



COMPANY PROFILE

SME Name
Perhimpunan LAWE

Location
**Jl Prof KH Amri Yahya 6
Yogyakarta**

Established
2004

Products
**Bags, pouches, toys, and
accessories from lurik clothes**

Target Market
Domestic

STRIVING TO CONTRIBUTE FOR COMMUNITY DEVELOPMENT

It has been 12 years already since LAWE first started in 2014. During those years, LAWE continued its mission as a social enterprise, with a vision to be the center of the community economic development. LAWE offers assistance to help traditional weavers by creating functional products from their traditional clothes, so that they can compete in the modern market. It seeks to explore the weavers' potential, while ensuring that its designs aligned with the skills and capability of each weaver.

Their trainings include subjects such as product development, natural colorings, and how to start a business for university students. Craft Class is LAWE's latest social program, where participants are taught to manage convection waste and turn it into something valuable. The program is targeting women's organizations for housewives and university students. LAWE also has a charity program called 'Weaving for Life', which is a movement to preserve Indonesian traditional cloths by turning it into something that has value added in order to increase the weaver's economic condition. Through this charity, they want to help children in East Nusa Tenggara to realize their dreams, such as through education and better facility.

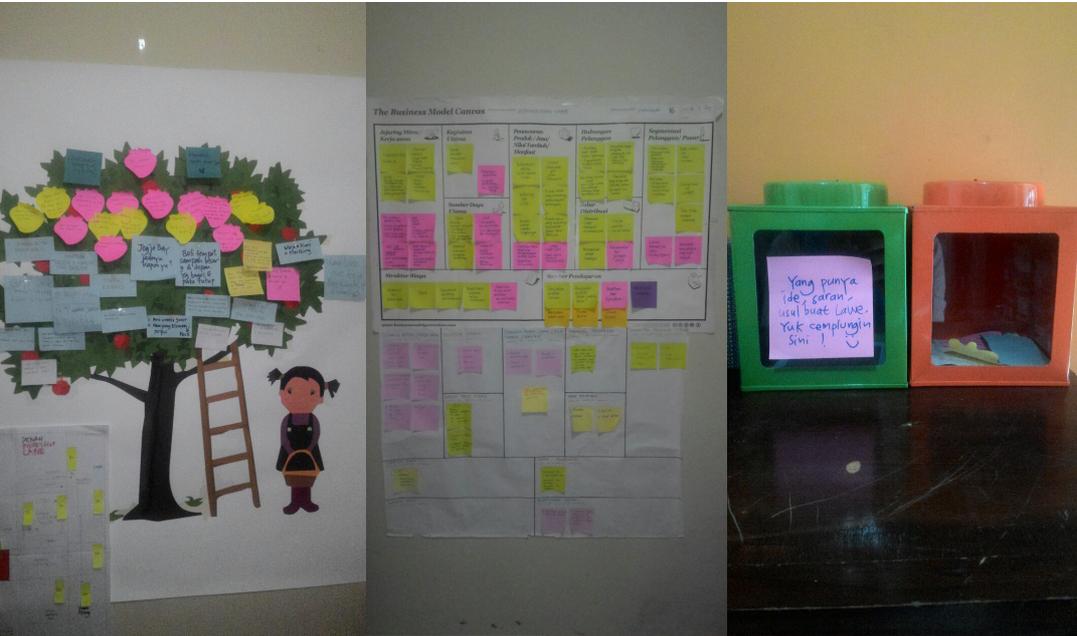
To support this mission, LAWE equipped itself with more than 20 traditional weavers to develop designs for their products. These workers are involved in LAWE's efforts to strengthen the weavers' capability and knowledge, from coloring skill, introducing contemporary colors, as well as developing patterns. Along with its business-related goals, LAWE is also focusing its efforts on delivering trainings for the traditional weavers in their surrounding environment.

From internal organization, LAWE secretly suffers lost due to miscommunication and mismanagement. Wrong order specification, product delivery misunderstanding, lack of production time management, messy files for product storing, and over-



"I love the way the SCORE Training changes our communication. I am glad that today, we become more open to each other and we have a harmonious relationship with our employees."

Adinindyah
Chief of lawe



Ways To Communicate

After SCORE training LAWE finds new ways for employees to communicate with management. Now they have tree of problems, ideas box and job description board.

WHAT THEY SAY

“The SCORE Training taught us how to be more neat, organized, and efficient at work. This has positively increased our productivity. Personally, the training also helps me to be more open and organized at work.”

Anggraeni Sulistyawati
Financial Manager

“The SCORE Training brings significant changes to the organization. I believe right now we have more focus at work. With an open communication approach, we no longer have any conflict between the employees.”

Herlin Siswanti
Marketing Manager

“Score Training has opened new perspective for me as an employee. I am now more open and organized at work. I love the concept of putting employees’ ideas on the board to express my wish to the management and because of that I feel no more gap between employees and management.”

Erly Wahyuni
Staff

“Before the SCORE Training, the majority of the employees have no idea about the 5S code. Today, the 5S implementation in the organization has work well. I can see a lot of improvements happening after the training.”

Sri Nawangsih
SCORE Trainer from Provincial Training Center DI Yogyakarta

communication are some problems identified during the SCORE training. These problems are dealt by forming the EIT team to solve the problems together. Soon after, they started the regular daily, weekly, and monthly meeting schedule.

The SCORE program encourages LAWE’s management to create the ‘Idea Tree’ as a channel to express their opinion and aspirations. LAWE was also assisted in selecting products, changing the office layout to make it more spacious, and collecting the returned products for social charity. This idea tree has made employees become more open to critics and ideas. Some employees think that Idea trees has changed their perspective on working at LAWE. “Score Training has opened new perspective for me as an employee. I am now more open and organized at work. I love the concept of putting employees’ ideas on the board to express my wish to the management and because of that I feel no more gap between employees and management.” Admits **Erly Wahyuni**, one of LAWE’s staffs.

Yet the most important thing for LAWE is the creation of the Work Order (WO). This step significantly

helps the coordination between the tailors and weavers, so they can work together to minimize mistakes or wrong cut. They also implement the letter of delivery order for production material from LAWE to their tailors to save rags, which will be used by the Community Development Division.

Improvement at Production

One of the most significant improvement of LAWE is the energy consumption unit that has reduced from 192,000 in May 2016 prior to joining the SCORE program to 131,000 in August 2016. It takes 4 months for the management to do energy consumption throughout the program. Another number that also improved is the efficiency at work. Progressing by 76% in August from 70% at the initial of the program.

One that is still slowly progressing but improving is the rate of employee attendance. Although the percentage of employees absent has reached its highest peak by 12,50% in July 2016 due to Eid Holidays. But the commitment of the employees and management toward the goals of SCORE project could bring the percentage back to 3,20% in August.

In addition to that, LAWE continues to apply the best Quality Control (QC) standard implementation to

Tailoring Process

LAWE opens opportunities to work with anybody across background, gender and age. In the picture, one of female employees is doing the tailoring process.



improve their production quality and create a skills standardization map to mapping their tailors' skills. Sulistyawati believes that LAWWE can maintain the 5S Code for sustainable business, mainly supported by strong commitment, consistency, honesty, as well as the endorsement of equality. In terms of gender equality, LAWWE has removed one of its requirements that state only one gender (female) allowed to work in the company. Currently, it added two male employees.

Another positive impact that employees at Lawe can benefit from SCORE Training beside their aspiration being heard is the bonding amongst employees and management has positively improved. At several occasions management held employees and family gathering or dinner together. This is made by management to boost the positive energy of employees to keep doing what SCORE Training has taught as well a reward for the employees on their contribution to the company.

“By the end of the day, SCORE Training helps us to reach our target for work effectively and efficiently, both in terms of management and production,” said LAWWE’s Finance Director Anggraeni Sulistyawati. “This achievement has improved our weaving production quality, as LAWWE now has more time to spare on creating special designs through innovations.”

Energy Consumption Per Unit (May-August 2016)

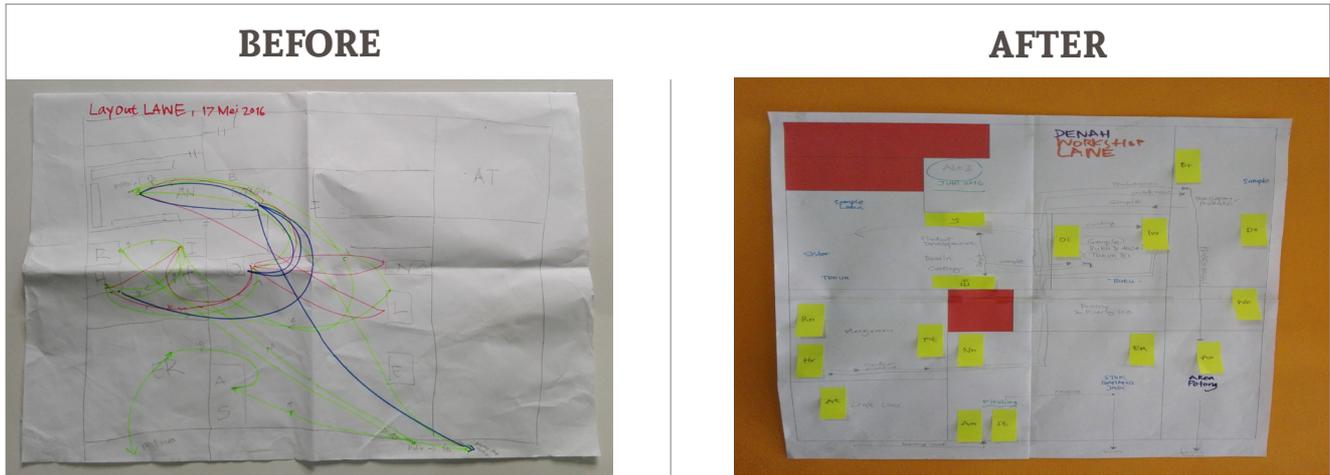


Employee Absence Rate (%) (May-August 2016)

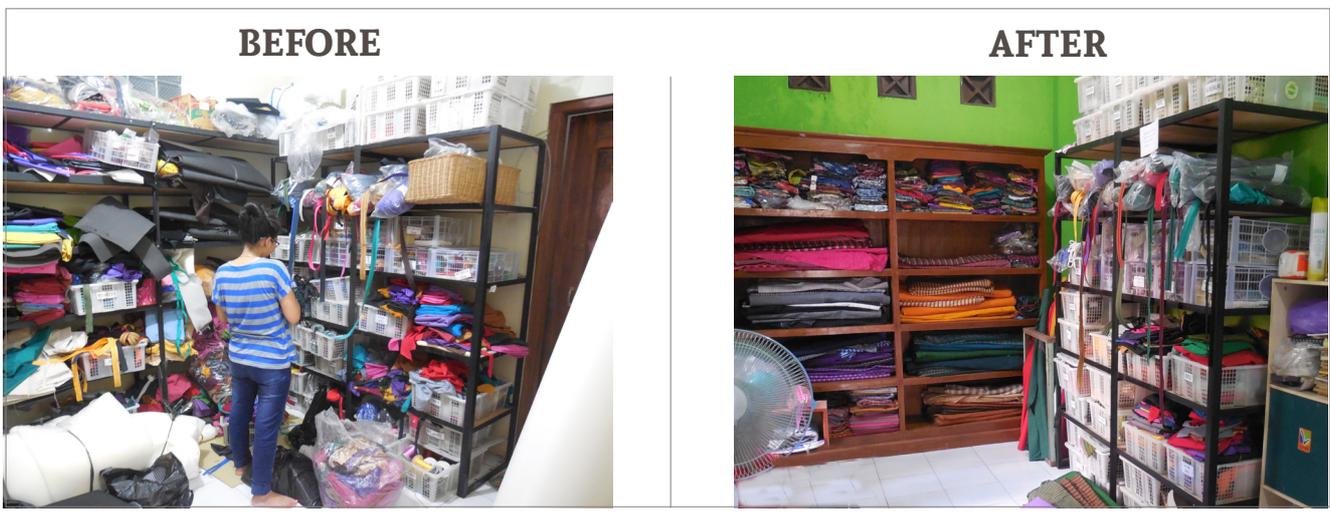




LAWE also contributes value to the surrounding through its programs; sisterhood of LAWE, Waiving for Life and Zero Waste.



Employees of LAWE are trained to have better understanding of 5S during SCORE Program. From that training employees now are able to redesign their workshop layout and manage their storage area orderly and neatly.



 The SCORE program is a training program initiated by ILO and funded by Swiss Secretariat for Economics Affairs (SECO) & Norwegian Agency for Development (NORAD). This program was developed and implemented by Ministry of Manpower Indonesia, Indonesian Employers Association (APINDO), The Confederation of Trade Unions and ILO.

