

Data-driven

Social Dialogue

Ethiopia & Indonesia

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Decent Work Check In Ethiopia



Project period: - 6 Years January 2018 – December 2023



Garment : - 73 factories and total 2739 workers interviewed.



Flower : - 19 farms and total 1326 workers interviewed.

The Project Flow – Decent Work Check In Ethiopia

1. Factory Identification

Trade Union Federation and WageIndicator team.

2. Data collection - 1st wave

Surveys run by the WageIndicator team.

3. Data-driven Social Dialogue

Organized by the Trade Union Federations with: -

- HR/CEO
- Trade Union
- Government Reps.
- WIF Representatives

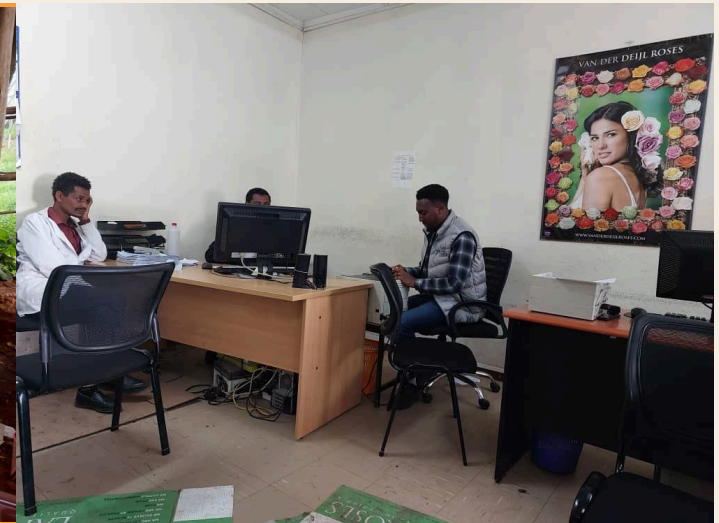
4. Data collection - 2nd wave

Surveys run by the WageIndicator team to check **improvements**

Data Collection / Garment & Flower



On-site Data Collection at a Flower Farm



On-site Data Collection at a Textile Factory

Data-driven Social Dialogue / Garment & Flower



Data-driven Social Dialogue for a flower farm and textile factory, respectively.

Get together after social dialogue

Data Driven Social Dialogue in Ethiopia

Improvement

- 28 Textile & Garment Factories Showed Improvement in compliance and 6 more factories agreed.
- 12 farms recorded an improvement in compliance.



Data Driven Social Dialogue in Ethiopia Improvements!

Awareness in the labor law and other related laws and procedures have been improved.

Data-based negotiation in bipartite meetings and CBAs have been improved.

Improved relationship between/among TUs, HR, & Employees.

Building solidarity between Trade Unions & workers and strengthen collective action.

Capacity Building: - Help them Identify areas where workers may require additional training or support.

Identifying & Engaging Responsible Stakeholders

Recognition of the very existence of “problems/shortcomings/weaknesses”

By leveraging data-driven social dialogue across these various dimensions, factory-level unions in Ethiopia enhance their effectiveness, resilience, and impact in advocating for the rights and interests of workers.

Social Dialogue in Indonesia

- mostly **based on cases** only
- **minimum data used**, not enough preparation before negotiating
- **low possibility on winning** the negotiation
- instead of negotiating, workers mostly **prefers to protest/do strikes**

'Makin Terang' Program

Goals: Helping Trade unions and workers to reach an agreement during social dialogue.

- Increasing inclusive representation
- Strengthening the voices and priorities of underrepresented workers
- Monitoring mini-social dialogues that can create CBAs

Targets:

- Unionized Factories
- Non-unionized Factories

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Flow & Work Process

01. Data Collection

- **FAQs** regarding **Labour Law**
- **Decent Work Check Survey (DWC)**
- **Worker Priority Polls (WPP)**
- **Collective Bargaining Agreement (CBA) Database**

- **Data collected** through surveys and polls (online or face-to-face),
- Collected **data analyzed** to be more worker-friendly, easy to understand and useable.
- **Data published on the website** so that unions and workers can access and see the data result.
- **Conduct training** for unions and workers!

'Makin Terang' Program

Flow & Work Process

02. Workshop and Trainings

- **Data-Based Advocacy** Workshop
- **Gender-based Perspective CBA** Workshop
- **Women workers Academy**
- **Learning Circle** for workers who work in non-union factories.

Participants: factory-level union officials and members.

Goals:

- **Learn the importance of data** in conducting social dialogue,
- **How to read and use the data** on the Gajimu website,
- **How to prioritise topics** to be brought into social dialogue with management.

Data-driven Social Dialogue Documentation and Monitoring

Trade Unions/workers get to know
the data and knows how to use it



Ready to have the social dialogue
based on data (more prepared with
data in hands) to support their
arguments.

Data-driven Social Dialogue results in 2023,
with Makin Terang Program impacts:

- **1023 factories reported** social dialogue
- **444 topics discussed** in the social dialogues
- **80 factories experienced** a social dialogue with an **improvement**.
- **Most improved topic was company facilities** with 65 topics.

Data-driven Social Dialogue Improvements!

PT Tang Sung Hung & PT Shyang Hung Tah



Agreement to set up a lactation room after the union used DWC survey to negotiate with the management

PT. Indorama Synthetics Technologies Complex (IRTC)



Agreement to provide a milk for breastfeeding women worker, after the union using gender-sensitive CBA method in the wokshop



Thank You

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