



WORKING CONDITIONS AND QUALITY OF LIFE FOR FEMALE WORKERS IN GARMENT FACTORIES IN INDONESIA

Aryana Satrya, Permata Wulandari, Muthia Pramesti, Sari Wahyuni, M.Zuhdi

Department of Management, Faculty of Economics and Business, Universitas Indonesia

Email: permata.w@gmail.com

ABSTRACT

Women are the dominant workers in garment industry in ASEAN region and worldwide. Notwithstanding the creation of jobs for women resulted by garment factories, workplaces employing women are often characterized by harsh working conditions. Their experience at the workplace affects their well-being, not only at work, but at home and as members of their households and communities. This research aimed to analyze how improvements in working conditions affect the lives of workers, especially women and their families. The research methodology used for this study is qualitative research, based on focus group discussion. It is conducted to several garment factories in Indonesia which are divided into factories which have previously joined better work programs in Indonesia (BWI factories) and factories which have not yet joined better work programs in Indonesia (Non-BWI factories). The analysis is classified into two dimensions: working conditions and individual context. The results show that working condition dimensions (compensation, giving birth, safety work, supervisor relationship, company's rules, promotion) and individual dimensions (objective of working, future achievement's and having more time at home) are better in the BWI factories compared to the non-BWI factories.

Keywords: competitive advantage, reputation, CSR, dynamic capability

