What Garment Workers Say

Businesses need data to evidence claims of no forced labor or human rights abuses in their suppliers' factories.

Only Direct Worker Voice (DWV) can provide that evidence credibly to reveal how workers feel. DWV can preempt or corroborate grievances which are records of harm that has already been done, usually filtered through 3rd parties. DWV is HRDD to identify risks in advance and reveal which areas to address before the harm happens in a factory or farm. By matching DWV of how workers feel broadly, with any specific complaints received from a grievance mechanism, a business can target a highly effective remedy. Businesses need pre-emptive data to protect themselves[1].

Worker morale improves, they gain job satisfaction and there are fewer conflicts if their feedback influences decisions about their workplace[2]. MillionMakers™ is a platform to gather DWV data anonymously from workers at scale and license that data legitimately for use in risk management.

MillionMakers™ partnered with Safety and Rights Society (SRS) in Bangladesh to show how garment workers from several factories, located in Mohammadpur Beribadh, could provide data about their working conditions and generate income by doing so.

The data each worker created about conditions in the factory they said they worked in was a monetizable data asset. They owned the data and were immediately compensated for the data they licensed.
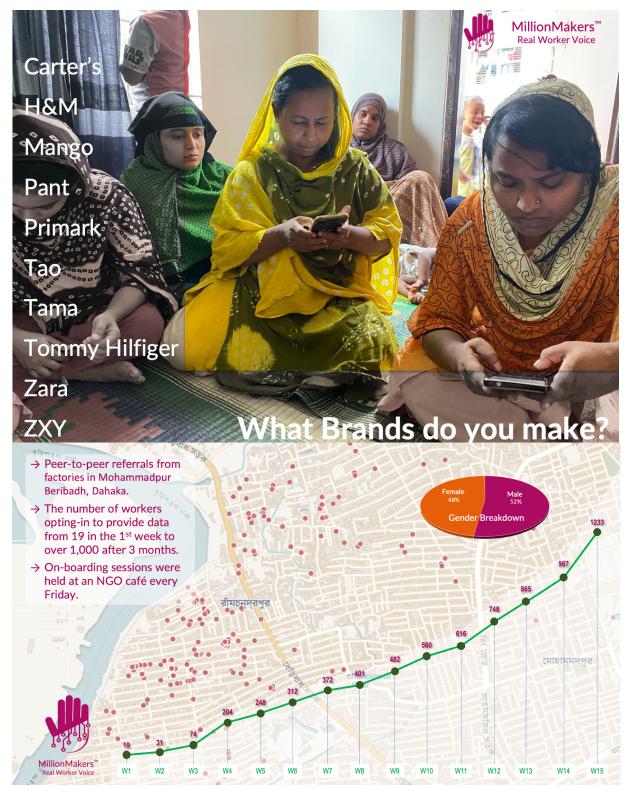
MillionMakers™ enabled garment workers to create their own Bluenumber self-sovereign identity (SSI) and invited them to create data on the 11 ILO indicators. All the data they created was stored directly to their Personal Data Vault (PDV), which they have ownership and control over. From the PDV they can sell this data as they see fit. MillionMakers™ licensed a copy to show workers they can create, own and license data at will.

The data from workers generated a report on conditions in 25 garment factories within Mohammadpur Beribadh.

1,216 workers generated 110,656 data points on working conditions. Workers each earned 400 Taka for licensing their data, which they still own and can re-license to any other buyer sourcing from any of the factories in this location.

1 Md. Nasir Uddin, Md. Mozammel Haque, Md. Fakhrul Islam Sumon, Saiful Islam, Kazi Mahbubul Hoq, 2021, Garment industry compliance system in Bangladesh, Available at https://textilelearner.net/garment-industry-compliance-system/

2 Wong. K, 2020, What is Employee Voice and why is it important?, Available at https://www.achievers.com/blog/what-is-employee-voice-and-why-is-it-important/

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