Promoting Equality in Garment Industry

8 March 2018
Who We Are

We mobilize global brands and retailers, governments, factory owners and workers to improve working conditions, drive competitiveness and create a more equitable, more prosperous world for everyone.
Since 2011

205 factories

reach around 400K workers, with over 80% are female
Why focus on gender equality?

1. 80% of the 60 million garment workers around the world are female, and so are 90% of apparel consumers.

2. Our evidence shows that investing in women’s empowerment is the both the right thing and the smart thing to do.
Better Work works

An independent impact assessment of 15,000 workers and 2,000 managers showed:

Better Work decreased the gender pay gap by up to 17%, reducing sexual harassment concerns by up to 18%, and increasing women’s access to prenatal care by as much as 26%.

Improvements in working conditions are more significant when women are freely elected and fairly represented on worker-management committees.
Better Work works

An independent impact assessment of 15,000 workers and 2,000 managers showed:

Female supervisors trained by Better Work achieved a 22% increase in productivity on their line. A workplace free of harassment also leads to higher profitability.

Quality jobs for women have knock-on development impacts including better health for workers and their family members and improved education for workers’ children.
“At the heart of decent work is gender equality” – ILC campaign agenda 2009
Country Analysis

Jumlah Pekerja Indonesia
- 47,91% = perempuan
- 79,57% = laki-laki

TPAK Pekerja Indonesia
- 51,39% = perempuan
- 84,42% = laki-laki

Sektor Informal Pekerja Indonesia
- 57,51% = perempuan
- 48,81% = laki-laki

Sektor Formal Pekerja Indonesia
- 42,49% = perempuan
- 51,19% = laki-laki

76,72% = < SD perempuan
25,38% = SMA perempuan
70,21% = < SD laki-laki
24,56% = SMA laki-laki

23,28% = < SD perempuan
74,62% = SMA perempuan
29,79% = <SD laki-laki
75,44% = SMA laki-laki

Sumber: presentasi Kemnaker pada Evaluasi GP2SP 2017
Sector Analysis

Highly populated by women (80% women, 15-53 yo, JH-SH education)

- Stereotypes women more docile
- Leads to lack of representation
- Flexibility -> short term contract -> discourage skills investment & promotion
- Higher risk of harassment

Women’s job

- Low wage status: low skilled, low paid
- Discrimination in recruitment
Global Priority Areas

Discrimination
• Sexual harassment
• Contract discrimination
• Gender wage gap

Voice and Representation
• Representation in factory, union and employer bodies
• Voice in collective bargaining

Paid Work and Care
• Sexual and reproductive health and rights
• Maternity protection
• Breastfeeding and childcare

Leadership and Skill Development
• Factory career opportunities
• Leadership in government, union and employer organizations
• Financial literacy
BWI Gender interventions

- Assessment, advisory and training.
- Women representation and empowerment in LKS B and P2K3.
- Women leadership in trade unions.
- Sexual harassment prevention, grievance mechanisms, remediation
BWI Priorities in 2018

1. Sexual Harassment Prevention Training
2. Women Empowerment
3. Internal Capacity
4. Campaign on Equality at workplace
POTENTIAL COLLABORATION

Government
- Collaboration with MoH on GP2SP project for BWI factories
- Engagement with labour inspectors
- Training on gender awareness/sensitivity for labour inspectors

Trade Union
- Support for women presence/engagement in LKS Bipartit and P2K3
- Joint mapping on women empowerment in TU
- Support SHP campaign

Employers
- Joint training on SST, financial literacy
- Commitment/support for SHP training
Thank You