Worker Driven Social Responsibility: An Introduction to

Data Academy Program

Workers Driven Social Responsibility

An approach to improve working conditions by using workers driven data for social dialogue and monitor working condition across supply chain

01 How can we access data on working conditions at factories and how data on working conditions be used for a continuous approach to **Human Rights Due Diligence through the supply chain**?

02 How to ensure trade union and/or other stakeholders use the publicly open data for social dialogue?

03 How we monitor working conditions and local dialogue to track what's agreed in negotiations?
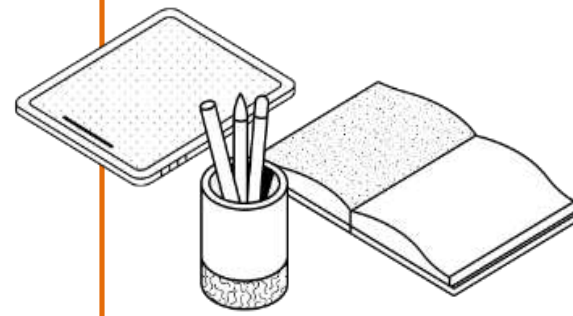
04 How do COVID-19 crisis impact working conditions at factories in sourcing countries?

05 As labor law reform has taken to promote flexibilization, how can we mitigate it?

Have these questions? Stay tuned to be informed!

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Flow of the Approach

Data Collection
- Decent Work Check Survey
- COVID-19 Survey
- Collective Bargaining Agreement

Data Academy Trainings
- Evidence based Social Dialogue Training
- CBA Workshop
- Women Workers Academy

Evidence Based Social Dialogue / Negotiation with Factory Management Using Data

Workers Based Monitoring

Data Collection

	Decent Work Check (DWC) Survey	COVID-19 Survey
Respondent	A. Workers	A. Trade Union Officials B. Factory Management
Content	1. Employment Security 2. Working Hours 3. Minimum Wages 4. Women Rights 5. Occupational Health and Safety 6. Social Security 7. Fair Treatment – discrimination, equal pay, sexual harassment 8. Right to Organize	1. Protective measures and procedures in COVID-19 situation 2. Impact on number of workers 3. Impact on business continuity
Factories participated	Periode 2017 – 2019: **324 factories** participated Periode 2021: **138 factories** participated	Survey target factories – factories that are a member of Data Academy trade union partners 2020 • Round 1: 141 factories 2021 • Round 2: 108 factories • Round 3: 136 factories
Numbers of surveys collected	Period 2017 – 2019: **6960 workers survey** Periode 2021: **4159 workers survey**	• Round 1: 141 TU surveys • Round 2: 122 TU surveys; 49 management surveys • Round 3: 153 TU surveys, 20 management surveys

Data Collection

	Decent Work Check (DWC) Survey		COVID-19 Survey
Region	1. Banten 2. DKI Jakarta 3. West Java 4. Central Java 5. DI Yogyakarta		
Sector	1. Textile 2. Garment and Accessories 3. Footwear and Leather		
How?	**1. By Interviewer** Selected interviewers who are trained by TURC and Gajimu carried out interview with respondents, n 2 ways: • Face to face (in person / offline) - the interviewer goes directly to the factory • By telephone, group text, (remotely / online) - the interviewer distributed survey link and interview via telephone / zoom All done with close cooperation with trade union in factory and national level **2. Via Website** • Workers also can fill out the survey directly from online survey in Gajimu website		

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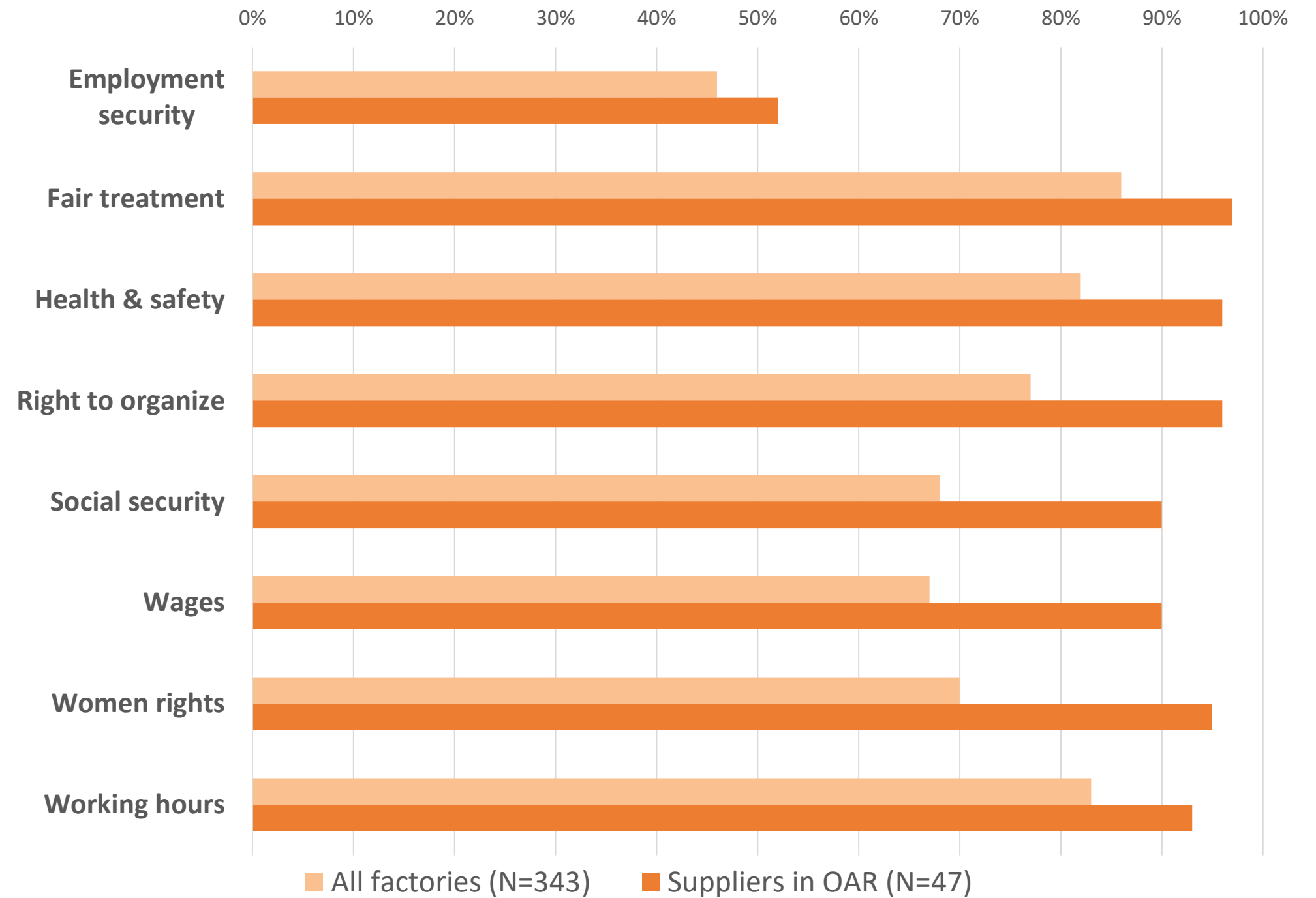# Ability to Compare Working Condition Across Factories

Result from Decent Work Check (DWC) Surveys shown category in local regulation that are being implemented in factory – according to workers

The data can be **filtered to a specific factories**, and/or supplier of a certain brands

The data is **accessible for stakeholders**, where it can be used to trigger social dialogue within a factory
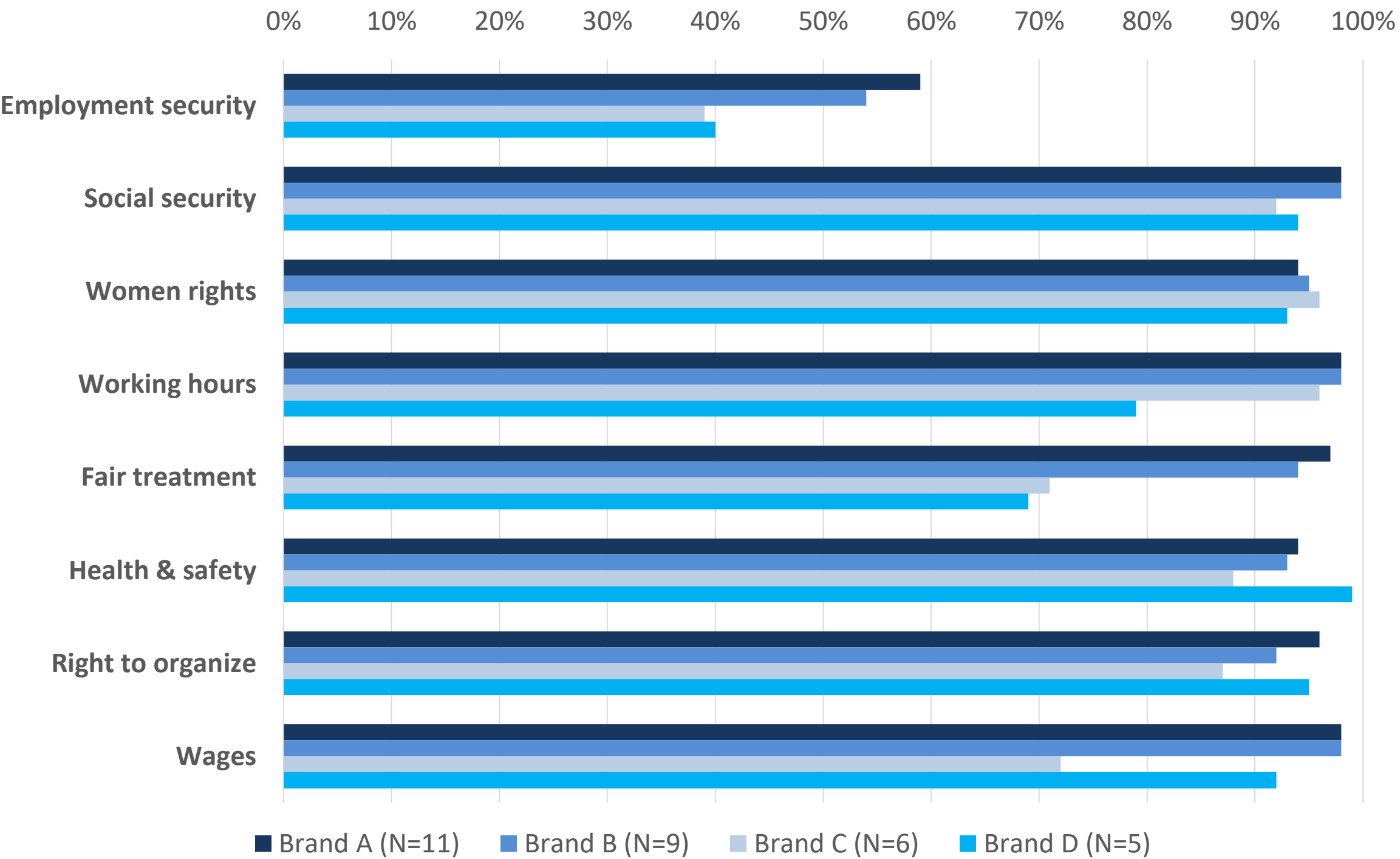
Employment Security is the lowest topic that are in compliance with local regulation according to workers

% of aspects in compliance with local regulation, per category, 2017 - 2021

Bar chart showing % of aspects in compliance with local regulation per category. Categories: Employment security, Fair treatment, Health & safety, Right to organize, Social security, Wages, Women rights, Working hours. Two series: All factories (N=343) and Suppliers in OAR (N=47).

All factories (N=343)　Suppliers in OAR (N=47)

Ability to Compare Working Condition Across Supplier for Specific Brands

On Specific Aspects, Brand Suppliers Can Lack Compliance
% of aspects in compliance with local regulation, per category, 2017 - 2021

Employment security
Social security
Women rights
Working hours
Fair treatment
Health & safety
Right to organize
Wages

■ Brand A (N=11)   ■ Brand B (N=9)   ■ Brand C (N=6)   ■ Brand D (N=5)

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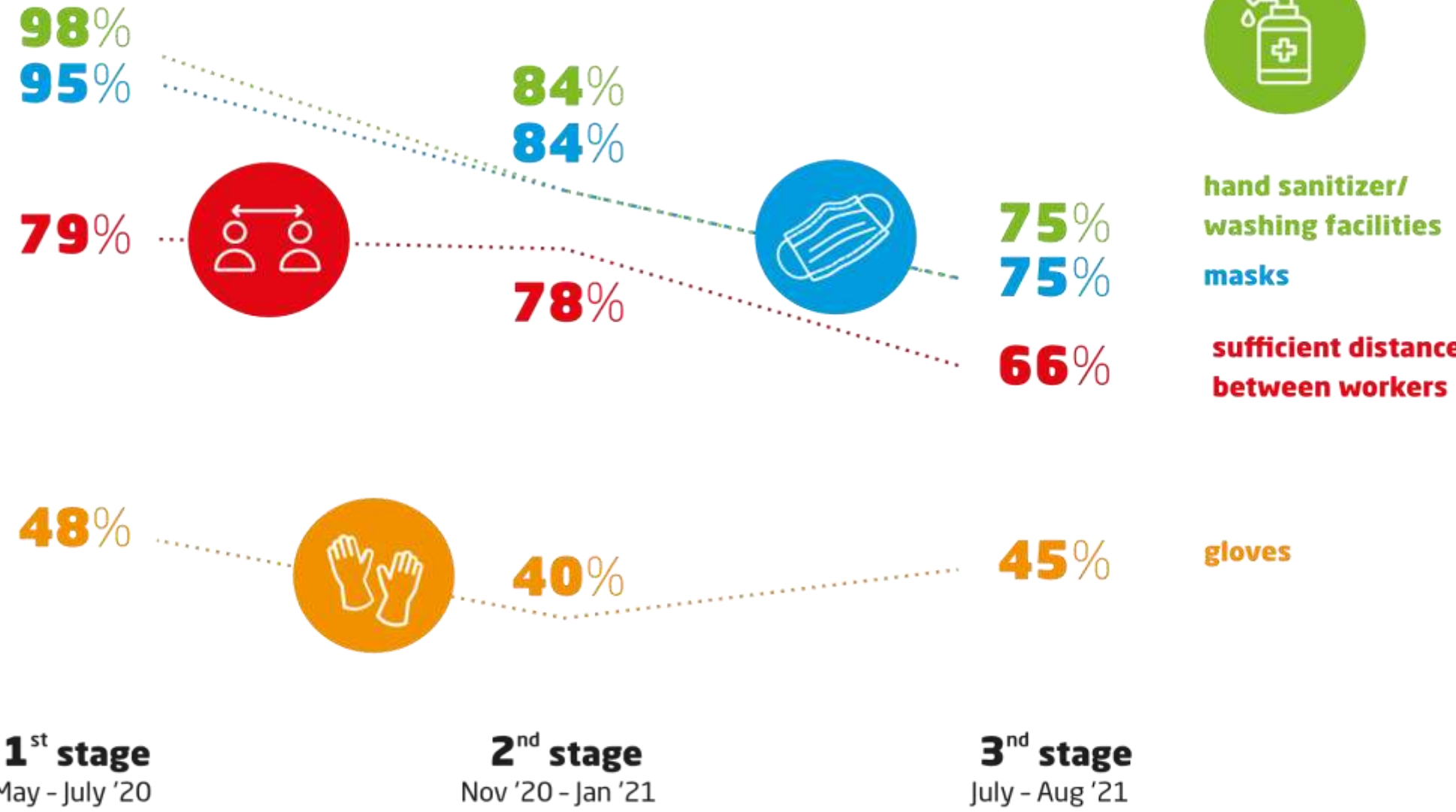
Safe Working Environment

COVID-19 Surveys has been done in **3 rounds**, where we can track changes, how the situation changes overtime

79 factories have been surveyed in all three rounds and can be compared over time.

All factories surveyed take measures to prevent workers from COVID-19 infections. **However, the implementation of all separate protective measures has decreased over time.**

The data can also be filtered to a **specific factories**, and/or **supplier of a certain brands**

Does the Company provide a safe workplace?

98%
95%
84%
84%
79%
78%
75% hand sanitizer/ washing facilities
75% masks
66% sufficient distance between workers

48%
40%
45% gloves

1st stage May – July '20

2nd stage Nov '20 - Jan '21
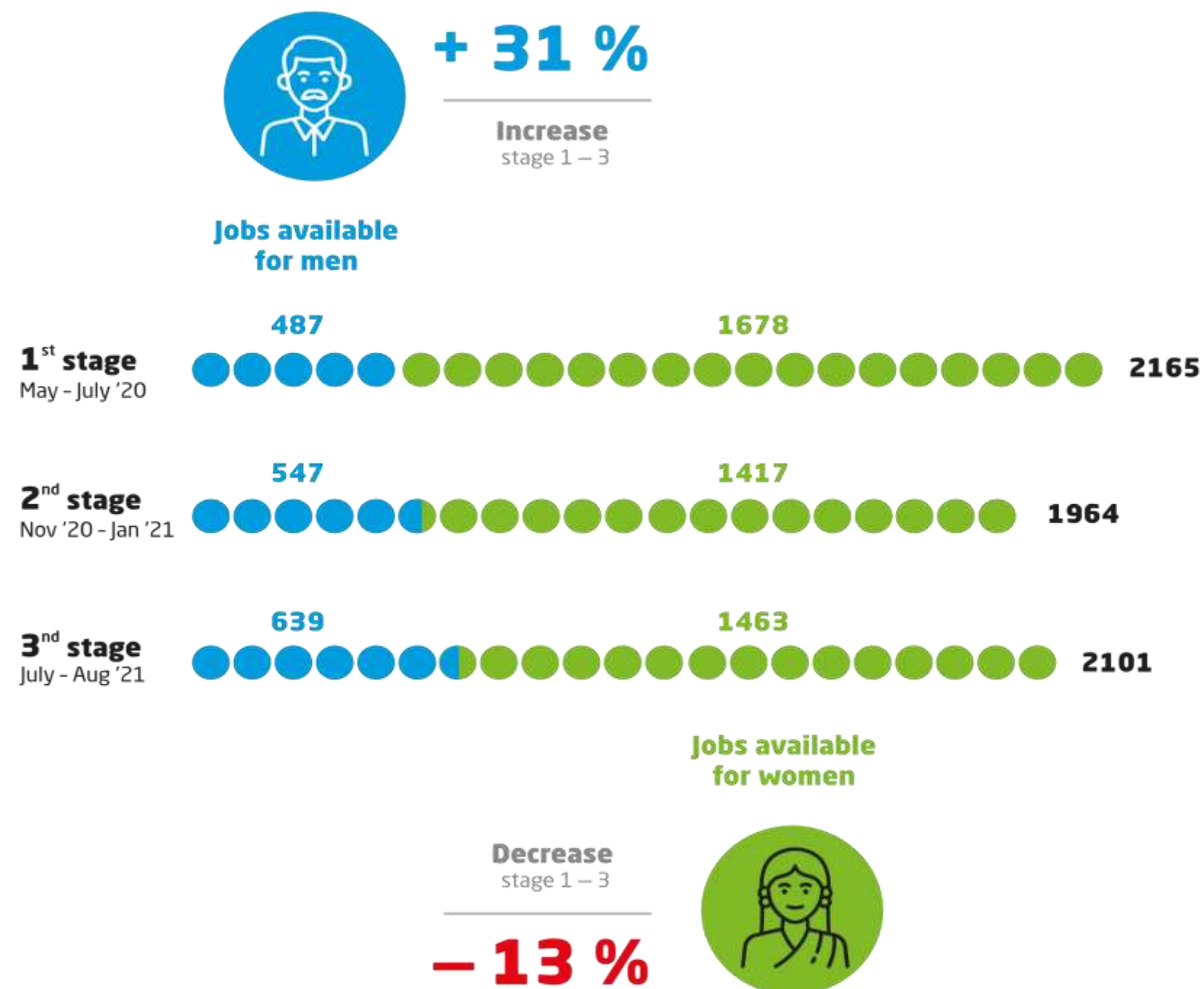
3nd stage July - Aug '21

Impact on Workers

COVID-19 Surveys has been done in 3 rounds, where we can track changes, how the situation changes overtime

Between May 2020 and January 2021 on average, 16% of women workers lost their jobs. **women were hit hardest during the Corona crisis in terms of employment, as more women lost their jobs.**

Impact on women workers Stages 1, 2 and 3

+ 31 %
Increase
stage 1 – 3

Jobs available for men

1st stage May – July '20	487	1678	2165
2nd stage Nov '20 - Jan '21	547	1417	1964
3rd stage July - Aug '21	639	1463	2101

Jobs available for women

Decrease
stage 1 – 3

− 13 %

(79 factories)   men / women / total amount workers

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How Are The Factory Challenge by COVID-19 Pandemic?

57 factory managements agreed to be interviewed to know the impact the COVID has on the business

The **3 biggest** business operational **challenges** for factories according to the surveys are **decreased orders, cancelled orders,** and **delayed payment terms from buyer**

Impact on business Stages 2 (Nov '20 – Jan '21) and 3 (July – Aug '21) - (57 factories)

Decreased orders	Delayed payment terms from buyer	Cancelled orders from buyer	Buyer asked for discount
96%	**66%**	**72%**	**45%**

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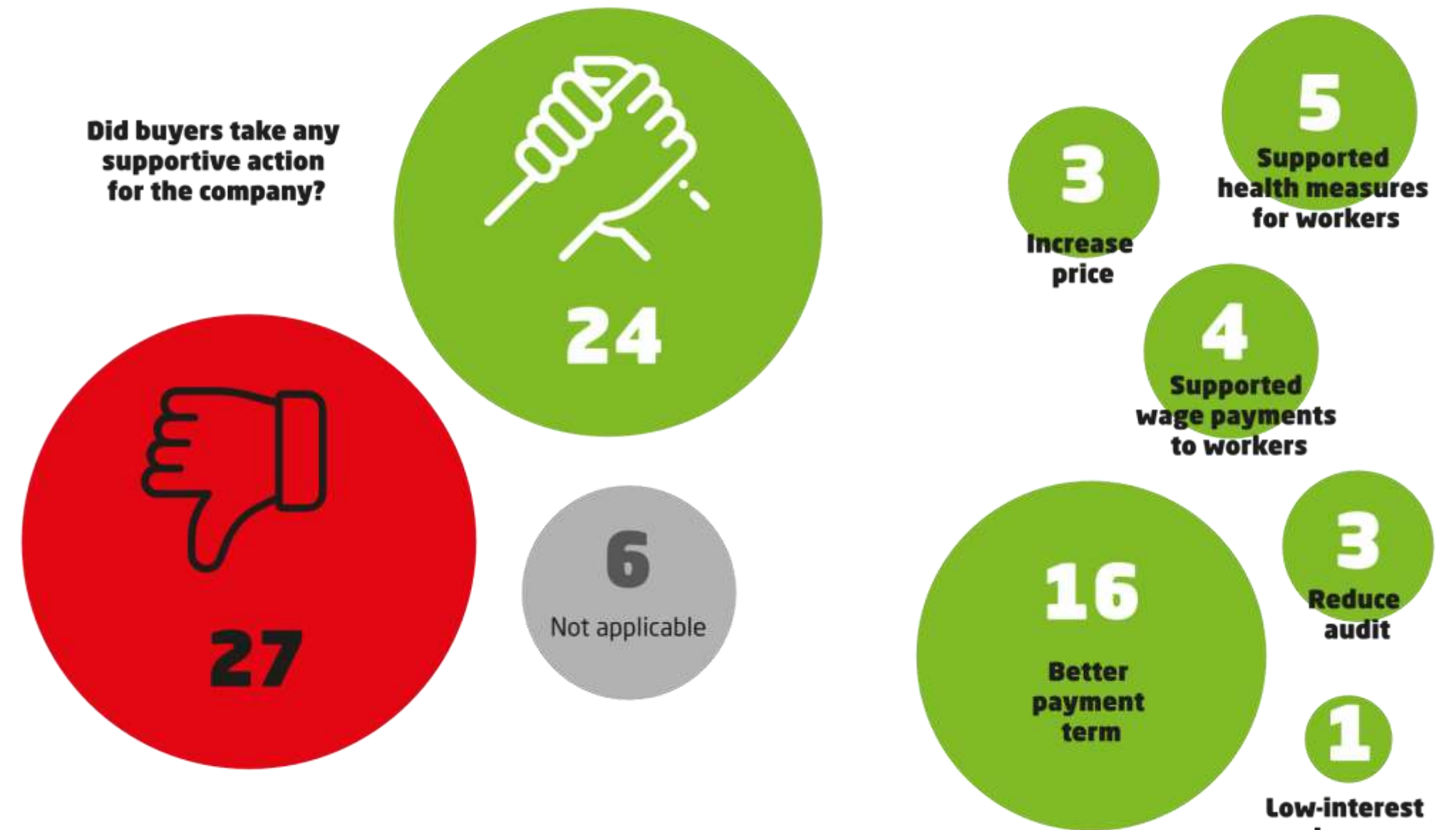
Are Brands Doing Enough To Support Their Supplier During COVID-19 Pandemic?

Almost half of the factories report actions by buyers to support the factory

Most often action take by buyers/brands to all factories are **better payment term,** followed by **support health measures and wage payments for workers**

Buyers' support to factories Stages 2 (Nov '20 - Jan '21) and 3 (July - Aug '21)

Did buyers take any supportive action for the company?

24

27

6
Not applicable

3
Increase price

5
Supported health measures for workers

4
Supported wage payments to workers

16
Better payment term

3
Reduce audit

1
Low-interest loans

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Example of How The Trade Union Use The Data

- Three (3) factories provided personal protective equipment, but factory (PT. A) did not provide mask.

- Workers had been laid off temporarily in Factory (PT. B) and got full wage, but in three (3) other factories got half of the wages.

	PT. A	PT. B	PT. C	PT. D
Mask	No	Yes	Yes	Yes
Hand Sanitizer	Yes	Yes	Yes	Yes
Body Temp	Yes	Yes	Yes	Yes
Physical Distancing	Yes	Yes	Yes	Yes
Internal Clinic	Yes	Yes	Yes	Yes
Internal Clinic with doctor/nurse	Yes	Yes	Yes	Yes
Wage for temporary layoffs worker	50% Wage	Full Wage	50% wage	50% wage
Order	Decreased	Decreased	Decreased	Decreased
CBA	Active	Active	Active	Active

Source: Survey Gajimu.com (2020/analyzed by researcher)

# Example of How The Data Being Used in Factory Level to Promote Women Workers Issues

PT. YKK Zipper Indonesia - Depok

Issues	Worker's demand	Evidence used as supportive data for arguments	Results
Postponed CBA – the need to advocate new or revised clauses in extension CBA	Nursing Room Facilities for Women Workers	On CBA Workshop, trade union are being trained to select prioritize issues they want to advocate in the CBA by making a Problem Inventory List + argumentation + supportive data. **For this specific factory, the supportive data use are:** 1). CBA Database CBA Database is used by trade union to seek reference of how other CBAs regulate the issues. It also give trade union reference on the redactional text to be proposed in the draft CBA 2). Health Research on nursing mother + Joint Decree from 3 Ministry on Breastfeeding 3). Labour Law (Law No. 13/2003) 4). Decent Work Check Survey (2018) – show workers answers on availability of nursing room in factories	• Trade union manage to advocate 2 demands on **nursing room** and **nursing time during work agreed** to be include in their extension CBA

How Do We Monitor Local Dialogues To Improve Working Conditions?

- When factories used the survey findings in their social dialogue, we also **measure topic discussed**, and whether the agreed topics considered improvement by trade union

- From this data, **we could track trends, changes** and **improvement agreed within a factory** overtime

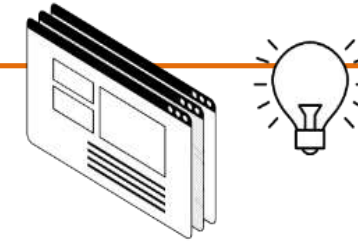- The **topics most discussed** in social dialogues are **wages, work agreements and job security, working hours**

Social Dialogue Report

Legend: — Topics discussed — Topics agreed — Improvement
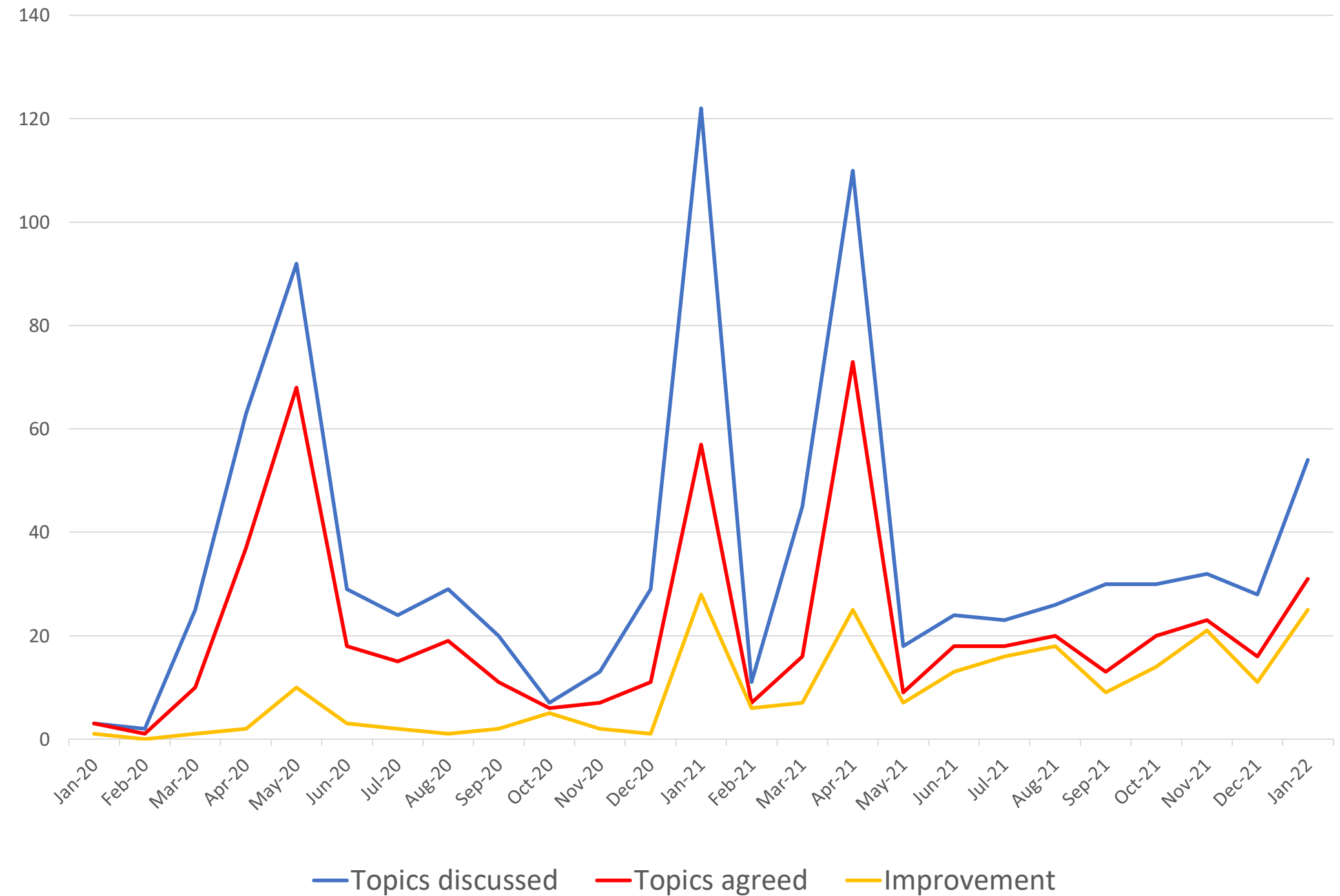
Track Changes of Working Conditions After Social Dialogues

The data visualization **enables to track changes** in a specific factories throughout period of surveys

Measures taken to optimize health services (If empty, no information is available)

Impact of Program Intervention

INFORM

- 40.000.000 web visitor per year – Gajimu, 500.000 per year – Gajimu.com/garmen
- Reach average of 50.000 workers per month in Facebook – 5,3% engagement rate

LOBBY

- 2 Policy Briefs and Recommendations, presented to government
- Participate for national advocacy and campaign on Violence and Harassment Convention 190

INFLUENCE

- 70 factories participate in Data Academy trainings
- 214 workers (112 men and 102 women) are trained to use data collected to advocate better working conditions in factories
- 68 factories improve their working condition
- 21 Collective Bargaining Agreement enhanced
- 232,748 workers impacted by the result

"All of the material presented is interesting, the most memorable for me from the Data Academy Training is the discussion. The participants able to share the problems in this and that factory. So, we are looking for a solution on how to solve the problem together"
– Widi, workers in PT. Win Textile

"After looking at the results of our company survey, we are aware that workers' awareness of their rights still cannot be said as sufficient, therefore we as a management are eager to help to improve it. Through a tripartite Focus Group Discussions facilitated by Gajimu, we gained input on ways to increase the awareness of our workers, that can be negotiated together at the next bipartite meeting between our workers and management."
– Mustakim, Management PT. Forta Larese

DATA

- 10,003 Decent Work Survey is filled for 281 factories
- 194 factories participate in COVID-19 Factory Survey
- 203 CBA is available in CBA Database, 69 CBAs collected during the course of Data Academy program

Lessons Learned & Way Forward

- The evidence-based or data-based advocacy model encourages the position of both parties (trade unions and companies) to be equal in conducting "collective bargaining".

- Encourage the position of both parties (union and company) to implement accountability and transparency in their factory.

Call-To-Action

- Use data gathered by Gajimu to assess situation at suppliers
- Involve suppliers not yet in the survey.
- Support local social dialogue with independent trade unions

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Want to use the data for improvement?

Want your factory to be interviewed?

Visit: www.gajimu.com/garment

Thank You For Your Participation