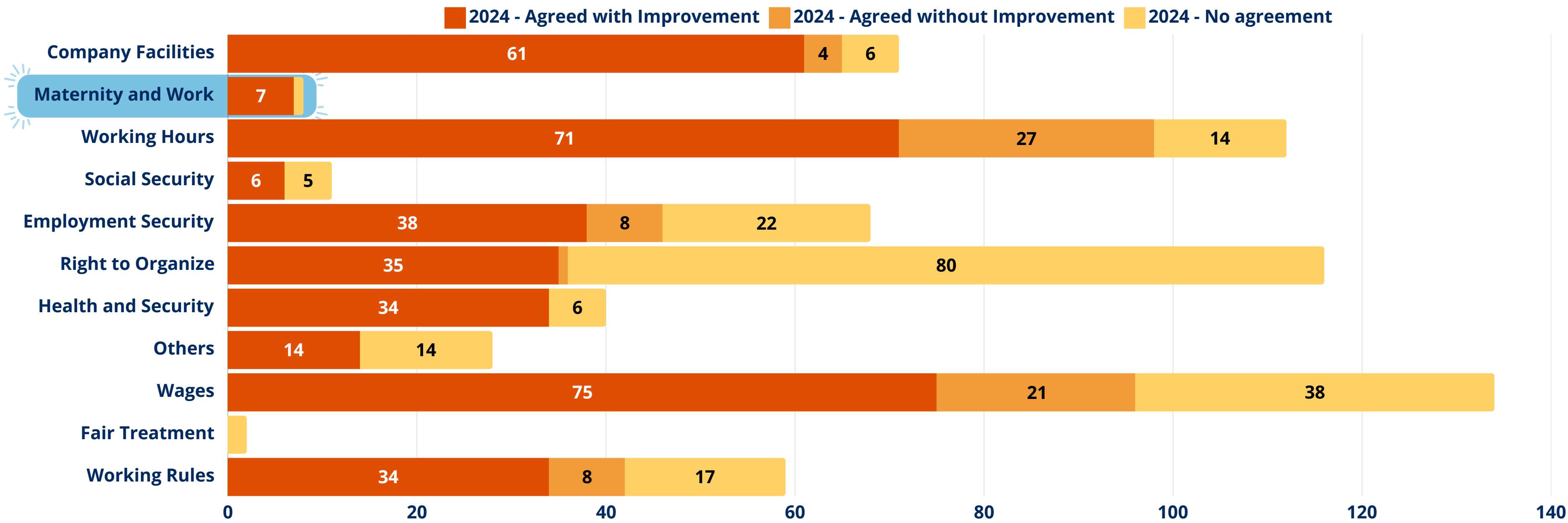| Sub-Topic	Number of Voices
Menstrual Leave	1,627
Prevention of Gender-Based Violence at Work (Protection from Violence, Harassment, and Discrimination)	1,028
Maternity Leave	1,021
Prevention of Workplace Sexual Harassment	1,021
Protection for Female Workers Who Work at Night (Safety, Lighting, Transportation)	943
Availability of Sanitary Pads in OSH Boxes	917
Separate Toilets for Male and Female Workers	698
Miscarriage Leave	657
Lactation Rooms and Breastfeeding Opportunities	612

Keypoints:

- In Indonesia, we conducted a more scalable poll than DecentWorkChecks, to collect data on all worker needs beyond basic labour laws. WorkerPriorityPoll gives more voice to workers who have been underrepresented historically, like women
- Of the more than 115,000 voices/demands received, 8,524 were related to gender-related needs. Menstrual leave was the most common request. The expectation was that leave should be granted without proof of illness or a doctor's note.
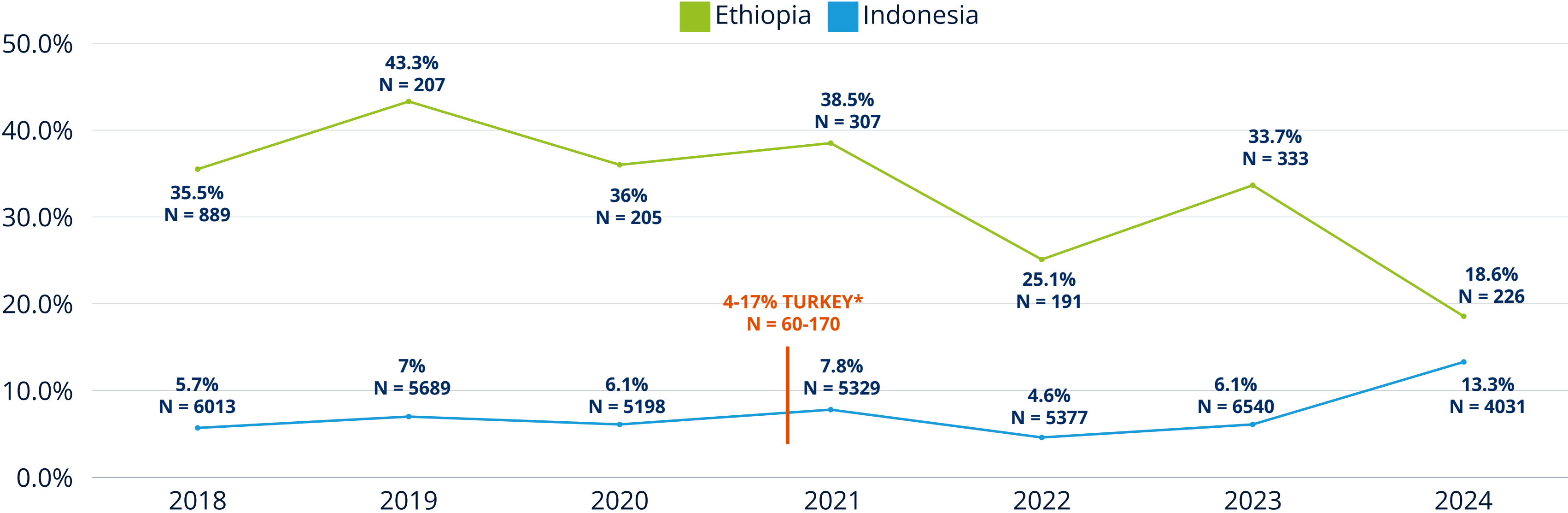
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Indonesia: Most Frequently Negotiated Topics in Bipartite Meetings (2023)

Legend:
- 2023 - Agreed with Improvement
- 2023 - Agreed without Improvement
- 2023 - No agreement

Topic	Agreed with Improvement	Agreed without Improvement	No agreement
Company Facilities	65	4	12
Maternity and Work	6		
Working Hours	27	11	13
Social Security	6	2	
Employment Security	36	12	30
Right to Organize	11	5	11
Health and Security	27	3	2
Others	17	8	19
Wages	38	10	39
Fair Treatment	4	2	
Working Rules	10	3	3

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Indonesia: Most Frequently Negotiated Topics in Bipartite Meetings (2024)

Legend: ■ 2024 - Agreed with Improvement ■ 2024 - Agreed without Improvement ■ 2024 - No agreement

Topic	Agreed with Improvement	Agreed without Improvement	No agreement
Company Facilities	61	4	6
Maternity and Work	7		
Working Hours	71	27	14
Social Security	6		5
Employment Security	38	8	22
Right to Organize	35		80
Health and Security	34		6
Others	14		14
Wages	75	21	38
Fair Treatment			
Working Rules	34	8	17

Gender Pay Gap in the Textile, Garment and Footwear Sector

Ethiopia ■ Indonesia

Ethiopia:
- 2018: 35.5% N = 889
- 2019: 43.3% N = 207
- 2020: 36% N = 205
- 2021: 38.5% N = 307
- 2022: 25.1% N = 191
- 2023: 33.7% N = 333
- 2024: 18.6% N = 226

Indonesia:
- 2018: 5.7% N = 6013
- 2019: 7% N = 5689
- 2020: 6.1% N = 5198
- 2021: 7.8% N = 5329
- 2022: 4.6% N = 5377
- 2023: 6.1% N = 6540
- 2024: 13.3% N = 4031

4-17% TURKEY* N = 60-170

Key points:
- Since 2018, a general decrease of the Gender Pay Gap can be observed in Ethiopia, while in Indonesia the rate remained stable at around 5-8% till last year, when it increased significantly. The available study for Turkey shows a gap of 4-17% in 2021.

Source: For Ethiopia and Indonesia: Median Wages collected through Decent Work Check surveys, WageIndicator. N = Number of workers interviewed.

*For Turkey: Gender Pay Gaps in Global Supply Chains: Findings from Workplaces in Bangladesh, Colombia, Morocco, Thailand, and Turkey (Anker Research Institute, 2024).

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The Gender Pay Gap in Garment Factories in Turkey

Study carried out in 2021 in 3 garment factories in Turkey.
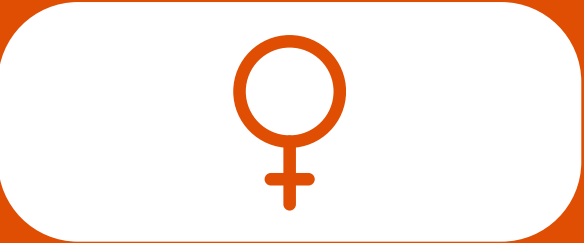
Key findings:

- **The gap varies depending on the location: bigger gap in the more expensive area, smaller gap in the lower cost areas.**
- **In 2 out of 3 factories: dominance of supervisory and managerial positions by men.**
- **Consistently higher wages for men-dominated occupations.**
- **Women frequently earn less than men doing the same type of work.**

Source: *Gender Pay Gaps in Global Supply Chains: Findings from Workplaces in Bangladesh, Colombia, Morocco, Thailand, and Turkey* (Anker Research Institute, 2024).

Gender Pay Gap for two occupations in the garment and textile sector in Ethiopia

	Cutting machine operator (Workers interviewed = 10-50 per year)		Weaving machine operator (Workers interviewed = 10-79 per year)	
	♀	♂	♀	♂
2018	1361.5 Birr/month	1800 Birr/month	1600 Birr/month	1688 Birr/month
2019	1494 Birr/month	2600 Birr/month	1500 Birr/month	1650 Birr/month
2021	1350 Birr/month	2200 Birr/month	2375 Birr/month	4200 Birr/month
2022			2723.5 Birr/month	3934 Birr/month
2023	2426 Birr/month	3000 Birr/month	2072 Birr/month	3000 Birr/month
2024	2500 Birr/month	3960 Birr/month		

Thank you
for joining our session

Check out a gender-focused issue of our Decent Work Newsletter

View findings from our Makin Terang Project in Indonesia

View findings from our DecentWork Project in Ethiopia