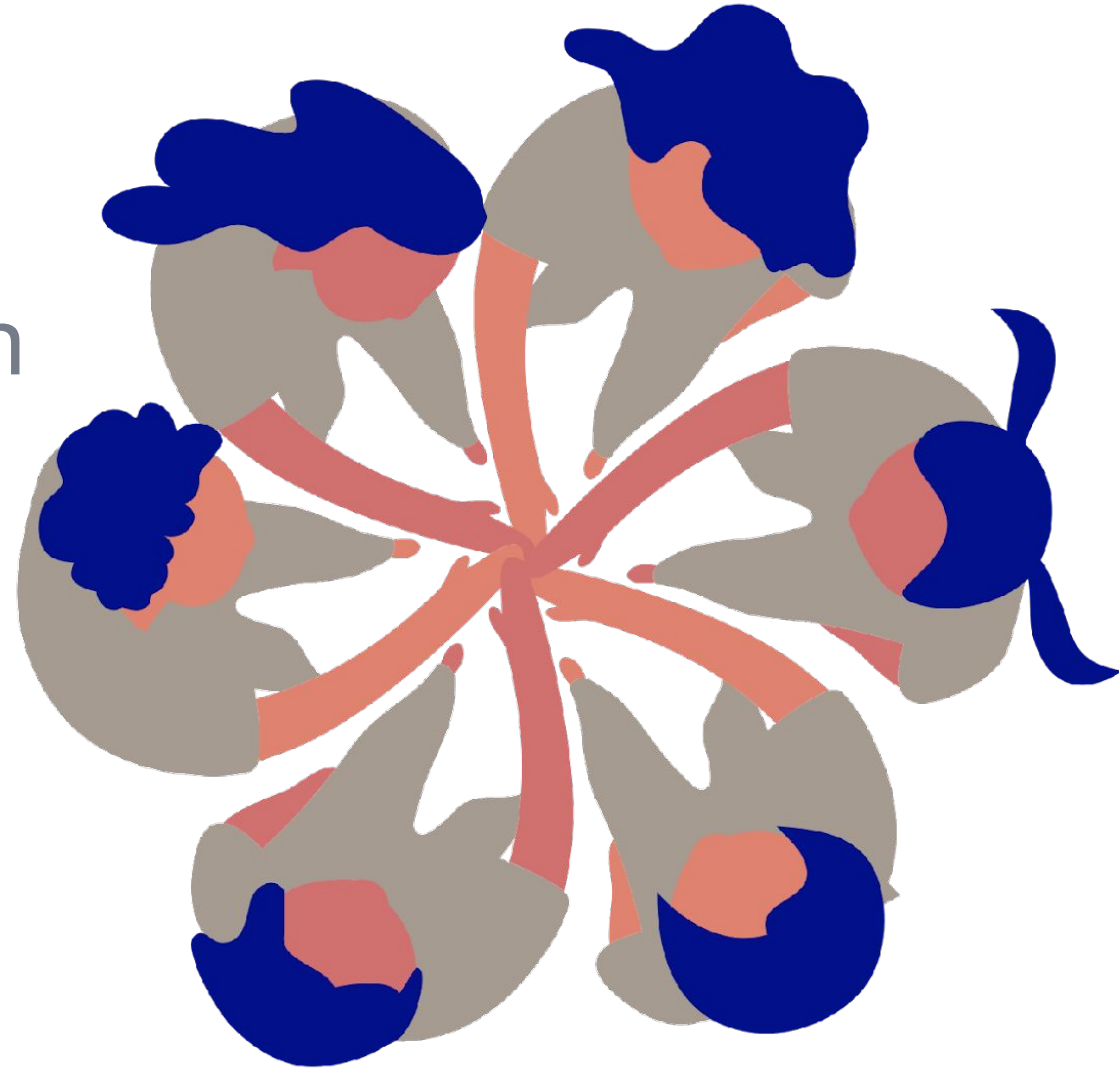


# Workers-Driven Social Responsibility and Compliance in Indonesia's Garment Sector



Gajimu Team – Indonesia  
OECD Forum Side Session  
15<sup>th</sup> February 2023

# 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, and capital free to **relocate to the most flexible area**, how can we mitigate it?

Have these questions? Stay tuned to be informed!

# Flow of the Approach

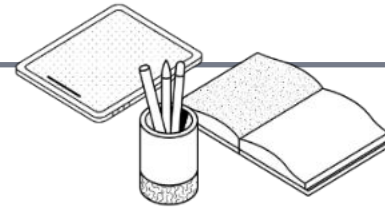


## Data Collection

- Decent Work Check Survey
- COVID-19 Survey
- Collective Bargaining Agreement
- The Factory Mapping

## 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



# Program Intervention 2020-2022



*"In the past, when negotiating with management, you used your muscles, now you use your brain and data"*  
— worker in PT Coats Rejo

*"I prefer it when union officials come to a bipartite meeting fully prepared and supported by good data and arguments"*

*Rini Arinasari, HR Manager of PT. Dean Shoes"*

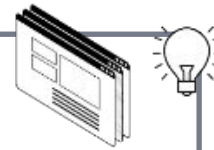


Laudes ———  
— Foundation

## INFORM

More workers are aware about their rights and know their working conditions

- **4.753.000 web visitor per year** – Gajimu.com, **841.795 per year** – Gajimu.com/garmen
- Reach average of 76.456 workers per month in **Facebook** – **9,6% engagement rate**



## INFLUENCE

- **378 factories** participate in Data Academy trainings
- **730 workers** are trained to use data collected to advocate better working conditions in factories
- **126 factories** improve their working condition
- **25 Collective Bargaining Agreement** enhanced

## LOBBY

- **2 Policy Briefs and Recommendations**, presented to the Government for national advocacy and campaign on Violence and Harassment Convention 190
- **DWC Results were brought to the local level advocacy** (Regional House of Representatives in Semarang Regency, West Java Regional Government, and the Ministry of Women Empowerment in Karawang district)



## DATA

- **8,688 Decent Work Survey** is filled for **166 factories**
- **232 factories** participate in COVID-19 Factory Survey
- **206 CBA is available** in CBA Database, **66 CBAs collected** during the course of Data Academy program
- **897 factories mapping** in 5 areas of DKI Jakarta, West Java, Banten, Central Java and DI Yogyakarta using Open Apparel Registry (OAR) databases as a basis.

• **529.662 workers** impacted by the result

Mondiaal FNV

• WageIndicator

• Gajimu.com

**TURC**  
TRADE UNION RIGHTS CENTRE

# Program Intervention 2020-2022

- Results from Decent Work Check (DWC) Surveys show categories in local regulations that are being implemented in the factory – according to workers
- The data is accessible to stakeholders, where it can be used to trigger social dialogue within a factory.
- DWC effect in factories with less than 90% compliance between 2021 and 2022. Of all topics, increased by an average of 8 percentage points. **The highest increase in compliance is in wages and working hours.**

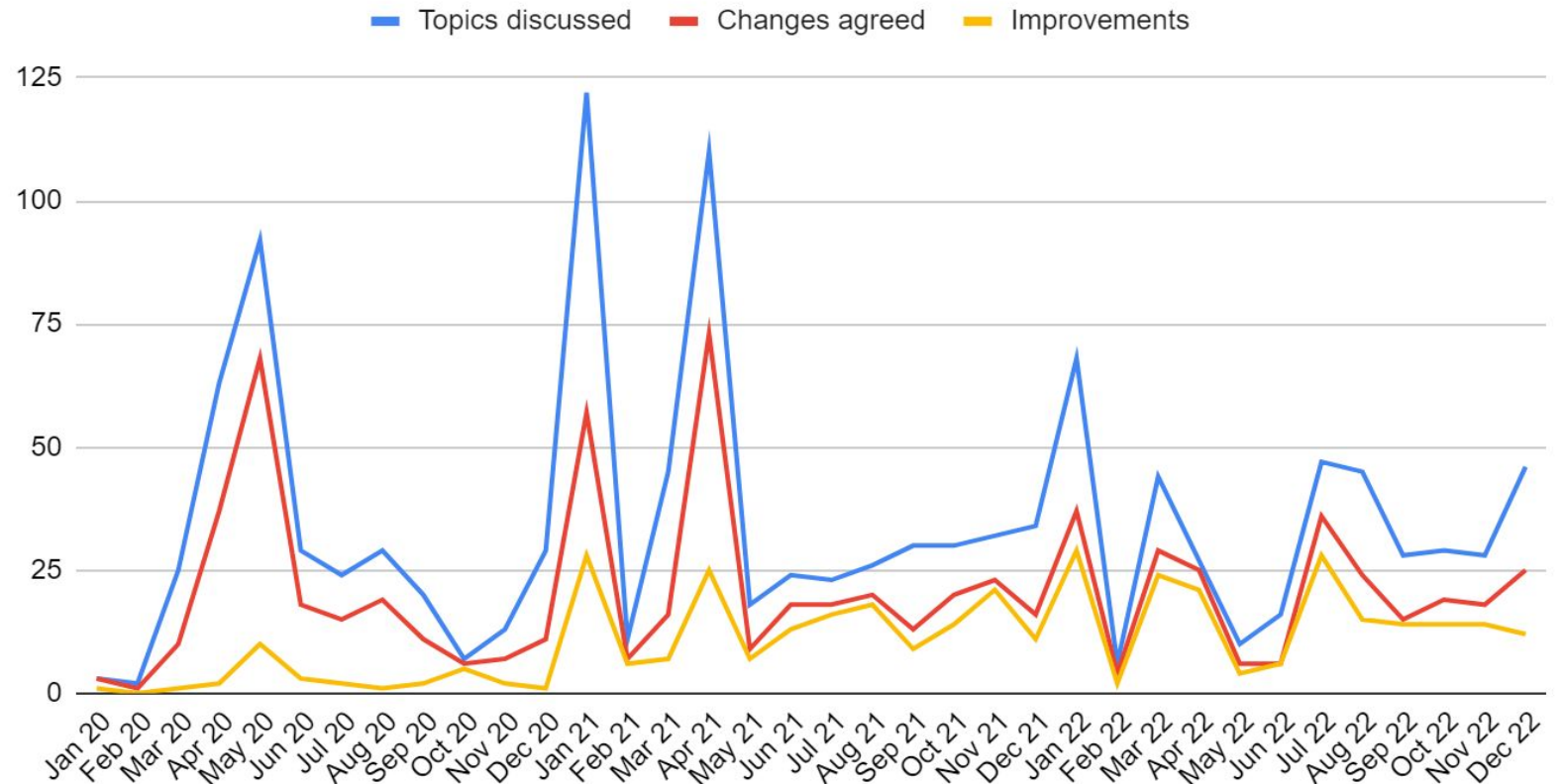
**On average, factories with less than 90% compliance improved by 8ppt, when comparing 2022 with 2021**



# How Do We Monitor Local Dialogues To Improve Working Conditions?

- From this data, we could track trends, changes and improvement agreed within a factory overtime
- The amount of social dialogue report received by Gajimu, increase every year. A total of 173 factories has done 837 bipartite meetings, discussing 1.274 topics, where 755 topics were agreed, and 392 deemed to be improvement according to trade union officials

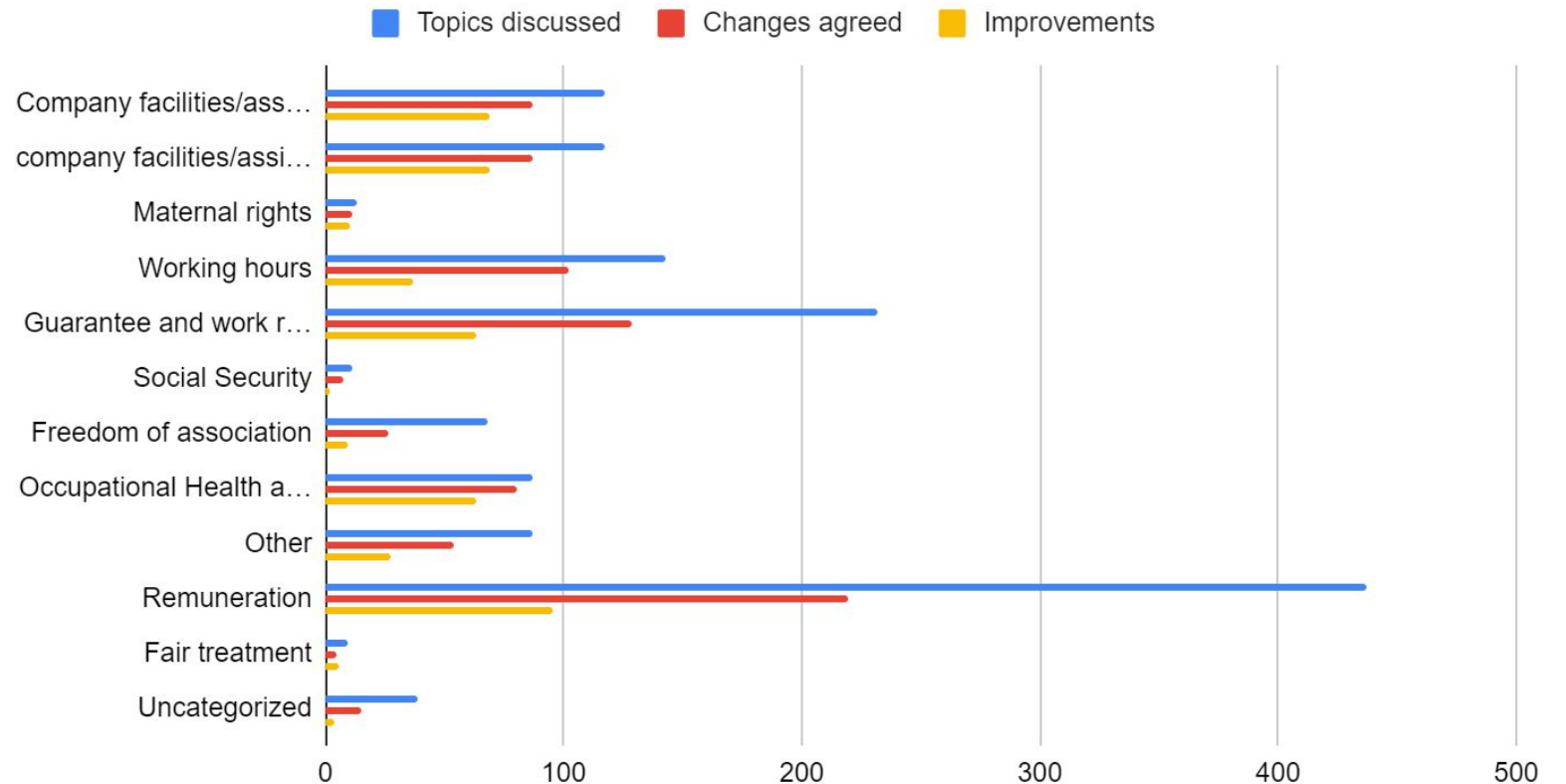
Topics Discussed in Factories Social Dialogue Since 2020 - 2022



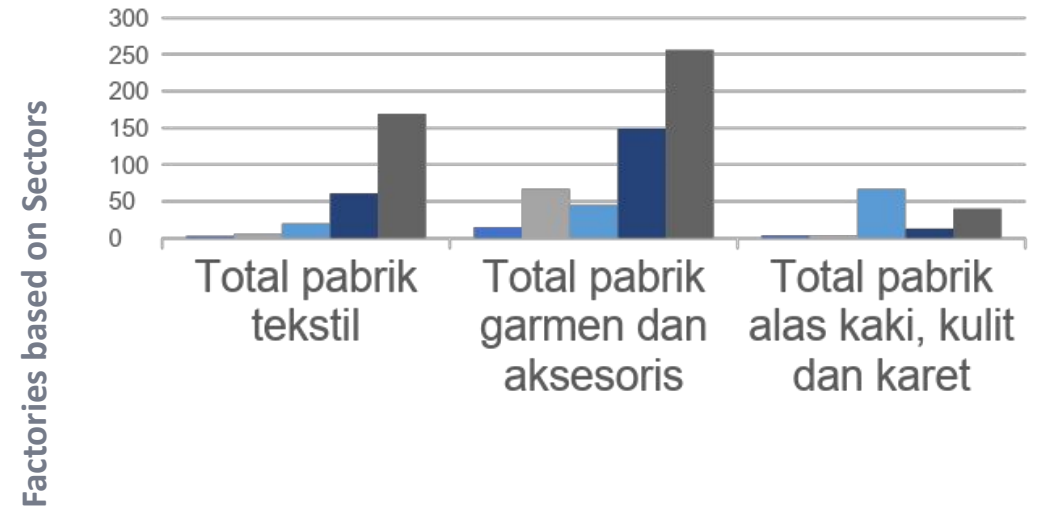
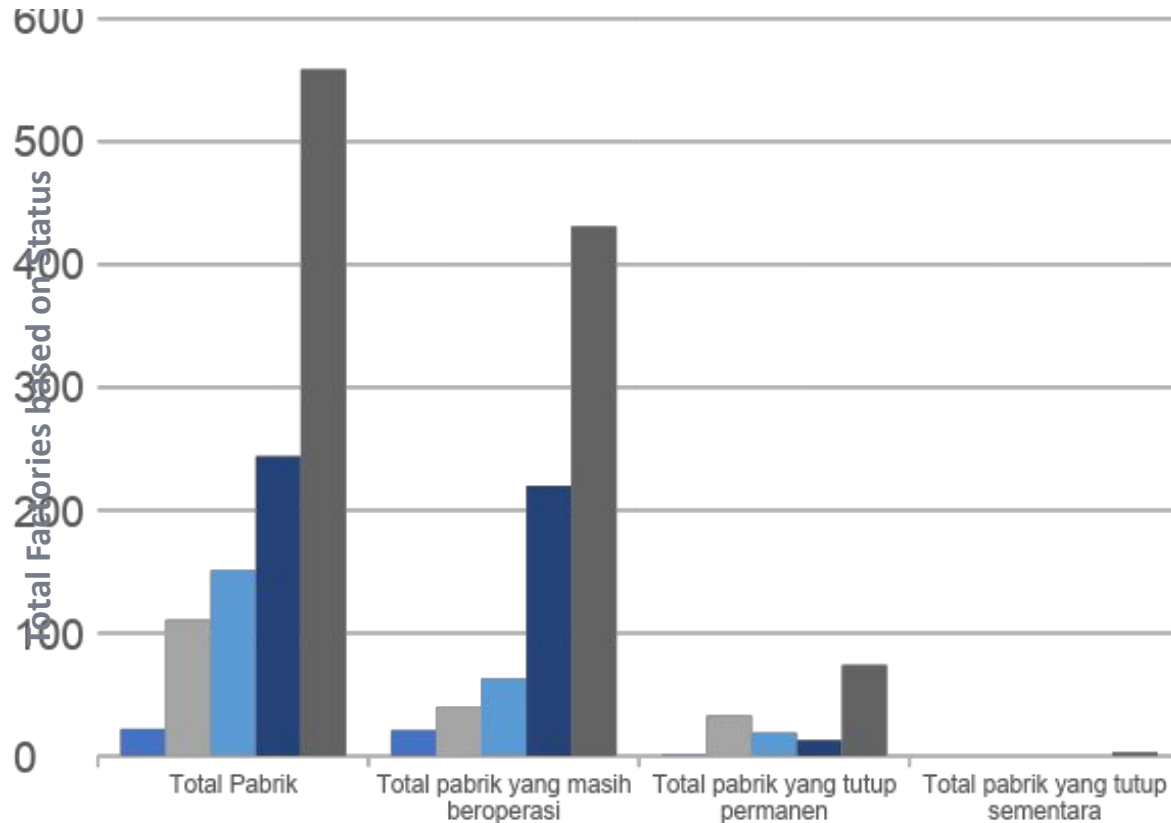
# How Do We Monitor Local Dialogues To Improve Working Conditions?

- The topics most discussed in social dialogues are **wages/remuneration, job security, working hours, and company facilities.**

**Categorization of Topics Discussed in Factories Social Dialogue Since 2020 - 2022**



# Factories Mapping



■ DI Yogyakarta  
■ DKI Jakarta

- Out of 1,487 factories throughout Indonesia that are registered in OAR. **Mapping was carried out on 1,121 factories located in 5 provinces:** Banten, DKI Jakarta, West Java, Central Java, DI Yogyakarta which were the target areas for the survey.
- It was found that **775 factories were still operating**, 140 factories were permanently closed, 3 factories were temporarily closed.
- Currently, Factory locations that closed a lot are in West Java and DKI Jakarta.
- While most of the factories that are still operating are in West Java, Central Java, and Banten.
- Based on the sector most are in the Garment and accessories sector



# 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 (trade union and company) to **implement accountability and transparency in their factory**.
- Start to expand the **target factories to non unionized and non-partners factories**, where DWC surveys succeeded in becoming the entry point for organizing trade union members in factories.

## Call-To-Action

- Use data gathered by Gajimu to **assess the situation at suppliers and advocate for better working conditions**
- Intense collaboration with more garment trade unions, for a **focused effort to scale up and penetrate factories without unions, especially in developing industrial areas in Central Java**.
- Support local evidence-based social dialogue with independent trade unions.

# Thank You

Visit: [www.gajimu.com/garment](http://www.gajimu.com/garment)

Contact: [gajimu@wageindicator.org](mailto:gajimu@wageindicator.org)

