



ORGANIZATIONAL CONTEXT OF WORKING CONDITION ON GARMENT WORKERS IN INDONESIA: A COMPARATIVE STUDY BETWEEN BWI FACTORIES AND NON BWI WORKERS

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ABSTRACT

This study is trying to get some insights on the organizational context of working condition in garment industry that occurred in Indonesia. By using qualitative approach, we conducted several FGDs with garment workers in Indonesia and we try to analysed the findings and compared between the BWI factories and non BWI factories in Indonesia. Based on this study, we find some important facts concerning working condition in Indonesia garment industry. Some important findings including the salary given to the workers are different between BWI and non BWI factories, the unclear promotion system, even the case of sexual harassment sometimes appear in non BWI factories. To sum up, this study concluded that there are some differences in working condition between BWI and non BWI factories in Indonesia. Despite the differences between BWI workers and non BWI workers, both of them are also have the similarity, such as they have the same objective of working as well as their future objective.

Keywords: Organizational context, working condition, garment industry, garment workers, BWI factories, Indonesia

