

# WageIndicator

## Worker Driven Social Responsibility

Decent Work Check Indonesia

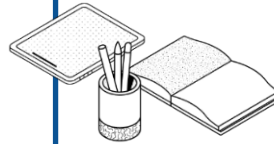
29 April 2022



# Flow of the Approach

## BACKGROUND

- How can I improve my working conditions?
- Laws and regulations are there, however does workers know about it?
- I want to bargain with my employer but I don't have data to support it!!
- How to conduct a constructive dialogue that leads to changes?
- Can we track the changes?



## Data Collection

- FAQ on Workers Rights
- Surveys - Decent Work Check & COVID-19
- 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



# Program Intervention

## INFORM

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

- **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

## 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



*“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.”*

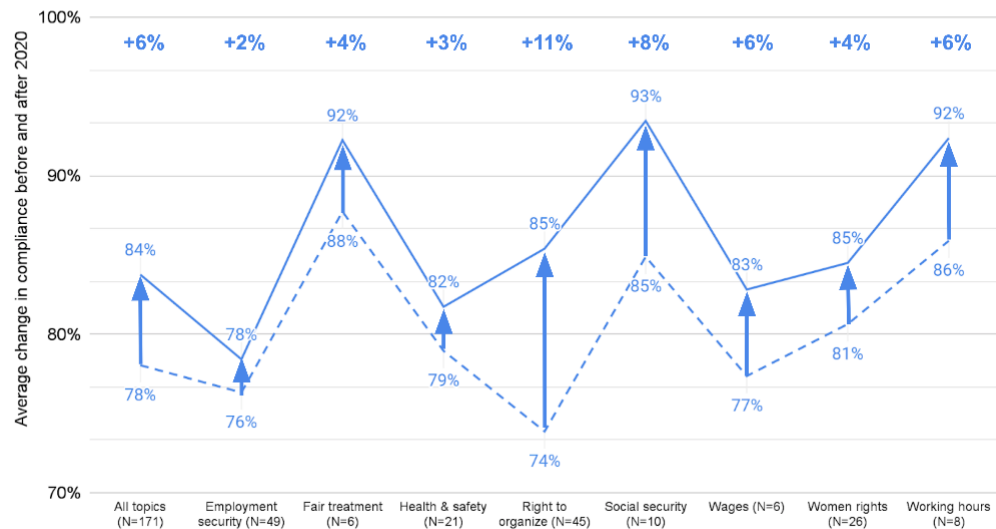
– Mustakim, Management PT. Forta Larese

# Impact

## Changes in Working Conditions

- Of all topics and factories starting **below 90% compliance**, the **average increase was 6 percentage-points**
- Topics which started **below 80% compliance improved by 8 percentage-points** on average.
- N shows how many topics or factories had baselines below 90% or 80%

On average, factories with less than 90% compliance improved by 6ppt, when comparing before and after 2020

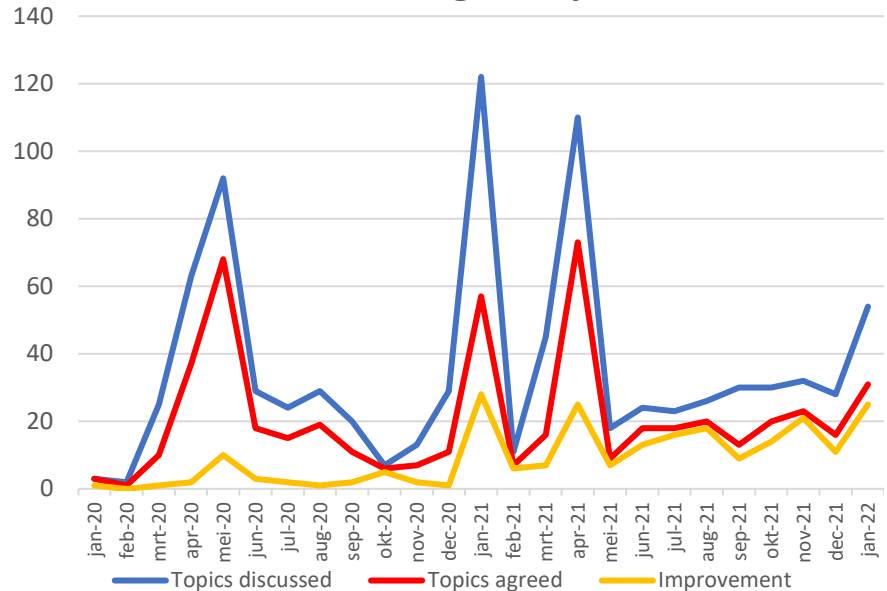


# Monitoring

## Bipartite Dialogues To Improve Working Conditions

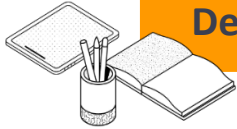
- To create improvement within factories, social dialogue is needed. When factories used the survey findings in their social dialogue, we **recorded topic discussed**, and whether the agreed topics considered improvement by trade union
- Monitoring social dialogue report **covered more specific topics** that are not captured by the Decent Work Check Surveys
- 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 in 2021 compared to 2020. In 2021, a total of **119 factories has done 361 social dialogue meetings, discussing 523 topics, where 302 topics were agreed, 178 are deemed to be an improvement** by trade union

Social Dialogue Report



# Challenges

## Defining transparency data disclosure



1 Trade Union politics situation

2 The use of data depends on trade unions' willingness to act

3 Know under which circumstances the project contributes – without trade union

4 Difficulties to expand to more non-unionize factories



## National context

1 Factories withdraw cooperation – does not want to be surveyed

2 Affect workers and/or trade union representative

## Cooperation with trade unions



1 Global COVID-19

2 Changes in labour regulations

# Future

- Expansion coverage to more factories
- Access to non-unionize factories
- Engage more with brands
- Improve and track changes beyond legal minimum
- Expand to more countries



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