



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

# **LABOUR MARKET TRANSPARENCY AT A GLOBAL SCALE**

**WAGEINDICATOR FOUNDATION**



# WAGEINDICATOR FOUNDATION

You Share, We Compare



## OUR MISSION

WageIndicator Foundation is dedicated to labour market transparency at a global scale by providing free, reliable and high-quality information on its websites. These websites provide information about wages per occupation, living wages, minimum wages, national labour laws, collective agreements, and vacancies.

## WAGEINDICATOR FOUNDATION

WageIndicator Foundation is a non-profit, non-governmental organisation, established in 2003. WageIndicator.org is running national websites with job-related content in many countries in five continents.

Through the national websites, it collects, compares and shares information about Wages, Labour Law and Career opportunities. Each website has hundreds of pages, and its web managers ensure up-to-date content. Web visitors highly appreciate the websites and worldwide WageIndicator attracts tens of millions of visitors. Trust in the websites is ensured through cooperation with universities, social partners, media and NGOs.

WageIndicator invites visitors to complete its multilingual, continuous Salary Survey and Cost-of-Living Survey, or send their collective agreements.



## OUR HISTORY

WageIndicator  
started in  
**The Netherlands**

### **Launched in 2001**

The first website - **Loonwijzer.nl** - was an easy to use salary indicator for workers looking for information about wages. This website quickly became popular for workers, employers and job seekers looking for information on wages.

**In 2004**, websites were introduced in neighbouring countries, followed by countries outside Europe

**By 2008** more than 60 countries had a website.

**By 2017** our national website reaching 92 countries.

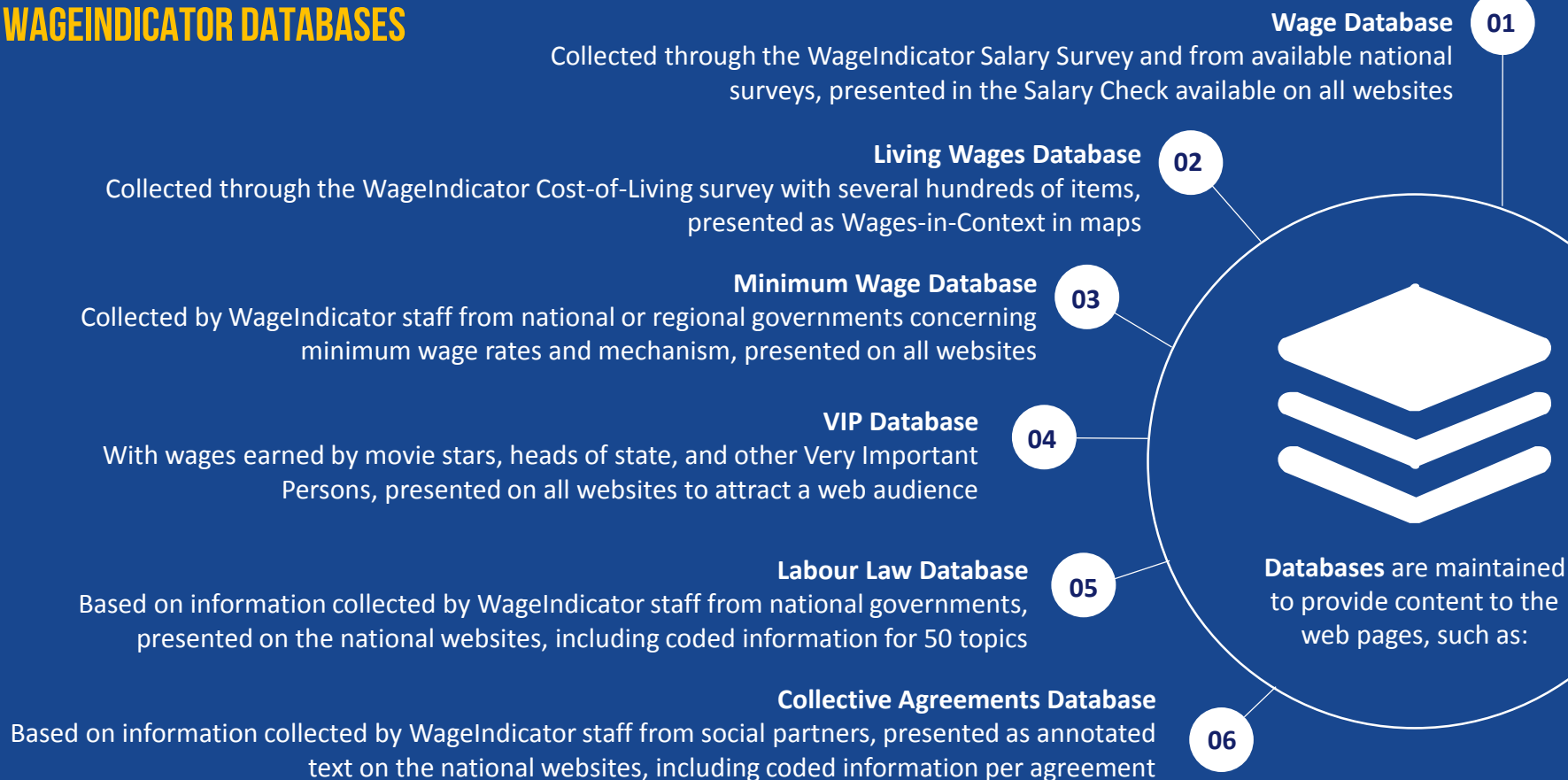
Now, The Foundation has a **global team** and its head quarter in the Netherlands and offices in **Islamabad, Ahmedabad, Buenos Aires, Cape Town, Venice.**

## WAGEINDICATOR PROJECTS

Since its start, WageIndicator has conducted projects with a range of partners in developed and developing countries. These projects include web-based activities, such as media outreach in EU countries regarding the gender pay gap, but also offline activities such as debates with social partners concerning collective bargaining in Latin America, face-to-face interviews with garment workers using a tablet-based Decent Works survey in Indonesia and Ethiopia, or labour rights for women in Africa and Asia.

WageIndicator has also cooperated with international research consortia, for projects aiming at analysing work life attitudes, developing a global occupation database, exploring wages and working conditions in multi-national enterprises, and design of experiments in surveys.

## WAGEINDICATOR DATABASES



## GAJIMU GARMENT

**gajimu.com/garment** is a website where workers, employers, and stakeholders in the garment or textile industry can easily and free of charge to access information about wages and national regulations, down to level of compliance with the law by individual garment factories.

**Gajimu Garment** was initiated by WageIndicator to enhance labor market transparency for the benefit of the public at large, and more particularly those working in the garment industry.

To this end, we collect and compare working conditions data from various garment factories through online and offline Decent Work Check Surveys. In line with our mission, we share our survey findings on Factory Pages at our website **gajimu.com/garment**, where our web visitors can compare the level of compliance of each garment factory surveyed.





## OBJECTIVES

### **Gajimu Garment demonstrates:**

- How Decent Work compliance checks of minimum wage and labour laws can raise awareness
- That publication of worker-reported cases of non-compliance at easily accessible Gajimu Factory Pages can provide buyers and international brands with an overview of prevailing working conditions of individual garment factories.
- How comparisons and sample clauses for Collective Bargaining Agreements can result in improved working conditions on a large scale than just individual factories



## WORKERS

## BENEFITS OF GAJIMU GARMENT

- The Survey and content at Gajimu Garment give workers awareness and knowledge of their rights, which is the first step towards any improvement whatsoever
- Through Factory Pages workers can be informed about working conditions in garment factories, find out to what extent factories comply with the labour law, and eventually guide them to (better) work
- Trade unions may use data on the Factory Pages as basic information/a database which supports them in conducting an effective social dialogue with employers, thereby contributing to harmonious and effective industrial relations.



## EMPLOYERS

- Not all employers are fully aware of the labour law. The Decent Work Check Survey and Factory Pages provide information about the real working conditions in each factory
- Factory Pages can be tools to achieve harmonious and effective industrial relations - under such conditions employers and workers work together in partnerships, focus on maintaining customer loyalty, maximize added value and maintain their corporate competitiveness in global markets
- Factory Pages may serve as an internal medium to promote proper working conditions in a factory.



### DECENT WORK CHECK SURVEY

Gajimu collects information on working conditions in various garment factories through desk research and Decent Work Check Surveys (via Gajimu Garment site, Survey Apps or face-to-face survey)

### SURVEY DATA VERIFICATION

Gajimu will send the Survey results to the employer and trade union (if any). Employers and trade unions may verify the data by providing comments, clarifications, explanations of the survey results, which will eventually be shown on the Factory Pages at Gajimu Garment.

### FACTORY PAGES

The Decent Work Check Survey result will be presented on the Factory Pages of Gajimu Garment website. Visitors can find out the working conditions and compare the level of compliance of each surveyed garment factory. It will continue to be updated, employers and trade unions can inform the WageIndicator team what progress activities/efforts they have made to improve working conditions, steps that will also be presented at the Factory Pages.

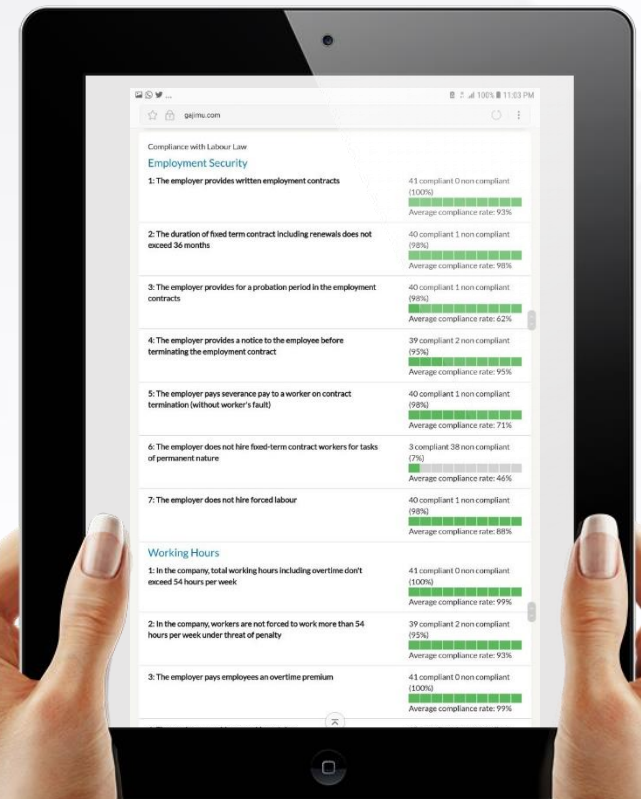
### SOCIAL DIALOGUE AND COLLECTIVE BARGAINING AGREEMENT

The Survey result can be used as basic information to trigger social dialogue, employers may take corrective measures such as adoption of a Collective Bargaining Agreement (CBA), improvement of clauses in a CBA, or workers' training.

### WORKING CONDITION MONITORING SYSTEM

Factory Pages enable more effective monitoring of working conditions by workers, employers, brands, and buyers

## STEP BY STEP PROCESS OF GAJIMU GARMENT





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gajimu.com/garment  
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