



Compliance with Labour Law and Minimum Wages in the garment industry in Indonesia

**Report of the Gajimu DecentWorkCheck Survey
of WageIndicator in Indonesia 2017 – 2018**

Kea Tijdens

Maarten van Klaveren

Nadia Pralitasari

WageIndicator Foundation - www.wageindicator.org

WageIndicator started in 2001 to contribute to a more transparent labour market for workers and employers by publishing easily accessible information on a website. It collects, compares and shares labour market information through online and face-to-face surveys and desk research and publishes this on national websites with information on wages and labour law, and career advice, both for workers/employees and employers. The websites and related communication activities reach out to millions of people on a monthly basis.

The WageIndicator concept is owned by the independent, non-profit WageIndicator Foundation, established in 2003. Its Supervisory Board is chaired by the University of Amsterdam/ AIAS-HSI and includes a representative from the Dutch Confederation of Trade Unions (FNV) and three independent members. The Foundation is assisted by world-renowned universities, trade unions and employers' organizations. It currently operates national websites in 92 countries. Its staff consists of some 100 specialists around the world. The Foundation has offices in Amsterdam (HQ), Ahmedabad, Bratislava, Buenos Aires, Cape Town, Islamabad and Venice.

Gajimu, Indonesia - <https://gajimu.com/>

Gajimu is the WageIndicator website in Indonesia. It is the country's best visited website on working conditions and labour rights, in 2017 attracting some 350,000 visitors each month. In 2017 WageIndicator Foundation received a grant for the project [Transparency through Mobile Internet](#), for which gajimu.com/garmen was launched.

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Bibliographical information

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Address: P O Box 94025, 1090 GA Amsterdam, The Netherlands

Email office@wageindicator.org.

Management summary

The garment industry is an important sector in Indonesia, because it provides jobs to 1.3 million persons (2014 labour force statistics). When including informal labour this number doubles almost to 2.4 million (2016 estimates). Most likely a considerable part of these workers produces for the domestic market and is not involved in the export industry. The value of Indonesian garment exports for 2016 was USD 7474 million.

The Gajimu DecentWorkCheck Survey of WageIndicator is a survey that allows workers to test whether their jobs comply with the national Labour Law and with the applicable Minimum Wage rates. For 46 topics this report presents the findings of the DecentWork-Check Survey in the garment, textile and footwear industry in Indonesia. The survey is conducted as part of the [gajimu/garmen](#) project. This project aims to improve compliance with the Labour Law and Minimum Wage setting and to confirm so by means of collective bargaining agreements. The fieldwork for the survey started 16 July 2017, and this report uses the data until 6 August 2018, but the survey continues to date. The dataset holds information of 3,194 interviews with workers, including 30 HR officers.

More than seven in ten survey respondents work in the garment industry, and another two in ten work in the textile industry. More than one third are based in Western Java, and another third in Banten. Six in ten are female, and half of all females are in their twenties, whereas the males are mostly in their thirties. The workers are working for 125 factories and these employ in total almost 250,000 workers, with an average of 2,016 workers per factory.

Compliance with fair treatment topics, such as no discrimination, no sexual harassment, no child labour, no hazardous work for adolescents, is most frequently reported: 98 percent of the workers confirm so. Compliance with working time regulations is also considerably high with 92 percent of workers reporting that working hours are not excessive, that a paid annual leave and a weekly rest day is in accordance with the Law, and that a premium is paid for working on a rest day or a holiday. Compliance in the Minimum Wage cluster reveals that 86 percent of the workers is paid at least the relevant minimum wage, and that payments are almost always on time. Compliance in the health and safety cluster is reported by 87 percent of the workers. In this cluster, the rate for provision of fire extinguisher is highest and for provision of on-site medical facilities is lowest. Compliance in the cluster of maternity regulations is reported by 85 percent of the workers. The provision of 13 weeks of maternity leave is rated highest and that of nursing breaks for mothers lowest. Compliance in the social security cluster is reported by 92 percent of the workers, and within this cluster occupational injury benefits are reported most frequently and old age pension rights least frequently. Compliance in the employment contract cluster is reported by 78 percent of the workers, and this low rate is particularly due to employers hiring contract workers to perform jobs where permanent workers are required. Finally, the lowest compliance rate is in the cluster of the right to organise with 75 percent of workers reporting so. The vast majority of the employers allow workers to join a trade union, but a minority of employers allow workers to hold a strike.

When compliance rates drop below 90%, factories, (local) governments, trade unions, and NGO's should be challenged to undertake action for improving compliance. In the garment industry in Indonesia, specifically the low compliance with the Minimum Wages Rates and with the possibilities to hold a strike need attention.

For the majority of the topics, no significant gender differences are noticed. Compliance rates with a few topics in the maternity and health and safety cluster are more often reported by women, whereas compliance rates with a few topics in the employment contract and minimum wage cluster are more often reported by men.

Overall, the DecentWorkCheck Survey has shown that it is a useful instrument to measure compliance and the results have shown that compliance rates are decent.

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1. Introduction

The WageIndicator DecentWorkCheck Survey is a survey that allows workers to test whether their jobs comply to 46 topics in the national Labour Law and to the applicable Minimum Wage rates. It also allows HR officers and managers to test if their company's HR policy is in accordance with Labour Law and Minimum Wages. This report presents the findings of the Gajimu DecentWorkCheck Survey in the garment industry in Indonesia. The Survey is part of the project [Transparency through Mobile Internet](#), for which the WageIndicator Foundation received a grant from the C&A Foundation in 2017. For details about the project, its progress and its factory pages, see the [project webpage](#) and the [progress reporting](#).

Chapter 2 sets the scene with an overview of employment figures for the garment industry in Indonesia. It details the garment exports and the ownership structures of the Indonesian garment industry.

Chapter 3 presents the background of the gajimu/garmen project and the aims of the DecentWorkCheck Survey, and details the fieldwork. It provides a brief overview of the respondents to the survey. The fieldwork started 16 July 2017. For this report the data of the survey until 6 August 2018 have been used. However, the project continues after that date. By August 2018 more than 3,000 workers from 125 factories had participated in the survey.

Chapter 4 shows to what extent the jobs of the garment workers comply with 46 Labour Law topics, including whether their earnings are in accordance with the relevant Minimum Wage rates. The topics have been broken down into eight clusters, and are discussed in eight sub-sections.

Chapter 5 aims to contribute to the understanding of compliance rates by analysing what personal and factory characteristics explain the total sum of the ratings on the topics.

Chapter 6 draws conclusions.

This report has four Appendices. Appendix 1 addresses the characteristics of the workers and their factories. Appendix 2 is about the field work for the DecentWorkCheck Survey. Appendix 3 details the compliance rates for 46 topics by gender. Appendix 4 includes a copy of the survey.

2. Setting the scene: the garment industry and brands in Indonesia

Employment in the garment, textiles and footwear industry

The official Indonesian labour force statistics counted for 2014 just over 1.3 million persons employed in the country's garment industry. This was approximately the same number as registered almost ten years earlier, in 2006. An estimate of the current authors also took informal labour into account and came for 2016 at 2.4 million Indonesian garment workers in total, thus nearly doubling the official total. Most likely a considerable part of these workers, maybe over half of them, produces for the domestic market and is not involved in the *export* industry. A similar estimate for 2016 of total employment in the Indonesian textile industry ended up at 1.1 million and for the leather industry (largely footwear production) at 670,000 (Van Klaveren and Tijdens 2018).

The official employment data kept the share of women in the Indonesian garment industry constant at 65 per cent. However, information over 2017-18 of five garment and footwear brands about their supplying factories showed for Indonesia female shares fluctuating around 80 per cent (based on data for 54 factories; Van Klaveren and Tijdens 2018).

Definitely when including informal labour, it seems realistic to estimate that indeed four of five garment workers are female.

Garment exports

Exports are a major source of income for Indonesia. According to the UNCTAD statistics, the value of Indonesian garment exports for 2016 was USD 7474 million. This amount made up slightly over 5 per cent of the country's total merchandise exports. From 1995 on, when this share was 7.4 per cent, it has gradually decreased. Also, in the same period Indonesia's share in the world exports of garment decreased, from 2.02% in 1995 to 1.62% in 2016, though the low point of 2014 (1.53%) has been left behind. Indonesia has mainly lost out market share to China and Vietnam.

Recently, Indonesia's garment exports strongly focused on the American market; in 2015 57 per cent of the export value went to the US, against 18 per cent to the EU28 and 25 per cent to other countries. Three product categories dominated garment exports in 2015: articles of apparel or textile fabrics, either knitted or crocheted (SITC group 845) accounted for 30 per cent of the export value. Women's or girls' clothing (842) accounted for 22 percent and men's or boys' clothing (841) for 21 per cent, leaving 27 per cent for the other five categories (all data on exports: authors' calculations based on UNCTADstat Database).

Based on information of 24 garment and footwear brands of European, US and Japanese origin we found that 21 of them in 2017-18 were supplied through factories in Indonesia. According to the numbers of workers or factories involved in their respective supplier countries, with nearly 20 per cent Indonesia showed up having a considerable share in the supply chain of Nike (ranking second, after Vietnam). Indonesian factories also had substantial shares in supplying Gap Inc and UNIQLO (both 9%) and ASICS (7%). The comparable shares of Indonesia for the other 17 brands remained below 5 per cent (source: WageIndicator Garment Supply Chain Database 2018).

Ownership

Most recently the garment and footwear brands mentioned in the former section did not own any Indonesian factories. Nevertheless, ownership was to some extent concentrated: we counted 162 parent firms owning the 280 Indonesian textile, garment and footwear factories in our database that in 2017-18 supplied the 24 brands. Of these factories, 46 per cent was under foreign ownership whereas 54 per cent had (in majority) Indonesian owners. Among the foreign owners, those based in South Korea and Taiwan dominated. For example, the nine very large Indonesian footwear factories we found in the database, employing between 10,000 and 20,000 workers, had respectively Taiwanese (4), Indonesian (3) and South Korean (2) owners (source: WageIndicator Garment Supply Chain Database 2018).

3. The Gajimu Decent Work project

Background

The first *WageIndicator* website was launched in the Netherlands in 2001. Today, it has national websites in 92 countries and receives millions of visitors (40 million in 2016). The websites provide job-related content, information on labour laws and minimum wages, wages of celebrities, and a free ‘salary check’ (i.e. average wages based on the web survey), all in the national language(s). Since 2003, the websites are owned by the WageIndicator Foundation. Regarding the content of the websites the Foundation follows a dual strategy. Some webpages are written by local web journalists and others are generated from databases. For the latter, the WageIndicator Foundation maintains databases, such as the Collective Agreements Database, the Wages Database, the Minimum Wages Database, the Labour Law Database, the Cost-of-Living database, and the VIP salaries database. WageIndicator runs two online, continuous and multilingual surveys to collect data, notably the Cost-of-Living Survey and the Salary Survey. Using its websites as a tool for dissemination, the Foundation runs projects in many countries around the world.

The WageIndicator Foundation has a long-lasting cooperation with partners in Indonesia. Already back in 2008, the Foundation started a website on work and wages in Indonesia, called gajimu.com. An Indonesian team participated in the [Decisions for Life](#) project (2008-2012) and its successor [Labour Rights for Women](#) (2012-2015). From 2015-2016, WageIndicator supervised the project [Wages in Context in the Garment Industry in Asia](#), aiming to provide information about labour law, minimum wage setting, minimum wage levels, and cost of living pertaining to the garment industry in nine Asian countries, among which Indonesia (Van Klaveren, 2016). In 2017 the WageIndicator Foundation received a grant from the C&A Foundation for the project [Transparency through Mobile Internet](#), which is central to this report. A project website has been put online, <https://gajimu.com/garmen>, with pages in Bahasa and English. In this report, the project is referred to as [gajimu/garmen](#). The website gajimu.com is the country’s best visited website on working conditions and labour rights, attracting in early 2017 some 350,000 visitors each month (Pralitasari, 2017).

Aims of the [gajimu/garmen](#) project

The aim of the project [gajimu/garmen](#) is as follows: “Despite widespread improvement efforts in Indonesia many garment factories still fail to comply with minimum wage and labour law. Currently, workers and unions do not have access to granular information comparing compliance between factories, limiting ability for unions to negotiate improvements, for workers to make informed decisions on where to work. Together with partners KSBSI and Garteks, WageIndicator will adapt its existing DecentWorkCheck survey, to collect information directly from garment workers, publishing their feedback on user-friendly webpages to enable workers and buyers to compare data between factories. The grant will also enable WageIndicator to collect and codify garment industry CBAs to add to their existing CBA database on [gajimu.com](#) and to host local debates with employers, unions, labour inspectors and brands to catalyse improvements”.

The DecentWorkCheck survey

For the [gajimu/garmen](#) project, WageIndicator combined its DecentWorkCheck and its Salary Survey. The DecentWorkCheck is a form that allows workers to test whether their job complies with the national labour law, whereby Labour Law topics have been rephrased such that workers can agree or disagree. Since 2008 a paper-based form has been used in several WageIndicator projects. It is derived from the WageIndicator Labour Law database (see details in Ahmad, 2017). The Salary Survey covers a wide range of work- and wage-related subjects as well as socio-demographics. It is posted continuously on the national websites and invites web visitors to complete the questionnaire. The survey uses the same survey questions across countries. It is available in the national language(s), and where needed adapted to the specific country. Together with other data sources, the survey data is used for the calculations for the WageIndicator Salary Check.

For the [gajimu/garmen](#) project, the relevant topics in the Indonesian Labour Law were selected from the Labour Law database, the paper-based form of the DecentWorkCheck was converted into a web-survey and was extended with questions from the Salary Survey about wages and working hours.¹ The web-survey provides survey respondents instant feedback on which topics their job complies or not complies. The web-survey is available on an app, and can therefore be downloaded on a tablet to be used by interviewers. The survey is also posted at the Gajimu website, both in [Bahasa](#) and in [English](#). The English version of the DecentWorkCheck survey for Indonesia is included in Appendix 4.

The data of the survey is stored in a secure section of the Gajimu website/app, thereby guaranteeing privacy, as soon as a connection to a wi-fi hotspot is available. Respondent's privacy is protected, which is in particular important if workers report non-compliance. The involvement of trade unions in face-to-face surveys shows the role they can play in safeguarding workers who report non-compliance (Pralitasari, 2017).

The fieldwork

Field work for the first wave of the survey took place from July 2017 until October 2017. A second wave started in May 2018 and is – at the time of writing of this report – still ongoing. For this report, we used data from 16 July 2017 until 6 August 2018. After cleaning the data and removing invalid cases, the dataset had 3,194 observations from 125 factories.

The [gajimu/garmen](#) team selected factories where the partnering trade union had members, regardless whether their conditions were good, average, or bad. The team undertook great efforts to select regions, factories and interviewers, initially aiming for interviews in 55 factories in eight regions. A training program for the interviewers was set up. In cooperation with local trade unions, garment factories were selected and contacted, asking for permission for the interviews. Within factories, different occupations were selected for the interviews, notably sewing, cutting, warehousing, weaving, ironing, and packaging jobs. The outcomes of the survey in the factory were presented to the trade union and to the employer facilitating them to negotiate a Collective Labour Agreement. Wherever possible a tripartite debate was organised, including local authorities wherever relevant. If the factory did not grant permission for the interviews, the local team organised meetings outside the

¹ See Tijdens, K.G. (2017) READ ME FIRST: DecentWorkCheck: DWC Survey. Internal note for the system design of the DWC app, 26-MAR-2017

factory for workers to discuss their working conditions and to complete the questionnaire. The results of the survey were published in so-called factory pages in [Bahasa](#) and in [English](#). Details of the fieldwork are reported in Appendix 2.

Who responded to the survey

By August 2018 in total 3,194 workers, including 30 HR officers, have been interviewed. More than seven in every ten are working in the garment industry. Another two in ten are so in the textiles. More than one third of the respondents are based in Western Java, and another third in Banten. The remainder is based in Jakarta and in Central Java and Yogyakarta. Six in ten are female, and half of all females are in their twenties, whereas the males are mostly in their thirties. Approximately half of the workers have completed the senior secondary general school, another one in four has completed the junior secondary general school, one in five has a technical or vocational secondary school diploma, and a small minority has either only primary school, or a higher educational diploma. Four in ten respondents are sewing-machine operators, and another one in four is an office clerk or has another occupation. Less than one in ten workers has a supervisory position; supervisors are on average 4 years older than non-supervising workers. Two in three workers have a permanent employment contract and the rest mostly a fixed-term contract for 12 months or more.

The workers are working for 125 factories, of which 92 are in the garment industry, 24 in textiles and 7 in footwear. The 92 garment factories employ in total almost 229,187 workers, with an average factory size of 2,491 workers.² As total employment in the garment industry is just over 1.3 million persons (2014), the DecentWorkCheck Survey covers approximately 17% of this total. For 85 factories at least 10 workers per factory have responded. We consider ten workers per factory as the lower boundary to provide reliable information about a factory.³ More than half of these 85 factories have been established between 1990 and 2009. A few dated back to the 1980s, and some even to the 1970s and 1960s. In more than a quarter of the 85 factories, all workers agree with the statement that all machines in the factory are in good state of repair. In another quarter of the factories, between 75-99% of the workers think so. In one out of five factories, less than 25% of the workers find that the machines in their factory are in a good state of repair.

Potential for universal use

For the [gajimu/garmen](#) project the DecentWorkCheck survey has been adapted for Indonesia. It works as an advantage that the survey has been based on the WageIndicator Labour Law database for 152 countries. Thus, the survey can also cover these countries, with DecentWorkCheck surveys in the national language. The related database of factory names, the Factory pages, and the Collective Agreements database with relevant collective labour agreements can be extended to many countries. Currently WageIndicator Foundation also runs a DecentWorkCheck [project](#) in the garment industry in Ethiopia.

The overall purpose of the DecentWorkCheck is to engage workers more in setting their wages and in influencing their working conditions. Through the factory pages on Gajimu,

² Note that for this total employment estimate of the 125 factories we used the median value in case workers in the same factory reported inconsistent employment figures.

³ Note that in the Gajimu Factory pages the lower boundary is even 20 workers per factory.

workers' signals will have a direct outlet to the world. WageIndicator is able to support each initiative of social partners, individuals, NGOs, or governments through conducting a minimum wage survey and/or labour law survey, covering workers at any level whether that is a region, town, factory or plant.

4. Compliance with the Labour law

Compliance with 46 topics

In this report about the Gajimu/garmen DecentWorkCheck Survey, we detail the compliance with National Labour Law against 46 topics, which are grouped into eight clusters:

- Minimum wages
- Employment contract
- Working time
- Maternity
- Health and safety
- Social security
- Fair treatment
- Right to organise.

We find the highest compliance rate for working hours: 99.4% of the workers confirm that they work less than the 54 hours a week, set by the Indonesian Labour Law. Another 99.3% of the workers confirm that in their factory no children under the age of 15 are involved in hazardous work in their factory, and an almost a similar percentage reports that no adolescents under the age of 18 are involved in hazardous work (99.1%). The last topic in our top-four is related to discrimination: 99.0% of the workers report that they did not notice any case of discrimination on the basis of religion in their factory in the last year.

At the bottom of the compliance ranking, we find three items with very low compliance rates. Only four in ten workers report that their employer allows them to hold a strike, whereas this right is laid down in the Labour Law in Indonesia (41.0%). The second lowest rank goes to the statement that the employer does not hire contract workers to perform jobs where permanent workers are required (only 44.8% of the workers agree with the statement). The third lowest rank goes to the statement that employers provide mothers nursing breaks (55.9%).

The remainder of this chapter details the compliance rates for each of the eight clusters. It does so for the workers' responses and for the factories. Appendix 3 details the compliance rates for all 46 topics and provides a breakdown by gender. In case of large gender differences, these will be highlighted in the following sections by topic.

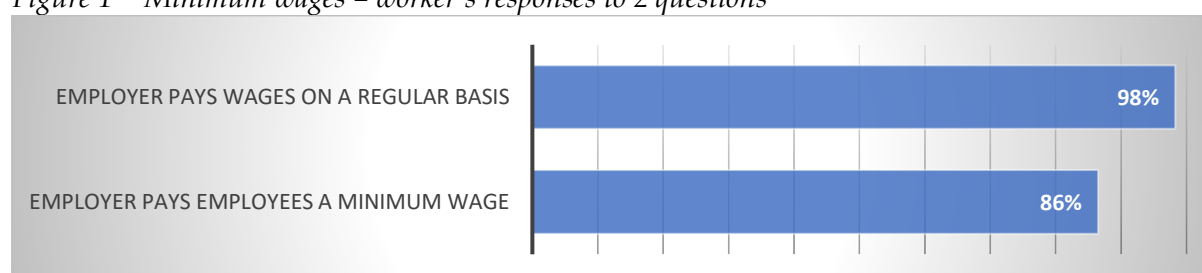
Compliance per topic: Minimum wages

Workers' answers

The Gajimu DecentWorkCheck Survey includes two questions about wages. A first question asks about the worker's last-earned net wage and the related pay period of a week, two weeks, or a month. A monthly wage has been calculated and compared with the monthly minimum wage within the city, district or province.⁴ Figure 1 shows that only 86% of the workers are paid according to the applicable Minimum Wage Rate. Female workers receive significantly less often a wage according to the relevant Minimum Wage Rate than men do (84% versus 90%).

Workers do report that employers pay their wages on a regular basis (98%). For this topic we find no gender differences.

Figure 1 Minimum wages – worker's responses to 2 questions



Source: Gajimu DecentWorkCheck Survey in Indonesia, 2017-18, N=3194

Workers' answers - averages per factory

For the 85 factories with at least 10 workers per factory, compliance with the seven employment contract topics is indicated in Table 1. Per topic, the table shows in the column *Min* the factory with the lowest percentage of workers that comply to the topic. The column *#Min* indicates in how many factories this is the case. Similarly, the columns *Max* and *#Max* indicate in how many factories the maximum percentage is reported. The first row in Table 1 should be interpreted as follows. In 54 factories all workers (100%) report that their employer pays according to the minimum wage, but at the other end of the spectrum in 3 of the 85 factories, none of the workers (0%) reports that the employer pays the minimum wage.

Regarding regular payment of wages, Table 1 shows that in 65 factories, all workers report that their wages are paid on time. In 1 of the 85 factories only 72% of the workers report that their wages are paid on time.

Table 1 Minimum wages –minimum, mean and maximum percentages of factories

Topic	Min	Mean	Max	#Min	#Max
Employer pays employees a minimum wage	0%	86%	100%	3	54
Employer pays wages on a regular basis	72%	99%	100%	1	65

Source: Gajimu DecentWorkCheck Survey in Indonesia, Factory aggregated responses, 2017-18, n=85 factories

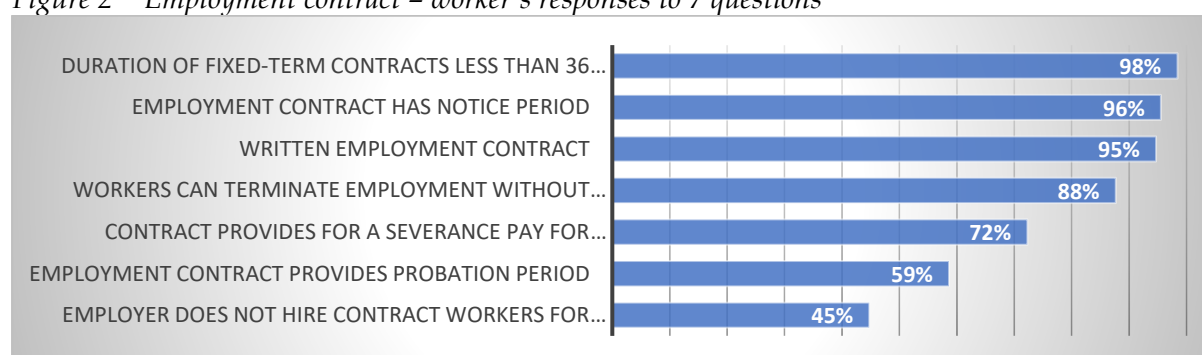
⁴ In Indonesia, minimum wages vary by province, by districts within provinces and by cities. In total the country could have up to 288 different minimum wage rates, but a number of districts and cities have not set the rates, and in these cases the rate of the province applies.

Compliance per topic: Employment contract

Workers' answers

The DecentWorkCheck Survey includes seven questions about the employment contract (see Figure 2). Fixed-term contracts less than 36 months, compliance with a written employment contract and compliance with a notice period before contract termination are widespread (98%, 95% and 96%). Compliance with the termination of employment without pressure, after serving due notice, is slightly less so (88%). Compliance rates with a severance pay in the event of contract termination are rather low and with a probation period (72% and 59%). Finally, a low 45% indicates that their employer does not hire contract workers to perform jobs where permanent workers are required. For two topics gender differences are noticed: compared with female workers males report more often a probation period (56% versus 62%) and less often that contract workers are hired for permanent jobs (42% versus 47%).

Figure 2 Employment contract – worker's responses to 7 questions



Source: Gajimu DecentWorkCheck Survey in Indonesia, 2017-18, N=3194

Workers' answers - averages per factory

In 57 of the 85 factories all workers report having a written employment contract, whereas in 1 factory none says so, with the remaining factories in between. In 65 factories all workers report that fixed-term contracts are less than 36 months, while in 1 factory only 79% of the workers do so. In 16 factories all workers indicate that their employment contract provides a probation period, whereas in 5 factories none does so. In 49 factories all workers have a notice period in their contract, whereas in 1 factory only 50% of the workers have so. In 27 factories all workers will receive a severance pay in case their contract terminates, but in 1 factory none reports so. In 11 factories all workers confirm that contract workers don't perform permanent jobs, while in another 11 all do not confirm. In 36 factories all workers are able to terminate employment without pressure, but in 1 factory only 7% reports so.

Table 2 Employment contract – factory averages of worker's responses to 7 questions

Topic	Min	Mean	Max	#Min	#Max
Written employment contract	0%	94%	100%	1	57
Duration of fixed-term contracts less than 36 months	79%	99%	100%	1	65
Employment contract provides probation period	0%	61%	100%	5	16
Employment contract has notice period	50%	95%	100%	1	49
Contract provides for a severance pay for termination	0%	74%	100%	1	27
Employer hires no contract workers for permanent tasks	0%	47%	100%	11	11
Workers can terminate employment without pressure	7%	89%	100%	1	36

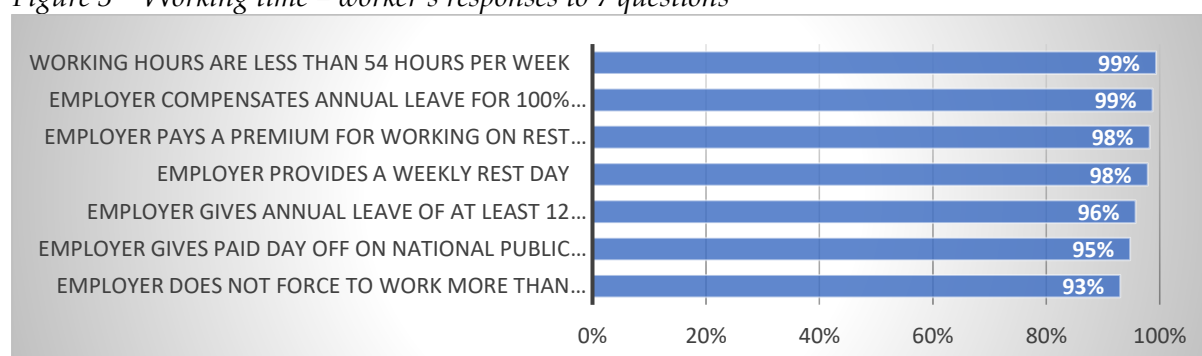
Source: Gajimu DecentWorkCheck Survey in Indonesia, Factory aggregated responses, 2017-18, n=85 factories

Compliance per topic: Working time

Workers' answers

The DecentWorkCheck Survey includes seven questions about working time (see Figure 3). Compliance with working hours below the maximum of 54 hours per week is high (99%). Compliance with unforced overtime of more than 54 hours per week is slightly lower (93%). Employers provide an annual leave of at least 12 working days (96%), and if they do they pay for this leave (99%). Employers provide a weekly rest day (98%) and a day off on a national public holiday (95%). Employers pay a premium for working on a rest day or a holiday (98%). Hardly any gender differences in compliance rates is reported here.

Figure 3 Working time – worker's responses to 7 questions



Source: Gajimu DecentWorkCheck Survey in Indonesia, 2017-18, N=3194

Workers' answers - averages per factory

When changing the perspective to the factories, Table 3 shows that in 76 of 85 factories all (100%) workers state that the working hours in the factory are less than 54 hours per week, but that in 1 factory only 81% of the workers reports so. In 55 factories all workers state that the employer does not force workers to work more than 54 hours per week, whereas in 2 factories none of the workers agrees. Factories comply largely with a weekly rest day (in 56 factories all workers report so), with a paid day off on national holidays (in 56 factories all workers report so), with a premium for working on a rest day or a holiday (in 61 factories all workers report so), with an annual leave of at least 12 days (in 57 factories all workers report so), and with a full pay during the annual leave (in 68 factories all workers report so).

Table 3 Working time – factory averages of worker's responses to 7 questions

Topic	Min	Mean	Max	#Min	#Max
In factory working hours are less than 54 hours per week	81 %	99%	100 %	1	76
Employer does not force to work more than 54 hrs p/w	0 %	94%	100 %	2	55
Employer provides a weekly rest day	71 %	98%	100 %	1	56
Employer gives paid day off on national public holiday	19 %	95%	100 %	1	56
Employer pays a premium for working on rest day/holiday	70 %	98%	100 %	1	61
Employer gives annual leave of at least 12 working days	45 %	96%	100 %	1	57
Employer compensates annual leave for 100% of wage	60 %	98%	100 %	1	67

Source: Gajimu DecentWorkCheck Survey in Indonesia, Factory aggregated responses, 2017-18, n=85 factories

Compliance per topic: Maternity

Workers' answers

The DecentWorkCheck Survey includes eight questions about maternity topics. Compliance with a maternity leave of 13 weeks is high (by 98% of the workers), and compliance with full pay in case of maternity leave is almost equally high (96%). Compliance with paternity leave and full pay in case of paternity leave is also high (93% and 92%). Pregnant women are exempt from night work is report by 91%, and another 83% reports that women on maternity leave or pregnant women are not dismissed. Free medical care for pregnant women is reported by 79%, and nursing breaks for mothers are confirmed by only 56%. On average women report more often than men that their employers facilitate maternity leave, specifically women report much more often about employers providing mothers nursing breaks.

Figure 4 Maternity – worker's responses to 8 questions



Source: Gajimu DecentWorkCheck Survey in Indonesia, 2017-18, N=3194

Workers' answers – averages per factory

According to Table 4, in 63 of the 85 factories all workers report 13 weeks of maternity leave, but in 1 only 67% does so. In 67 factories all workers report full pay for maternity leave, but in 1 factory only 5% reports so. In 19 factories, all workers report that the employer provides nursing breaks for mothers, but in 12 factories none reports so. In 31 factories all workers report free medical care, but in 4 none reports so. In 33 factories all workers report that pregnant workers are exempted from night work, but in 2 factories no workers report so. In 26 factories all workers confirm that women are not fired due to pregnancy or maternity leave, but in 1 factory only 13% of the workers confirm so. In 52 factories all workers report that their employer provides 2 days of paternity leave, whereas in 1 factory none of the workers report so. In 56 factories all workers report full pay in case of paternity leave, whereas in 1 factory no worker does.

Table 4 Maternity – factory averages of worker's responses to 8 questions

Topic	Min	Mean	Max	#Min	#Max
Employer provides 13 weeks of maternity leave	67%	98%	100%	1	63
Employer pays 100% in case of maternity leave	5%	96%	100%	1	67
Employer provides mothers nursing breaks	0%	58%	100%	12	19
Employer provides pregnant workers free medical care	0%	79%	100%	4	31
Employer exempts pregnant workers from night work	0%	91%	100%	2	33
Workers on maternity leave or pregnant are not dismissed	13%	85%	100%	1	26
Employer provides workers paternity leave	0%	91%	100%	1	52
Employer pays workers 100% in case of paternity leave	0%	93%	100%	1	56

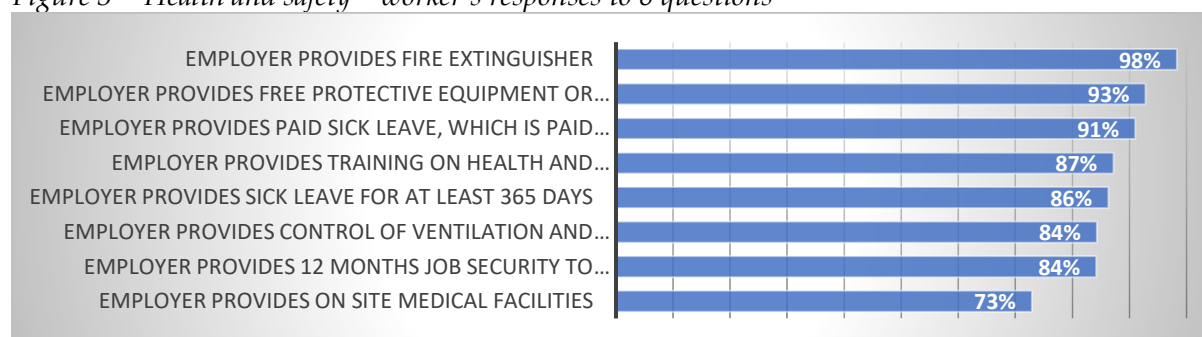
Source: Gajimu DecentWorkCheck Survey in Indonesia, Factory aggregated responses, 2017-18, n=85 factories

Compliance per topic: Health and safety

Workers' answers

The DecentWorkCheck Survey includes eight questions about health and safety. The graph shows that the vast majority of workers report that their employers provide fire extinguisher and free protective equipment/measures (98% and 93%). Compliance with the legal duration of sick leave of at least 365 days is slightly less than that with the pay of at least 92% during the leave (86% versus 91%). Compliance with the rule of job security of 12 months for sick employees is report by a relatively low 84%. More than eight in ten workers report that their employer provides control of ventilation and temperature and provides training on health and safety issues (84 and 87%). More than seven in ten report that their employer provides on-site medical facilities (73%). Gender differences are most outspoken for on-site medical facilities, as these are reported much more often by women than by men.

Figure 5 Health and safety – worker's responses to 8 questions



Source: Gajimu DecentWorkCheck Survey in Indonesia, 2017-18, N=3194

Workers' answers – averages per factory

In 49 of the 85 factories workers report that the factory has fire extinguisher. In 34 factories all workers report about on-site medical facilities, whereas in 6 factories none does so. In 31 factories all workers report that the factory has control of ventilation and temperature, but in 1 no worker reports so. In 33 factories all workers report that their employer provides free protective equipment/measures, but in 1 none does so. In 40 factories all workers report receiving training on health and safety issues, though in 2 factories none receives so. In 30 factories all workers report about sick leave paid at 92%, but in 1 no one reports so. In 32 factories all workers report that the paid sick leave lasts for at least 365 days, but in 5 factories this is not report at all. In 35 factories all workers report 12 months job security to sick workers, but in 5 factories no workers report so.

Table 5 Health and safety – factory averages of worker's responses to 8 questions

Topic	Min	Mean	Max	#Min	#Max
Employer provides fire extinguisher	90%	98%	100%	2	49
Employer provides on-site medical facilities	0%	71%	100%	6	34
Employer provides control of ventilation and temperature	0%	83%	100%	1	31
Employer provides free protective equipment or measures	0%	92%	100%	1	33
Employer provides training on health and safety issues	0%	86%	100%	2	40
Employer provides paid sick leave, which is paid at 92%	0%	88%	100%	1	30
Employer provides sick leave for at least 365 days	0%	86%	100%	5	32
Employer provides 12 mon. job security to sick employees	0%	84%	100%	5	35

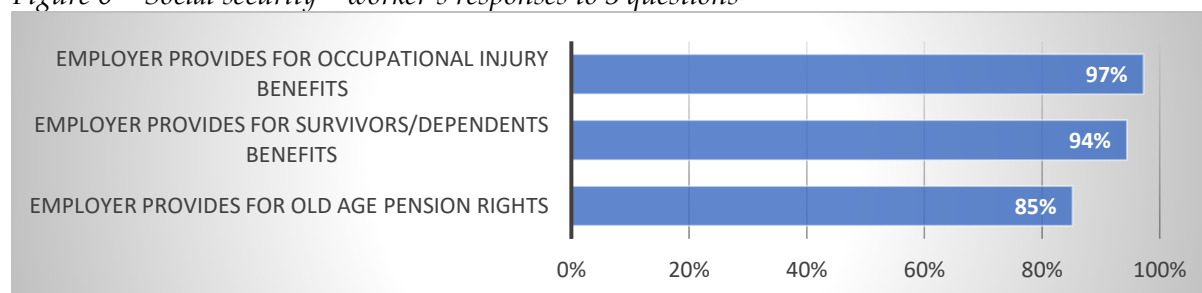
Source: Gajimu DecentWorkCheck Survey in Indonesia, Factory aggregated responses, 2017-18, n=85 factories

Compliance per topic: Social security

Workers' answers

The DecentWorkCheck Survey includes three questions about social security. Occupational injury benefits are reported most often, by 97% of the workers. Survivor's or dependent's benefits are reported by 94%. Old age pension rights benefits are reported by 85%. Gender differences are present regarding old age pension rights, which are more often reported by women than by men.

Figure 6 Social security – worker's responses to 3 questions



Source: Gajimu DecentWorkCheck Survey in Indonesia, 2017-18, N=3194

Workers' answers – averages per factory

In 67 of the 85 factories all workers report that the employer provides for occupational injury benefits, while in 1 factory only 59% of the workers report so. In 46 factories all workers report that the employer provides for old age pension rights, whereas in 4 factories none of the workers report so. In 53 factories all workers report about provision of survivor's or dependent's benefits, whereas in 1 factory only 20% of the workers does so.

Table 6 Social security – factory averages of worker's responses to 3 questions

Topic	Min	Mean	Max	#Min	#Max
Employer provides for occupational injury benefits	59%	97%	100%	1	67
Employer provides for old age pension rights	0%	85%	100%	4	46
Employer provides for survivors/dependents benefits	20%	95%	100%	1	53

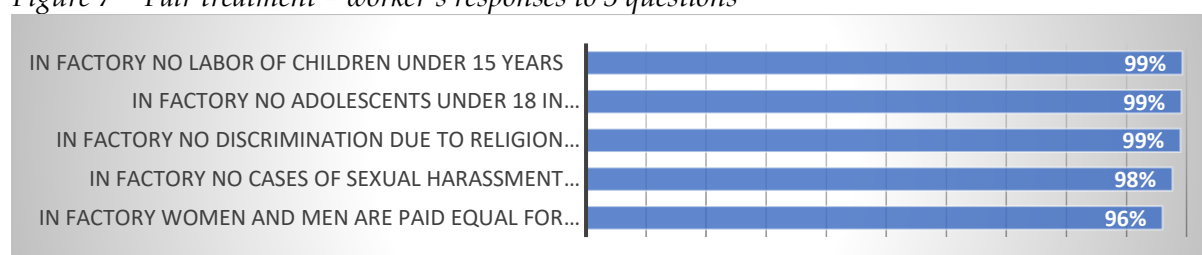
Source: Gajimu DecentWorkCheck Survey in Indonesia, Factory aggregated responses, 2017-18, n=85 factories

Compliance per topic: Fair treatment

Workers' answers

The DecentWorkCheck Survey includes five questions about fair treatment, see Figure 7. The graph shows that compliance regarding fair treatment is high. In the factory no children under the age of 15 are employed and no adolescents under the age of 18 work in hazardous work, according to 99% of the workers. Hardly any discrimination on the basis of religion is reported and so are hardly any cases of sexual harassment in the workplace (99% and 98%). Finally, 96% of the workers report that in their factory women and men are equally paid for equal work. No gender differences are revealed concerning the compliance rates for fair treatment topics.

Figure 7 Fair treatment – worker's responses to 5 questions



Source: Gajimu DecentWorkCheck Survey in Indonesia, 2017-18, N=3194

Workers' answers – averages per factory

In 61 of the 85 factories all workers report that their employers comply with equal pay for equal work, whereas in 1 factory only 35% of the workers report so. Regarding sexual harassment, in 63 factories all workers report that they don't know about cases of sexual harassment in their factory in the last year, whereas in 1 factory only 57% report so. In 66 factories all workers report that their employer does not discriminate workers on the basis of religion, whereas in 1 factory only 82% of workers report so. In 71 factories all workers report that in their workplace no children under the age of 15 are employed. In 1 factory however, only 91% of the workers report so. In 69 factories all workers report that in their workplace no adolescents conduct in hazardous work. Yet, in 1 factory only 80% of the workers report so.

Table 7 Fair treatment – factory averages of worker's responses to 5 questions

Topic	Min	Mean	Max	#Min	#Max
In factory women and men are paid equal for equal work	35%	97%	100%	1	61
In factory no cases of sexual harassment report last year	57%	98%	100%	1	63
In factory no discrimination due to religion reported	82%	99%	100%	1	66
In factory no labour of children under 15 years	91%	99%	100%	1	71
In factory no adolescents under 18 in hazardous work	80%	99%	100%	1	69

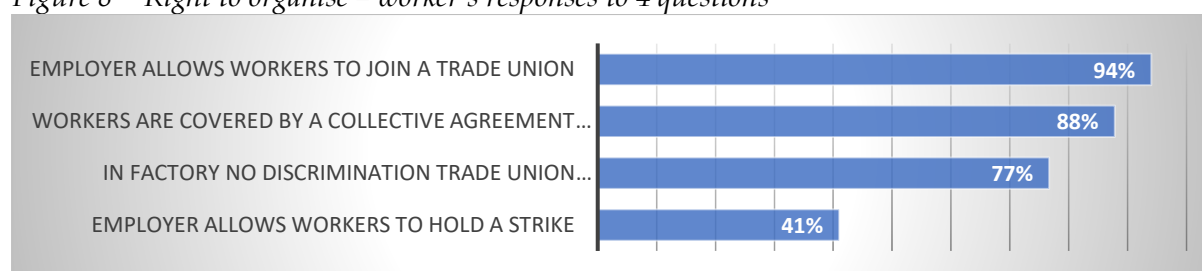
Source: Gajimu DecentWorkCheck Survey in Indonesia, Factory aggregated responses, 2017-18, n=85 factories

Compliance per topic: Right to organise

Workers' answers

The Gajimu DecentWorkCheck survey includes four questions about the right to organise (see Figure 8). The vast majority of workers report that they can join a trade union (94%), and that they are covered by a collective agreement about wages (88%). Another 77% of the workers report that in their factory no discrimination on the basis of trade union membership takes place (77%). Compliance with the right to strike is very low: 41% of the workers report that their employer allows them to hold a strike. Compliance rates for all four topics are reported more often by women than by men, specifically women report more often collective bargaining coverage.

Figure 8 Right to organise – worker's responses to 4 questions



Source: Gajimu DecentWorkCheck Survey in Indonesia, 2017-18, N=3194

Workers' answers – averages per factory

The freedom to join a trade union is report by all workers in 53 factories, whereas in 1 factory only 2% of the workers tell that this freedom exists. In only 22 factories all workers confirm that their employer does not discriminate trade union members, whereas in 1 factory none of the workers report so. In 39 factories all workers indicate coverage by a collective agreement, whereas in 1 factory none of the workers report so. In only 9 factories all workers report that they are allowed to hold a strike, while in 8 factories none of the workers report that this is allowed.

Table 8 Right to organise – factory averages of worker's responses to 4 questions

Topic	Min	Mean	Max	#Min	#Max
Employer allows workers to join a trade union	2%	95%	100%	1	53
In factory no discrimination trade union members reported	0%	78%	100%	1	22
Workers are covered by a collective agreement about wages	0%	89%	100%	1	39
Employer allows workers to hold a strike	0%	43%	100%	8	9

Source: Gajimu DecentWorkCheck Survey in Indonesia, Factory aggregated responses, 2017-18, n=85 factories

5. Understanding compliance

Chapter 4 has shown a large variation across factories. Some factories comply much more than other do. This chapter aims to explore which factories have high compliance rates and which have low rates. What are the characteristics of factories and the characteristics of the workers with high-compliance factories compared to the low-compliance factories? For this purpose, we totalized the compliance rates of the 46 topics. Theoretically, the range would run from compliance with none of the topics (=0) to compliance with all of the topics (=46). However, no worker reports no compliance with all of the topics and no worker reports compliance with all of the topics. The sum of the compliance rates ranges from compliance with 18 topics, reported by 1 worker, to compliance with 44 topics, reported by 133 workers.

With a statistical analysis, we aim to explain which factors influence the compliance sum. For this analysis we include five factory characteristics, notably firm size; whether the machines are in good state of repair; whether the factory has more than one location; whether the factory is located in Western Java, and whether the factory is in garment versus textile and footwear. We also include six characteristics of the worker, notably gender, age, education, occupation, supervisory position and having a permanent contract.

The results in Table 9 reveal that the compliance sum is higher for females than for males. It increases slightly when growing older. It is higher for workers with senior general secondary education or higher. It is lower for sewing-machine operators compared to all other occupations. It is lower for workers in a supervisory position. It is higher for workers with a permanent employment contract. As regards the factory characteristics, the findings show that the compliance sum is higher for workers in larger factories, for workers in factories where machines are in good state of repair, and for workers in the garment industry compared to textiles and footwear. The compliance sum is lower for workers in factories located in Western Java.

Table 9 Effect of the characteristics of workers and their factories on the total compliance rate (ranging from 18 to 46), as reported by the workers (unstandardized coefficients and standard errors of OLS regressions)

	B	Sign.	Std. Err
Constant	23.83	***	0.528
<i>Workers characteristics</i>			
Female	0.67	***	0.123
Age (17-69)	0.06	***	0.008
Education senior general secondary of higher	0.93	***	0.134
Sewing-machine operator	-0.35	**	0.122
Supervisory position	-0.70	***	0.211
Permanent contract	1.54	***	0.125
<i>Factory characteristics</i>			
Factory size (1=5-9 empl,...,10=5000 or more)	0.12	***	0.033
Machines in good state of repair (1= not at all,...,4= very good)	2.66	***	0.113
Factory has more than one plant	-0.17	ns	0.115
Located in Western Java	-1.34	***	0.129
Garment industry	1.37	***	0.146
Adj R square	0.359		

Source: *Gajimu DecentWorkCheck Survey in Indonesia, 2017-18, N=3159*
Significance levels: (*) significant at 1% (**) significant at 0.5% (***) significant at 0.1%
ns=not significant.

6. Conclusions

The garment industry is an important sector in Indonesia, because it provides jobs to 1.3 million persons (2014 labour force statistics). When including informal labour this number doubles almost to 2.4 million (2016 estimates). Most likely a considerable part of these workers produces for the domestic market and is not involved in the export industry. The value of Indonesian garment exports for 2016 was USD 7474 million.

The Gajimu DecentWorkCheck Survey of WageIndicator is a survey that allows workers to test whether their jobs comply with the national Labour Law and with the applicable Minimum Wage rates. For 46 topics this report presents the findings of the DecentWorkCheck Survey in the garment, textile and footwear industry in Indonesia. The survey is conducted as part of the [gajimu/garmen](#) project. This project aims to improve compliance with the Labour Law and Minimum Wage setting and to confirm so by means of collective bargaining agreements. The fieldwork for the survey started 16 July 2017, and this report uses the data until 6 August 2018, but the survey continues to date. The dataset holds information of 3,194 interviews with workers, including 30 HR officers.

More than seven in ten survey respondents work in the garment industry, and another two in ten work in the textile industry. More than one third are based in Western Java, and another third in Banten. Six in ten are female, and half of all females are in their twenties, whereas the males are mostly in their thirties. The workers are working for 125 factories and these employ in total almost 250,000 workers, with an average of 2,016 workers per factory.

Compliance with fair treatment topics, such as no discrimination, no sexual harassment, no child labour, no hazardous work for adolescents, is most frequently reported: 98 percent of the workers confirm so. Compliance with working time regulations is also considerably high with 92 percent of workers reporting that working hours are not excessive, that a paid annual leave and a weekly rest day is in accordance with the Law, and that a premium is paid for working on a rest day or a holiday. Compliance in the Minimum Wage cluster reveals that 86 percent of the workers is paid at least the relevant minimum wage, and that payments are almost always on time. Compliance in the health and safety cluster is reported by 87 percent of the workers. In this cluster, the rate for provision of fire extinguisher is highest and for provision of on-site medical facilities is lowest. Compliance in the cluster of maternity regulations is reported by 85 percent of the workers. The provision of 13 weeks of maternity leave is rated highest and that of nursing breaks for mothers lowest. Compliance in the social security cluster is reported by 92 percent of the workers, and within this cluster occupational injury benefits are reported most frequently and old age pension rights least frequently. Compliance in the employment contract cluster is reported by 78 percent of the workers, and this low rate is particularly due to employers hiring contract workers to perform jobs where permanent workers are required. Finally, the lowest compliance rate is in the cluster of the right to organise with 75 percent of workers reporting so. The vast majority of the employers allow workers to join a trade union, but a minority of employers allow workers to hold a strike.

For the majority of the topics, no significant gender differences are noticed. Compliance rates with a few topics in the maternity and health and safety cluster are more often reported by women, whereas compliance rates with a few topics in the employment contract and minimum wage cluster are more often reported by men.

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Appendix 1: Characteristics of the workers and the factories

The target population

The survey targeted workers in factories in the textile, garment and leather industry in selected regions of Indonesia. The Table shows that more than seven in ten respondents were working in the garment industry; another two in ten did so in textiles. Over one-third of the respondents were based in Western Java, and another one-third in Banten.

Table 10 Survey respondents by industry and province

Industry	Frequency	Percent	Provinces	Frequency	Percent
Textiles	655	20.5	Banten	1161	36.3
Garment	2329	72.9	Jakarta	526	16.5
Footwear	162	5.1	Western Java	1241	38.9
Rubber plus other	48	1.5	Central Java and Yogyakarta	266	8.3
Total	3194	100.0	Total	3194	100.0

Source: Gajimu DecentWorkCheck Survey in Indonesia, 2017-18, N=3194

The survey targeted workers as well as HR officers and general managers. For the latter group the survey had a separate routing. As said in Chapter 3, the survey was also posted online. The Table shows that 98% of all respondents were workers with whom a face-to-face interview (f2f) was conducted. Another 1% were HR officers or managers. Most interviews were conducted in the third quarter of 2017, with another bunch of interviews in 2018 quarters 2 and 3. For this report, we used data gathered from 16 July 2017 until 6 August 2018.

Table 11 Survey respondents by target group and interview quarter

Target group and survey mode	Frequency	Percent		Frequency	Percent
Workers in f2f interviews	3144	98.4	2017Q3	1988	62.2
HR-officers in f2f interviews	30	0.9	2017Q4	15	0.5
Workers in online version	2	0.1	2018Q1	1	0.0
Unknown	18	0.6	2018Q2	399	12.5
			2018Q3	791	24.8
Total	3194	100.0	Total	3194	100.0

Source: Gajimu DecentWorkCheck Survey in Indonesia, 2017-18, N=3194

Characteristics of the workers

Almost six in ten respondents were female (58%), as the Table shows. Half of the females were in their twenties, whereas the males were respondents mostly in their thirties. The women responding to the survey were on average 32 years of age, the men were on average 35 of age.

Table 12 Survey respondents by gender and age

Gender \ Age	17-19	20-29	30-39	40-49	50-69	Total	Col %
Male	3	365	544	374	45	1331	42%
Row %	0%	27%	41%	28%	3%	100%	
Female	19	886	660	275	19	1860	58%
Row %	1%	48%	35%	15%	1%	100%	
Total	25	1250	1201	649	66	3191	100%

Source: Gajimu DecentWorkCheck Survey in Indonesia, 2017-18, N=3194

Half of the workers responding to the survey completed senior secondary general school. Another one in four has completed the junior secondary general school. One in five had a technical or vocational secondary school diploma. A small minority had either only primary school completed, or had a higher educational diploma. The Table also details the occupations of the workers. Four in ten respondents were sewing-machine operators (41%). Another one in four was an office clerk or had another occupation not listed here (24%). One in ten were garment- or pattern-makers; bleaching or dyeing operators or mechanics; packing or labelling, or freight handlers.

Table 13 Survey respondents by education and occupation

Education	Freq.	Percent	Occupation	Freq.	Percent
Primary school	116	4	Garment and pattern-makers	383	12
Junior secondary, general	777	24	Sewing-machine operators	1314	41
Senior secondary, general	1584	50	Bleaching, dyeing, mechanics	331	10
Senior second: techn./vocat.	618	19	Packing, labelling, freight handlers	415	13
Dipl. III progr. or university	99	3	Office/other/unknown occupation	751	24
Total	3194	100	Total	3194	100

Source: Gajimu DecentWorkCheck Survey in Indonesia, 2017-18, N=3194

Less than one in ten workers had a supervisory position (253 out of 3192, or 8%). Men had more often a supervisory position compared to women (11% versus 6%). Supervisors were on average 4 years older than non-supervising workers. Two in three workers had a permanent employment contract (2084 out of 3192, or 65%). The second largest group (22%) had a fixed-term contract for 12 months or more. A smaller group (13%) had either a fixed-term contract of less than 12 months, another contract or no contract at all. Male workers had slightly more often a permanent contract, whereas women had more often a fixed-term contract.

Table 14 Survey respondents by supervisory position and contract

Position	Male	Female	Total	Contract	Male	Female	Total
No supervisor	1185	1754	2939	Permanent contract	893	1191	2084
Supervisory job	146	107	253	Fixed-term contr. 12+ m	251	439	690
				Other/Unknown	187	231	418
Total	1331	1861	3192	Total	1331	1861	3192

Source: Gajimu DecentWorkCheck Survey in Indonesia, 2017-18, N=3194, for 2 workers gender was missing

Characteristics of the factories

The workers in the survey were working for 125 factories; for 85 factories at least 10 workers per factory responded. For the latter group the Table below reveals that the more than half of the factories were established between 1990 and 2009. A few dated back to the 1980s, and some even to the 1970s and 1960s. The table also shows how many workers in the factory indicated that all machines in the factory are in good state of repair. In more than a quarter of the factories (27%), 100% of the workers in these factories agreed with this statement. In another quarter of the factories, between 75-99% of the workers responded this way. In one out of five factories, less than 25% of the workers found that the machines in their factory were in a good state of repair.

Table 15 Year of origin of factory and percentage workers in factory indicating that all machines in factory are in good repair

Year of origin	Freq.	%	All machines in good repair	Freq.	%
before 1990	12	14	100%	23	27
1990-1999	22	26	75-99%	21	25
2000-2009	24	28	50-74%	12	14
2010-2018	14	16	25-49%	13	15
Don't know	13	15	0-25%	16	19
Total	85	100		85	100

Source: *Gajimu DecentWorkCheck Survey in Indonesia, workers responses aggregated by factory (85 factories), 2017-18.*

The vast majority of the 85 factories was a garment factory (60 out of 85). The remaining 20 factories were involved in textiles production and five were in footwear, rubber or other industries. The factories employed on average 2095 workers. The largest group of factories, notably 23 factories, had between 1,000 and 2,000 employees and second ranked a group of 16 factories with 2,000 to 5,000 employees. The factories with more than 5,000 employees included some quite large plants, employing up to 25,000 workers.

Table 16 Number of factories by industry and firm size.

	<100	100-200	200-500	500-1000	1000-2000	2000-5000	>5000	miss.	Total
Textiles	4	3	4	3	6	0	0	0	20
Garment	2	2	6	10	17	15	6	2	60
Footwear	2	0	2	0	0	1	0	0	5
Total	8	5	12	13	23	16	6	2	85

Source: *Gajimu DecentWorkCheck Survey in Indonesia, workers responses aggregated by factory (85 factories), 2017-18.*
For two factories employment figures are missing or out-of-range.

Appendix 2: Field work for the DecentWorkCheck Survey

As said in Chapter 3, the gajimu/garmen team undertook great efforts to recruit interviewers. These were partly trade union members, and partly students. In total 33 interviewers have conducted interviews. Six interviewers undertook more than 200 interviews, another six conducted between 100 and 200 interviews, and the remaining interviewers conducted between 16 and 100 interviews, with the exception of six interviewers who conducted 1, 2, or 6 interviews. Data-entry took place during the interview through the use of a tablet with the survey.

Factories were asked for permission to conduct the interviews. If the factory did not grant permission, the local team organised meetings for factory workers to discuss their working conditions and to complete the questionnaire. Six out of ten interviews were held in the factory (61%), followed by interviews at meetings with workers (26%), and at the workers' house (8%) (Table 17). After the interview, the interviewer was asked to rate the cooperation of the interviewees. On a five-point scale from 1=very cooperative to 5=not at all cooperative, the interviewers ranked the interviewees on average 1.8. The majority of interviewees cooperated good (71%). There were hardly any interviewees cooperating badly.

Table 17 Survey respondents by location of interview and cooperation of respondent

Location	Frequency	Percent	Cooperation	Frequency	Percent
Factory	1954	61	Very good	739	23
Street	73	2	Good	2252	71
Home	245	8	Neither good nor bad	184	6
Meeting	826	26	Bad	10	0
Other	93	3	Very bad	6	0
Missing	3	0	Missing	3	0
Total	3194	100	Total	3194	100

Source: Gajimu DecentWorkCheck Survey in Indonesia, 2017-18, N=3194

Per factory, the interviewers kept a record of the interviews in a shared Google doc. Topics that had to be reported were:

- How did you select the workers?
- Did you select different occupations?
- How many people interviewed?
- Where are they interviewed?
- How long did it take to survey?
- Uploading time of the survey
- Reactions of the workers
- Difficulties in conducting interviews

Appendix 3: Compliance rates for 46 topics by gender

Topic	Male	Female	Total	Diff
Written employment contract	93%	96%	95%	-2%
Duration of fixed-term contracts less than 36 months	98%	99%	98%	-1%
Employment contract provides probation period	62%	56%	59%	6%
Employment contract has notice period	96%	95%	96%	1%
Contract provides for a severance pay for termination	73%	72%	72%	1%
Employer does not hire contract workers for permanent tasks	42%	47%	45%	-5%
Workers can terminate employment without pressure	86%	89%	88%	-3%
In factory working hours are less than 54 hours per week	99%	99%	99%	0%
Employer does not force to work more than 54 hours per week	92%	93%	93%	-1%
Employer provides a weekly rest day	99%	97%	98%	1%
Employer gives paid day off on national public holiday	96%	94%	95%	2%
Employer pays a premium for working on rest day/holiday	98%	98%	98%	0%
Employer gives annual leave of at least 12 working days	96%	96%	96%	0%
Employer compensates annual leave for 100% of wage	99%	99%	99%	0%
Employer pays employees a minimum wage	90%	84%	87%	7%
Employer pays wages on a regular basis	98%	98%	98%	-1%
Employer provides 13 weeks of maternity leave	99%	98%	98%	1%
Employer pays 100% in case of maternity leave	95%	96%	96%	-1%
Employer provides mothers nursing breaks	51%	60%	56%	-9%
Employer provides pregnant workers free medical care	78%	80%	79%	-2%
Employer exempts pregnant workers from night work	88%	93%	91%	-5%
Workers on maternity leave or pregnant are not dismissed	81%	84%	83%	-3%
Employer provides workers paternity leave	91%	93%	92%	-2%
Employer pays workers 100% in case of paternity leave	93%	93%	93%	0%
Employer provides fire extinguisher	98%	98%	98%	0%
Employer provides on-site medical facilities	66%	78%	73%	-12%
Employer provides control of ventilation and temperature	82%	86%	84%	-5%
Employer provides free protective equipment or measures	93%	93%	93%	0%
Employer provides training on health and safety issues	84%	90%	87%	-6%
Employer provides paid sick leave, which is paid at 92%	90%	92%	91%	-2%
Employer provides sick leave for at least 365 days	84%	88%	86%	-4%
Employer provides 12 months job security to sick employees	80%	87%	84%	-7%
Employer provides for occupational injury benefits	98%	97%	97%	1%
Employer provides for old age pension rights	82%	87%	85%	-5%
Employer provides for survivors/dependents benefits	96%	94%	94%	2%
In factory women and men are paid equal for equal work	97%	95%	96%	2%
In factory no cases of sexual harassment reported last year	98%	97%	98%	1%
In factory no discrimination due to religion reported	99%	99%	99%	0%
In factory no labour of children under 15 years	99%	99%	99%	0%
In factory no adolescents under 18 in hazardous work	99%	99%	99%	0%
Employer allows workers to join a trade union	92%	95%	94%	-3%
In factory no discrimination trade union members reported	74%	79%	77%	-5%
Workers are covered by a collective agreement about wages	84%	90%	88%	-6%
Employer allows workers to hold a strike	40%	42%	41%	-2%

Source: Gajimu DecentWorkCheck Survey in Indonesia, 2017-18, N=3194

Appendix 4: The DecentWorkCheck Survey

Type	Who responds?	en_ID
heading	NA	WageIndicator DECENT WORK CHECK
question-API	Interviewer	Interviewer: what is your name?
hint	Interviewer	<i>Please select your name</i>
hint	Interviewer	<i>Please fill in this question if your name is not in the previous list</i>
question-txtbox	Interviewer	Please type in your name
question-API	Interviewer	In which region and city do you do the interview?
matrixgroup	Interviewer	What is the name of the company where you will do the interviews?
question-API	Interviewer	Select the name of the company where you will do the interviews
question	Interviewer	If the company is not known yet
question	Interviewer	I will ask respondent
option	Interviewer	Yes
option	Interviewer	No
question	Interviewer	Type the name of the company where you will do the interviews
hint	Interviewer	<i>If the company is not in the list above please fill in the name of the company</i>
heading	NA	Your personal background
questionnairetxt	app survey	<i>Welcome to the Decent Work Check.</i>
questionnairetxt	web survey	<i>Answer the questions and you will be reported whether your job complies with the National Labour Law.</i>
questionnairetxt	app survey	<i>This test is anonymous and it takes approximately 10-15 minutes to finish.</i>
questionnairetxt	web survey	<i>Welcome to the Decent Work study in the garment industry.</i>
question	workers	Are you prepared to complete the check?
question	HR	Are you prepared to cooperate in the survey?
option	workers + HR	No
option	workers + HR	Yes
question	workers	If you are not prepared to cooperate in the survey, do you want to tell why you don't want to do so?
option	workers + HR	No
option	workers + HR	No need to check my job
option	workers + HR	I don't have time
option	workers + HR	Others
question-txtbox	workers + HR	Interviewer: If respondent told you, please write down
question	workers	Interviewer: What is the gender of the respondent?
option	workers + HR	Female
option	workers + HR	Male
question	workers	Interviewer: How old is the respondent approximately?
option	workers + HR	<20
option	workers + HR	20 - 29
option	workers + HR	30 - 39
option	workers + HR	40 - 49
option	workers + HR	50+
question-API	workers + HR	Where do you work?
question-API	HR	Your company is in the region of
question-numberbox	workers + HR	How old are you?
question	workers	What is your gender?
option	workers + HR	Woman
option	workers + HR	Man
question-API	workers + HR	What is the highest level of education you have attained?
question-API	workers + HR	What is the highest level of education you have attained?
question	workers	Do you have a paid job
option	workers + HR	No
option	workers + HR	Yes
question	workers	Have you ever had a paid job?
option	workers + HR	No

Type	Who responds?	en_ID
option	workers + HR	Yes
question	workers	At what age did you start working?
question	workers	How many times have you changed your employer since?
option	workers + HR	Never
option	workers + HR	One time
option	workers + HR	More than once
question	workers	At what age did you start working with your current employer?
alert	workers + HR	<i>The Decent Work Check cannot test compliance for persons who don't have a job.</i>
question	workers	What are you?
option	workers + HR	Employee
option	workers + HR	Self-employed
option	workers + HR	Casual worker
option	workers + HR	Other
question	workers	Where do you work?
option	workers + HR	Textile
option	workers + HR	Garment
option	workers + HR	Footwear, Leather, Rubber
option	workers + HR	Other
label	workers + HR	What is the name of the organization where you work?
question-API	workers + HR	What is the name of the organization where you work?
hint	workers + HR	<i>Example: if you work in Ikea, write Ikea in the search bar. You can select 'others' if your factory is not on the list</i>
option	workers + HR	I prefer not to say
option	workers + HR	Other
option	workers + HR	The name of the company has changed
question-API	workers + HR	What is the name of the organization where you work?
question	workers	Is the organisation established in more than one location?
option	workers + HR	No
option	workers + HR	Yes, in one city/municipality
option	workers + HR	Yes, in 1 region
option	workers + HR	Yes, in 2 or more regions
option	workers + HR	Yes, throughout the country
option	workers + HR	Yes, throughout the country and abroad
option	workers + HR	Yes, but only abroad
question	workers	At your workplace, are machines in a good state of maintenance?
question	HR	In the company, are machines in a good state of maintenance?
option	workers + HR	Yes, all machines
option	workers + HR	Yes, most machines
option	workers + HR	No, most machines not
option	workers + HR	No, not a single machine
question	workers	How many people are employed at your workplace?
question	HR	How many people are employed in the company?
hint	workers + HR	<i>If the number of people varies, please enter the average.</i>
option	workers + HR	2 - 4
option	workers + HR	5 - 9
option	workers + HR	10 - 20
option	workers + HR	20 - 50
option	workers + HR	50 - 100
option	workers + HR	100 - 200
option	workers + HR	200 - 500
option	workers + HR	500 - 1000
option	workers + HR	1000 - 2000
option	workers + HR	2000 - 5000
option	workers + HR	5000 or more
question-numberbox	workers + HR	In which year was the company established?

Type	Who responds?	en_ID
hint	workers + HR	<i>Not required to be filled in if the answer is unknown</i>
question	workers	What percentage of employees are female?
option	workers + HR	0 - 20 %
option	workers + HR	20 - 40 %
option	workers + HR	40 - 60 %
option	workers + HR	60 - 80 %
option	workers + HR	80 - 100 %
option	workers + HR	I don't know
question	workers	What percentage of employees are under age 25?
option	workers + HR	0 - 20 %
option	workers + HR	20 - 40 %
option	workers + HR	40 - 60 %
option	workers + HR	60 - 80 %
option	workers + HR	80 - 100 %
option	workers + HR	I don't know
label	workers + HR	<i>What is your occupation?</i>
question	workers	What is your occupation?
hint	workers + HR	<i>Example : Type "O" for operator, type "M" for mechanics, etc. If your occupation is not in the list, please select the one that comes closest</i>
question	workers	What is your occupation?
option	workers + HR	HR manager
option	workers + HR	Finance manager
option	workers + HR	Production or operations manager
option	workers + HR	Company director, chief executive
option	workers + HR	Other
question	workers	What is your occupation?
question-txtbox	workers + HR	What is your occupation?
question-API	workers + HR	What is your occupation?
question	workers	Do you have a supervisory position?
hint	workers + HR	<i>This applies to people working directly under your supervision.</i>
option	workers + HR	No
option	workers + HR	Yes
question	workers	Are co-workers in similar positions mostly male?
option	workers + HR	No
option	workers + HR	Yes
question	workers	Have you been promoted?
option	workers + HR	No
option	workers + HR	Yes
heading	NA	Employment Security
question	workers	Do you have a written employment contract with your employer?
question	HR	In your company, do you provide employees with a written employment contract?
option	workers + HR	No
option	workers + HR	Yes
question	workers	Do you have a permanent contract?
option	workers + HR	No
option	workers + HR	Yes
question	workers	What kind of employment contract do you have?
option	workers + HR	A fixed-term contract of 12 months or more
option	workers + HR	A fixed-term contract of less than 12 months
option	workers + HR	Temporary contract
option	workers + HR	Casual contract
option	workers + HR	Other type of contract
question	workers	Is the total duration of these fixed-term contracts less than 36 months?
option	workers + HR	No
option	workers + HR	Yes

Type	Who responds?	en_ID
question	workers	In your company, what is the maximum length of a fixed term contract including renewals, in months?
question	workers	Does your employment contract provide for a probation period?
question	HR	In your company, do employment contracts provide for a probation period?
option	workers + HR	No
option	workers + HR	Yes
question	workers	Does your employment contract provide a notice period before terminating the contract?
question	HR	In your company, do employment contracts provide a notice period before terminating the contract?
option	workers + HR	No
option	workers + HR	Yes
question	workers	Does your employment contract provide for a severance pay in the event of termination?
question	HR	In your company, do employment contracts provide for a severance pay in the event of termination?
option	workers + HR	No
option	workers + HR	Yes
question	workers	At your workplace, do contract workers perform jobs where permanent workers are required?
question	HR	In your company, do contract workers perform jobs where permanent workers are required?
option	workers + HR	No
option	workers + HR	Yes
option	workers + HR	I don't know
question	workers	At your workplace, can workers terminate employment without pressure, after serving due notice?
question	HR	In your company, can workers terminate employment without pressure, after serving due notice?
option	workers + HR	No
option	workers + HR	Yes
option	workers + HR	I don't know
heading	NA	Working Hours
question	workers	Are your working hours agreed with your employer?
option	workers + HR	Yes, in writing
option	workers + HR	Yes, verbally
option	workers + HR	No
option	workers + HR	Not applicable
question_numberbox	workers + HR	How many hours a week do you work under the terms of your contract?
question_numberbox	HR	In your company, how many hours a week do workers on average work according their employment contracts?
question	workers	Do you usually work the number of hours laid down in your contract?
option	workers + HR	No
option	workers + HR	Yes
question	workers	How many hours a week do you usually work?
question	workers	How many days a week do you usually work?
question	workers	If you work overtime, how is this compensated?
option	workers + HR	Paid as normal hours plus premium
option	workers + HR	Paid as normal hours
option	workers + HR	Paid as time-off
option	workers + HR	Not compensated
question	workers	In your company, do workers work more than 54 hours a week?
option	workers + HR	No
option	workers + HR	Yes
question	workers	At your workplace, are workers forced to work more than 54 hours per week under threat of penalty?
question	HR	At your workplace, are workers forced to work more than 54 hours per week under threat of penalty?
option	workers + HR	No

Type	Who responds?	en_ID
option	workers + HR	Yes
question	workers	At your workplace, do workers perform night work?
question	HR	In your company, do workers perform night work?
option	workers + HR	No
option	workers + HR	Yes
question	workers	Does your employer provide a weekly rest day?
question	HR	Do you provide employees a weekly rest day?
option	workers + HR	No
option	workers + HR	Yes
question	workers	Does your employer give you a paid day off on a national public holiday?
question	HR	Do you give employees paid days off on national public holidays?
option	workers + HR	No
option	workers + HR	Yes
question	workers	Does your employer pay a premium when you work on a rest day or a public holiday?
question	HR	Do you pay employees a premium when working on a rest day or a public holiday?
option	workers + HR	No
option	workers + HR	Yes
question	workers	Do you have an annual leave of at least 12 working days?
question	HR	Do you provide employees with an annual leave of at least 12 working days?
option	workers + HR	No
option	workers + HR	Yes
question	workers	Do you receive at least 100% of your wage during the annual leave?
question	HR	Do you pay employees at least 100% of their wage during the annual leave?
option	workers + HR	No
option	workers + HR	Yes
heading	NA	Minimum Wage
question	workers	Do you pay employees the applicable minimum wage rate?
option	workers + HR	No
option	workers + HR	Yes
question	workers	What was your net last wage?
hint	workers + HR	<i>Please only write the number without dots and/or commas</i>
question	workers	On what payment period was your last wage based?
option	workers + HR	1 week
option	workers + HR	1 day
option	workers + HR	Other
option	workers + HR	1 month
option	workers + HR	4 weeks
option	workers + HR	2 weeks
option	workers + HR	1 hour
option	workers + HR	Other
alert	workers + HR	<i>We cannot perform the Minimum Wage Check</i>
question	workers	Did you receive your last wage on time?
question	HR	In your company, do employees have a pay arrear?
option	workers + HR	No
option	workers + HR	Yes
heading	NA	Maternity and Work
question	workers	In case of maternity, are workers provided 13 weeks of maternity leave?
option	workers + HR	No
option	workers + HR	Yes
option	workers + HR	I don't know
question	workers	In case of maternity leave, are workers paid 100% of their pay?
option	workers + HR	No
option	workers + HR	Yes
option	workers + HR	I don't know
question	workers	In case of nursing employees, are nursing breaks provided for mothers to feed her child?

Type	Who responds?	en_ID
option	workers + HR	No
option	workers + HR	Yes
option	workers + HR	I don't know
question	workers	For workers with family responsibilities, are flex-time or part-time work arrangements provided?
option	workers + HR	No
option	workers + HR	Yes
option	workers + HR	I don't know
question	workers	In case of pregnant workers, are they provided free medical care?
option	workers + HR	No
option	workers + HR	Yes
option	workers + HR	I don't know
question	workers	In case of pregnant workers, are they exempted from night work?
option	workers + HR	No
option	workers + HR	Yes
option	workers + HR	I don't know
question	workers	At your workplace, were any workers fired on account of pregnancy or maternity leave in the last year?
question	HR	In your company, were any workers fired on account of pregnancy or maternity leave in the last year?
option	workers + HR	No
option	workers + HR	Yes
option	workers + HR	I don't know
question	workers	In case of paternity, are workers provided 2 days of paternity leave?
hint	workers + HR	<i>Paternity leave : leave given to the male worker at the birth of his child</i>
option	workers + HR	No
option	workers + HR	Yes
option	workers + HR	I don't know
question	workers	In case of paternity leave, are workers paid 100% of their pay?
option	workers + HR	No
option	workers + HR	Yes
option	workers + HR	I don't know
heading	NA	Health and Safety
questionnairetxt	workers + HR	Does your employer protect your health and safety?
questionnairetxt	HR	In your company, do you protect employees' health and safety?
question	workers	Through provision of fire extinguisher?
option	workers + HR	No
option	workers + HR	Yes
question	workers	By on-site medical facilities?
option	workers + HR	No
option	workers + HR	Yes
question	workers	By the control of ventilation and temperature?
option	workers + HR	No
option	workers + HR	Yes
question	workers	Does your employer provide free protective equipment or takes protective measures?
question	HR	In your company, do you provide free protective equipment or take protective measures?
option	workers + HR	No
option	workers + HR	Yes
question	workers	Does your employer provide training on health and safety issues?
question	HR	In your company, do you provide training on health and safety issues?
option	workers + HR	No
option	workers + HR	Yes
question	workers	When you are sick, are you provided sick leave which is paid at 92%?
question	HR	In your company, do you provide sick employees a leave, paid at least 92%?
option	workers + HR	No
option	workers + HR	Yes

Type	Who responds?	en_ID
question	workers	Does this paid sick leave last for at least 365 days?
option	workers + HR	No
option	workers + HR	Yes
question	workers	When you are sick, do you get job security during 12 months of your illness?
question	HR	In your company, do you provide job security to sick employees during 12 months of their illness?
hint	workers + HR	<i>Job protection against dismissal due to illness during the first 12 months</i>
option	workers + HR	No
option	workers + HR	Yes
question	workers	Have you noticed a visit of a Labour Inspector to your workplace in the last year?
question	HR	Have you noticed a visit of a Labour Inspector to your company in the last year?
option	workers + HR	No
option	workers + HR	Yes
option	workers + HR	I don't know
heading	NA	Social Security
matrixgroup	workers + HR	Does your employer deposit contributions for your social security?
matrixgroup	HR	In your company, do you deposit contributions to employees' social security?
matrixquestion	workers	Occupational injury benefit
matrixquestion	workers	Pension fund
matrixquestion	workers	Survivors fund
matrixoption	workers + HR	No
matrixoption	workers + HR	Yes
matrixoption	workers + HR	Not applicable
heading	NA	Fair Treatment
matrixquestion	workers	Does your employer pay women the same wage as men when employed for the same job?
matrixquestion	HR	In your company, do you pay women the same wage as men when employed for the same job?
matrixquestion	workers	At your workplace, do you know of any cases of sexual harassment in the last year?
matrixquestion	HR	In your company, do you receive any complaints concerning sexual harassment in the last year?
matrixquestion	workers	At your workplace, have you experienced discrimination on the basis of religion in the last year?
matrixquestion	HR	In your company, did you receive any complaints of discrimination on the basis of religion in the last year?
matrixquestion	workers	At your workplace, are children under the age of 15 years employed?
matrixquestion	HR	In your company, are children under the age of 15 years employed?
matrixquestion	workers	At your workplace, are adolescents under the age of 18 years employed in hazardous work?
matrixquestion	HR	In your company, are adolescents under the age of 18 years employed in hazardous work?
matrixoption	workers + HR	No
matrixoption	workers + HR	Yes
matrixoption	workers + HR	I don't know
heading	NA	Right to Organise
question	workers	Are you a member of a trade union?
option	workers + HR	No
option	workers + HR	Yes
matrixquestion	workers	Does your employer allow you to join a trade union?
matrixquestion	HR	In your company, do you allow employees to join a trade union?
matrixquestion	workers	Does your employer discriminate against workers who are a trade union member?
matrixquestion	HR	In your company, did you notice discrimination against workers who are a trade union member?
hint	workers + HR	<i>Discrimination could be in the form of wages, contract renewal, or contract termination</i>
matrixquestion	workers	Are you covered by a collective agreement about wages?
matrixquestion	HR	In your company, do you conclude a collective agreement about wages?
matrixquestion	workers	Does your employer allow workers to hold a strike?
matrixquestion	HR	In your company, do you allow employees to hold a strike?
matrixoption	workers + HR	No

Type	Who responds?	en_ID
matrixoption	workers + HR	Yes
matrixoption	workers + HR	I don't know
heading	NA	Repeat interview
question	workers	Do you want to do the check again in a year time?
question	HR	Do you want to complete the survey again in a year time?
option	workers + HR	No
option	workers + HR	Yes
question	workers + HR	Please enter your email address
hint	workers + HR	<i>Your email address will only be used to contact you next year!</i>
questionnairetxt	workers + HR	How can we reach you?
question-txtbox	workers + HR	What is your name?
question-txtbox	workers + HR	EMAIL
hint	workers + HR	<i>Your email address will only be used to contact you next year!</i>
question-txtbox	workers + HR	MOBILE
question-txtbox	workers + HR	PHONE
heading	NA	Interviewer
question	Interviewer	Location of interview
option	Interviewer	Workplace
option	Interviewer	Street
option	Interviewer	Respondent's home
option	Interviewer	Meeting, conference
option	Interviewer	Other
question	Interviewer	Respondent's cooperation during the interview
option	Interviewer	Very good
option	Interviewer	Good
option	Interviewer	Neither good nor bad
option	Interviewer	Bad
option	Interviewer	Very bad
question	Interviewer	Interviewer, is there anything that you want to comment concerning the interview?
questionnairetxt	Interviewer	<i>Interviewer, thank you for doing this interview!</i>