



BetterWork

Promoting Equality in Garment Industry

8 March 2018



International
Labour
Organization



International
Finance
Corporation
WORLD BANK GROUP



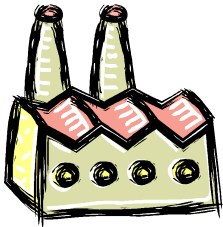
Who We Are

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.



Better Work Indonesia

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:

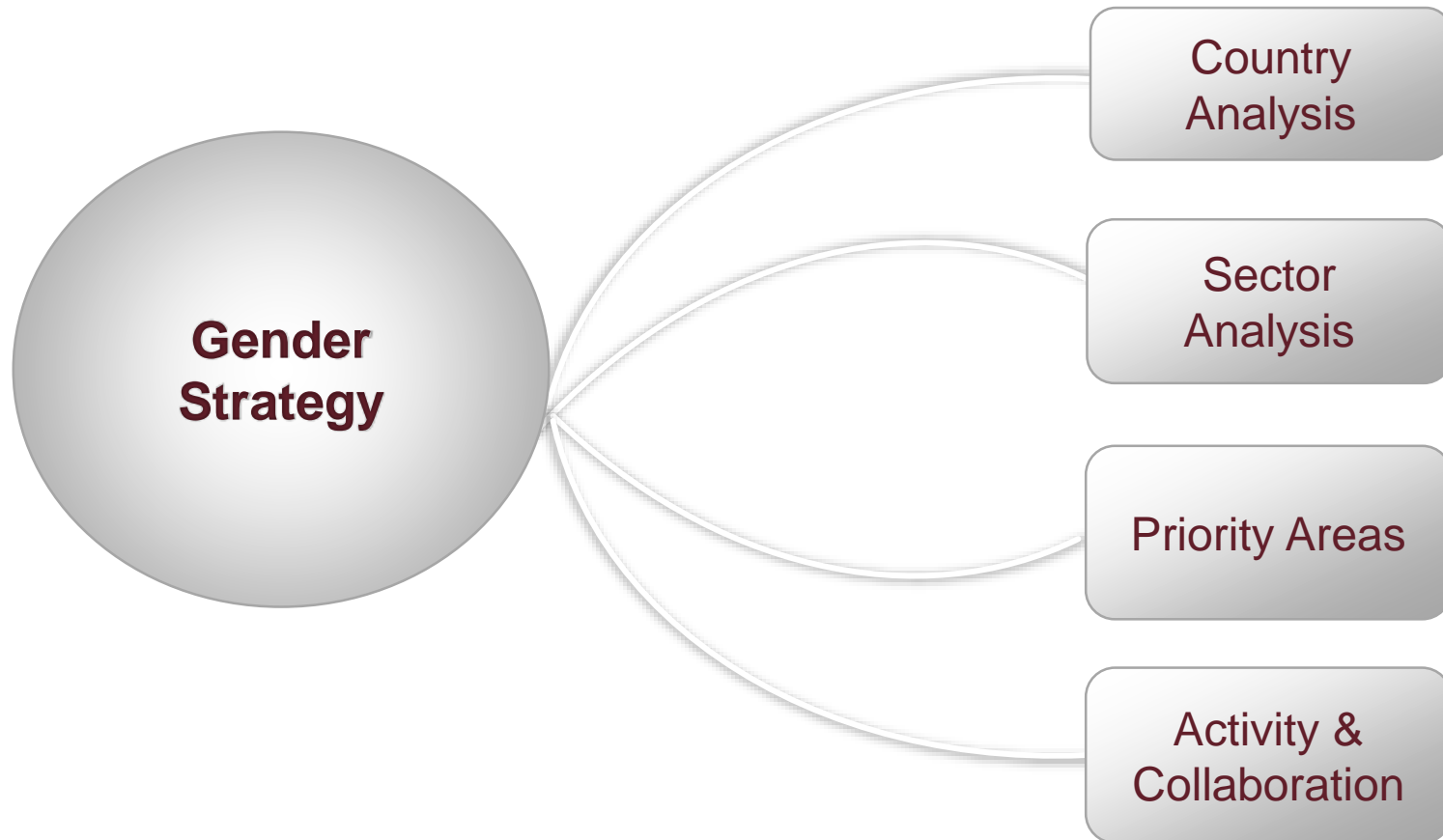


Female supervisors trained by Better Work achieved a 22% increase in productivity on their line.
A workplace free of harassment also leads to higher profitability.



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

Sektor Informal Pekerja Indonesia

57,51% = perempuan

48,81 % = laki-laki

76,72 % = < SD perempuan
25,38 % = SMA perempuan

70,21 % = < SD laki-laki
24,56 % = SMA laki-laki



TPAK Pekerja Indonesia

51,39 % = perempuan

84,42 % = laki-laki

Sektor Formal Pekerja Indonesia

42,49 % = perempuan

51,19 % = laki-laki

23,28 % = < SD perempuan
74,62 % = SMA perempuan

29,79 % = <SD laki-laki
75,44 % = SMA laki-laki



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 LKSB and P2K3.
- Women leadership in trade unions.
- Sexual harassment prevention, grievance mechanisms, remediation



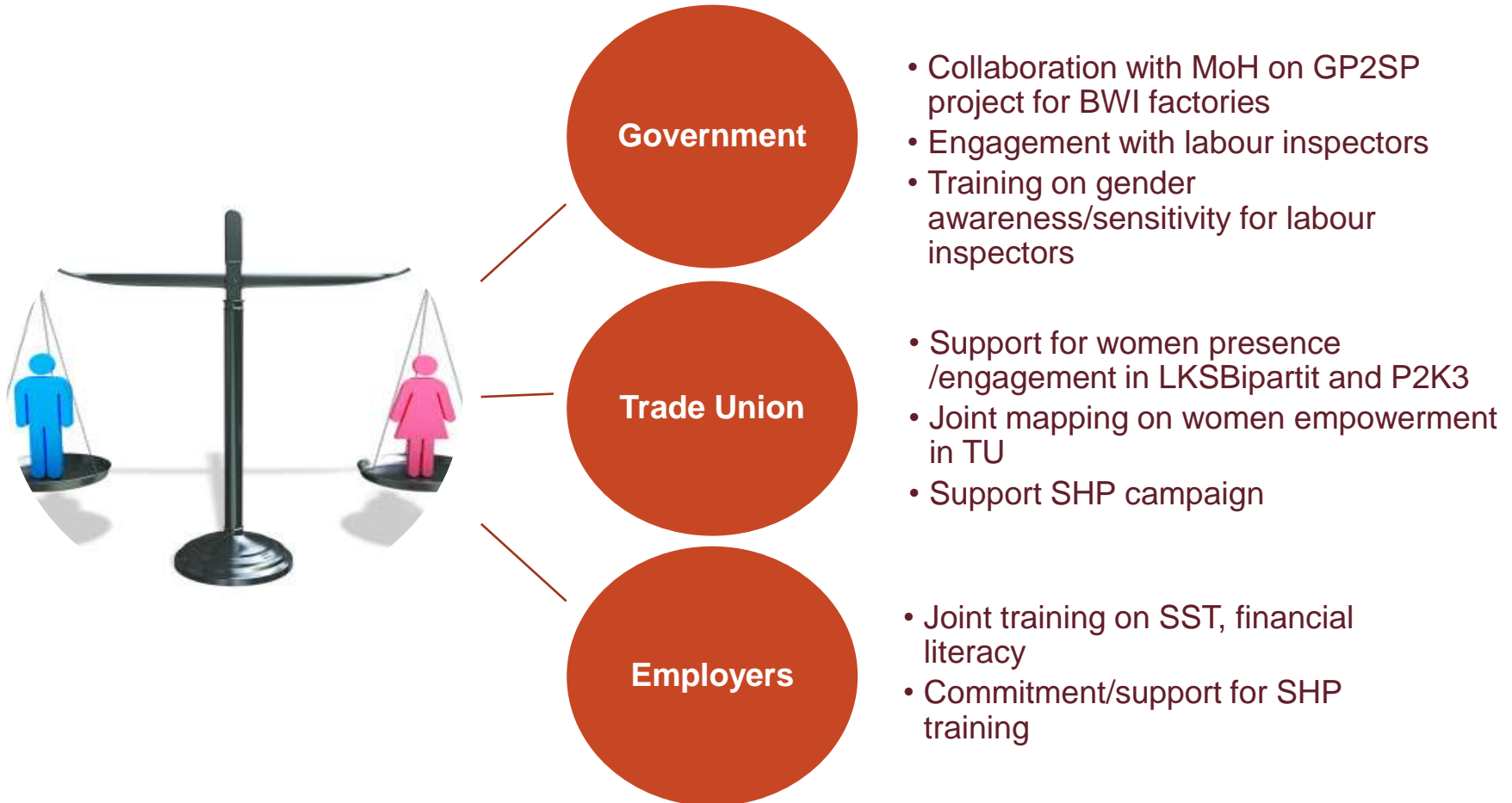
BWI Priorities in 2018



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



POTENTIAL COLLABORATION





BetterWork

Thank You



International
Labour
Organization



International
Finance
Corporation
WORLD BANK GROUP

www.betterwork.org