

ENABLING APPAREL WORKERS AND EMPLOYERS TO CHECK, DEBATE, NEGOTIATE AND PUBLISH WAGES AND WORKING CONDITIONS ONLINE



Nadia Pralitasari

Gajimu Indonesia

WageIndicator Foundation

nadiapralita@wageindicator.org



**Labour Market Transparency
at A Global Scale**



UNIVERSITY OF AMSTERDAM

Amsterdam Institute for Advanced labour Studies

WAGEINDICATOR AND TRANSPARENCY

01



01

PLATFORM TO COMMUNICATE

WageIndicator provide a platform where workers and employers can communicate with general public regarding their working conditions, and stakeholders can monitor current situation and measures taken to improve the situation



02

INDIVIDUAL PERFORMANCES ON FACTORY PAGE

These factory pages show individual factory performances against 49 labour compliance measures, and presented in highly visited gajimu.com/garment



03

SUPPORTING TOOLS

Tools to find out to what extent factories comply with the labour law, and eventually guide them to achieve harmonious and effective industrial relations

FACTORY PAGES

Address



Line of Business




Minimum Wage and CBA



Brands




Part of WageIndicator Foundation

You Share, We Compare

Home > Garment Factories > Fajarindo Faliman Zipper

search..

Salaries +
Labour Law +
Garment Factories +

PT. Fajarindo Faliman Zipper

Website: Jl. Faliman Jaya KM.19

Address: Jurumundi Baru - 15124

Tangerang

Kota Tangerang

Jawa Barat

Indonesia

(021) 6190016

Business: Manufacture of wearing apparels and garment

Manufacture of wearing apparels and garment - Zipper, Accessories

On this page

- [Factory details](#)
- [Labour conditions & wages](#)
- [Trade unions](#)
- [Brands produced in this factory](#)
- [Compliance report Better Work Indonesia factories](#)
- [About this factory page](#)
- [Disclaimer](#)
- [Compliance with Labour Law](#)

Labour conditions & wages

Minimum wage: <https://gajimu.com/garmen/home/gaji-pekerja-garmen/gaji-minimum/ump-umk-banten>

Collective bargaining agreements:

Trade unions

SP TSK - SPSI Rekonsiliasi

(021) 79192834

Brands produced in this factory

- Amco

Disclaimer

In this page, you will find the results of surveys with many people working in this factory. All information in this page is published in good faith and for general information only. Gajimu.com does not make any warranties about the completeness, reliability and accuracy of this information. Any action you take upon the information you find in this website, is strictly at your own risk. Gajimu.com will not be liable for any losses and/or damages in connection with the use of our website In some points of the survey, the "I don't know" answers will be counted as "Compliance" Have questions? Contact the team <http://www.gajimu.com/main/contact-us>

FACTORY PAGES

Time stamps and Survey filled



Progress Report



Compliance Measures



About this factory page

Project: wageindicator.org
 Number of completed questionnaires: 41
 First data collected: 22-07-2018
 Last data collected: 12-08-2018

Do you work in this factory?

Improve the quality of this page by filling out the compliance check

For workers
 For HR officers

Performance Rate and Progress Activities

How does your company perform? Find out more

Is your company making an improvement for better working conditions? Check here

Compliance report Better Work Indonesia factories

Compliance with Labour Law

Employment Security

1: The employer provides written employment contracts	41 compliant 0 non compliant (100%) Average compliance rate: 93%
2: The duration of fixed term contract including renewals does not exceed 36 months	40 compliant 1 non compliant (98%) Average compliance rate: 98%
3: The employer provides for a probation period in the employment contracts	40 compliant 1 non compliant (98%) Average compliance rate: 62%
4: The employer provides a notice to the employee before terminating the employment contract	39 compliant 2 non compliant (95%) Average compliance rate: 95%
5: The employer pays severance pay to a worker on contract termination (without worker's fault)	40 compliant 1 non compliant (98%) Average compliance rate: 71%
6: The employer does not hire fixed-term contract workers for tasks of permanent nature	3 compliant 38 non compliant (7%) Average compliance rate: 46%

FACTORY PAGES GRAPH

FACTORY PERFORMANCE RATE



FACTORY PAGES GRAPH

BEST FACTORY PER TOPIC

Choose any TOPICS to display factories' compliance measurement



Home > Garment Factories > Best Factories > Factory Pages Graph

Salaries + Labour Law + Garment Factories +

Which companies are doing better in each topic?

Select a topic

Search: Type to search

- Minimum Wage
- Right to Organise
- Social Security
- Fair Treatment
- Employment Security
- Working Hours
- Maternity and Work
- Health and Safety

Select a subtopic

	Average compliance ⓘ
ort	97.87%
ia	97.52%
a Garment - Bekasi	96.38%
t Indonesia - Kab Tangerang	95.47%
tile Bintan	94.75%
Indonesia 1	94.45%
ang	93.62%
ra Busana	92.74%
Indonesia 2	92.61%
ustry (Lojitex)	92.2%

1 - 10 / 51 < >

Google Data Studio

FACTORY PAGES ACCOMPLISHMENT

WHAT WE ACCOMPLISH WITH WAGEINDICATOR FACTORY PAGES?



More than 3800 surveys collected and 60 factories' data available online



More workers aware at their basic rights according to the Labour Law



Unions are trained to use the apps and conduct the surveys on their own



Trade unions use the survey as a tool to recruit new members – 1 new TU established



Improvement in social dialogue – 5 factories agreed to improve, and the record of social dialogue per factory can be seen online



New Collective Bargaining Agreement (CBA) are set

To learn further about WageIndicator, visit :
wageindicator.org
Surveys and Factory Pages in Indonesia, visit :
gajimu.com/garment

THANK YOU



This project is possible thanks to our WageIndicator International and National team and the support of C&A Foundation

 UNIVERSITY OF AMSTERDAM
Amsterdam Institute for Advanced labour Studies

 WageIndicator.org