

# MONITORING MINIMUM WAGE AND LABOUR LAW COMPLIANCE IN THE INDONESIAN GARMENT INDUSTRY



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Gajimu Indonesia

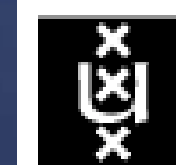
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**Labour Market Transparency**

**at A Global Scale**



**UNIVERSITY OF AMSTERDAM**

Amsterdam Institute for Advanced labour Studies



# WAGEINDICATOR - GAJIMU GARMENT



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01

## PLATFORM TO COMMUNICATE

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



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## INDIVIDUAL PERFORMANCES ON FACTORY PAGE

These factory pages show individual factory performances against 46 labour compliance measures, and presented in highly visited [gajimu.com/garment](http://gajimu.com/garment)



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## SUPPORTING TOOLS

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



# FACTORY PAGES

Address



Line of Business



Waves Selection



Compliance Measures



02

## PT. Saedong Indonesia 1

Website:

Address:

Jl. Raya Industri Modern  
Nambolilir, Kibin - 42185

Kabupaten Serang  
Banten

Indonesia  
(0254) 401118

Business:

Footwear, Leather, Rubber  
Manufacturer of wearing apparel - Shoes

### On this page

- Factory details
- Compliance with Labour Law
- About this factory page
- Do you work in this factory?
- Factory improvement
- Brands produced in this factory
- Information about the workforce
- Trade unions
- Labour conditions & wages
- Disclaimer

## Compliance with Labour Law

Compare previous waves of this factory

✖ wave 2 (initial wave)

### Employment Security

The employer provides written employment contracts

32 compliant 1 non compliant (96%)

(wave started on 2019-03-01)



Average compliance rate of all surveyed factories: 89%

previous score for this factory

41 compliant 0 non compliant (100%)

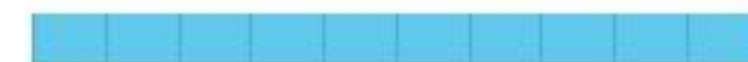
(initial wave)



The duration of fixed term contract including renewals does not exceed 36 months

33 compliant 0 non compliant (100%)

(wave started on 2019-03-01)



Average compliance rate of all surveyed factories: 96%

previous score for this factory

41 compliant 0 non compliant (100%)

(initial wave)



# FACTORY PAGES

Time stamps and Survey filled



Factory Improvement



Brands



Name of Trade Union



Workforce Information



Wages and Bipartite  
Cooperation



## About this factory page

Project: [wageindicator.org](http://wageindicator.org)  
 Number of waves: 2  
 Number of completed questionnaires: 74  
 First data collected: 23-08-2017  
 Last data collected: 02-04-2019

## Factory improvement

Improvement made by this factory for better working conditions

## Information about the workforce

Year of establishment	2011
Number of workers	1120
Number of women workers	900
Number of women workers who are permanent workers	870
Number of men workers who are permanent workers	210
Percentage of workers under 35	0 - 20 %

## Labour conditions & wages

Minimum wage:  
<https://gajimu.com/garmen/gaji-pekerja-garmen/gaji-minimum/ump-umk-banten>  
 Bipartite Cooperation:  
 Yes  
 Pay scale:  
 Yes

## Do you work in this factory?

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

For workers  
 For HR officers

## Brands produced in this factory

• New Balance

## Supply Chain: Where does this factory supply its products?

International brands:

Yes

National brands:

No

Retail stores:

No

Factory shop:

No

Other factories in this country:

No

Other customers:

No

## Factory Branches:

No

## Trade unions

FSB Garteks - KSBSI

<http://www.ksbsi.org/index.php/page/link/116/116>

(021) 85903319

## Disclaimer

In this page, you will find the results of surveys with many people working in this factory. All information in this page is published in good faith and for general information only. Gajimu.com does not make any warranties about the completeness, reliability and accuracy of this information. Any action you take upon the information you find in this website, is strictly at your own risk. Gajimu.com will not be liable for any losses and/or damages in connection with the use of our website.

In some points of the survey, the "I don't know" answers are excluded from the calculations. Have questions? Contact the team <http://www.gajimu.com/main/contact-us>



# DATA COLLECTION

## WHERE WAGEINDICATOR GET THE DATA?

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### WHAT

DecentWorkCheck Survey – 8 clusters, 49 compliance measures

### WHEN

Period: July 2017 – April 2019

### WHO

Garment, Textile, Footwear Industries in Indonesia

### WHERE

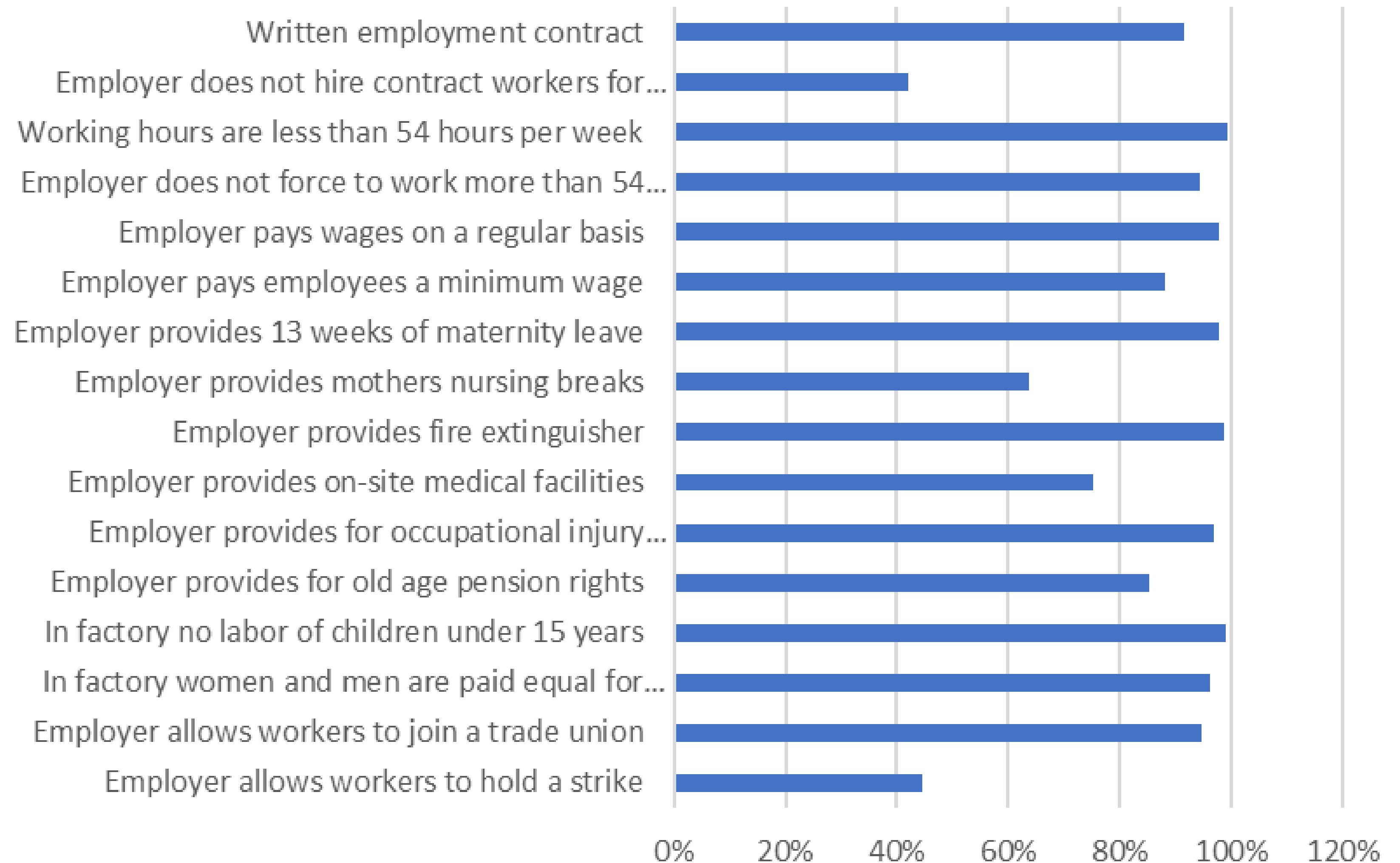
Focusing in 5 Provinces, 15 regions in Java Island, Indonesia

### HOW

- Minimum of 30 workers per factory, sample distribution based on gender (male/female) and employment contract (permanent/fixed-term) in the factory
- Workers interviewed using an app
- Face to Face interview - Target factories and regions accordingly to Trade Union (TU) databases, interviewer from TU are selected and trained to do the data collection
- Online survey on [gajimu.com/garment](https://gajimu.com/garment)

# SURVEY RESULT

## Compliances per cluster - highest and lowest





# SURVEY PROCESS AND ACCOMPLISHMENT

## HOW WAGEINDICATOR DATA IS USED TO IMPROVE WORKING CONDITION

### OTHER ACCOMPLISHMENT

- Unions are trained to use the apps and conduct the surveys on their own
- Trade unions use the survey as a tool to recruit new members – 1 new TU established

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## WHAT WE ACCOMPLISH WITH WAGEINDICATOR SURVEY AND FACTORY PAGES?

More than 4.968 surveys collected and 115 factories' data available online



DECENT WORK CHECK SURVEY

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



FACTORY PAGES

Effective monitoring of working conditions by workers, employers, brands, and buyers



WORKING CONDITION MONITORING SYSTEM

SURVEY DATA VERIFICATION



Employers and trade unions may verify the data by providing comments, clarifications, explanations of the survey results

SOCIAL DIALOGUE AND COLLECTIVE BARGAINING AGREEMENT



Improvement in social dialogue – 17 factories agreed to improve (social dialogue report available online), New Collective Bargaining Agreement (CBA) are set



# IMPACTS MADE

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## Increasing worker's awareness on their rights

- Online – 4,968 workers participated to fill in the survey
- Offline – 695.383 visitors visit Gajimu garment sites (Indonesian and English)



## Impact on Trade Union

- 35 interviewers from trade union has been trained to conduct the survey using digital tools and documented its data in these past 2 years
- Opportunities to recruit new member



## Improvement on working condition is agreed in 17 factories surveyed

- Contract workers have been appointed as permanent workers
- Workers are gradually registered to Social Security Scheme (BPJS Healthcare and BPJS Employment)
- Health and Safety training are done regularly
- Employer provide lactation corner for nursing mothers
- Gender Based Violence (GBV) clauses are being added in Collective Bargaining Agreement
- To prevent sexual harassment, employer separate female and male workers pathways when entering and returning the facilities
- Overtime pay and/or premium for night work that was not available before will now be given to workers
- Women involvement in Collective Bargaining Agreement negotiations
- Employer provide equal opportunities for women workers to get promotion
- Avoiding underage workers by improving information data entry on workers who applied for work





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To learn further about WageIndicator, visit :

[wageindicator.org](http://wageindicator.org)

Surveys and Factory Pages in Indonesia, visit :

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

# THANK YOU



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