



UNIVERSITY OF AMSTERDAM

Amsterdam Institute for Advanced labour Studies

Enabling apparel workers and employers to  
check, debate, negotiate and  
publish wages and working conditions online

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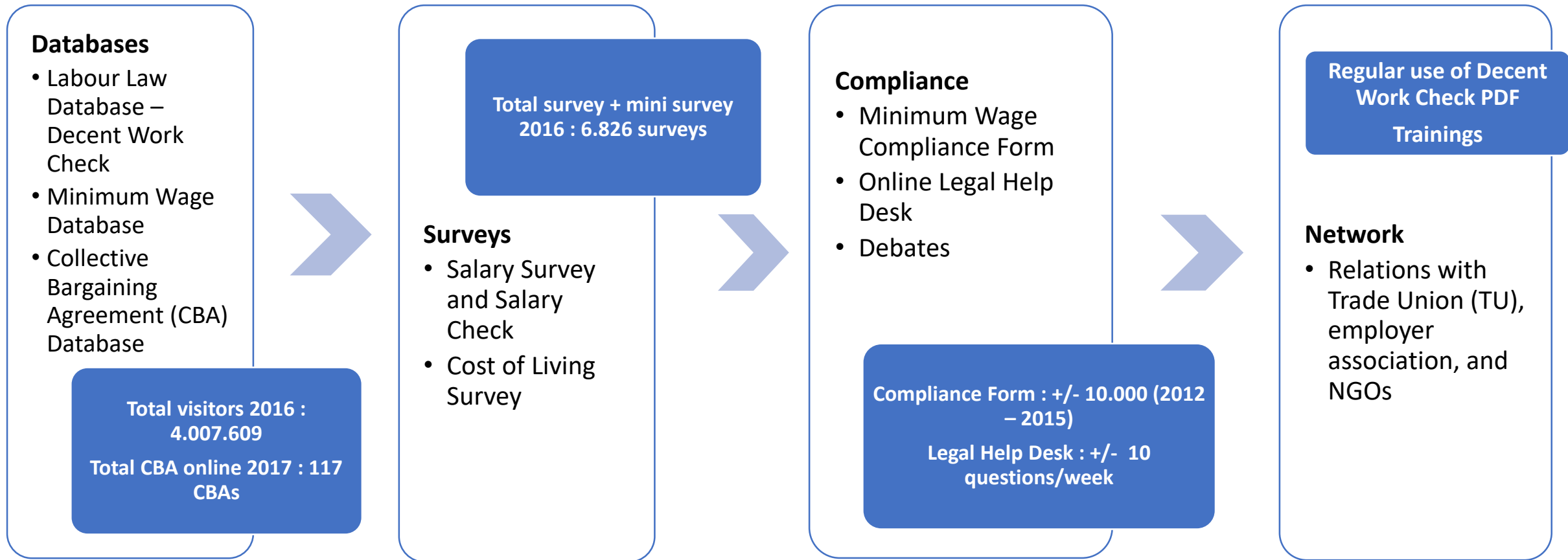
 **WageIndicator.org**

You Share, We Compare

**To give better  
life for workers  
through  
improvement of  
their working  
condition**



# What Gajimu did





# What Gajimu will do

- Expanding our service to a specified sector – Garment Sector
- The garment sector involves female workers more than any other sector
- Female workers in garment sector tends to face more violence against their rights



# How?

## Decent Work Check Survey Application

- Enables Workers to **check compliance** on minimum wages and labour law – online and face to face
- Face to face interview done by Team (Gajimu + Trade Union + Student) – **1.800 surveys in 7 weeks**
- Increasing worker's knowledge on Labour Law and Minimum wage
- Reporting the results to trade unions and to employers
- **Publish result** of Decent Work Check Survey in Gajimu Garment Factory page

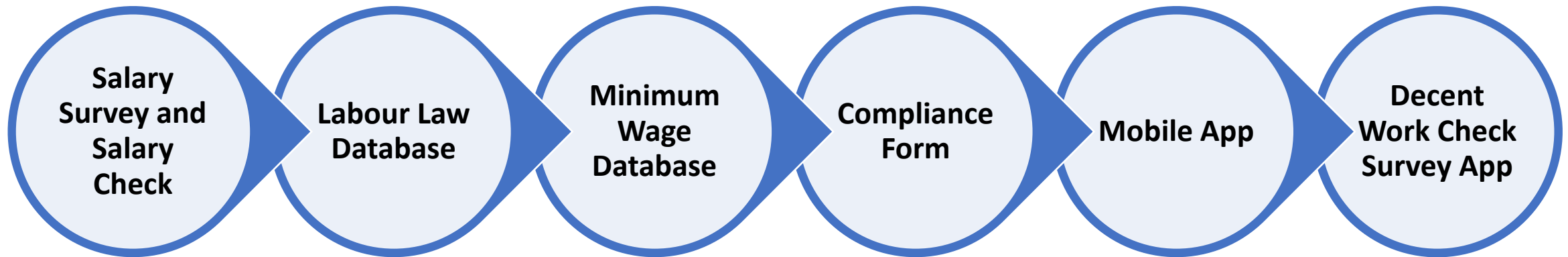
## Factory Page

- Publish factory pages online
- Summarizing results from decent work checks and current CBA pre factory
- Enabling more **effective monitoring** of working conditions by workers, employers, brands, and buyers

## Collective Bargaining Agreement Database

- Collecting Collective Bargaining Agreement (CBA) of garment factories
- Analyze and assess clauses in CBA
- Offer **model CBA**
- Compare result of Decent Work Check Survey with current CBA in place in Factory Page

# Decent Work Check Survey Through Mobile App



1. Employment Security

2. Working Hours

3. Minimum Wage

4. Maternity and Work

5. Health and Safety

6. Social Security

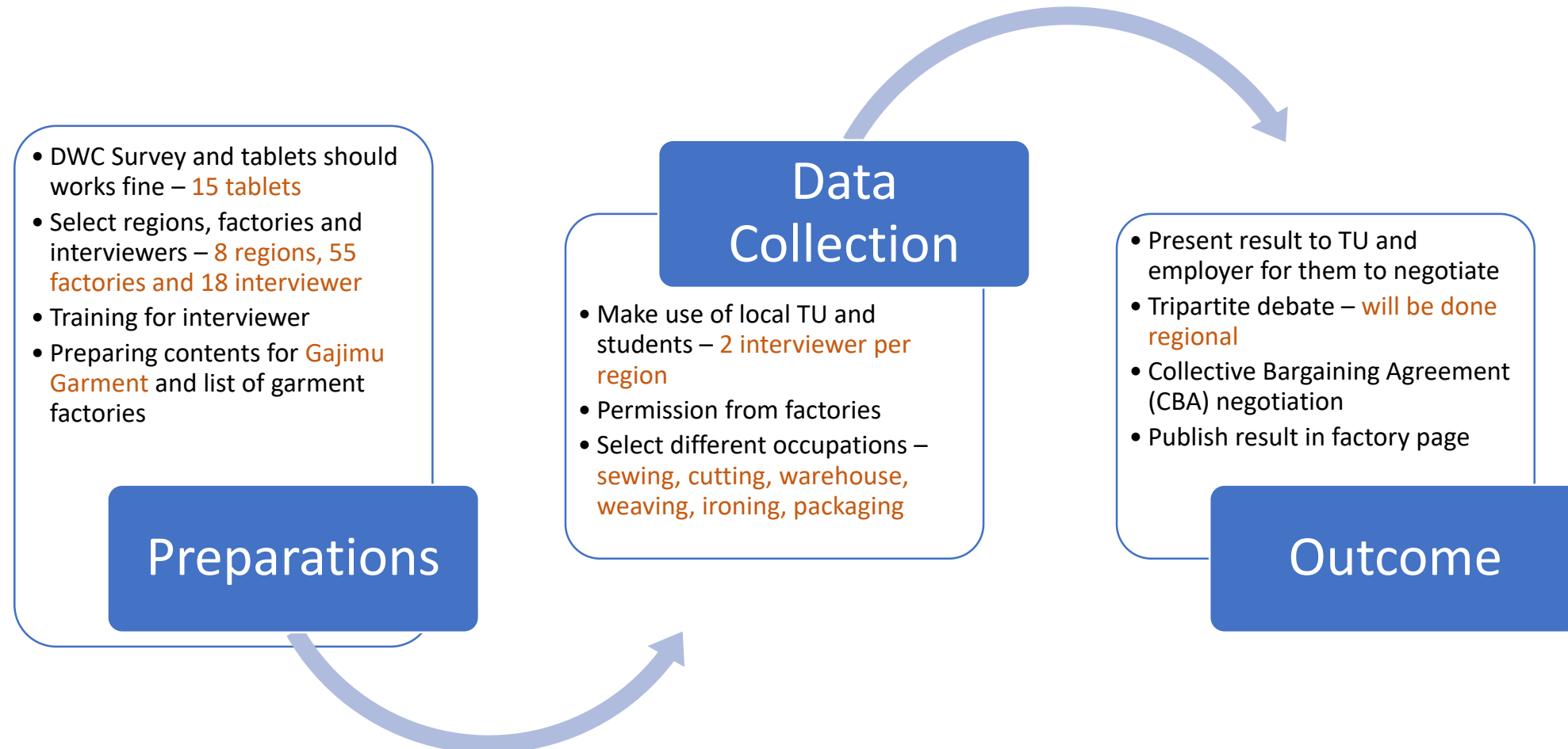
7. Fair Treatment

8. Right to Organise

# The teams



# What are the stages?





# Summary Result of Decent Work Check

## Jaminan Kerja

Pengusaha memberikan perjanjian kerja tertulis	✓
Pengusaha mengatur mengenai masa percobaan dalam perjanjian kerja	✗
Pengusaha membayar uang pesangon untuk pekerja jika terjadi pemutusan hubungan kerja (yang bukan disebabkan oleh kesalahan pekerja)	✓
Pengusaha tidak mempekerjakan pekerja perjanjian kerja waktu tertentu/pekerja kontrak untuk melakukan pekerjaan yang bersifat permanen	✗
Pengusaha tidak mempekerjakan pekerja paksa	✓

## Jam Kerja

Di perusahaan, total jam kerja termasuk waktu kerja lembur tidak melebihi 40 jam per minggu	✓
Di perusahaan, pekerja tidak dipaksa untuk bekerja lebih dari jam per minggu di bawah ancaman atau hukuman	✓
Pengusaha membayar upah lembur	✓
Pengusaha memberikan hari istirahat mingguan	✓
Pengusaha memberikan hari libur berbayar saat hari libur nasional	✓
Pengusaha memberikan kompensasi apabila pekerja bekerja pada hari libur nasional atau hari istirahat mingguan melalui pemberian upah lembur	✓

# Experiences and Findings

## Findings

- Minimum wage is paid accordingly to regulations, however there is no **payscale**
- Discrimination between **permanent and contract workers** - contract workers are tend to be dismissed during maternity leave or no extension to their working contract
- Most workers are aware about the labor inspector official visit but almost never been involved with the inspection, unless there is a strong union within the company

## Experience

- Interview can be done faster if we have **consent from employer** and do it in their workplace
- There are different workplace knowledge of each workers
- Employers hope that by giving real conditions can attract more buyers
- Some employer complaint that the educational level of the workers have become boundaries to build and effective social dialogue

# Factory Page

<b>PT. Bandung Indah Gemilang</b>	
Situs:	<a href="http://www.gajimu.com/garmen/home/gaji-pekerja-garmen/gaji-minimum/ump-umk-jawa-barat">http://www.gajimu.com/garmen/home/gaji-pekerja-garmen/gaji-minimum/ump-umk-jawa-barat</a>
Alamat:	Jl. Caringin No.439N Margahayu Utara, Babakan Ciparay - 40224 Bandung Kota Bandung Jawa Barat Indonesia (022) 5421788
Bidang usaha:	Industri pembuatan tekstil/pakaian Produsen Tekstil - Kain Tenun Pabrik, Kain katun

Di halaman ini

- Rincian mengenai pabrik
- Kondisi kerja dan Upah
- Serikat Pekerja/Serikat Buruh
- Mengenai halaman pabrik garmen ini
- Komentar
- Kepatuhan terhadap UU Ketenagakerjaan

**Kondisi kerja dan Upah**

**Upah Minimum:**  
<http://www.gajimu.com/garmen/home/gaji-pekerja-garmen/gaji-minimum/ump-umk-jawa-barat>

**Perjanjian Kerja Bersama:**

**Serikat Pekerja/Serikat Buruh**

**FSB Garteks - KSBSI**  
<http://www.ksbsi.org/index.php/page/link/116/116>  
(021) 85903319

**Mengenai halaman pabrik garmen ini**










Proyek: [www.gajimu.com/garmen/home](http://www.gajimu.com/garmen/home)  
Jumlah survey yang telah dilengkapi: 38

**Apakah Anda bekerja di pabrik ini?**

Perbaiki kualitas dari halaman ini dengan mengisi survey kelayakan kerja

[Survey Bekerja](#)

# Factory Page

<p>Upah Minimum</p> <p>Pengusaha membayar pekerja sesuai dengan Upah Minimum yang ditetapkan pemerintah</p>	<p>35 patuh 3 tidak patuh</p> 
<p>Pengusaha membayar gaji secara teratur</p>	<p>38 patuh 0 tidak patuh</p> 
<p>Kehamilan dan Cuti Melahirkan</p> <p>Pengusaha memberikan setidaknya 13.0 minggu cuti melahirkan bagi pekerja yang hamil</p>	<p>38 patuh 0 tidak patuh</p> 
<p>Pengusaha membayar setidaknya % dari gaji bulanan karyawan selama cuti melahirkan</p>	<p>38 patuh 0 tidak patuh</p> 
<p>Pengusaha memberikan waktu untuk menyusui bagi pekerja yang sedang menyusui anaknya</p>	<p>24 patuh 14 tidak patuh</p> 
<p>Pengusaha memberikan pilihan waktu kerja yang fleksibel atau kerja paruh waktu bagi pekerja yang memiliki balita atau pekerja dengan tanggung jawab keluarga lainnya</p>	<p>0 patuh 38 tidak patuh</p> 
<p>Pengusaha memberikan perawatan medis gratis sebelum dan sesudah bersalin bagi pekerja yang hamil</p>	<p>28 patuh 10 tidak patuh</p> 
<p>Pengusaha tidak mengikutsertakan pekerja hamil dan menyusui dalam pekerjaan berbahaya</p>	<p>34 patuh 4 tidak patuh</p> 
<p>Pengusaha melindungi pekerja dari pemutusan hubungan kerja selama masa kehamilan dan cuti melahirkan</p>	<p>31 patuh 7 tidak patuh</p> 



## Conclusion

- This survey is done by workers for workers
- By reporting the result to Trade Union and Employer, WageIndicator is not interfering both of their roles
- Effective monitoring in factory page – workers, employers, buyers, brands
- The outcome of Decent Work Check and Collective Bargaining Agreement (CBA) database analysis can be used as a basis of CBA negotiations and/or improvement
- CBA Database – Negotiators can compare clauses → model (sample CBAs) → improve CBAs
- Tripartite debates will be done based on the result of Decent Work Check
- High sustainability – Cheaper, however external funding is still needed to keep it going



This project is possible thanks to our international and national team and the support of

# C&A Foundation

To learn further about the project, visit :

- <http://www.wageindicator.org/main/Wageindicatorfoundation/projects/>
- <http://www.gajimu.com/garmen/home>

**THANK YOU**