

## **BAB IV**

### **KESIMPULAN**

Pada abad ke-19, terjadi rezim eksploitasi dan penindasan buruh yang disebut dengan Sweatshop di Amerika, dimana eksploitasi tersebut identik dengan industri garmen yang dipekerjakan secara paksa, jam kerja dan lembur yang panjang, dibayar dengan sangat rendah dan risiko kerja yang tidak sistematis. Kebanyakan para buruh yang dieksploitasi berasal dari negara-negara berkembang, guna memperkecil pengeluaran biaya produksi sehingga para pekerjanya dibayar dengan upah yang sangat rendah.

Dengan maraknya industri di era globalisasi, Fast fashion menjadi salah satu sasaran dimana terdapat banyak perusahaan-perusahaan MNC yang besar mulai bermunculan salah satunya merupakan H&M yang berdiri pada tahun 1947 oleh Eling Persson. H&M memiliki beberapa negara produksi yang berada di negara berkembang seperti Kamboja, Bangladesh, Indonesia, India, dan Sri Lanka. Bangladesh sendiri merupakan salah satu negara berkembang yang pendapatan negaranya rendah maka dari, Bangladesh memperkuat salah satu industrinya yaitu industri garmen yang kemudian menjadi pemasukan negara tertingginya berasal dari industri tersebut, namun pemerintahnya belum sepenuhnya memberikan perhatian lebih untuk menegakan perlindungan kepada para buruh industri garmen.

Yang menjadi sorotan merupakan para pekerja buruh sebagai rantai pemasok H&M di Bangladesh dimana terdapat berbagai kasus yang merujuk pada

perilaku eksploitasi yang disebut dengan sweatshop tersebut. Kasus-kasus yang tercatat pada sebuah analisa laporan oleh sebuah organisasi bernama Global Labor Justice yang berjudul “*Gender Based Violence in the H&M Garment Supply Chain: Workers Voice From The Global Supply Chain: A Report To the ILO 2018*” yang berisikan beberapa kasus pelecehan dan kekerasan seksual, upah dibawah minimum negara Bangladesh, jam kerja yang tidak sesuai dengan standar ketenagakerjaan serta kasus-kasus yang dapat mengganggu keamanan dan kesehatan para pekerjanya.

Kasus yang tercatat berdasarkan hasil wawancara dengan para buruh dari berbagai negara pemasok seperti Kamboja, India, Indonesia, Sri Lanka, dan Bangladesh, tersebut membuktikan bahwa H&M telah melanggar Konvensi ILO mengenai *Forced Labour Convention 1930 (No.29)*, *Hours of Work (Industry) Convention, 1919 (No. 1)*, *Holidays with Pay Convention, 1970 (No.132)*, *Night Work Convention,1990 (No.171)*, *Occupational Safety and Health Convention 1981 (No. 155)*, *Violence and Harassment Convention 2019 (No.190)*, *Occupational Safety and Health Convention 1981 (No. 155)*, dan *Employment Injury Benefits Convention, 1964 (No.121)*.

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