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Research on Gender-Based Violence and Harassment in Apparel Factories in Old and New Industrial Areas (Jakarta, Banten, West Java, and Central Java) 2020–2021

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Executive Summary

This research studies and documents the types and forms of gender-based violence and harassment in apparel factories located in old and new industrial areas, as well as the prevention of gender-based violence and harassment in Company Regulations (*Peraturan Perusahaan*/PP), Collective Labor Agreements (*Perjanjian Kerja Bersama*/PKB), and Codes of Conduct (CoC) that are implemented in the workplace.

The apparel factories included in this research are suppliers of international brands, and are located in the Cakung National Industrial Zone (KBN Cakung) in Jakarta, Subang, Majalengka, and Bogor in West Java, Sleman in Yogyakarta, Serang in Banten, and Semarang, Brebes, and Grobogan in Central Java. Research was conducted from January 2020 until January 2021.

This research uses an action research approach which combines surveys, structured interviews, focused discussions, and participatory observation.

Information was acquired through field observations, surveys and in-depth interviews with ordinary workers, workers who are members of labor unions, and labor union organizers. Information on companies, brand owners, and the point of view of business owners and government were acquired through official statements in mass media, company websites, and government websites.

I. General Findings

1. Respondent Profiles

a. This research on gender-based violence and harassment was conducted in twelve factories, located in nine cities and regencies within five provinces, namely Grobogan, Brebes, and Semarang in Central Java, Sleman in Yogyakarta, Subang, Majalengka, and Bogor in West Java, Cakung National Industrial Zone (KBN Cakung) in DKI Jakarta, and Serang in Banten. Factories in Jakarta, Bogor, Serang, Semarang, and Sleman are factories that have been in operation before 2010. These factories can be categorized as operating in old areas. Factories that operate in Subang, Majalengka, and Grobogan are located in new areas. Factories in new areas are the result of relocation from, or expansion of old areas, that make use of regulatory facilities that ease the establishment of new businesses, tax holidays, tax exemptions, infrastructure, weak law enforcement structures, cheaper wages, and low labor union dynamics.

b. The factories in this research are producers of apparel that supply international brands. These brands are marketed to international markets, such as the United States, Europe, and Japan. Some products

are also marketed to Indonesia. Adidas has the highest spread, being produced in five factories, followed by Nike, Reebok, H&M, TNF, Under Armour, Mizuno, and Fanatics, each produced in two factories. Other brands such as GAP and Eastpack are produced in a single factory.

c. All of the factories in this research have established labor unions. The total amount of respondents number 141 people. 85.82 percent of respondents are members of labor unions, in which 12 are labor union organizers, and the rest are non-union members. 82.27 percent of respondents are women, while 17.73 percent are men. 69.50 percent of respondents work as operators, followed by 4.26 percent who are supervisors, and 3.55 percent who are management staff. 91.49 percent of respondents still work, 2.84 percent had been laid off, and 4.96 percent are in the process of being laid off. 90.78 percent have indefinite labor relationships, otherwise known as permanent workers, whereas 6.38 percent have specific labor relationships, otherwise known as contract workers, and 1.42 percent have other labor statuses such as daily labor relationships or piece workers (*borongan*).

d. The average age of respondents is 29 years, with the oldest being 52 years and the youngest 18. Factories in old areas employ workers that are 27 to 46 years of age. New factories on average employ young workers from 21 to 24 years of age. This means that in new areas, companies recruit workers who are younger, that originate from cities or regencies in which the factories operate. 60.28 percent originate from the same area as the factory location, and only 39.01 percent of workers originate from outisde the city and regency. Most factories that operate in old areas employ workers from outside the region, including from provinces other than those in which the factories operate. 85.11 percent stated that they applied directly to the workplace, while 9.33 percent applied through local governments/village heads/youth organizations/government officials, and others either paid (3.55 percent) or applied (0.71 percent) through foundations.

e. 62.41 percent of respondents are married while 34.75 percent are non-married. 25.53 percent have one child, 24.82 percent have two children, 11.35 percent have no children, 4.96 percent have three children, and 1.42 percent have four children. However, as is the cultural norm on the island of Java, working people often hold larger responsibilities. Those who work are no longer responsible for only their nuclear families, but also for other relatives, such as younger siblings or elderly parents. 28.37 percent have more than 4 dependents, 26.95 have 3 dependents, 24.11 percent have 2 dependents, while 12.06 percent have only one dependent.

f. On average, respondents work 8-hour or 7-hour daily shifts over the course of a week. However, every day they have to achieve the working target for each line, specified in individual pieces, by the dozen, or boxes. The production targets in each factory vary from 10 to 960 pieces. 65.25

percent stated that they do not receive bonuses upon completion of working targets, whereas 14.89 percent stated that they received bonuses upon said completion. Evenly and consistently, respondents stated that production targets tend to increase every month, and even every week. This tendency often coincides with changes in production design that force changes in methods of work.

2. Findings of Gender-based Violence and Harassment

A. Three Types and Forms of Violence and Harassment

a. 86 percent of respondents testified on experience and witnessing of gender-based violence. The average woman worker experiences three types of violence: physical, verbal, and other types of violence. Each type of violence can experience or witness three other forms of violence.

b. The most numerous type of violence is verbal violence, comprising 78 percent, that consists of being shouted at, called harsh words, degraded or threatened, asked out for a date, attempted to be seduced, and sent sexual messages through social media or cellular phones.

B. Expansion and Increase of Violence and Harassment

a. In old industrial areas, the most prominent form of violence is physical violence, verbal violence, and other forms of violence (37.50 percent). The same proportion applies to new areas, with physical violence, verbal violence, and other forms of violence (42.22 percent). The types of violence in new areas share the same commonalities with old areas, but with higher rates. The forms of physical and verbal violence and harassment in new areas are similar to those in old areas. Management apply the same mechanisms of violence in new industries as they do in the old. These mechanisms relate to the interest of maintaining or increasing the amount and quality of production in the new areas compared to the old.

a. Throughout the Covid-19 pandemic, respondents continue to work without adequate protection, and experience work shifts with reduced wages and benefits, as well as layoffs. 51.16 percent stated that they worked normally throughout Covid-19, 12 percent stated that the cost for reaction tests were paid for by their companies, 79 percent stated that companies provided health protocol facilities, and 31 percent stated that companies gave multivitamins and additional nutrition during work.

b. In cases where workers stopped working, this was not for the sake of protecting workers' health, but due to reduced product orders or being reprimanded by the government. When faced with reduced orders from buyers, company owners responded by reduced working hours accompanied by 50 percent wage cuts out of the total city/regency

minimum wage, reduced attendance and yearly benefits, put workers on paid leave that was paid through installments, terminated contracts (26 percent)—in which 33 percent of workers did not receive pay for their remaining contract—laid off workers (14 percent) with unlawful amounts of compensation (20 percent), and laid off workers (45 percent) with 62 percent of workers not receiving their full wage, and 33 percent of workers not receiving their holiday benefits (*Tunjangan Hari Raya*/THR) on time. These responses were not discussed beforehand with labor unions or workers (11 percent); 20 percent stated that they had no knowledge of these regulations.

C. Structural Gender-based Violence and Harassment

a. Analyzing the time, place, and perpetrators, gender-based violence and harassment is related to the interest of maintaining asymmetrical power relations and the accumulation of profit. 81 percent stated the time of violence and harassment, in which 50 percent stated that violence occurred in working hours, 9 percent stated that violence occurred upon entering working hours, and 8 percent stated that violence occurred upon completion of working targets. These types and forms of violence are perpetrated in order to fulfill targets. If these targets are not fulfilled, workers would receive additional violent retribution in the form of threats to increase production targets, as well as threats to have them laid off or have their work roles/locations mutated. When targets are fulfilled, workers are not given bonuses. 73 percent stated that violence occurred in the working area, whereas 4 percent stated that violence occurred in both the working area and the parking lot.

b. In old areas, violence more often occurs in the working area (67.71 percent), followed by in both working areas and parking lots (5.21 percent). In new areas, violence occurred in the working area (84.44 percent). The types and forms of violence in both old and new areas occurred during working hours, at 41.67 percent and 68 percent respectively. Violence in old areas occurred upon entering working hours (13.54 percent), and in old areas also when targets were not fulfilled. Based on this comparison, we can interpret that in old areas, workers received constant violence in order to submit to the discipline of production targets, whereas in new areas, workers received violence in order to fulfill production targets. This explains the higher percentage of verbal violence in new areas compared to old areas.

c. Respondents stated that on average, violence was perpetrated by supervisors (29 percent), coworkers (12 percent), direct superiors (10 percent), and human resource and security officials (6 percent). This research also reveals that perpetrators of violence can be both men and women. In the same vein, survivors of violence and harassment can also be both women and men.

D. Resistance against Gender-based Violence and Harassment

a. Upon receiving acts of violence, 43 percent of workers kept quiet, and 40 percent provided no answer. However, 12 percent of workers fought back. Forms of resistance include replying with shouts, pretending to sing, as well as reporting to labor unions. On average, reports were made on physical and verbal violence. Upon report, some cases were left hanging with no resolution, others were resolved through deliberation to then be swept under the rug, while in other cases the perpetrators received some form of penalty. Penalty towards perpetrators comprised 58 percent. 18 percent of respondents felt that they were not made aware of penalties towards perpetrators of violence, whereas 10 percent of perpetrators were afterwards laid off.

b. Workers who receive violence or harassment keep quiet. 16 percent stated that they did not report or resist due to fear of work-related factors, and because of directly confronting a superior. 9 percent perceived acts of violence as normal, felt that it would be useless to resist, or otherwise processed these acts as 'joking around.' Keeping quiet is part of a mechanism to maintain employment. However, acts of gender-based violence and harassment are discussed among fellow survivors within the same production line.

E. Ineffectiveness of Regulations on the Prevention of Gender-based Violence and Harassment in the Workplace

a. The Codes of Conduct of brand owners require suppliers to guarantee the absence of sexual violence and harassment in the workplace and to comply with national laws. Codes of Conduct also state that suppliers must respect and protect the rights and dignity of workers (Appendix: Codes of Conduct of Brand Owners). Under Armour, Adidas, Converse, Reeboks, TNF (FV), Eastpak, Nike, GAP, Polo Lauren, Volcom, Champion, Asics, New Balance, OshKosh, Carter's, ZARA (Inditex), Uniqlo (Fast Retailing), Timberland, Tommy Hilfiger (PVH), Calvin Klein (PVH), Kohl's, and O'Neill have Codes of Conduct that can be accessed through their websites, displayed in English. Brands such as GAP, Adidas, and Nike provide Indonesian Codes of Conduct which are displayed on factory announcement boards. Other brands, such as Polo and TNF, do not translate their Codes of Conduct, let alone display them at their suppliers' factories. In order to oversee the implementation of these Codes of Conduct, complaint boxes, complaint hotlines, and complaint divisions are provided that represent specific brands.

b. Out of 12 factories, 7 factories hold Collective Labor Agreements, while 5 factories use Company Regulations. Out of these Collective Labor Agreements, five factories do not have specific regulations that forbid violence and harassment against women in the workplace. Companies that include prohibition on sexual violence and harassment within their

Collective Labor Agreements or Company Regulations include: PT Ricky Putra Globalindo, PT Kahoindah Citragarment I, PT Pungkook One Indonesia Grobogan, and PT Taitat Putra Rejeki. These Collective Labor Agreements and Company Regulations are then disseminated to workers. On average, Collective Labor Agreements and Company Regulations define the prevention of gender-based violence as well as the forms of penalties involved. However, they do not provide adequate complaint mechanisms, such as guarantee of safety, confidentiality, and rehabilitation for informers. It is depicted in detail that the definition of the prevention of gender-based violence and harassment refers to the national Criminal Code (*Kitab Undang-undang Hukum Pidana*/KUHP), which emphasizes disciplinary action towards workers as opposed to guaranteeing safety of work.

3. Conclusion

a. In both old and new industrial areas, companies that supply international brands of apparel have the same character, namely depending on international raw materials, as well as types of production based on international orders and quality of goods. This is compounded with increasingly specific divisions of labor within the supply chain. Therefore, there is a commonality of labor methods, namely through demanding the fulfillment of targets by avoiding any form of production failure to the utmost extent. The character of this industry necessitates tight, daily supervision. Thus, in order to achieve production targets and quality, daily violence and harassment are experienced by workers at the operator level. The perpetrators of violence and harassment are supervisors and superiors within the structure of production, or otherwise hold superior positions within the social structure, as represented by men.

   The patriarchal situation, power of management, and the 'atmosphere of labor unions' that are unfriendly towards women, force women to 'more often than not stay silent' when faced with violence and harassment. Keeping quiet becomes the best way to avoid an escalation of other forms of violence.

b. **In new areas during the Covid-19 pandemic, there was an escalation of gender-based violence and harassment.** The types and forms of violence and harassment against women workers in new areas share commonalities with those in old industrial areas, and in fact tend to have higher rates. There is a tendency of escalation of types and forms of violence in new industrial areas in order to fulfill the same production targets as those in old industrial areas. As an illustration, if in old areas workers could achieve a production target of 3000 pieces of shirts per day, then workers in new areas would be forced to achieve the same target.

During the Covid-19 pandemic, violence against workers escalated in the form of wage cuts, benefit cuts, unpaid compensations, and holiday benefits to be paid in installments. Because the majority of workers in the garment industry are women, they too become the primary victims of Covid-19 policies.

c. **Gender-based violence and harassment occur in specific spaces.** Regulations on the prevention of gender-based violence and harassment in the workplace in the form of Codes of Conduct, Collective Labor Agreements, and Company Regulations in the form of signs that read 'sexual harassment-free area' do not reduce the amount of violence, because they fail to 'strengthen and protect the safety of survivors,' instead showcasing their conceptual and practical disparities. Technically speaking, regulations on the prevention of violence in the workplace confront survivors with perpetrators: "Victims report to their superiors, their superiors are the perpetrators of violence." Violent practices occur in highly specific spaces, namely in certain parts of the production line. Furthermore, efforts to prevent sexual violence and harassment do not involve the operator workers themselves, who face these acts on a daily basis.

4. Recommendations

a. **Forming and strengthening women collectives at the production line and places of residence.** This research shows that survivors of violence and harassment use daily mechanisms to resist gender-based violence and harassment. Incidents of violence and harassment are talked about in the workplace proper, the general working area, and in places of residence. Therefore, it is necessary to form a learning circle of women at the production line.

This research shows that although there are regulations that prevent gender-based violence and harassment, these practices continue to be common. This shows that capacity building for labor unions is required in order to respond to violence at the production line. In addition, more women union members need to be involved in the formulation of problems concerning gender-based violence and harassment, in order for these problems to not merely be understood by union organizers. Several options that can be taken include strengthening women peer groups at the production line, increasing the amount of media that connect women with labor unions—including the possibility of anonymously reporting gender-based sexual violence and harassment—and forming investigation teams on violence and harassment against women.

b. **Forming strategies for 'women-friendly labor unions.'** One important achievement included in this research is the presence of legal clauses on the prevention of violence and harassment against women. This research also finds that women workers have the awareness to report

problems to labor union organizers. This means that workers place their hopes in the expectation that labor unions act as problem-solvers. Throughout the conduct of this research, 90 percent of labor union organizers are men. Labor unions do not have special programs to strengthen the awareness of women.

c. **Strengthening perspectives on gender-based violence and harassment for factory-level labor unions.** There is a strong indication that labor union organizers consider violence and harassment as personal incidents that are disconnected from the interest of profit accumulation and the upholding of patriarchal supremacy. Thus, violent incidents are normalized within the system of production in the workplace, or are resolved through personal channels if deemed 'excessive.' Labor union leaders define 'excessive' as the involvement of physical acts such as punching, whereas violence and harassment in the form of thrown raw materials, shouting, and seduction are perceived as inherent within the apparel factory labor system.

d. Clauses for the prevention of gender-based violence and harassment within Collective Labor Agreements are formulated in processes that exclude union members and workers in general. This is reflected in the absence of comprehensive complaint mechanisms. Company-level regulations comprehensively describe the definition and forms of violence, but do not complement them with mechanisms of reporting, dissemination, and education. There are also company-level regulations that are complemented with the above mechanisms, but only partially define violence; some even define violence as individual incidents. Workers merely receive dissemination on anti-GBVH Collective Labor Agreements, but are not made aware of the details of these clauses.

In general, respondents stated that their comprehension of gender-based violence refers to clauses in the Criminal Code. This research shows that regulations on the prevention of gender-based violence are reintroduced in the Serious Offences Clause in Labor Law No. 13 of 2003. This is a fatal mistake. The Serious Offences Clause has had its legal standing stripped in 2005, due to the demands of national-level labor unions towards the Constitutional Court. The 'Serious Offences Clause' was protested due to violating the principles of verification, the principle of the presumption of innocence, and the principle of equal rights before the law.[1] The Serious Offences Clause is the disciplinary mechanism of management against workers in order for them to be able to lay off workers without having to go through litigation. Ultimately, the prevention of gender-based violence and harassment requires general legal norms, namely the ratification of ILO Convention No. 190 on

[1] Rusti Margareth Sibuea, S.H. *Problematika Ketentuan PHK karena Kesalahan Berat*. Hukum Online. Available at: https://www.hukumonline.com/klinik/a/problematika-ketentuan-phk-karena-kesalahan-berat-lt5deddfb425d37, accessed on May 3, 2022.

Violence and Harassment in the Workplace, in order to have more comprehensive approaches in resolving violence and harassment in the workplace.

Executive Summary

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I
Introduction

1. Research Background

In its 2021 annual report, the National Commission on Violence Against Women (*Komisi Nasional Anti Kekerasan terhadap Perempuan*/Komnas Perempuan) reported that there were 299,111 cases of violence against women throughout 2020. The types of violence varied from verbal to nonverbal violence in both households and public spaces. The report underlined the fact that violence against women in the workplace is still officially underreported, even though it is often highlighted and publicly discussed. The workplace is not a space that is safe from violence and harassment against women.

At the end of October 2018, more than 7000 PT Dada Indonesia workers blockaded the main Purwakarta-Cikampek Highway. Congestion ensued. The workers, mostly women older than 35 years, were angry and felt betrayed. The garment factory which supplied H&M and Adidas suddenly shut down its operations. The factory owner was stated to have fled, and the government remained idle. A month later, PT Selaras Kausa Busana in Bekasi, West Java, also shut down. The president director of the garment factory, which supplied Target and Kohls, also fled.

In 2018, the national mass media was filled with news of the sudden closures of factories in Jabodetabek (Jakarta-Bogor-Depok-Tangerang-Bekasi), Purwakarta, Karawang, and Greater Bandung. Some factories had undisclosed locations. Some companies also opened up new factories in Central Java with new names, and added operational factory elements and recruited more labor.

These sudden factory closures can be traced back to 2013. At that time, labor-intensive business owners complained about the 40 percent minimum wage increase in Jabodetabek. The then Minister of Labor and Transmigration, Muhaimin Iskandar, responded by allowing the relocation of labor-intensive companies to regions with lower minimum wage. Concurrently, the government was vigorously constructing infrastructure projects: renovation and development of ports and airports, expansion and increase of toll road lanes, and opening up new industrial estates in various areas. Since then, one by one, factories in Jabodetabek opened up new factories or relocated their entire factory operations to the peripheries of West and Central Java.

LIPS recorded that by 2018, 20 factories had relocated from Jabodetabek, Purwakarta, Karawang, and Greater Bandung to the peripheries of West and Central Java, such as Majalengka, Subang, Brebes,

and Boyolali.[2] Relocated factories on average employed 700 to 3000 workers. These factories generally employed women workers. Factories that relocated and expanded their operations generally produced apparel, shoes, and their accessories. Sudden factory closures are the most vulgar form of violence and harassment. After years of reaping billions in profit, workers were abandoned without prior notice. Of course, the main victims of factory relocations and expansions are women.

Apparel factories in Jabodetabek began operations in the 1980s, whereas new areas comprise factories that were formed and began operations in the 2010s.

Sexual violence and harassment against women garment factory workers that operate in old areas is a cruel, daily occurrence. The forms of sexual violence and harassment on women include cutbacks on facilities and women-specific paid leaves, and verbal harassment (Mundayat, et. al., 2008; Mahardika, 2017; AFWA, 2018; Utami, 2018; AFWA-GLJ, 2019).

As factories that supply international markets with the same mode of labor, what does sexual violence and harassment look like in garment factories located in new areas? How do workers and labor unions respond to these incidens? How do workplace regulations overcome sexual violence and harassment against women?

Based on the aforementioned context, LIPS (*Lembaga Informasi Perburuhan Sedane*/Sedane Labour Resource Centre) DPP SPN (Central Leadership Council of the National Workers Union), and WRC (Worker Rights Consortium) conducted research in garment factories that operate in old and new industrial areas.

2. Research Questions

A. How does gender-based violence and harassment occur in the workplace?
B. What are the causes of violence and harassment in the workplace?
C. How do workers and labor unions respond to gender-based violence and harassment in the workplace?
D. How do workplace regulations and national laws respond to gender-based violence and harassment in the workplace?

3. Research Methodology

[2] Alfian Al-Ayyubi Pelu and Syarif Arifin. *Relokasi: Memburu Air Melimpah, Tanah Murah dan Buruh Patuh.* Majalahsedane.org, 25 November 2018. Available at: https://majalahsedane.org/relokasi-memburu-air-melimpah-tanah-murah-dan-buruh-patuh/, accessed on March 4, 2022.

This research uses participatory action research (PAR) theory. PAR is a set of research theory that aims to understand what is happening, the consequences of what happened, and how workers and labor unions respond to gender-based violence and harassment. Using a PAR methodology, respondents are involved in the research process and are encouraged to be involved in changing the actual condition.

A. Preparations

This research began with the formulation of the program design and research methodology draft. Afterwards, at the end of September 2020, LIPS, DPP SPN, and WRC Indonesia discussed the aforementioned items. The program design stated that this program would be a cooperation between LIPS, WRC, and DPP SPN, by involving branch- and factory-level members.

The meeting decided on the division of labor and workplan:

1. **Division of labor:**
   a. LIPS would conduct research with a participatory action methodology
   b. SPN would conduct training based on the results of LIPS' research
   c. WRC would advocate based on the results of LIPS' research

A national-level research team was then formed, comprised of LIPS, WRC, and SPN. The national team was tasked to formulate the research areas, number of respondents, coordination system, and time of the actual research.

a. National Research Team (SPN: Ramidi, Sugianto, Sumi and Asari; WRC: Darisman; LIPS: Syarif Arifin and Dina Septi)
b. The formulation of research areas and number of respondents, putting into consideration: the plan to expand the membership of SPN, old and new industrial areas, suppliers of internationally-marketed brands and WRC collegiates, as well as the possibility of conducting and winning case-specific advocacies.

2. **Determination of Areas and Factories**

Old areas:

a. KBN Cakung, DKI Jakarta
b. Serang, Banten
c. Bogor, West Java
d. Semarang Regency, Central Java

New areas:

a. Subang, West Java
b. Grobogan, Central Java
c. Jepara, Central Java
d. Boyolali, Central Java

3. Determination of factory names and number of respondents

No.	Company	No. of Workers	Planned no. of respondents
1	PT Eagle Nice, Serang Regency—Banten.	3100	20
2	PT Kaho Indahcitra Garment, Cakung—DKI Jakarta.	2700	20
3	PT Handsomekovi Indonesia, Subang Regency—West Java.	2000	20
4	PT Harapan Busana Apparel/Narawata, Kalideres—DKI Jakarta.	300/700	10
5	PT Ricky Putra Globalindo, Citeureup, Bogor Regency—West Java.	1000	10
6	PT Taitat Putra Rejeki, Citeureup, Bogor Regency—West Java.	60	10
7	PT Pungkook Indonesia One, Subang—West Java.	2000	20
8	PT Semarang Garment, Semarang Regency—Central Java.	4200	20
9	PT Pungkook Indonesia One, Grobogan—Central Java.	3000	20
10	PT Kanindo Makmur Jaya, Jepara—Central Java.	5000	20
11	PT Pan Brothers, Boyolali—Central Java.	2500	20
		Total	***190***

The number of respondents in each factory was arbitrarily determined with the following composition: factories with more than 100 workers require 20 respondents, whereas factories with less than 1000 workers require 10 respondents.

On 11–13 December, 2020, LIPS and SPN held a national workshop. This national meeting was attended by the national research team and the field implementing team. The field team originated from Bogor and Subang in West Java, Serang in Banten, Semarang and Jepara in Central Java, and KBN Cakung in DKI Jakarta.

The workshop discussed the basic concept of gender-based violence and harassment in the workplace, discussed research questions, and formed research implementation teams for the reserach areas.

The workshop also determined the key questions and methods for obtaining information from women workers. Key questions are related to respondent profiles, the recruitment process, experience or witnessing of incidents of violence and harassment. Information would be acquired by talking to the respondents about their experience working in apparel factories.

The workshop determined the area, number of informants, and field researchers. The determined areas were Serang in Bentan, DKI Jakarta, Bogor and Subang in West Java, and Jepara and Boyolali in Central Java.

4. Coordination System

The coordination system was set up for both online and offline work for updates and reports, through Zoom and Google Meet as well as a WhatsApp group.

B. Research Implementation

1. In December 2020 and January 2021, before conducting the actual research, a trial run in Bogor and Jakarta was conducted for the research questions. Based on the trial run, recommendations from the field team were collected in order to improve upon the research questions to make them more easily understood by respondents, and for the questions to further approach the reality in the field; previously, the research questions were more closed in nature, and hindered the obtainment of information on cases of violence and harassment. The previous draft was thus revised.

2. From January–February 2020, LIPS proposed the research implementation to DPP SPN. In order for the research to be conducted in the previously determined areas and factories, SPN forwarded a letter to the DPC (*Dewan Pimpinan Cabang*/Branch Leadership Council) and PSP (*Pimpinan Serikat Pekerja*/Labor Union Leadership) at each determined factory.

3. From January–April 2021, the field team conducted a series of semistructured interviews and focus group discussions. Results were then regularly inputted into a Google Form to facilitate editing.

No.	Company	Time
1.	PT Kahoindah Citra Garment, Cakung—DKI Jakarta.	January 2021

2.	PT Pungkook Indonesia one, Subang—West Java.	February 2021
3.	PT Semarang Garment, Kabupaten Semarang—Central Java.	February 2021
4.	PT Ricky Putra Globalindo, Citeureup, Kabupaten Bogor—West Java.	March 2021
5.	PT Taitat Putra Rejeki, Citeureup, Kabupaten Bogor—West Java.	March 2021
6.	PT Eagle Nice, Kabupaten Serang—Banten.	April 2021
7.	PT Narawata Makmur, Kalideres—DKI Jakarta (Harapan Busana Apparel).	April 2021
8.	PT Pungkook Ind. one, Grobogan—Central Java.	April 2021

During the research, the Government of Indonesia established the Enforcement of Restrictions on Community Activities (*Pemberlakuan Pembatasan Kegiatan Masyarakat*/PPKM) in order to cut the spread of Covid-19. The research areas were included as red zones. In addition, other areas in Central Java were beset by flash floods, delaying access to informants. When the condition had improved, two informants at PT Kanindo Jepara and PT Pan Brothers Boyolali who were provided by DPP SPN, still agreed to be contacted but were unwilling to meet for the research interview.

These initial contacts were also unwilling to devulge information, and prioritized their safety at work. The research area in Jakarta were initially PT Harapan Busana Apparel and PT Narawata. During the research, PT Harapan Busana Apparel shut down and its workers and labor union were unwilling to divulge information. In the end, only PT Narawata became a source of information.

DPP SPN and WRC finally provided new respondents, as following:

1.	PT Eagle Glove Indonesia, Yogyakarta	April 2021
2.	PT Lezaxnesia, Yogyakarta	April 2021
3.	PT Visionland Global Apparel Majalengka	April 2021
4.	PT Bintang Indokarya Gemilang	April 2021

Therefore, the number of target factories increased from 11 to 12.

No.	**Company**	**No. of Workers**	**Planned No. of Respondents**	**Achieved No. of Respondents**
1	PT Eagle Nice Serang-Banten	3100	20	14
2	PT Kahoinndah Citra Garment, Jakarta	2700	20	18
3	PT Narawata Makmur,	700	10	8

	Jakarta			
4	PT Ricky Putra Globalindo, Bogor	1000	10	10
5	PT Taitat Putra Rejeki, Bogor	60	10	9
6	PT Pungkook Indonesia One, Subang	2000	20	13
7	PT Semarang Garment, Semarang	4200	20	18
8	PT Pungkook Indonesia One, Grobogan	3000	20	9
9	PT Eagle Glove Indonesia, Yogyakarta	2000	20	10
10	PT Lezax Nesia Jaya, Yogyakarta	200	10	10
11	PT Visionland Global Apparel, Majalengka	1925	20	13
12	PT Bintang Indo Karya Gemilang, Brebes	6000	20	9
			Total	***141***

4. Apart from interviews, observations, and focus group discussions with respondents, the LIPS team conducted a study on violence and harassment against women within the Codes of Conduct of brand owners whose products are produced in the target factories, Collective Labor Agreements, and Company Regulations.

C. Implementation Obstacles

1. This research was unable to be completed on time. Field interviews were planned to be completed by March 2021. The primary problem that was difficult to overcome was the Covid-19 pandemic that worried respondents and made things more difficult for them, added with the government policy to restrict social mobility and interaction. This was exacerbated by the flash floods that beset several areas in Central Java (Kudus, Pati, Pekalongan) that further impeded access of vehicles. Researchers decided against mitigating the situation by shifting to online meetings, due to concern that the medium would be insufficient to capture in detail the entire interview process.

2. 'Initial respondents' in Jepara and Boyolali, Central Java, failed to meet directly after several attempts at early communications. Researchers obtained indirect information that these respondents

were afraid of the future of their employment. Field researchers in Central Java also provided information that after establishing communications, these respondents received terror in the form of repeated calls by unknown persons. PT Harapan Busana Apparel in Jakarta and PT Handsomekovi in Subang were unwilling to divulge information related to the research. In addition, these two factories were beset my internal problems. To mitigate, the target areas and factories were changed to Majalengka in West Java, Brebes in Central Java, and DI Yogyakarta. Therefore, the number of target factories to be researched increased from 11 to 12.

3. The decision-making process in SPN tended to be slow. This was experienced when interviewing PT Eagle Nice Serang in Banten. After field researchers in Serang, Banten conducted an initial meeting, subsequent meetings were hampered, thus delaying the interview schedule.

II
The Apparel Industry Supply Chain and Gender-based Violence and Harassment

1. The Apparel Industry Supply Chain

In state institutions, business owner associations, and labor federations, the apparel industry is a term that is interchangeable with the garment industry, textile and textile products, and footwear and shoes. These terms also include the accessories industry, such as bags, gloves, and socks. The accessories industry is a standalone industry with its own target market. Therefore, the apparel industry refers to the production and supply of clothing and its accessories. The industry comprises the production of fabric, apparel, and labels.

Indonesia has a long history with the apparel industry that is of the same age as the history of mass-produced clothing to fulfill public needs.[3] In the 1980s, alongside the oil and gas industry, the apparel industry was an important industry that was encouraged to drive economic growth. These changes in state policy strategy cannot be separated from the international situation, such as the end of the Cold War, the strengthening of the labor movement in South Korea and its consequent increase in wages, and the end of the Generalized System Preferences (GPS) system in Taiwan, South Korea, Singapore, and Hong Kong. These four states use license holders to produce garment and shoes from the U.S., Europe, and Japan, such as Adidas, Nike, and Asics. During this period, states that had their GSPs revoked relocated their companies elsewhere, such as Thailand, Camboja, Malaysia, and Indonesia.

In the 1980s, apparel manufacturers from South Korea and Taiwan established factories and accepted clothing orders from international brand owners. These products were aimed to be sold in U.S., European, and Japanese markets. During this period, the government constructed toll roads and industrial estates by relying on the state budget. Therefore, apparel factories became connected to international brand owners that dominated stores in various countries.

KBN Cakung was inaugurated by President Soeharto in 1986, also to celebrate the entry of 192 large-scale textile investments. PT KBN managed three areas, namely 173 hectares in Cakung, Jakarta, 10 hectares in Tanjung Priok, and 413.35 hectares in Marunda. The government also constructed the Batam Free Port and Free Trade Zone in 1973, and the Surabaya Industrial Estate Rungkut

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[3] For a review of the dynamics of the apparel industry in Indonesia, see: Resmi Setia. 2005. *Gali Tutup Lubang itu Biasa: Strategi Buruh Menanggulangi Persoalan dari Waktu ke Waktu*. Bandung: Yayasan Akatiga; Abu Mufakhir, Bambang T. Dahana, and Syarif Arifin; and 2016. *Dari Mana Pakaianmu Berasal? Upah dan Kondisi Kerja Buruh Industri Garmen, Tekstil dan Sepatu di Indonesia*. Yogyakarta and Bogor: TAB and LIPS.

(SIER) in 1974. In the same year, the Megapolitan concept was formed, which involved Jabotabek (Jakarta, Bogor, Tangerang, and Bekasi) and the Jagorawi Toll Road infrastructure. These areas offered ease of investment in the form of buildings and machines that were ready for hire, fast permit handling, and the availability of electricity, water, banks, telecommunications, labor, and maintenance.

Whereas Singapore's garment and footwear manufacturers chose Batam as their basis of production, Taiwanese and South Korean manufacturers esablished their factories in Jabodetabek and Greater Bandung. More than 2.5 million workers work in apparel factories, of which 90 percent are women.

The international apparel brand industry has common structures. Each level plays a role that reflects their capacity to control the level below. At the top level are the brand owners as the orderers of goods, designers, controllers of international retail networks, and product marketers. Most brand owners have their offices in the U.S., Europe, and Japan. Most brand owners have nearly unlimited power. Aside from determining orders and shipping times, they also dictate the quality of goods and the types of machines, and can also enforce penalties on suppliers if their goods deviate from order specifications and deadlines.

Brand owners generally order goods from manufacturing holding companies that dominate factory networks in Asia. On average, holding companies are based in New Industrial Countries (NICs) such as Taiwan and South Korea. With the ratification of AfCFTA (African Continental Free Trade Area) and NAFTA (North American Free Trade Agreement), manufacturing giants proceeded to establish new factories in these areas.

In each of these countries, factory networks that belong to holding companies operate by exploiting infrastructure facilities and facilitations on export and import tax. Usually, these factory networks are included in the list of international apparel brand suppliers as tier 1, tier 2, and tier 3 suppliers. These supplier factories then outsource certain apparel parts to smaller factories or household industries, such as thread cleaning, packaging, and labels.

With the development of manufacturing and shipping technology, the apparel industry entered the fast fashion phase. Fast fashion is an apparel mode or tendency that is easily changeable and available at affordable prices through online sales. The general consequence of this mode of fashion includes the temporal flexibility of labor relations, as well as types of work that are fast and without failure, in order for goods to be ready for shipment at short notice.[4]

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[4] Syarif Arifin. *G20, Fast Fashion, Fast Exploitation*. Majalahsedane.org, April 5, 2022. Available at: https://majalahsedane.org/g20-fast-fashion-fast-exploitation/, accessed on May 17, 2022.

In 2013, supplier factories were relocated to the peripheries of West, Central, and East Java. These relocations were related to the spatial limits of old industrial areas in providing natural supplies to manufacturing industries. This situation was exacerbated by the increasing density of labor union membership, the strengthening of worker protests against deteriorating working conditions, and the minimum wage raise. Labor unions in Jabodetabek often advocate worker rights, such as excessive yet unpaid working hours, sexual harassment, and inhumane working targets. Often, these advocacy processes are accompanied by strikes and international campaigns.

In addition, the old industrial areas have also experienced a drop in the availability of natural resources needed to support factory operations. For example, KBN Cakung, the industrial estate managed by the DKI Jakarta Regional Government, receive state-delivered supplies of water, electricity, road infrastructure networks, waste disposal, and telecommunications. The National Electricity Company (*Perusahaan Listrik Negara*/PLN) supplies 233 KVA of electricity per factory unit for the entirety of territories managed by PT KBN. The state-owned Water Utility Company (*Perusahaan Daerah AIr Minum*/PDAM) supplies 23,000 cubic meters of clean water per month for both factory and domestic needs. The limited supplies of electricity and water push factories in Cakung to enact a one-shift working system, while production requirements continue to increase. This makes it impossible to fulfill the massive production targets determined by the brands.

The most feasible method to increase effectivity and productivity of work is to relocate to areas that have abundant reserves of natural resources and adequate infrastructure. In areas of relocation, companies force productivity in order to increase prodduction. Through Government Regulation No. 24 of 2009, it is mandatory for each industry to be located within an industrial area; the government then guarantees energy networks, electricity, telecommunications, water reserves, sanitation, and transportation networks (Article 62 Paragraph 3). Companies that open up factories in industrial areas do not need location permits, disturbance permits, nor environmental impact assessments (*analisis dampak lingkungan/amdal*). The government provides industrial areas that facilitate the ease of doing business, while also changing the status of industrial areas to national vital objects (*objek vital nasional*), and pledging to provide special incentives for industries that relocate their factories to areas with lower minimum wage.

In 2013, representatives from Nike met with the Ministry of Industry, M. S. Hidayat, and proclaimed their intention to make Indonesia the basis of production for Nike footwear. M. S. Hidayat responded by recommending to Apindo that Nike relocate their factories to outside Jabodetabek. At that time, labor-intensive business owners complained about the 40 percent minimum wage increase in Jabodetabek. The then Minister of Manpower and Transmigration, Muhaimin Iskandar, responded to these compalaints by welcoming the relocation of labor-intensive companies to areas with lower

minimum wage. Concurrently, the government was focusing on constructing infrastructure projects: renovation and construction of ports and airpots, expansion and addition of toll road lanes, and opening up new industrial estates in various regions. Since then, one by one, factories in Jabodetabek opened up new factories or relocated their entire factory operations to the peripheries of West and Central Java. This policy was reinforced by the imposition of 16 economic policy packages that were intended to drive economic competitiveness as well as the development of infrastructure in the form of industrial estates.

In addition to providing industrial estates and allowing the private sector to develop their own, another scheme to attract investment was the awarding of bonded zone statuses (*kawasan berikat*) to companies. In bonded zones, companies are given deferments on import duty, tax exemptions, and exemptions on value-added tax (*Pajak Pertambahan Nilai*/PPN), sales tax on luxury goods (*Pajak Penjualan atas Barang Mewah*/PPnBM), and income tax (*Pajak Penghasilan*/Pph).[5]

Another policy that drove factory relocation and expansion was the deregulation on legal instruments that restricted capital mobility, within the same vein as deregulation on environmental permits, taxes, and labor laws. The political policy of deregulation affords freedom to capital that is seeking new, unfettered spaces of production, as well as pushing forward the expansion of labor market flexibility. In the new locations, companies have the flexibility to recruit and lay off workers. In other words, factory relocation towards new production sites cannot take place smoothly within a labor market that is perceived to be rigid.

Government support and legal structures are also a driver for factories to conduct both relocation and expansion. The availability of toll road infrastructure, coupled with the facilitation of industrial estates for factories and warehouses in Central, East, and West Java, makes relocation and expansion promising offers. The new industrial areas have been thoroughly connected to the trans-Java toll road in Pantura. As a target location, Central Java has prepared several new airports, port expansions, and additional toll roads and railroads. For example, in order to increase investment, the City of Salatiga's Offices for Investment and One Stop Service (*Dinas Penanaman Modal*/PM, *Pelayanan Terpadu Satu Pintu*/PTSP) prepared an area in the Argomulyo District (specifically on the edge of Salatiga's South Ring Road) to be a center of industry. In fact, over the past three years, the government has prepared approximately 159 hectares to be used for a variety of industrial activities. The Regional Government of the Boyolali Regency also prepared 300 hectares for industrial estates, in order to welcome labor-intensive investments. The government in general also pledged commitment to provide rapid, simple, and cheap permit-handling services.

However, each industrial estate has their own interlinked concepts and practices. Basically, the character of industrial areas formed after the 2010s is different from the previous periods. The first generation of industrial estates,

[5] *FAQ Kawasan Berikat.* Available at: https://kanwilbcjakarta.com/qa-kawasan-berikat/

from 1970 to the 1980s, was built and managed entirely by the state. Several of these examples include the Nusantara Bonded Zone (*Kawasan Berikat Nusantara*), the Surabaya Industral Estate Rungkut, the Medan Industrial Estate (*Kawasan Industri Medan*), and the Makassar Industrial Estate (*Kawasan Industri Makassar*).

The second generation of industrial estates developed from the 1990s to the 2000s, in the form of private initiatives for factory locations that were given Bonded Zone (*Kawasan Berikat*) or Factory Within Bonded Zone (*Pabrik Dalam Kawasan Berikat*/PDKB) statuses. These types of industrial estate are scattered in Tangerang, Serang, Bogor, Depok, and Greater Bandung.

Since 2009, the government gave authority to the private sector to develop industrial estates, or otherwise upgrade their Factory Within Bonded Zone status to that of an industrial estate. In this period, industrial estates not only handled factory operations, but were also equipped with housing, offices, and centers for education, entertainment, and exercise.[6]

Over the past 5 years (2014–2019), several supplier companies of international brands have begun relocation. Although official data is unavailable on the number of companies that have conducted relocation and expansion, the Indonesian Business Owners Assocation, Apindo (*Asosiasi Pengusaha Indonesia*), stated that 90 factories from Jabodetabek have decided to relocate to Central Java. Meanwhile, the Indonesian Textile Association (*Asosiasi Pertekstilan Indonesia*/API) stated that 47 factories from West Java and Banten have relocated to Central Java.

In new areas, in less than 3 years of operation, supplier factories have replicated the forms of violence of their original locations. Violence occurs during recruitment, work, and lay offs. Because the majority of garment and footwear factory workers are women, the majority of these types of violence are gender-based.

2. Regulations on the Prevention of Gender-based Violence and Harassment

Indonesia has enacted a number of national laws and acknowledged international law standards that protect workers from gender-based violence, including:

a. Law No. 80 of 1957 on the Ratification of ILO Convention Number 100 of 1951 on Equal Remuneration for Men and Women Workers for Work of Equal Value.
b. Law No. 7 of 1984 on the Ratification of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

[6] DPR RI. *Laporan Kunjungan Kerja Spesifik Komisi VI DPR RI Ke Kawasan Industri Millenium Tangerang-Provinsi Banten pada Masa Persidangan I Tahun Sidang 2019 – 2020*. 28-30 November 2019. Available at: https://www.dpr.go.id/dokakd/dokumen/K6-12-cb667841440eb5bdb3feb8cce4c29019.pdf, accessed on June 18, 2022.

Article 11, Paragraph (1), eliminates discrimination against women in the workforce in order to guarantee equal basic rights between men and women.

c. Law No. 21 of 1999 on the Ratification of ILO Convention Number 111 on Discrimination in the Field of Employment and Occupation. Through this law, women have the same opportunity as men to increase their capacity, obtain work and occupational positions, and are also entitled to equal labor terms and conditions as men.
d. Law No. 13 of 2003 on Labor. Articles 5 and 6 state equal opportunity without discrimination to acquire equal work and treatment.
e. Law No. 23 of 2004 on the Elimination of Domestic Violence. Article 15 states that every person and company has an obligation to prevent domestic violence, and provide protection and aid to victims of domestic violence.
f. Regulation of the Ministry of Manpower No. 5 of 2018 on Occupational Safety and Health (passed to include workers' psychological and mental health factors as part of occupational health and safety).

   ILO Convention Number 156 of 1981 on Workers with Family Responsibilities regulates workers with family responsibilities to have the rights to choose employement, social security, labor-supporting facilities (such as childcare), capacity building, paid leaves due to family responsibilities, and prohibitions on contract terminations due to these paid leaves.
g. Law No. 40 of 2008 on the Elimination of Discrimination based on Race and Ethnicity, and Law No. 21 of 2007 on the Elimination of Criminal Human Trafficking. These laws establish the principle of protection against violence and harassment in both general and specific terms (in certain contexts) for women, disabled persons, migrant workers, and children. However, these regulations on the prohibition and penalties of violence and harassment, in both criminal and civil code, general or specific, including the criminal clauses in the Labor Law, are limited in variety and scope.

More details on the definition of labor and the labor sector in general can be found in ILO Convention Number 190 of 2019 on the Elimination of Violence and Harassment in the Workplace. Convention 190 includes the norms and standards of labor, including its subjects for protection, that are free from violence and harassment, specifically gender-based violence and harassment. This convention is complemented with Recommendation 206 that includes the principles, scope, and steps for the prevention and management of violence and harassment in the workplace. However, ILO Convention 190 has not been ratified by the Indonesian government.

ILO Convention 190 on the Elimination of Violence and Harassment in the Workplace (Article 1, number 1 (b)) defines "gender-based violence and harassment" as an action directed at another person based on their sex or

gender, or disproportionately affecting another person from a certain sex or gender.

Based on ILO Convention 190, gender-based violence includes: (1) sexual violence, (2) physical violence, (3) emotional and psychological violence, (4) social and economic violence, and (5) violence that reflects dangerous traditional practices. The last form of violence includes female genital mutilation, force or arranged marriage, and early marriage.

Gender-based violence in the workplace can occur between coworkers or perpetrated by a superior to a subordinate. Handling this requires prevention and by companies and the government, in the form of a prohibition on gender-based violence along with its penalties. In addition, mechanisms are required for this regulation to run effectively. Regulation-enforcing mechanisms include processes for reporting, protection against retribution or revenge, as well as legal, social, medical, and administrative support.

Gender-based violence occurs more frequently against women and girls than against men and boys. This is due to the root cause of gender injustice, namely the abuse of power. This begins with asymmetrical power relations between unequal gender constructs, that is between men and women. However, it is important to note that men and boys can also become victims of gender-based violence.

ILO Convention 190, which was ratified on June 10, 2019, defines the world of labor as that which includes all sectors of employment, private or public, formal or informal, in urban or rural areas. This convention stresses the protection of workers regardless of contract status, trainees, interns, laid off workers, volunteers, employment seekers and appliers, and individuals who conduct the authorities, tasks, and responsibilities of employers (Article 2).

ILO Convention Article 3 broadly defines the locus or place of violence and harassment, namely occurring in the course of, linked with or arising out of work, detailed as follows:

a. In the workplace, including public and private spaces where they are a place of work.
b. In places where the worker is paid, takes a rest break or a meal, or uses sanitary, washing and changing facilities.
c. During work-related trips, travel, training, events or social activities.
d. Through work-related communications, including those enabled by information and communication technologies.
e. In employer-provided accommodation, and
f. When commuting to and from work.

3. Development of Gender-based Violence and Harassment Issues

The fight against gender-based violence and harassment in the workplace is as old as the labor movement for the working age and adequate and safe employment. In the beginning, the women liberation movement demanded political rights, followed by demands by women for just and equal opportunities in the public space. In the end, the women movement focused on demanding freedom of expression.[7] In the 21st century, the women movement focused on demanding safe spaces for women in the workplace, when the International Labour Organization (ILO) ratified Convention Number 190 on Violence and Harassment in the Workplace on June 25, 2019.

In Indonesia, the response to the issue of gender-based violence and harassment in the workplace can be traced back to 2014. This was marked by the formation of a 'women's department' in the trade union structure, an alliance of women's committees that are members of a global federation, demonstrations demanding the fulfillment of women's basic rights and celebration of international women's day,[8] as well as research on gender-based violence and harassment.

In 2014, the IndustriAll Women Committee released the results of a survey on the maternity rights of women workers in the workplace. The survey was conducted on 451 women workers who are members of 10 IndustriAll affiliates in Indonesia who work in the Chemical, Energy, Mining, Metal, Metal, Garment, Textile, Shoes, Cement and Paper sectors. The research was conducted in 65 companies from OECD member countries, namely Japan, the United States, Germany, South Korea, China, Switzerland and state-owned companies. These companies are located in DKI Jakarta, Bogor, Tangerang, Bekasi, and surrounding areas. The survey found that the rights to menstruation leave and maternity leave are difficult for women workers to obtain because they have to go through difficult procedures. Many of these procedures harass women because they have to check women's menstruation.[9]

In 2016, the FBLP (Federation of Cross-Factory Workers)[10] released a 22-minute film titled *Angka Jadi Suara*. The film tells about the practice of violence and harassment against women workers in a garment factory

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[7] Readings on the women movement can be seen in Sara M. Evans, Deirdre Hogan. *Pembebasan Perempuan: Feminisme, Revolusi Kelas dan Anarkisme.* 2020. Yogyakarta. Pustaka Osiris.

[8] Protes dan Perayaan: Hari Perempuan 2018 di Berbagai Negara. Available at: https://majalahsedane.org/protes-dan-perayaan-hari-perempuan-2018-di-berbagai-negara/, accessed on June 17, 2022.

[9] Komite Perempuan IndustriAll. *Laporan Hasil Survey Perlindungan Maternitas dan Hak-Hak Reproduksi Buruh Perempuan pada 10 Afiliasi Industriall Di Indonesia*. Available at: https://industriallindah.files.wordpress.com/2014/11/ringkasan-hasil-survey_2014.pdf, accessed on June 17, 2o22.

[10] In the November 2020 Congress, FBLP changed their name to FSBPI (Federation of Unified Indonesian Labor Unions).

operating at KBN Cakung, North Jakarta. The film is based on the experiences of 25 women in 15 garment factories.

In 2017, the Perempuan Mahardika released the results of a survey on violence and harassment against women workers in factories operating at KBN Cakung, North Jakarta. The survey was conducted on 773 workers from 45 factories. The survey found two forms of sexual harassment and neglect of maternity rights, namely 50 percent of women workers felt afraid and worried when they found out they were pregnant, so they had to hide their pregnancy. Pregnancy of a women worker can result in job loss.[11]

On the other hand, national-level trade unions urged employers to include a clause on preventing gender-based sexual violence and harassment in the Collective Labor Agreement.[12] Meanwhile, FBLP and Perempuan Mahardika succeeded in urging PT KBN Cakung to make a "Sexual Harassment-Free" sign.[13]

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[11] Perempuan Mahardika. *Penelitian Kekerasan Berbasis Gender pada Buruh Garmen Perempuan*. Available at: https://mahardhika.org/penelitian-kekerasan-berbasis-gender-pada-buruh-garmen-perempuan-2017/, accessed on June 17, 2022.
[12] *Perlindungan Maternitas dan GBV di PKB.* September 30, 2021. Available at: https://spn.or.id/perlindungan-maternitas-dan-gbv-di-pkb/, accessed on June 17, 2022; *FSB GARTEKS Kembali Targetkan Agenda GBV Masuk Kesepakatan PKB Perusahaan*. September 19, 2021. Available at: https://www.fsbgarteks.org/berita/fsb-garteks-kembali-targetkan-agenda-gbv-masuk-kesepakatan-pkb-perusahaan, accessed on June 17, 2022.
[13] *KBN Resmi Menjadi "Wilayah Bebas Tindak Pelecehan Seksual"*. Monday, November 28, 2016. Available at: http://kbn.co.id/article/kbn-resmi-menjadi-wilayah-bebas-tindak-pelecehan-seksual-NDM0MA==, accessed on June 17, 2022.

III
Research Findings

1. Profile of Factories in Research Areas

This gender-based violence and harassment research was conducted in twelve factories spread across nine cities and regencies in five provinces, namely Grobogan, Brebes and Semarang in Central Java; Sleman in Yogyakarta; Subang, Majalengka and Bogor in West Java; KBN Cakung in DKI Jakarta; and Serang in Banten.

The factories in Jakarta, Bogor, Serang, Semarang, and Sleman are factories that operated before 2010. These factories can be categorized as factories operating in the old areas. Meanwhile, factories operating in Subang, Majalengka and Grobogan are factories operating in new areas.

The factories under study are makers of apparel for everyday use and sports. Types of apparel produced include pants, t-shirts, jackets, underwear, socks, bags, shirts, dresses, wallets, golf shoes and gloves and their bags. These items are made to order from certain brands to be marketed in the United States, Europe and Japan. Some are marketed in Indonesia.

These factories are incorporated in one large holding company that controls several other factories. In addition, these factories are also listed in the list of suppliers of brand owners.

Of all the factories, the brand with the most distribution was Adidas which was made in five factories. Then Nike, Reebok, H&M, TNF, Under Armor, Mizuno, and Fanatics, each made at two factories. Other brands, such as GAP, Eastpack are made in one factory.

Table
Factory, Production Type, and Brand

No.	Nama of Factory	Area Category	Holding Company	Production	Brands
1	PT Semarang Garment, Central Java	Old	Kukdong Group, South Korea	T-shirts, Jackets, Sport	Fanatics, H&M, Colombia Sport, Nike, V.F. and HEMA
2	PT Eagle Nice Indonesia, Banten	Old	Eagle Nice International Holdings Limited, Hong Kong	Jackets, Sport	Nike, New Balance, TNF
3	PT Kahoindah Citra	Old	Hojeon, South Korea	Jackets, Sport, Pants	Under Armor, GAP, Fanatics

	Garment, Jakarta				
4	PT Narawata Makmur, Jakarta	Old	Narawata, Indonesia	T-shirts, Jackets, Sport	Specs, Reebok, Volcom
5	PT Ricky Putra Globalindo, West Java	Old	Ricky Putra Globalindo, Indonesia	T-shirts, Underwear	GT Man, GT Ladies, Ricsony, GT Man Kid, GT Kid and GT Man Sport.
6	PT Taitat Putra Rejeki, West Java	Old	Ricky Putra Globalindo, Indonesia	Socks	GT Man, Reebok. Converse, Lotto, Adidas
7	PT Pungkook Indonesia One, West Java	New	Pungkook Coporation, South Korea	Bags	Adidas, TNF, Eastpask, and Camelbak
8	PT Visionland Global Apparel	New	Visionland, South Korea	Dress shirts and dress	H&M, Express, Calvin Klien, Tom Taylor, Talbott, N & ND
9	PT Pungkook Indonesia One	New	Pungkook Coporation, South Korea	Bags and wallets	Michael Kors
10	PT Bintang Indokarya Gemilang	New	Panarub Group, Indonesia	Shoes	Adidas
11	PT Lezax Nesia Jaya	Old	Lezax Corporation, Japan	Golf gloves and bags	Adidas, Mizuno
12	PT Eagle Glove Indonesia	Old	Eagle Glove, Japan	Golf gloves and bags	Adidas, Puma, Under Armour, Mizuno, Bridgestone, Callaway, Dunlop, Zero Friction

The number of workers employed varies from 53 people to 11 thousand people. Most of the people employed are women.

Table
Number of Workers per Factory

No.	Name of Factory	Total Workers	Women
1	PT Semarang Garment, Central Java	3600	3240
2	PT Eagle Nice Indonesia, Banten	2000	1800
3	PT Kahoindah Citra Garment, Jakarta	3000	2700
4	PT Narawata Makmur, Jakarta	133	78

5	PT Ricky Putra Globalindo, West Java	353	323
6	PT Taitat Putra Rejeki, West Java	53	42
7	PT Pungkook Indonesia One, West Java	2300	2050
8	PT Visionland Global Apparel	2750	1925
9	PT Pungkook Indonesia One	11000	6000
10	PT Bintang Indokarya Gemilang	6000	4800
11	PT Lezax Nesia Jaya	200	-
12	PT Eagle Glove Indonesia	950	750

Of the 12 factories, all of them have established labor unions; 7 factories already have a Collective Labor Agreement, 5 other factories still use Company Regulations. Of all CLAs, five factories do not have specific policies that prohibit violence and harassment against women in the workplace.

No.	**Name of Factory**	**Labor Union**	**Type of Regulation**
1	PT Semarang Garment, Central Java	SPTSK-SPSI	Collective Labor Agreement
2	PT Eagle Nice Indonesia, Banten	SPN	Collective Labor Agreement
3	PT Kahoindah Citra Garment, Jakarta	SPN, Sebumi, Garteks, SPTP	Collective Labor Agreement
4	PT Narawata Makmur, Jakarta	SPN	Collective Labor Agreement
5	PT Ricky Putra Globalindo, West Java	SPN and Garteks	Collective Labor Agreement
6	PT Taitat Putra Rejeki, West Java	SPN	Collective Labor Agreement
7	PT Pungkook Indonesia One, West Java	SPN, FSPMI and SP PION	Company Regulation
8	PT Visionland Global Apparel	SPN, SPSI and SPTP	Company Regulation
9	PT Pungkook Indonesia One, Grobogan	SP PION and PUBG	Company Regulation
10	PT Bintang Indokarya Gemilang	SPN, SPSI and Sebumi	Company Regulation
11	PT Lezax Nesia Jaya	SPN	Company Regulation
12	PT Eagle Glove Indonesia	SPN	Collective Labor Agreement

In general, companies include prohibitions against violence and sexual harassment in Collective Labor Agreements or Company Regulations as a form of compliance with the brand owner's code of ethics or because of pressure from factory-level labor unions. These regulations are then disseminated to workers. In the Collective Labor Agreements or Company Regulations, it is stated that complaint mechanisms and conflict resolutions refer to the laws and regulations at the national level. The mechanism for

resolving cases is tiered from bipartite, mediation to industrial relation courts, mediated by labor unions. There are also factories that provide a call center or suggestion box managed by factory management or a complaint department that represents the brand in the factory.

A. PT Kahoindah Citragarment I

PT Kahoindah Citragarment 1 is a garment manufacturer from South Korea, which operates at KBN Cakung, North Jakarta and started operating in 1991. PT Kahoindah Cakung produces clothing under the brands Under Armor, GAP, VF Corporation and Fanatics. There are 3000 workers, with 2700 women. The average worker is 32 years old. Most of the workers come from Central Java, West Sumatra, South Sulawesi and Tangerang, Banten. Workers get information on job vacancies through family, other workers and friends. They apply directly to the company. There are also workers who were transferred from PT Kahoindah Citra Garment 2 Bekasi, West Java.[14]

PT Kahoindah Citra Garment 2 Bekasi, West Java, started operations in 2006 and closed in October 2018. More than 80 percent of its 2600 workers were fired and the rest were transferred to Kahoindah Citragarment 1 in KBN Cakung.[15] The company also moved machinery and production raw materials to KBN Cakung and to a new company built in Garut, West Java, PT Hoga Reksa Garment.

Currently at PT Kahoindah Citragarment 1 Cakung there is a Collective Labor Agreement (PKB). Within the company there are four labor unions, namely PSP SPN, Sebumi, SPTP, and PK FSB Garteks KSBSI. In the Collective Labour Agreements there are regulations that prohibit violence against women.

During the Covid-19 pandemic, workers worked normally. The company did not provide Covid-19 reaction tests, but provided health protocol tools. However, it did not provide additional nutrition or multivitamins.[16]

PT Kahoindah 1 has 31 production lines with a production capacity of 270 thousand pieces of apparel per month. PT Kahoindah is listed as a supplier for Under Armor and Adidas.[17] Every day the workers are asked to

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[14] Syarif Arifin. *Robotisasi, Generasi Buruh Kontrak dan Pencabutan 'Order' Nike dari Indonesia?*. Majalah Sedane Online, September 2, 2018. Available at: https://majalahsedane.org/robotisasi-generasi-buruh-kontrak-dan-pencabutan-order-nike-dari-indonesia/, accessed on March 9, 2020.
[15] WRC. *WRC Factory Investigation: PT Kahoindah Citragarment Tambun-Bekasi.* 2019. Available at: https://www.workersrights.org/factory-investigation/pt-kahoindah-citragarment-tambun-bekasi/, accessed on March 9, 2022.
[16] Survey in January, 2021.
[17] Under Armour. *Supplier List Disclosure July 2018*. Available at: https://about.underarmour.com/sites/default/files/2018-11/July_2018_Supplier_List_Disclosure_0.pdf, accessed on March 9, 2022; *Adidas supplier*

complete a work target of between 400 and 10,000 pieces. There is no additional bonus if the worker is able to complete the work target on time.[18]

PT Kahoindah 1 is a partner of the Better Work Indonesia-International Labor Organization (BWI-ILO). Through this partnership, the management of PT Kahoindah received technical assistance to increase its capacity to comply with Indonesian laws and regulations.

The parent company of PT Kahoindah Citragarment is Hojeon, a garment manufacturer from South Korea. Apart from PT Kahoindah, other factories belonging to the Hojeon Group operating in Indonesia are PT Daehwa Leather Lestari in Cikarang, PT Yongjin Javasuka I, II, III in Sukabumi and PT Hoga Reksa Garment in Garut. There is also another factory in Vietnam under the name Viet Thanh Garment.

Hojeon Group has partnered with various international brands, such as Under Armor, The North Face, Adidas, Athleta, Oakley, Majestic, Vf, Swix, Kjus, Fanatics, Louis Castel Paris, Berghaus, Bauer, Salomon, Ulvine. The orders were distributed to the factories of Hojeon's subsidiaries.

B. PT Semarang Garment

PT Semarang Garment is a sportswear manufacturer from South Korea, which operates in Bergas Semarang. PT Semarang Garment started operating in 2003. PT Semarang Garment produces clothing under the brands Nike, Adidas, Fanatics, Amazon, H&M, Colombia Sport, VF, Wrap, One Jeanswear Group (OJG), Forever21, HEMA, Under Armor and Walmart. PT Semarang Garment has 9 production buildings with 47 production lines. Its production capacity reaches 1 million pieces per month.[19]

A total of 3600 people work for PT Semarang Garment, of which 3240 are women. The average worker is 29 years old. Most of the workers come from the area around the factory. They receive job vacancies from advertisements, family, friends of other workers and from local government or youth organizations. The average worker applies directly. There are also those who apply through the local government. When working, the workers must complete a target of between 1120 and 15000 pieces per day. For the operator level there is no additional income or bonus when the target is achieved except for the position of leader or foreman (*mandor*).[20]

The workers are members of the PUK TSK SPSI. Currently at PT Semarang Garment there is a Collective Labor Agreement. Regulations

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list (January 2012), https://www.yumpu.com/it/document/read/2548330/global-supplier-factory-list-01-january-2012-adidas-group, accessed on March 10, 2022.
[18] Survey in January, 2021.
[19] Basic information on PT Semarang Garment can be read here: http://www.kd.co.kr/page/majorhistory, accessed on March 9, 2022.
[20] Survey in January, 2021.

regarding the prohibition of committing violence against women are contained in the Collective Labor Agreement. The regulation is disseminated to workers through training and distribution of Collective Labor Agreement books.

During Covid-19, workers work normally and do not receive a Covid-19 reaction test. The company only provides health protocol equipment.[21] PT Semarang Garmen is a partner of Better Work Indonesia.

The holding company of PT Semarang Garment, Kukdong Group, is domiciled in South Korea. Besides PT Semarang Garment, Kukdong Group also has another subsidiary, namely PT Batang Apparel Indonesia in Batang, Central Java. PT Batang Apparel is a continuation of PT Kukdong Internasional Bekasi, which was closed in March 2019.[22] PT Semarang Garment is listed on the list of suppliers of Nike, H&M and Adidas.[23] Another Kukdong subsidiary operates in Mexico.

According to the H&M website, products from Kukdong were also outsourced to PT Leen Indochacon Utama Bekasi, PT Warna Alam Mandiri Bogor, and PT Berkah Karya Jaya Sentosa Semarang.[24]

C. PT Eagle Nice Indonesia

PT Eagle Nice Indonesia is a sports shoe manufacturer from Hong Kong, which has been operating since 2010 in Serang Banten. PT Eagle Nice produces shoes ordered by Adidas, Nike, Fila, Polo, The North Face, Kappa, LuluLemon and New Balance. The number of workers is 2000 people with 1800 women. The average age is 27 years.[25]

Most of the workers come from the area around the factory. They get information about job vacancies from family, other workers and friends. Not all workers apply for jobs directly, some 'enclose applications' through the local government or youth organizations. In the process of submitting the application there are several workers who pay to be accepted for work. Every day the workers have to complete a target of work of between 144 pieces to

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[21] Survey in January, 2021.
[22] Syarif Arifin. *Robotisasi, Generasi Buruh Kontrak dan Pencabutan 'Order' Nike dari Indonesia?*. Majalah Sedane, September 25, 2018. Available at: https://majalahsedane.org/robotisasi-generasi-buruh-kontrak-dan-pencabutan-order-nike-dari-indonesia/, accessed on March 9, 2022; Nike. *Manufacturing Map*. February 2022. Available at: https://manufacturingmap.nikeinc.com/#, accessed on March 9, 2022; Sustainability Supplier Lists. Available at: https://www.adidas-group.com/en/sustainability/transparency/supplier-lists/, accessed on May 11, 2022.
[23] Supply chain. February 2022. Available at: https://hmgroup.com/sustainability/leading-the-change/transparency/supply-chain/, accessed on March 10, 2022.
[24] Supply chain. February 2022. Available at: https://hmgroup.com/sustainability/leading-the-change/transparency/supply-chain/, accessed on March 10, 2022.
[25] Information on Eagle Nice can be downloaded at: http://www.eaglenice.com.hk/en/, accessed on March 10, 2022.

600 pieces. There is no additional bonus when the target is reached except for the foreman or leader.[26]

PT Eagle Nice Indonesia is listed on the Nike 2022 supplier list.[27]

PT Eagle Nice's holding group, Eagle Nice International Holdings Limited, is domiciled in Hong Kong. Apart from Serang, Banten, Eagle Nice operates its factories in the Bandung Regency, five factories in China, and one factory in Vietnam. Most of the shares of Eagle Nice Group are controlled by Yue Yuen Industrial.[28]

At PT Eagle Nice a Collective Labor Agreement applies. Currently there are two labor unions, namely PSP SPN Eagle Nice and PK Eagle Nice FSB Garteks KSBSI. The workers stated that in the Collective Labor Agreement, there is a prohibition on violence against women workers.[29]

During Covid-19, workers worked normally. The average worker said that they had received a Covid-19 reaction test from the company. The company provided health protocol tools. The company also provided additional nutrition or multivitamins.[30]

D. PT Narawata Makmur

PT Narawata Makmur is a sports shoe manufacturer in KBN Cakung. The company started operations in 1989. In addition to producing the Adidas brand, the Narawata factory completes orders for Polo Ralph Lauren, Specs, Volcom and Reebok. PT Narawata is listed on the supplier list as tier-1 Adidas.[31]

Prior to operating to KBN Cakung, PT Narawata was located in the Pluit area, North Jakarta. The move was the result of pressure from Adidas which requires that Adidas suppliers operate in industrial areas. The relocation of needed production operations accesses tax exemption facilities from the government in carrying out export-import activities.

The number of workers at PT Narawata is 133 people, with 78 women. The average age of workers is 39 years. The existing union is PSP SPN with 97 members. There is a Collective Labor Agreement (PKB).

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[26] Survey in April, 2021.
[27] Nike. *Manufacturing Map*. February 2022. Available at: https://manufacturingmap.nikeinc.com/# accessed on March 9, 2022; *Adidas supplier list (January 2012)*, https://www.yumpu.com/it/document/read/2548330/global-supplier-factory-list-01-january-2012-adidas-group, accessed on March 10, 2022.
[28] Eagle Nice. *About Us*. Available at: http://www.eaglenice.com.hk/en/history.php, accessed on March 10, 2022.
[29] Survey in April, 2021.
[30] *Ibid*.
[31] Sustainability Supplier Lists. Available at: https://www.adidas-group.com/en/sustainability/transparency/supplier-lists/, accessed on May 11, 2022.

E. PT Ricky Putra Globalindo

PT Ricky Putra Globalindo is a manufacturer of underwear and t-shirts in Bogor, West Java. Ricky Putra Globalindo has been operating since 1987 under the name Ricky Putra Garmindo. In 1996 it changed to Ricky Putra Globalindo and became a public company on the Jakarta and Surabaya Stock Exchanges.[32]

The brands produced by Ricky Putra Globalindo (RPG) are Ricky, GT Man, GT Ladies, Ricsony, GT Man Kid, GT Kid and GTman Sport. The brand is marketed domestically. To reach the international market, PT RPG produces the Transformers, Pokemon, Barbie and Despicable Me brands. PT RPG is also working on products ordered by the Uniqlo, Fruit of the Loom and Adidas brands. Ricky Putra Globalindo was listed on the Adidas 2012 list of suppliers but does not appear again in the 2019 or 2022 lists.[33]

PT Ricky Putra Globalindo employs 3,857 workers (permanent and contract workers). The average age of workers is 44 years from around West Java and Central Java. Very few people come from around the factory. Workers are informed of job vacancies through advertisements, family networks, and friends who have worked in factories. All apply directly to the factory. Every day, workers have to work on the target in dozens of units. The range is between 180 to 390 dozen.

There are already two labor unions, namely PSP SPN and PK FSB Garteks KSBSI. The company also has a Collective Labor Agreement which includes a prohibition on violence against women. The Collective Labor Agreement was distributed and socialized through wall bulletins and education from the trade unions and management.

RPG has fourteen subsidiaries, namely PT Ricky Textile Indonesia, PT Ricky Garment Exportindo, and PT RT Mahkota Globalindo. There is also another business engaged in the restaurant sector, namely PT Ricky Citra Rasa. These factories are spread across Bogor and Bandung, West Java. In July 2014, PT RPG established a subsidiary in Vietnam under the name Ricky Putra Globalindo Vietnam.

During Covid-19, workers worked normally. The company conducted Covid-19 reaction tests and provided health protocol tools. But it did not provide multivitamins or nutritional supplements.[34]

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[32] Basic information on RPG and Taitat can be downloaded at: http://www.rpg.co.id/; http://www.tpr.co.id/index.html, accessed on March 10, 2022.
[33] *Adidas supplier list (January 2012).* https://www.yumpu.com/it/document/read/2548330/global-supplier-factory-list-01-january-2012-adidas-group, accessed on March 10, 2022.
[34] Survey in January, 2021.

F. PT Taitat Putra Rejeki

PT Taitat Putra Rejeki is a socks manufacturer, which has been operating since 1995 in Bogor, West Java. PT Taitat is able to make 38,000 dozen socks per month under the brands GT Man, Reebok, Converse, Lotto, and Adidas. PT Taitat employs more than 200 people. PT RPG's annual report states that PT TPR is an affiliate of PT RPG (Ricky Putra Globalindo).[35]

PT Taitat on the list of suppliers of Nike and Adidas.[36]

The average age of workers is 39 years from Central Java, East Java and Jakarta. Very few workers come from the area around the factory. Workers get information on job vacancies through their family networks and friends. All apply directly to the factory.[37]

Every day, workers have to work on the target in dozens of units. These range from 65 to 170 dozen and tend to increase. The company has established a labor union, namely SPN. The company has also signed a Collective Labor Agreement which includes a prohibition on violence against women. The Agreement is distributed and disseminated through educational activities.[38]

During Covid-19, workers worked normally. The company did not pay for Covid-19 reaction tests and health protocol tools, and did not provide multivitamins or additional nutrition.[39]

G. PT Eagle Glove Indonesia

PT Eagle Glove Indonesia, originally named PT Seung Il Bintang Mitra, started operating in 1994 in Sleman, Yogyakarta. Two years later, PT Seung Il opened a factory under the name PT Java Globe as a joint venture with Kenny Corporation, Japan. In 2001, the name Java Globe changed to PT Eagle Gloves Indonesia.[40]

PT Eagle Gloves manufactures golf, baseball, and cycling gloves, and equestrian equipment. PT Eagle Glove serves production for Adidas, Puma,

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[35] PT Taitat Putra Rejeki. *Company*. http://www.tpr.co.id/index.html, accessed on March 10, 2022.
[36] Nike. *Manufacturing Map*. February 2022. Available at: https://manufacturingmap.nikeinc.com/#, accessed on March 9, 2022; Sustainability Supplier Lists. Available at: https://www.adidas-group.com/en/sustainability/transparency/supplier-lists/, accessed on May 11, 2022.
[37] Survey in January, 2021.
[38] *Ibid*.
[39] *Ibid*.
[40] Basic information on Eagle Glove can be downloaded here: https://www.egi.co.id/, accessed on March 10, 2022.

Under Armor, Mizuno, Bridgestone, Callaway, Dunlop and Zero Friction. PT Eagle Glove is listed on the Adidas supplier list as tier-1.[41]

Most of the raw materials for production are imported from Korea, Japan, the United Kingdom, and several other countries. The number of workers at PT Eagle Gloves is 950 people with a permanent status of 700 people—the rest are contract workers. A total of 750 workers are women. The average worker is 30 years old from the area around the factory.

Workers receive job vacancies through their network of family, workers, and friends. All apply directly to the factory. Every day, workers must work on targets in pieces. The range is between 360 to 768 pieces. The company has established a labor union, namely SPN. The company has also signed a Collective Labor Agreement which includes a prohibition on violence against women. The Agreement is distributed and disseminated. At the time of Covid-19, production continued applying work shifts. The company did not pay for Covid-19 reaction tests and health protocol tools, but provided additional multivitamins or nutritional supplements.[42]

Of the total production, as much as 25 percent is marketed in the United States, 25 percent to South Korea, 20 percent to Japan, 10 percent to Germany, 10 percent to the UK, 5 percent to Australia, and the rest to India, Taiwan, Singapore and other Asian countries.

With its own building, Eagle Gloves is one of the companies with Bonded Zone status, under the supervision of Yogyakarta customs. With this facility, Eagle Glove is not subject to customs duties, value added tax, sales tax on luxury goods, and is also given a suspension of import duties.

In 2009, Eagle Glove was awarded the Zero Accident Award from the Ministry of Manpower. In 2011 PT Eagle Glove received the Bipartite Award from the same ministry.

H. PT Lezax Nesia Jaya

PT Lezax Nesia Jaya (LNJ) is a company that manufactures golf gloves, golf caddy bags and baseballs from Japan. It started operating in 1998 in Sleman, Yogyakarta employing 200 people.[43] The average age of the workers is 35 years from around Yogyakarta and Central Java.

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[41] Sustainability Supplier Lists. Available at: https://www.adidas-group.com/en/sustainability/transparency/supplier-lists/, accessed on May 11, 2022.
[42] Survey in April, 2021.
[43] Basic information on Lezax Nesia can be downloaded here: https://jp-lezax.com/overview/profile.html, accessed on March 10, 2022.

Workers are informed of job vacancies through advertisements and networks of family and friends who have worked in factories. All apply directly to the factory.[44]

Every day, workers have to work on the target in units of dozens. The range is between 600 to 2400 dozen. The company does not yet have a Collective Labor Agreement. It is not known how the Company Regulations are delivered to workers. The company has established a labor union, namely SPN.[45]

PT LNJ serves production for the Volkswagen, Lynx, Popeye, Adidas, and Mizuno brands. PT LNJ is on the Mizuno and Adidas 2012 supplier list but no longer appears on the 2019 and 2022 supplier lists.[46]

For production, Lezax Nesia obtains raw materials from Japan, South Korea and China. Lezax Nesia products are marketed to Japan (95 percent). The rest is marketed to South Korea, Thailand, the United States and India.

PT LNJ has two buildings to carry out the production process, namely the first building, as a production factory for cutting, preparation, and sewing. The first building is located in Sendangtirto, Berbah, Sleman Regency, DI Yogyakarta, while the second building is a head office that works on packing and warehouse-related activities. The second building is located in Pakualaman, Yogyakarta.

PT Lezax Nesia Jaya is a subsidiary of Lezax Corporation Limited Japan. Another factory operates in Japan.

During the 2020 Covid-19 period, workers experienced work shifts. The company did not provide a Covid-19 reaction test and did not provide additional multivitamins or nutritional supplements. The company provided health protocol tools.[47]

During the Covid-19 pandemic, Lezax Nesia Jaya was allowed to operate 100 percent. Based on the Instruction of the Minister of Home Affairs No. 34 of 2021, during the PPKM Emergency, manufacturing was only allowed to operate 50 percent for manufacturers and 10 percent for offices.[48]

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[44] Survey in April, 2021.
[45] *Ibid*.
[46] *Adidas supplier list (January 2012).* https://www.yumpu.com/it/document/read/2548330/global-supplier-factory-list-01-january-2012-adidas-group, accessed on March 10, 2022.
[47] *Op. Cit*.
[48] Fatah Hidayat Sidiq. *DIY usul perusahaan penerap WFO 100% ditambah.* Alinea.id, Agustus 21, 2021. Available at: (https://www.alinea.id/bisnis/diy-usul-perusahaan-penerap-wfo-100-ditambah-b2c7W95Tk), accessed on March 8, 2022.

Lezax Nesia is one of the companies that received the Ease of Import for Export Destination (*Kemudahan Impor Tujuan Ekspor*/KITE) facilities. With this facility, Lezax Nesia can import goods and raw materials without the imposition of import duties, value-added tax (PPN), and sales tax on luxury goods (PPnBM).[49]

Lezax Nesia shifted some of its production to CV Manggala Glove. The CMT (Cut, Make, Trim) model to CV Manggala is in the form of the delivery of raw materials for cutting, sewing, finishing and packing activities.

I. PT Visionland Global Apparel

PT Visionland Global Apparel (VGA) is an apparel manufacturer, a branch of Visionland, South Korea. Visionland Global Apparel's parent company is Visionland Corporation in South Korea. The factories operated by Visionland are also located in Shanghai, China and Bangladesh.

PT VGA opened in Majalengka in 2016. PT VGA made orders for H&M, Express, Calvin Klein, Tom Taylor, Talbott, N & ND by employing 2750 workers of which 1925 are women. Visionland is listed on the list of H&M suppliers and transferred some of its products to PT Bangun Usaha Maju Bogor.[50]

Visionland entered Indonesia in 2007 under the name Visionland Indonesia at KBN Cakung, then opened a new factory in Semarang in 2008. The factory in Majalengka is a relocation from KBN Cakung Jakarta.

The average worker is 21 years old from around Majalengka. Workers get information on job vacancies through their network of family and friends. The average worker applies directly. There are also those who apply through foundations and pay to be accepted for work. Per day, workers must work on targets in pieces. The range is between 500 pieces per day and tends to increase. If the target is reached, the leader level will receive a bonus, whereas the operator level does not one. The company has established labor unions, namely SPSI, SPN and SPTP. The company has not yet signed a Collective Labor Agreement; therefore, what applies is the Company Regulation.

Ahead of the 2020 Covid-19 pandemic, the company admitted that it was facing difficulties in raw materials and delivery of goods. After negotiating and reaching an agreement with the trade union, the company announced that the 2020 wage payments were to be paid in two installments; payment of Holiday Allowance (THR) was to be

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[49] KPPBC Tipe Madya Pabean B Yogyakarta**.** *Bejo Awasi Pemusnahan Waste Perusahaan KITE*. December 21, 202. Available at: (https://ketapel.beacukai.go.id/masuk/read/bejo-awasi-pemusnahan-waste-perusahaan-kite.html), accessed on March 8, 2022.
[50] *Op. Cit*.

suspended and will be paid if the company's condition returns to normal; and all workers will be put on unpaid leave.[51] As of April 22 the company decided to stop operating.[52]

J. PT Pungkook Indonesia One Subang

PT Pungkook Indonesia One Subang is a company from South Korea. Pungkook Subang manufactures bags and wallets for the European and U.S. markets.

PT Pungkook's holding company is South Korea's Pungkook Corporation. Included as Pungkook Corporation's subsidiary is Pungkook Grobogan, which will be explained below. Apart from controlling factories in Indonesia, other production sites are located in Ethiopia, Myanmar, and eight factories in Vietnam and Mexico.

Through its parent company, Pungkook accepts orders from various international brands such as Verawang, Eileen Fisher, Ralph Lauren, Michael Kors, Rag & Bone, Vince, Elie Tahari, H&M, Mango, Express, Zara, S Oliver, Talbot's, Chico's, Club Monaco, Anthropologie, Target, Gerry, Weber, GU, Berskha, American Apparel, E-land, Aero, The Limited, New York & Company, GAP, Promod, Bonita, The Jones Group, C&A, Urban Outfitters, White Black, LC Waikiki , JC Crew, Esprit, Camaieu, JCP, Paul & Shark, Nord Storm, LiDL, and Price Shoes.

In Subang, PT Pungkook employs 2300 people of which 2050 are women. The brands produced are The North Face, Adidas, Eastpask, and Camelbak. The average worker is 25 years old from around Subang. Workers receive job vacancies through their network of family, workers and friends. On average, workers apply through the village government by issuing payment to be accepted for work. Every day, workers must work on targets in pieces. The range is between 1000 pieces per day and tends to increase. The company has established labor unions, namely SPN, FSPMI and SP PION. The company has not yet signed a Collective Labor Agreement so that what applies is the Company Regulation. The workers are not aware of the regulations for preventing sexual violence and harassment, even though these regulations are stated in the Company Regulation.[53]

At the beginning of the 2020 Covid-19 pandemic, the company determined to reduce working hours by introducing work shifts. The

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[51] Editor SPN. *PT Visionland Global Apparel Liburkan Pekerjanya Tanpa Diupah*. SPN News Online. April 8, 2020. Available at: https://spn.or.id/pt-visionland-global-apparel-liburkan-pekerjanya-tanpa-diupah/, accessed on February 5, 2022.
[52] Inin Nastain. *Pabrik Tutup, 2.800 Buruh Perusahaan Garmen Tuntut Hak*. Sinonews.com, April 8, 2020. Available at: https://daerah.sindonews.com/artikel/jabar/22960/pabrik-tutup-2800-buruh-perusahaan-garmen-tuntut-hak, accessed on May 19, 2022.
[53] Surveys in January and February, 2021.

company did not provide Covid-19 reaction tests or additional nutrition or multivitamins to workers, but provided health protocols.[54]

In 2021, when the government established an Emergency PPKM, PT Pungkook Subang operated without limiting the number of workers and did not have an Industrial Activity Mobility and Operational Permit (IOMKI), therefore threatened with a fine.[55]

In November 2021, PT Pungkook Subang came face to face with the labor union. On November 25, 2021, workers took part in a demonstration against a 1 percent increase in the minimum wage. Then the company sued the workers. The company also cut the wages of mass action participants by Rp200 thousand to Rp300 thousand because they were considered not working. The labor union officials were accused of incurring losses for the company in the amount of Rp1 billion.[56]

PT Pungkook One Subang is listed on the Adidas 2019 list of suppliers and is not on the 2022 Adidas list of suppliers. It seems that the revocation of Pungkook Subang's name from the Adidas supplier list is related to the above case, because at the same time, trade unions were threatening to report Pungkook to the International Labor Organization (ILO) Committee on Freedom of Association.

K. PT Pungkook Indonesia One Grobogan

PT Pungkook Grobogan is a manufacturer of bags and wallets. Pungkook Grobogan employs 11000 people of which 6000 are women. As many as 10 thousand people are permanent workers, while the rest are contract workers. The average worker is 21 years old from around Purwodadi. Workers receive job vacancies through their network of family, workers and friends. The average worker applies directly.[57]

Every day, workers must work on targets in pieces. The range is between 960 pieces per day and tends to increase. If the target is reached there is no additional bonus. The company has established labor unions, namely SP PION and SP PUBG. The company does not have a Collective Labor Agreement but has a Company Regulation. The workers are not aware of the regulations for preventing sexual violence and harassment, even

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[54] *Ibid*.
[55] Yudy Heryawan Juanda. *Nekat Langgar PPKM Darurat, Pabrik di Subang Didenda Rp30 Juta*. Inews Online, July 14, 2021. Available at: https://jabar.inews.id/berita/nekat-langgar-ppkm-darurat-pabrik-di-subang-didenda-rp30-juta, accessed on March 10, 2022.
[56] Kontributor Subang. *6 Anggota Garda Metal dan Sekretaris PUK SPAI FSPMI PT Pungkook Indonesia One Subang Di Kriminalisasi kan*. Koran Perdjuangan Online. December 31, 2021. Available at: https://www.koranperdjoeangan.com/6-anggota-garda-metal-dan-sekretaris-puk-spai-fspmi-pt-pungkook-indonesia-one-subang-di-kriminalisasi-kan/, accessed on March 10, 2022.
[57] Survey in April, 2021.

though the regulations contain a prohibition on gender-based violence and harassment.

At the time of Covid-19, the company determined to reduce working hours by implementing work shifts. The company did not provide Covid-19 reaction tests or additional nutrition or multivitamins to workers, but provided health protocols.

In Grobogan, Pungkook produces Michael Kors, Coach, Adidas, Under Armor brands. Pungkook Grobogan is listed on the Under Armor[58] and Adidas 2019 and 2022 list of suppliers.[59]

PT Pungkook Grobogan is one of the companies that received the disability-friendly company award from the Ministry of Manpower.[60]

On May 15–June 7, 2020, PT Pungkook Grobogan laid off all of its workers. When the government set restrictions on community activities to stop the spread of Covid-19, PT Pungkook operated normally, and received a warning from the Governor of Central Java. Based on the information from the Purwodadi Manpower Office, PT Pungkook is having a hard time closing its production due to a large quantity of orders. This means that orders, production and distribution of goods are not hampered by the Covid-19 pandemic. In the end, Pungkook complied with the government's warning. Pungkook Grobogan has laid off 1045 probationary workers, enforced 50 percent job changes in each department every three weeks, and eliminated overtime work. If forced, overtime is only valid for 2 hours.[61]

The average age of Pungkook Grobogan workers is 35 years. When working normally, PT Pungkook applies health protocols by providing body sanitation when entering the factory area, checking body temperature (above 37.4 degrees is not allowed to work), distributing masks that can be washed, providing hand washing areas with soap, spraying hand sanitation, making markers roads to maintain distance, restrictions on seating to reduce crowds, arrangement of places of worship with physical distancing and also waiting rooms for health clinics, provision of hazmat clothes in health clinics and regular spraying of disinfectants in work areas.

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[58] Under Armour. *Supplier List Disclosure July 2018*. Available at: https://about.underarmour.com/sites/default/files/2018-11/July_2018_Supplier_List_Disclosure_0.pdf, accessed on March 10, 2022.
[59] Sustainability Supplier Lists. Available at: https://www.adidas-group.com/en/sustainability/transparency/supplier-lists/, accessed on May 11, 2022.
[60] Tempo.co. *Kemnaker Luncurkan Unit Layanan Disabilitas Ketenagakerjaan.* Tempo Online. December 15, 2020. Available at: https://nasional.tempo.co/read/1414755/kemnaker-luncurkan-unit-layanan-disabilitas-ketenagakerjaan/full&view=ok, accessed on March 10, 2022.
[61] *Kabupaten Grobogon*. June 12, 2020. Available at: https://laporgub.jatengprov.go.id/main/detail/51976.html#.YfzZP-pBzIU, accessed on February 4, 2022.

L. PT Bintang Indokarya Gemilang

PT Bintang Indokarya Gemilang (BIG) is a manufacturer of Adidas brand shoes and is on the list of Adidas suppliers as tier-1. PT BIG is located in Tengguli Village, Tanjung District, Brebes Regency.[62]

In the list of Adidas suppliers, it is stated that the parent company of Bintang Indokarya Gemilang is Star Asia Trading Pte. Ltd., which is domiciled in Singapore. However, according to an official statement from the management of Panarub Group, PT BIG is one of Panarub's subsidiaries. Other subsidiaries include PT Panarub Industry Tangerang and PT Rubber Pan Java Brebes. Other information confirms that Panarub Group has several types of business units spread across Indonesia, China and Singapore. PT Star Asia Trading is a subsidiary of the Panarub Group which is engaged in finance.

Currently, PT BIG employs more than 6000 people with 4800 workers. The company targets to employ 8000 workers. The average age of workers is 23 years from outside Brebes. Workers receive job vacancies through their network of family, workers and friends. The average worker applies directly.

The regulation of working hours follows the laws and regulations, namely seven hours a day and forty hours a week for six working days; or eight hours a day and forty hours a week for five working days. Excess working hours is counted as overtime. Overtime hours are only three hours per day or fourteen hours a week. Work breaks outside of holidays are given for thirty minutes after working four hours continuously.

PT Bintang Indokarya Gemilang applies shift and non-shift work. Work shifts apply to workers in the cutting production section with the following arrangements: Shift I from 07.00 to 15.00 WIB, shift II from 15.00 to 23.00 WIB and shift III from 23.00 to 06.00 WIB. Meanwhile, other production divisions, namely sewing and assembling, do not apply shift work.

Per day, workers must work on targets in pieces. The range is between 20 to 960 pieces per day and tends to increase. If the target is reached there is no additional bonus. The survey stated that workers in the production division are under excessive pressure because the target for achieving work is too high and the wages received are very low. The workers feel pressed by time and snooped by their superiors, so they feel very tired and feel excessive pressure. PT BIG imposes wages according to the minimum wage in Brebes Regency, Central Java. However, the value of these wages is very small compared to daily needs and is not comparable to the results of work that demands very good quality.[63]

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[62] Sustainability Supplier Lists. Available at: https://www.adidas-group.com/en/sustainability/transparency/supplier-lists/, accessed on May 11, 2022.
[63] Arinda Batari Mukti. *Peran Motivasi Kerja dalam Memoderasi Pengaruh Stres Kerja terhadap Kinerja Karyawan: Studi pada PT Bintang Indokarya Gemilang Brebes*. Undergraduate thesis. Yogyakarta. Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Yogyakarta. 2017. Available at: <http://repository.umy.ac.id/handle/123456789/11809>, accessed on May 11, 2022.

The company has established labor unions, namely SPN, SPSI and Sebumi. The company does not have a Collective Labor Agreement and enforces a Company Regulation.

The company claims to implement internal regulations in the form of anti-discrimination and intimidation, anti-violence and harassment and anti-retaliation policies. Through this policy, management treats all workers equally without discriminating against ethnicity, race, religion, sexual orientation and ideological tendencies; respect for basic human rights and treat all people with dignity without being physically, sexually, psychologically or verbally harassed. Management also ensures the safety of workers when submitting complaints to the complaint department.[64]

The workers are aware of the regulations for preventing sexual violence and harassment in the Company Regulation and Code of Conduct, which are conveyed upon entry to work and through training, as well as posted in certain areas.[65]

At the time of Covid-19, the company set a reduction in working hours. The company did not provide a Covid-19 reaction test but added nutritional intake and multivitamins to workers and provided health protocols.[66]

PT BIG operated in 2015, two years after Panarub Group management closed the operations of PT Panarub Dwikarya Benoa Tangerang City. PT Panarub Dwikarya Benoa was shut down in 2012 due to involvement in labor issues, namely deprivation of freedom of association, deprivation of the right to work and payment of the minimum wage. This issue became one of the focuses of attention of the Committee on Freedom of Association of the International Labor Organization in 2015. The ILO's Committee on Freedom of Association recommended that the case be resolved by the Government of Indonesia immediately.[67] The case was also one of the discussions at the 2018 Organization for Economic Co-operation and Development (OECD) mediation session in Germany.[68] The OECD mediation trial ended without resolution.[69] As of this writing, the case involving 1,300 workers against the management of PT Panarub Industry, Mizuno and Adidas has not been resolved. The workers persisted and launched a campaign to demand responsibility from Adidas and Mizuno.

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[64] *Ibid*.
[65] Survey in April, 2021.
[66] *Ibid*.
[67] *Laporan Lengkap Rekomendasi ILO untuk Kasus 1300 buruh Pabrik Sepatu Adidas dan Mizuno PT PDK*. Infogsbi.com, Available at:< https://www.infogsbi.or.id/2017/02/laporan-lengkap-rekomendasi-ilo-untuk.html?m=1,> accessed on May 11, 2022.
[68] OECD Watch. *Complaint CCC et al. vs Adidas: Labour rights violations at Adidas Indonesian supplier*. 14 March 2018. Available at: https://www.oecdwatch.org/complaint/ccc-et-al-vs-adidas/, accessed on May 11, 2022.
[69] In the OECD mediation hearing, representatives of Adidas only admitted to ordering products from PT Panarub Industry, but refused to admit to ordering products from PT Panarub Dwikarya Benoa. Because Adidas acted naively, the complainants of the case withdrew the complaint without waiting for a resolution.

2. Profile of Respondents

All of the factories in this research have established labor unions. The total amount of respondents number 141 people. 85.82 percent of respondents are members of labor unions, in which 12 are labor union organizers, and the rest are non-union members. 82.27 percent of respondents are women, while 17.73 percent are men. 69.50 percent of respondents work as operators, followed by 4.26 percent who are supervisors, and 3.55 percent who are management staff. 91.49 percent of respondents still work, 2.84 percent or 4 people had been laid off, and 4.96 percent or 7 people are in the process of being laid off.

90.78 percent have indefinite labor relationships, otherwise known as permanent workers, whereas 6.38 percent have specific labor relationships, otherwise known as contract workers, and 1.42 percent have other labor statuses such as daily labor relationships or piece workers (*borongan*).

The average age of respondents is 29 years, with the oldest being 52 years and the youngest 18. Factories in old areas employ workers that are 27 to 46 years of age. New factories on average employ young workers from 21 to 24 years of age. This means that in new areas, companies recruit workers who are younger.

62.41 percent of respondents are married while 34.75 percent are non-married. 25.53 percent have one child, 24.82 percent have two children, 11.35 percent have no children, 4.96 percent have three children, and 1.42 percent have four children.

However, as is the cultural norm on the island of Java, working people often hold larger responsibilities. Those who work are no longer responsible for only their nuclear families, but also for other relatives, such as younger siblings or elderly parents. 28.37 percent have more than 4 dependents, 26.95 have 3 dependents, 24.11 percent have 2 dependents, while 12.06 percent have only one dependent.

60.28 percent or 85 people originate from the same area as the factory location. 39.01 percent of originate from outisde the city and regency. Most factories that operate in old areas employ workers from outside the region, including from provinces other than those in which the factories operate; factories in new areas employ workers from around the factory, within the same regency or province.

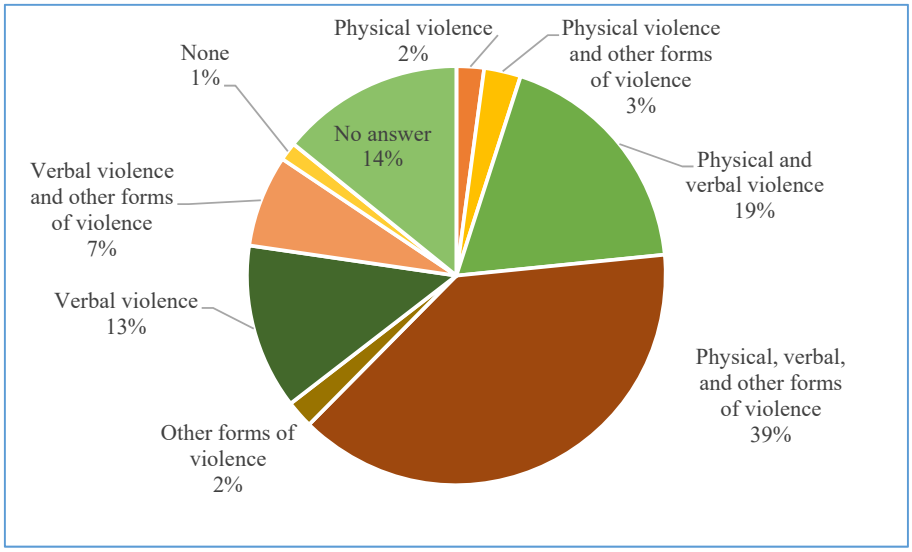
85.11 percent stated that they applied directly to the workplace, while 9.33 percent applied through local governments/village heads/youth organizations/government officials, and others either paid (3.55 percent) or applied (0.71 percent) through foundations.

On average, respondents work 8-hour or 7-hour daily shifts over the course of a week. However, every day they have to achieve the working target for each line, specified in individual pieces, by the dozen, or boxes. The production targets in each factory vary from 10 to 960 pieces. 65.25 percent stated that they do not receive bonuses upon completion of working targets, whereas 14.89 percent stated that they received bonuses upon said completion. Evenly and consistently, respondents stated that production targets tend to increase every month, and even every week. This tendency often coincides with changes in production design that force changes in methods of work.

3. Types and Forms of Violence

86 percent of respondents testified on experience and witnessing of gender-based violence. The average woman worker experiences three types of violence: physical, verbal, and other types of violence (39 percent), physical and verbal violence (19 percent), verbal violence (13 percent), and verbal violence and other forms of violence (7 percent).

Graph
Three Forms of Violence Against Women Workers



From the testimonies and experiences surrounding gender-based violence, 29 percent told about the types and forms of gender-based violence. As many as 52 percent experienced, saw or heard a form of physical violence in the form of being hit, kicked, had their hair grabbed, thrown, and pointed with a finger. As many as 41 percent mentioned other forms of violence in the form of being touched, hugged, peeked at, patted on the buttocks, had their bra straps pulled.

Table
Forms of Physical Violence

Physical Violence	Percentage
No answer.	43.97%
Hit, kicked, had their hair grabbed, thrown, and pointed with a finger.	31.21%
Touched, hugged, peeked at, patted on the buttocks, had their bra straps pulled.	24.82%
Grand Total	**100.00%**

Types of verbal violence in the form of being shouted at, called at rudely, humiliated or threatened, were experienced, witnessed and reported by 76 percent of respondents. These forms of violence are followed by being asked out for a date, being seduced, sent a sexually suggestive message via social media or mobile phone (9 percent of respondents).

Table
Forms of Verbal Violence

Verbal Violence	Percentage
Shouted at, yelled at, called rudely, humiliated, or threatened.	78.57%
Being asked out for a date, being seduced, sent a sexually suggestive message via social media or mobile phone.	8.93%
Shouted at.	2.68%
None.	1.79%
Shouted at, yelled at, called rudely, and humiliated.	1.79%
Called rudely.	0.89%
Shouted at, called rudely, asked out for a date.	0.89%
Shouted at, insulted, seduced.	0.89%
Shouted at, yelled at, called rudely, insulted or threatened, scolded and humiliated.	0.89%
Shouted and yelled at.	0.89%
Shouted at, yelled at, called rudely, insulted or threatened, scolded.	0.89%
Shouted at, yelled at, called rudely, insulted or threatened, scolded.	0.89%
Grand Total	**100.00%**

As many as 50 percent of respondents did not answer regarding other forms of violence. The rest answered other forms violence, in the form of punishment: corporal punishment (lined up, sunbathing), and increasing production targets or working hours. Withholding leave (maternity, menstruation) as much as 49 percent.

Table
Layers of Other Forms of Violence

Other Forms of Violence	Percentage
Forced to sing if late.	0.71%

Punishment: corporal punishment (lined up, sunbathing), addition of production targets or work hours. Withholding leave (maternity, menstruation).	50.35%
No answer.	48.94%
Grand Total	**100.00%**

In old areas, the most prominent forms of violence were physical violence, verbal violence and other violence (37.50 percent). Likewise in the new areas with physical, verbal and other forms of violence (42.22 percent). The types of violence in the new areas are similar to those in the old areas and tend to be higher.

Table
Comparison of Forms of Violence
in Old and New Areas

Forms of Violence in Old Areas	Amount
Physical violence.	2.08%
Physical violence and other forms of violence.	2.08%
Physical violence and verbal violence.	15.63%
Physical violence, verbal violence, and other forms of violence.	37.50%
Other forms of violence.	3.13%
Verbal violence.	12.50%
Verbal violence and other forms of violence.	5.21%
None.	2.08%
No answer.	19.79%
Grand Total	**100.00%**

Forms of Violence in New Areas	Amount
Physical violence.	2.22%
Physical violence and other forms of violence.	4.44%
Physical violence and verbal violence.	24.44%
Physical violence, verbal violence, and other forms of violence.	42.22%
Verbal violence.	13.33%
Verbal violence and other forms of violence.	11.11%
No answwer.	2.22%
Grand Total	**100.00%**

Forms of violence and harassment that are both verbal and nonverbal in new industries have similarities with those in the old. Management uses the same violent mechanisms in the new industries as it did in the old ones.

Table

Comparisons of Types of Physical Violence in Old and New Areas

Types of Physical Violence in Old Areas	Amount
Hit, kicked, hair pulled, thrown, pointed at with a finger.	34.38%
Touched, hugged, peeked at, buttocks patted, bra straps pulled.	15.63%
No answer.	50.00%
Grand Total	**100.00%**

Types of Physical Violence in New Areas	Amount
Hit, kicked, hair pulled, thrown, pointed at with a finger.	24.44%
Touched, hugged, peeked at, buttocks patted, bra strap pulled.	44.44%
No answer.	31.11%
Grand Total	**100.00%**

Table
Comparisons of Types of Verbal Violence in Old and New Areas

Types of Verbal Violence in Old Areas	Amount
Asked out for a date, seduced, sent sexual Diajak kencan, dirayu, dikirimi pesan bernada seksual lewat media sosial atau Handphone	6.25%
Called rudely.	1.04%
Shouted at.	2.08%
Shouted at, yelled at.	1.04%
Shouted at, yelled at, called rudely, insulted or threatened, scolded or humiliated.	1.04%
Shouted at, yelled at, called rudely, humiliated or threatened, scolded.	1.04%
Shouted at, yelled at, called rudely, humiliated or threatened, scolded.	1.04%
Shouted at, yelled at, called rudely, humiliated or threatened.	54.17%
Shouted at, called rudely, asked out for a date.	1.04%
None.	2.08%
No answer.	29.17%
Grand Total	**100.00%**

Types of Verbal Violence in New Areas	Amount
Being asked out for a date, being seduced, sent a sexually suggestive message via social media or mobile phone.	8.89%
Shouted at, humiliated, seduced.	2.22%
Shouted at.	2.22%
Shouted at, yelled at, called rudely, humiliated.	4.44%
Shouted at, yelled at, called rudely, humiliated, or threatened.	80.00%
No answer.	2.22%

Grand Total	**100.00%**

Table
Comparison of Other Forms of Violence
in Old and New Areas

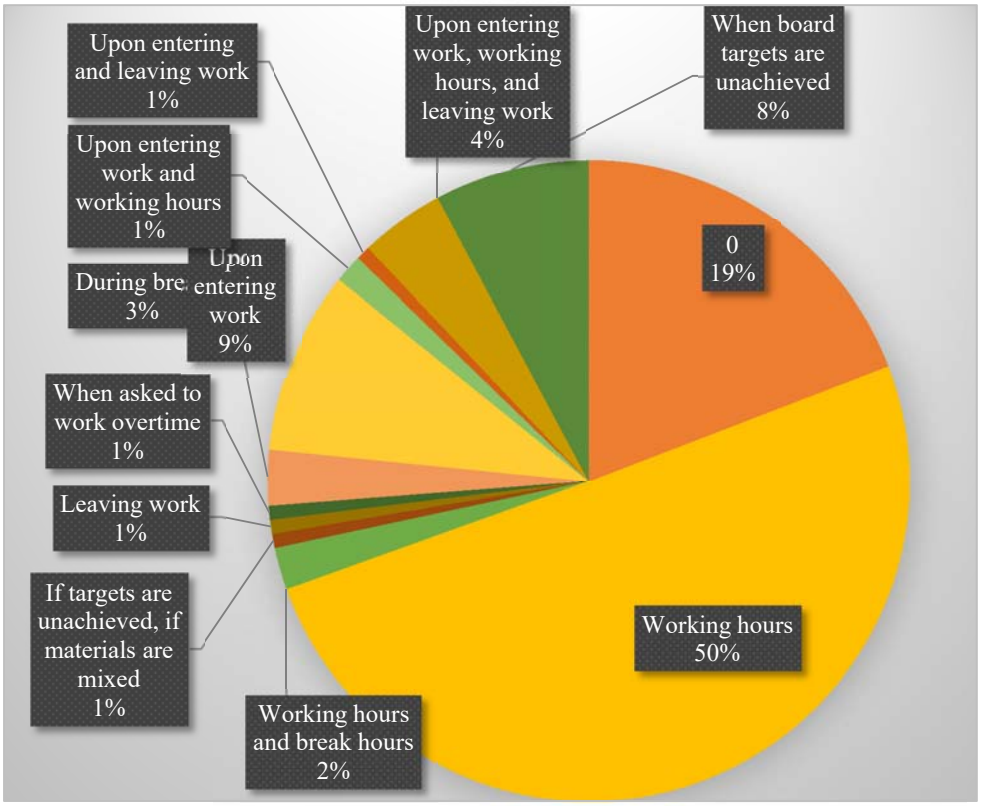
Other Forms of Violence in Old Areas	Amount
Forced to sing if late.	1.04%
Punishment: corporal punishment (lined up, sunbathed), additional production targets or working hours. Withholding leave (maternity, menstruation).	46.88%
No answer.	52.08%
Grand Total	**100.00%**

Other Forms of Violence in New Areas	Amount
Punishment: corporal punishment (lined up, sunbathed), additional production targets or working hours. Withholding leave (maternity, menstruation).	57.78%
No answer.	42.22%
Grand Total	**100.00%**

4. Time and Place of Violence

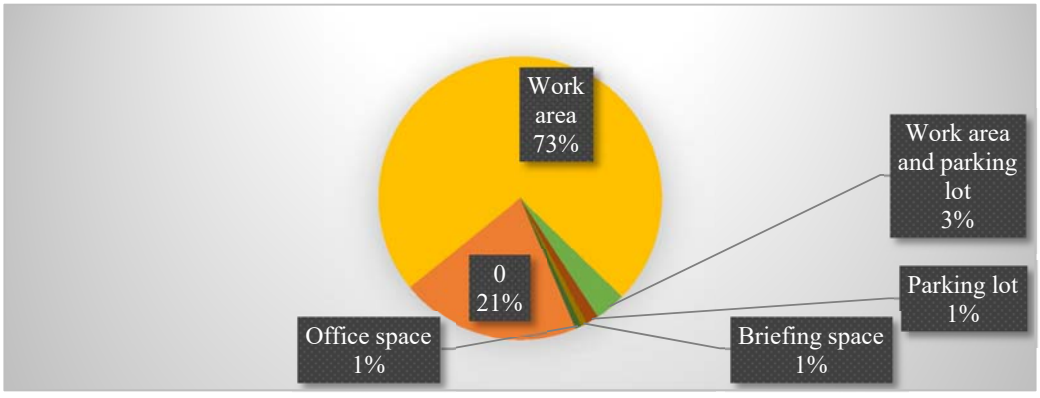
As many as 81 percent mentioned the time of violence. Of these, 50 percent said that violent incidents occurred during working hours, 9 percent said violence upon entering work, 8 percent said when targets were met. The types and forms of violence are carried out in order to meet the target. If the target is not met, it will be rewarded with violence again in the form of threats of additional production targets, threats of dismissal or mutation. If the target is reached, no bonus will be given.

Graph
Time of Violence and Harassment Against Women



As many as 73 percent said that the location of violence occurred in the work area, 4 percent occurred in the work area and parking lot.

Graph
Location of Violence and Harassment Against Women



Violence against women workers is directly related to the interests of maintaining the flow of the production of goods. In the old area, more violence occurred in the work area (67.71 percent), followed up by occurring

in the work area and in the parking lot (5.21 percent). In the new area, violence occurred in the work area (84.44 percent).

Table
Comparison of Spaces of Violence

Spaces of Violence in Old Areas	Amount
Work area.	67.71%
Work area and parking lot.	5.21%
Parking lot.	2.08%
No answer.	25.00%
Grand Total	**100.00%**

Spaces of Violence in New Areas	Amount
Work area.	84.44%
Briefing space.	2.22%
Office space.	2.22%
No answer.	11.11%
Grand Total	**100.00%**

Table
Comparison of Times of Violence in Old and New Areas

Times of Violence in Old Areas	Amount
Work hours.	41.67%
Work hours and break hours.	1.04%
If targets are unachieved, if materials are mixed.	1.04%
When asked to work overtime.	1.04%
During break.	2.08%
Upon entering work.	13.54%
Upon entering work and work hours.	2.08%
Upon entering and leaving work.	1.04%
Upon entering work, work hours, and leaving work.	6.25%
When board targets are unachieved.	5.21%
No answer.	25.00%
Grand Total	**100.00%**

Times of Violence in New Areas	Amount
Work hours.	68.89%
Work hours and break hours.	4.44%
Leaving work.	2.22%
During break.	4.44%
When board targets are unachieved.	13.33%

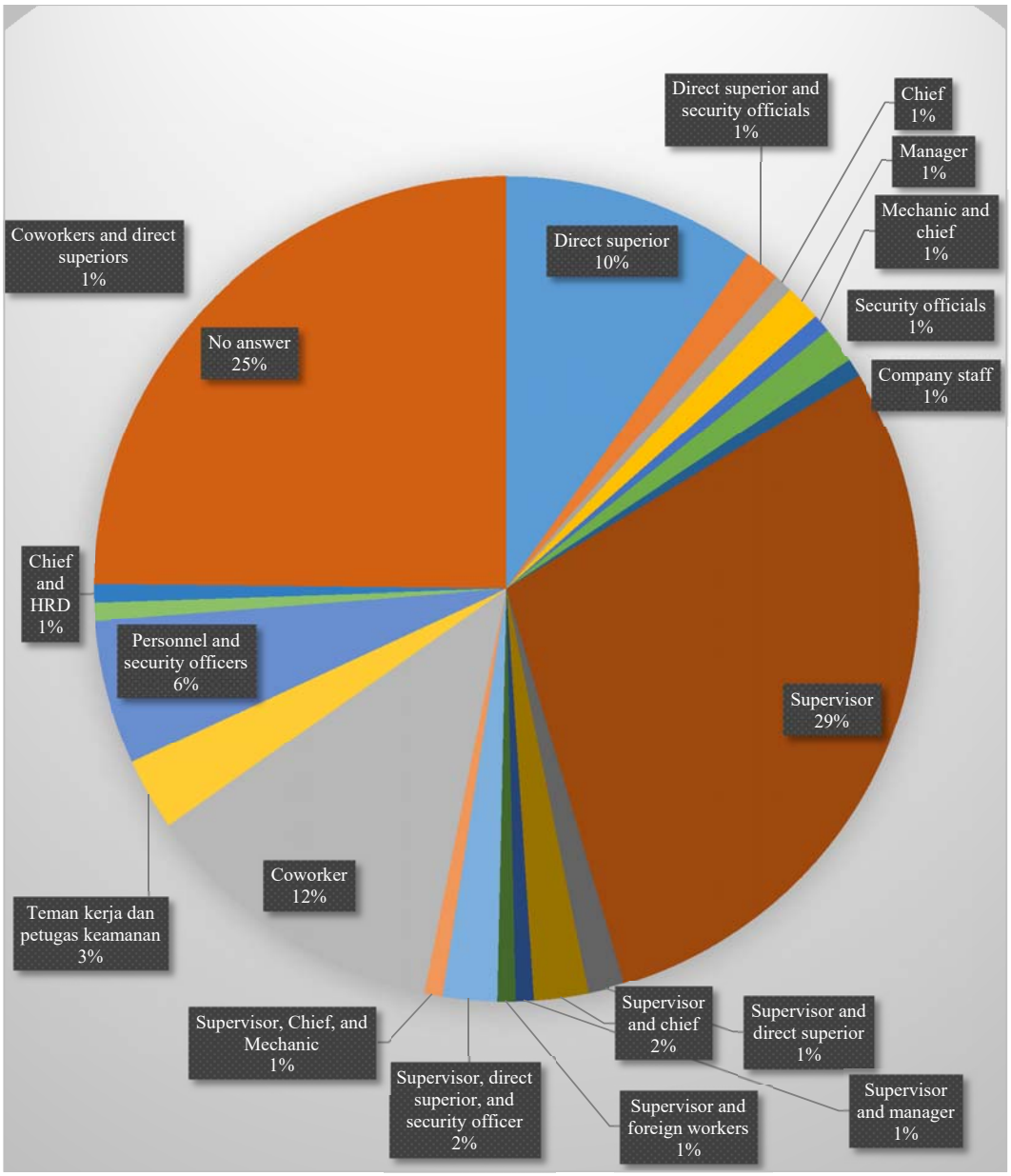
No answer.	6.67%

The forms and types of violence in old and new areas occurred during working hours. respectively 41.67 percent and 68 percent. The next sequence of violence in old areas occurred upon entering work (13.54 percent), whereas in old areas violence occurred when targets were not met. By looking at the comparison, the following interpretation can be obtained: in old areas the workers experienced continuous violence in order to comply with the discipline of the production target, while in new areas workers experienced violence in order to achieve the production target. This explains how the number of types of verbal violence in the new area is higher than in the old.

5. Perpetrators of Violence

Respondents revealed that on average violence was perpetrated by supervisors (29 percent), coworkers (12 percent), direct superiors (10 percent), personnel and security officers (6 percent). This research also reveals that the perpetrators of violence are either men or women. Supervisor positions can be held by women or men. Respondents in this study revealed that women supervisors were 'more fierce' than male supervisors. The definition of more fierce means that acts of violence by superiors or supervisors are mostly physical and verbal violence.

Graph
Perpetrators of Violence



In old areas, the perpetrators of violence were supervisors who directly supervised the production process (23 percent), followed by coworkers (12.05 percent) and direct superiors (9.38 percent). In new areas, violence is carried out by supervisors (40.00 percent), followed by coworkers and direct superiors. 11 percent each.

Table
Perpetrators of Violence in Old and New Areas

Perpetrators of Violence in Old Areas	Amount

Direct superior.	9.38%
Direct superior, security officer.	1.04%
Personnel and security officers.	8.33%
Security officers.	2.08%
Supervisor.	23.96%
Supervisor and foreign workers.	1.04%
Supervisor, direct superior.	2.08%
Supervisor, direct superior, security officer.	3.13%
Supervisor, chief.	1.04%
Supervisor, manager.	1.04%
Coworker.	12.50%
Coworker, direct superior.	1.04%
Coworker, security officer.	4.17%
No answer.	29.17%
Grand Total	**100.00%**

Perpetrators of Violence in New Areas	**Amount**
Direct superior.	11.11%
Direct superior, security officer.	2.22%
Chief.	2.22%
Chief, HRD.	2.22%
Manager.	4.44%
Mechanic and Chief.	2.22%
Company staff.	2.22%
Supervisor.	40.00%
Supervisor and Chief	2.22%
Supervisor, chief.	2.22%
Supervisor, chief, mechanic.	2.22%
Coworker.	11.11%
No answer.	15.56%
Grand Total	**100.00%**

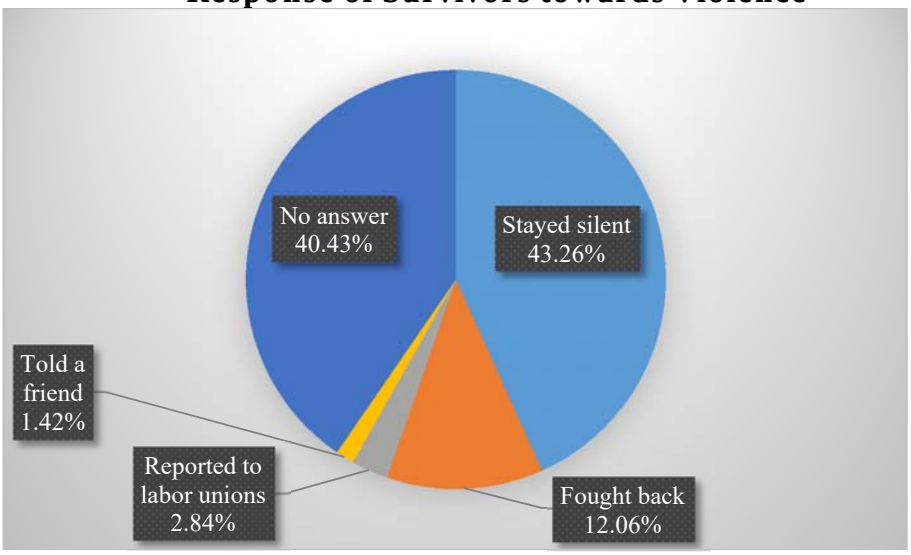
6. Response of Survivors against Practices of Violence

Upon receiving acts of violence, 43 percent of workers kept quiet, and 40 percent provided no answer. However, 12 percent of workers fought back. Forms of resistance include replying with shouts, pretending to sing, as well as reporting to labor unions. On average, reports were made on physical and verbal violence.

Most reports were resolved through deliberation to then be swept under the rug. Most respondents (18 percent) felt that they were not made

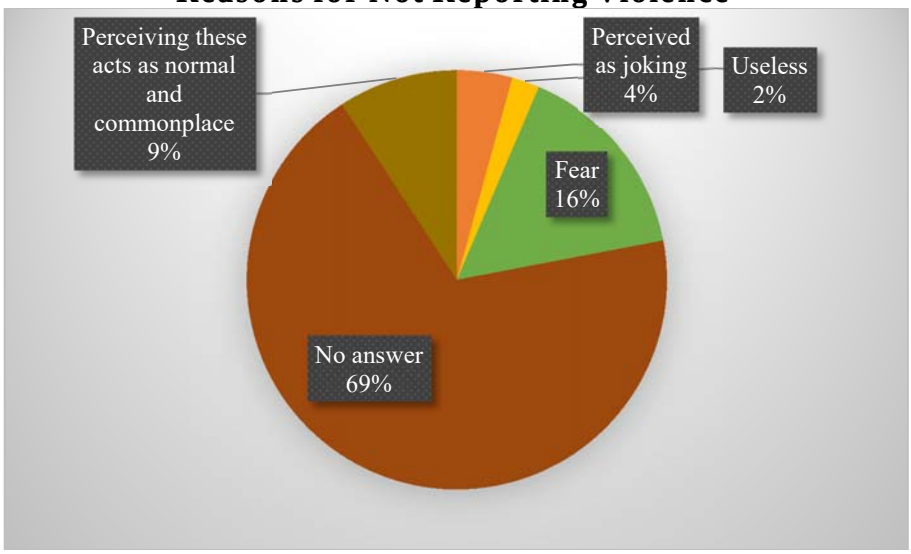
aware of penalties towards perpetrators of violence, whereas 10 percent of perpetrators were afterwards laid off.

Graph
Response of Survivors towards Violence



As many as 16 percent said they did not report or resist because they were afraid. The types of fear vary: due to impacting the continuity of work, fear of retaliation, because the perpetrator is a superior, and fear of ridicule from coworkers. In addition, as many as 9 percent consider acts of violence as 'natural' events, useless to fight, or are perceived as 'joking'.

Graph
Reasons for Not Reporting Violence



7. Regulations on the Prevention of Violence in the Workplace

Knowledge and dissemination on anti-GBV regulations	Percentage
Available.	13.48%
Available in books.	0.71%
Available in Collective Labor Agreement.	34.75%
Available in Collective Labor Agreement, but have not participated in education from either management or union.	0.71%
Available in Collective Labor Agreement. Collective Labor Agreement distributed to each worker.	0.71%
Available. Informed by management upon entering work.	0.71%
Available. Conveyed only in the event of a problem.	0.71%
Available. Conveyed before entering work, during training, put on posters.	0.71%
Available. Through wall bulletins.	0.71%
Available. Through wall bulletins and briefings.	1.42%
Available. Through wall bulletins, briefings, and workshop.	0.71%
Available. Workshop for each worker.	2.84%
Available. Dissemination.	6.38%
Available. Written, and through training.	0.71%
Code of Conduct. Only displayed in certain places, not disseminated.	4.96%
Collective Labor Agreement. Dissemination.	1.42%
None.	0.71%
None, company always supports labor union activities.	2.13%
No answer.	19.86%
Do not know.	5.67%
Grand Total	**100.00%**

All brand owners' codes of conduct require suppliers to ensure that there is no violence and sexual harassment in the workplace. The code of ethics also states that suppliers must respect and protect the rights and dignity of workers (appendix: Code of Ethics of Brand Owners).

Brands that include a prohibition on violence and harassment against women as part of a code of conduct for suppliers include: Under Armor, Adidas, Converse, Reeboks, TNF (FV), Eastpak, Nike, GAP, Polo Lauren, Volcom, Champion, Asics , New Balance, OshKosh, Carter's, ZARA (Inditex), Uniqlo (Fast Retailing), Timberland, Tommy Hilfiger (PVH), Calvin Klein (PVH), Kohl's, and O'Neill. Brands such as GAP, Adidas and Nike, provide an Indonesian translation of their code of conduct and post the code of conduct on notice walls at factories. Other brands, such as Polo and TNF, do not translate their code of conduct, let alone attach their code of conduct at suppliers.