

# Unifying Worker Voice for Collective Bargaining

Unlocking the Potential of the 'WorkersPriorityPoll'

Prepared for International Conference on Decent Work and  
Corporate Social Responsibility in the Era of the SDGs

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# Outline



Background

Data Collection

Introduction to WPP

Findings

WPP Framework & Structure

Conclusion

WPP Workflow

Q&A

## Role of trade union in representing collective interests of workers

The digital tools have proven to be instrumental in empowering trade unions and workers to address labor issues and improve working conditions, including **Gajimu Garment** with **DecentWorkCheck** app (Voss & Holemen, 2019)

The app's sole focus on **labour law compliance** was limiting and needed to expand the topics discussed during social dialogues between employers and trade unions

How to go beyond labour law and enhance more inclusive collective bargaining process?



# Introduction to WorkersPriorityPoll



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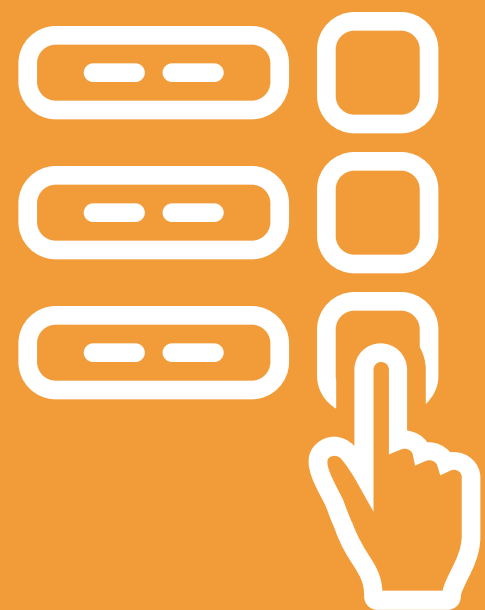
WPP is an online poll to gather worker input during collective bargaining negotiations

The WorkersPriorityPolls serves as a

"digital suggestion box"

that offers a secure space for all workers, particularly those belonging to

(under)represented groups



# WPP Framework & Structure

10 Topics

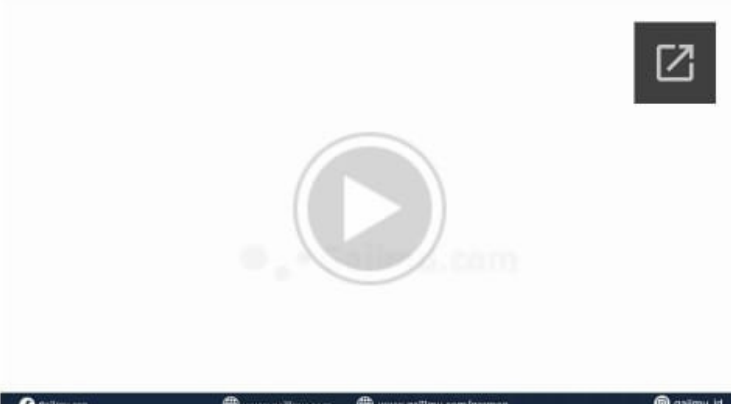
124 Sub-topics



Access the poll:  
[Inkiy.in/M1EH2](https://Inkiy.in/M1EH2)

tally.so/r/3XDLLd?perus=

If you feel you need help in filling out, you can watch how to fill out the form in the video below or at the following link: [bit.ly/CaraMengisiWPP](https://bit.ly/CaraMengisiWPP)



Company Origin \*

Select Company Origin

PT. Cimerang Sakura Spinning

You are \*

Representatives of non-SP/SB workers or SP/SB administrators

Employee

Next →

Made with Tally

tally.so/r/3XDLLd?perus=

Select Topic \*

1. Freedom of association

Sub-Topic Freedom of Association \*

Recognition for SP/SB.

Description of Recognition Targets for Trade Unions

Write down the target you want to achieve in the selected sub-topic (Not Required).

establish a union office within the factory area

Protection for Trade Unions (management and members).

Trade Union Membership.

The Role of Trade Unions.

Dispensation for Trade Unions.

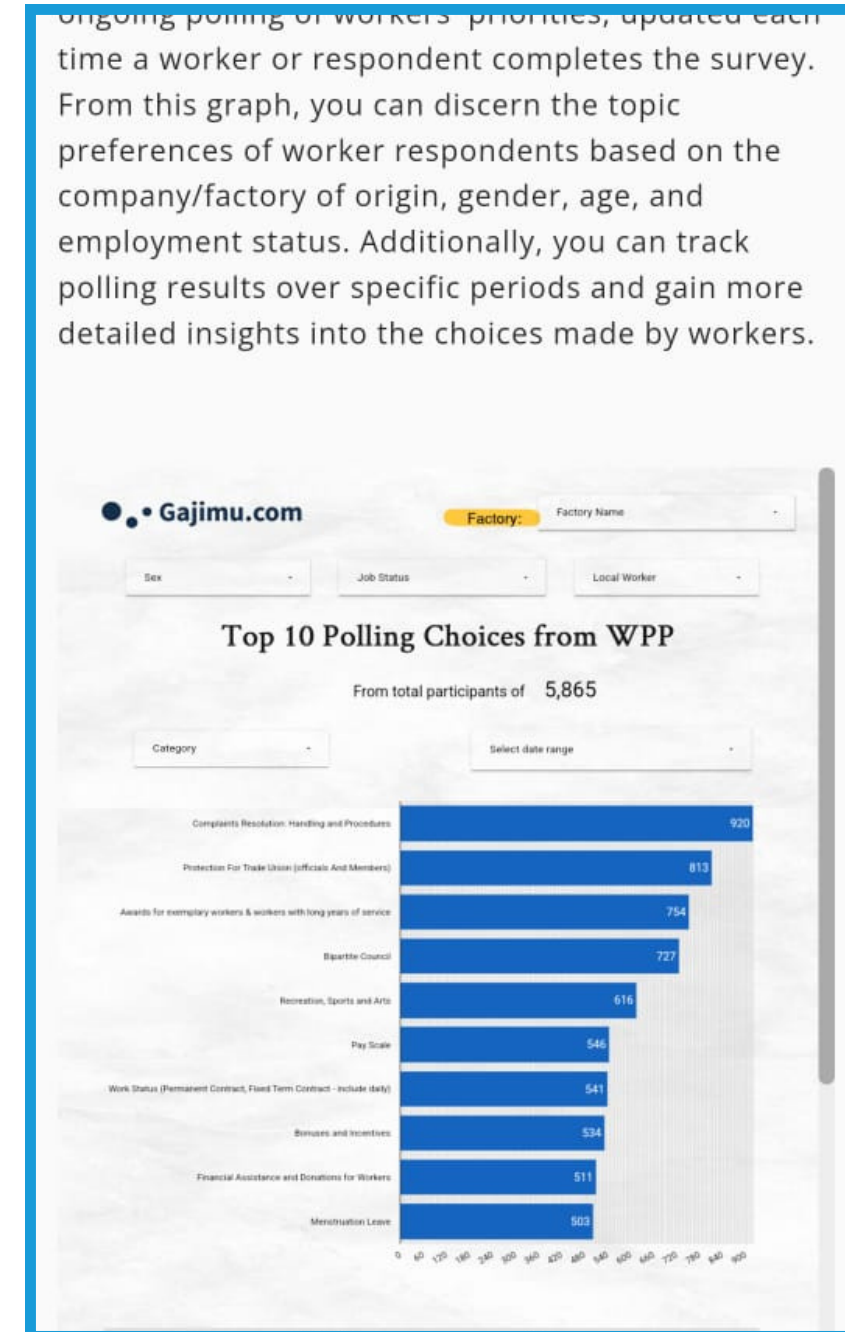
Facilities for Trade Unions.

Full time staff for unions.

Trade Union membership fees.

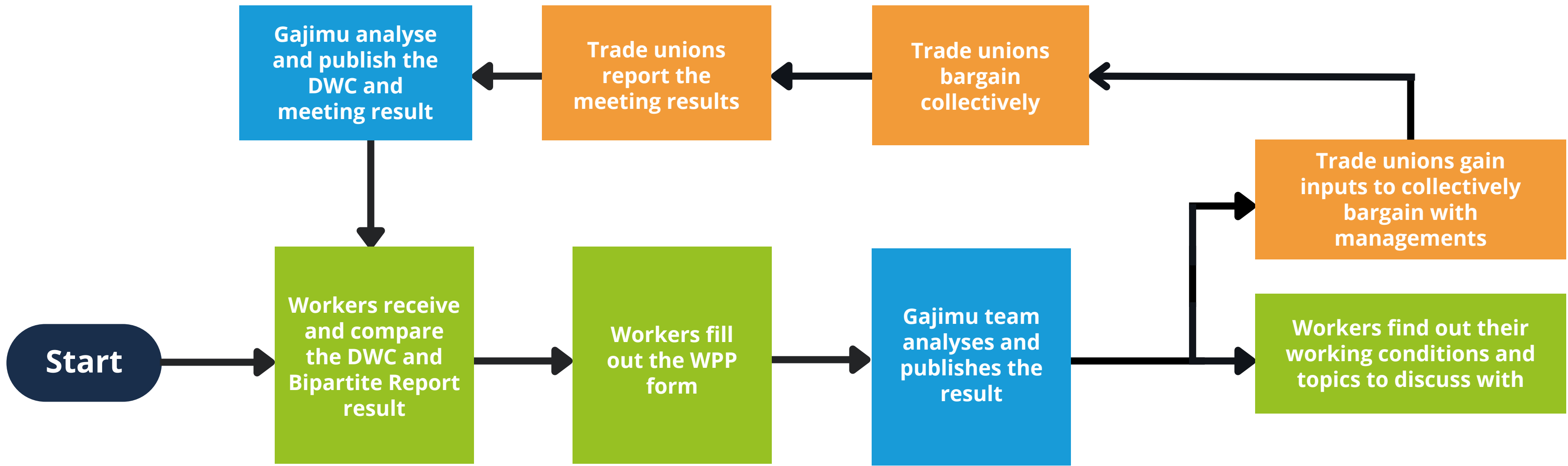
2. Work relationship

Made with Tally



See the result:  
[Inkiy.in/vQHTr](https://Inkiy.in/vQHTr)

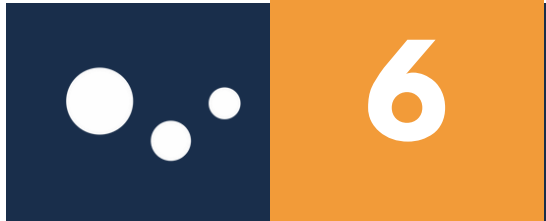
# WPP Workflow



- Workers
- Trade unions
- Gajimu team

# Data Collection

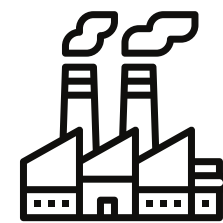
June - December 2023



## Demography



**139 Factories**



**Textile**  
**Garment**  
**Shoes**  
**Leather**

**5,026 Respondents**  
who were the last **DWC** respondents

### Sex



3,054



1,972

### Empoyment Status



1,012



3,973

### Age

15 - 24

480

25 - 34

1,781

35 - 44

1,717

> 45

1,048



# Findings

## Methods of Collecting Worker's Aspirations



Meetings and  
Focus Group  
Discussion



Individual  
Consultations



Member  
Representatives



Online  
Platforms

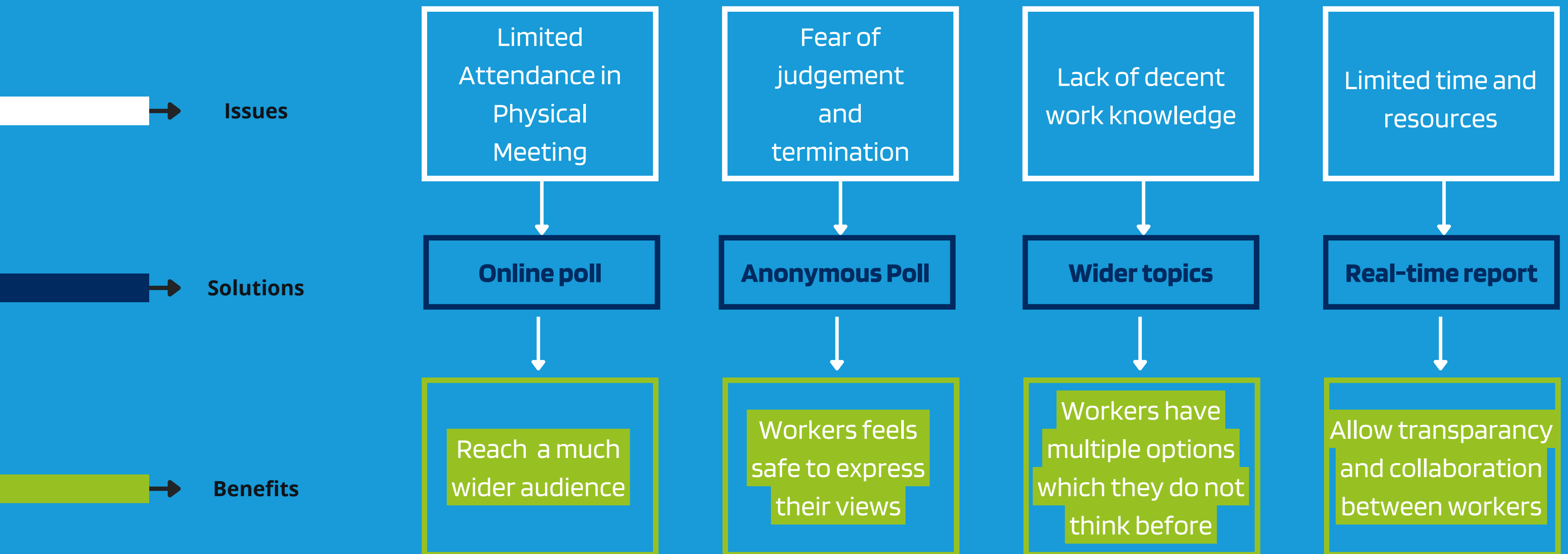


Surveys and  
Questionnaires



# Findings

## Effectiveness of WPP on Data Collection

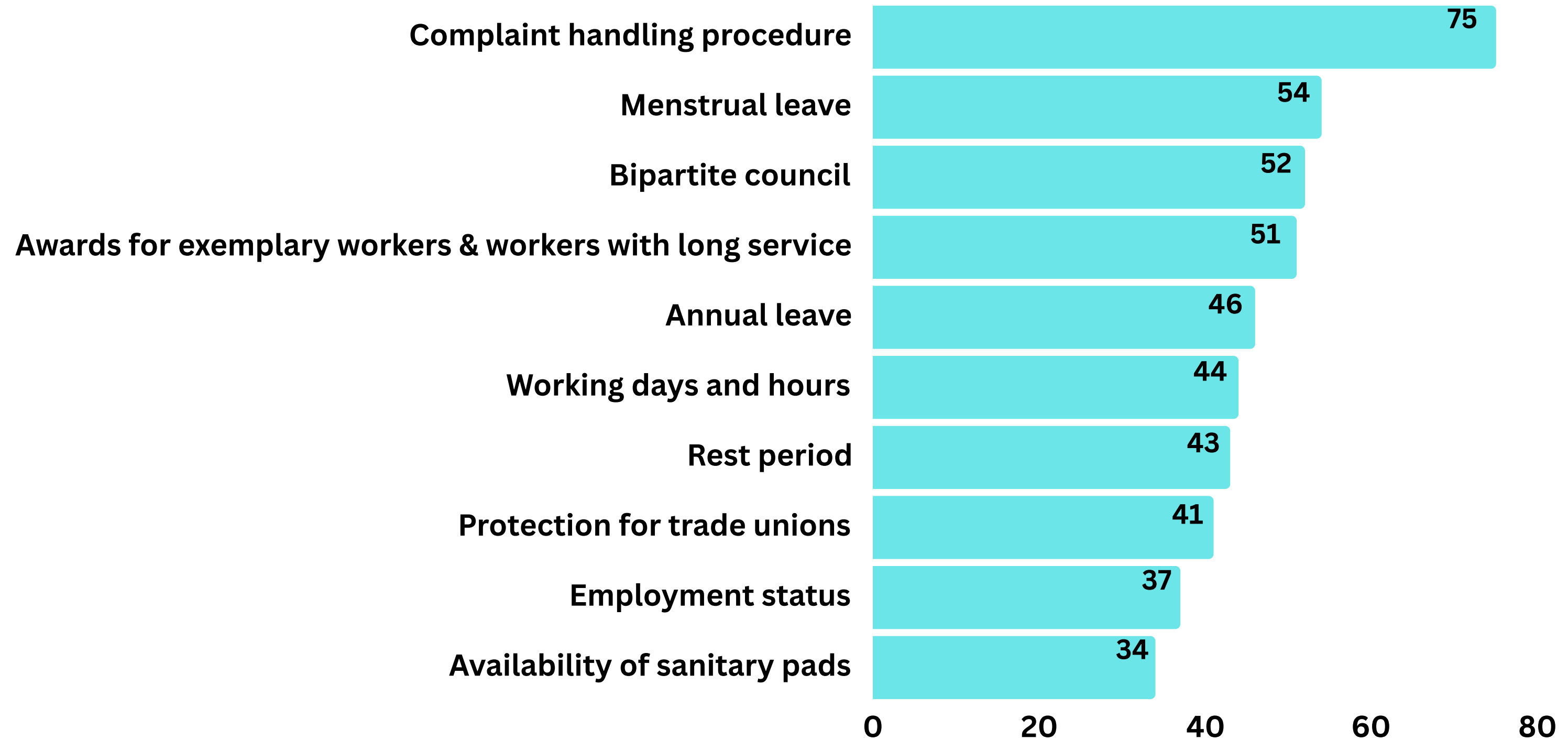




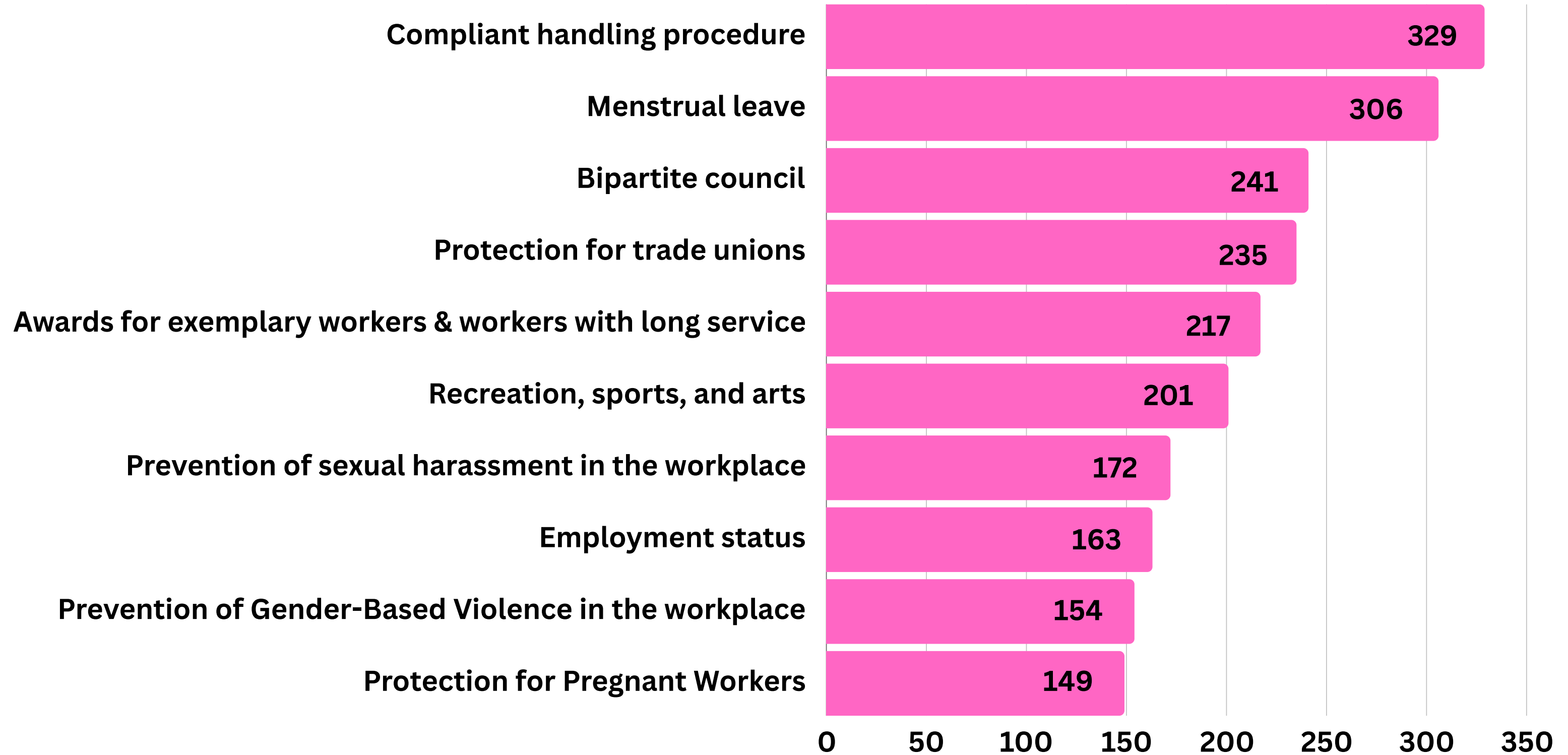
## Most Selected Workers Priority Polls Sub-Topics



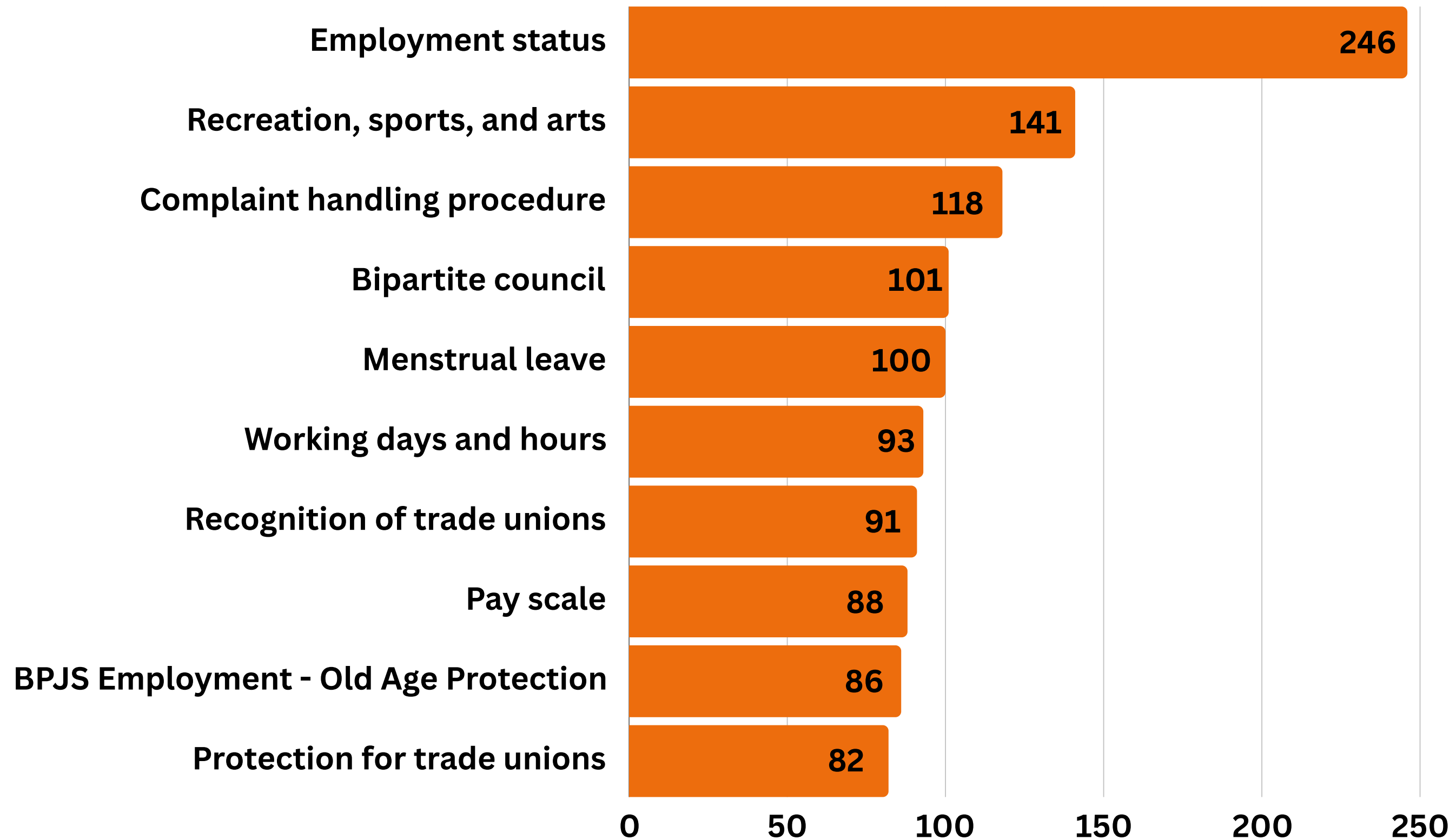
## Top Prioritized Sub-Topics Selected by Young Workers (15 - 24 years old)



## Top Prioritized Sub-Topics Selected by Women Workers



## Top Prioritized Sub-Topics Selected by Contract Workers





# Conclusion



The use of Workers Priority Polls has shown promise in facilitating a more inclusive and comprehensive dialogue between workers and trade unions

The research also reveals the diverse concerns and priorities across different genders, age groups, and employment statuses

# Question Session

If you have any questions,  
you are welcome to ask



Thank You