



ILO Special Edition on 100th Session of THE INTERNATIONAL LABOUR CONFERENCE:

Building a Future with Decent Work:

The Historic Year for the ILO and Indonesia

November 2011

This year, the ILO conducted its historic 100th International Labour Conference (ILC) in Geneva from 1 to 17 June 2011 with a call for a new era of social justice amid high global unemployment and underemployment and public concern over the employment situation after the recent global financial crisis. The visit of President Susilo Bambang Yudhoyono to the ILC on 14 June 2011 was another historic milestone. The visit marked the first time that an Indonesian President has addressed the Conference.

In addition to the visit of the President, other important milestones for Indonesia at this year's ILC included the participation of an Indonesian youth leader, the contribution of Indonesia to the adoption of the Domestic Workers Convention, the tripartite representation of Indonesia at the ILO's Governing Body, the first speech delivered by an Indonesian woman unionist, and the active participation of the Indonesian delegation in the two main employment issues up for discussion: labour inspection and social security.

The 100th ILC debated current and future challenges in the world of work, including record-high unemployment rates, a global youth employment crisis, the extension of social protection to eighty per cent of the world's population without any such coverage, the role of labour administration in ensuring fair treatment at the workplace, and the extension of basic rights at work to the millions of mostly female domestic workers.

The Conference, held at the Palais des Nations in Geneva, Switzerland, drew more than 4,400 delegates and advisers, including government representatives and leaders of workers' and employers' organizations from the ILO's 183 Member States. Each Member State has the right to send four delegates to the Conference: two from government and one each representing workers and employers, each of whom may speak and vote independently. ❁

The Historic Visit of **President Susilo Bambang Yudhoyono:**

Indonesian President Calls for Global Coalition for Youth Employment

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The President of Indonesia, Susilo Bambang Yudhoyono, has called for a global coalition to tackle youth employment in an address to a special session of the 100th International Labour Conference (ILC) in Geneva. The President called on delegates to work together to prevent increasing unemployment among young people, saying this would be critical to the creation of a new era of social justice.

Globally, 81 million out of 620 million economically active 15 to 24 year olds were unemployed in 2009, the President said, the highest number recorded for 18 years.

President Yudhoyono also told delegates that Indonesia was one of the countries least affected by the global economic crisis. Central to their successful



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WITH NEARLY HALF OF THE WORLD'S POPULATION UNDER THE AGE OF 25, YOUNG PEOPLE CAN MAKE AN IMPORTANT CONTRIBUTION TO GLOBAL PROSPERITY.... WE MUST INVEST MORE IN SECTORS THAT GENERATE JOBS FOR YOUTH,..... LET US JOIN HANDS TO MAKE THIS A NEW ERA OF SOCIAL JUSTICE.

”

response was the decision to synchronize policies and actions between central and local government, the private sector, labour unions and others. “The lesson was that the Government, corporate world and the workers worked together to minimise unemployment,” he said. He also praised the International Labour Organization (ILO) for its work in helping to forge this constructive consensus.

The President outlined a range of measures to counteract the effects of the crisis and improve global employment, centring on policies that are pro-growth, pro-job, pro-poor, and pro-environment. These include support for business and entrepreneurship – particularly among young people, the promotion of social protection and benefits like education



and housing, opportunities for workers to take part in decision-making, and better international co-operation to ensure that globalization's benefits are shared equitably. He also called on countries to implement the ILO conventions that they have ratified, pointing out that implementation of the eight fundamental conventions was a requisite for workers to enjoy social justice.

President Yudhoyono highlighted the need for special recognition of the contribution made by the millions of migrant workers worldwide, emphasising their needs and rights. In particular, he called on ILC delegates to support a new draft convention on Decent Work for Domestic Workers that is due to be voted on later this week. 🌐

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Youth employment is a challenge in many countries

A special interview was conducted with Peter van Rooij, ILO Country Director for Indonesia, responding to the historic visit of the President Susilo Bambang Yudhoyono and to the key message conveyed by the President regarding the importance of the global coalition for youth employment. The interview was conducted by UNIC, and the interview has been published in the October 2011 UN Newsletter of Indonesia.

Q: ILO recently held its 100th International Labour Convention in Geneva. What's important about the centenary?

A: It is a milestone. Any round number like 100 is a good moment to celebrate success. In terms of the agenda items, with the first international convention to protect domestic workers, this is another reason it is a milestone. We also had an agenda item on social security, which is gaining more and more attention across the world. Another interesting agenda item was on labour inspection – to realise the importance of effective and efficient labour inspection throughout the globe.

Q: The President of Indonesia was in attendance for the first time ever. How significant was this?

A: It's very special because it symbolically marks the progress which has been made in Indonesia over the years. Indonesia is the first country in the Asia



Pacific region that has ratified the eight ILO core conventions. Indonesia was also the first country in the world to come up with a national Global Job Pact.

Q: Why is a Global Coalition for Youth Employment so crucial, and what do you hope it will achieve in countries like Indonesia?

A: Youth employment is a challenge in many countries, even those without major financial challenges as such. In Indonesia, we have been working with the Government, employers, and workers for the last decade on the subject.

Whilst we are doing this in a number of countries, we could take it a step further by coming up with a global coalition.

Coalition is a word that should be underlined because it means also teaming up between different partners such as Government, workers, employers, international organizations, and perhaps others as well. This is a great moment to bring those efforts together. The Indonesian President, when he was in Geneva for the 100th International Labour Conference, actually called for such global coalition. 🌐

The Adoption of the ILO Convention No. 189 on Domestic Workers

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The government, worker and employer delegates adopted a historic set of international standards aimed at improving the working conditions of tens of millions of domestic workers worldwide. Conference delegates adopted the Convention on Domestic Workers (2011) by a vote of 396 to 16, with 63 abstentions and the accompanying Recommendation by a vote of 434 to 8, with 42 abstentions.

The new ILO standards set out that domestic workers around the world who care for families and households, must have the same basic labour rights as those available to other workers, including reasonable hours of work, weekly rest of at least 24 consecutive hours, a limit on payment in-kind, clear information on terms and conditions of employment, as well as respect for fundamental principles and rights at work including freedom of association and the right to collective bargaining.

"We are moving the standards system of the ILO into the informal economy for the first time, and this is a breakthrough of great significance," said Juan Somavia, ILO Director-General. "History is being made." 🌟

Indonesia strongly supports the adoption of the domestic workers convention

By **Guntur Witjaksono**, Head of the Administration Centre of the International Cooperation Department, Ministry of Manpower and Transmigration

As the Head of the International Cooperation Department, he is not a stranger to the ILC. He had been part of the discussion process on standard-setting for domestic work since it began in 2009.

"In the general statement of Indonesia, we strongly supported the adoption of the Convention on Domestic Workers and its accompanying Recommendation. The Indonesian delegation also played an active role in the discussion process and actively contributed to the provisions of the Convention and the Recommendation.

This committee was quite emotional considering the sensitivity of the issue. Surprisingly, some countries refused the adoption, such as England as well as some of the destination countries of Indonesian migrant workers, including Malaysia, Singapore and Brunei Darussalam. On the other hand, some countries that most of the delegations assumed would vote against the adoption, particularly from the Middle East, proved to be strong supporters.

“Together, we will make history...”

By **Sulistri**, Head of Indonesian Workers’ Delegation

On behalf of the workers’ delegation of Indonesia, Sulistri delivered her speech at the Plenary of the ILC on 15 June 2011, providing full support for the adoption of the ILO Convention on Domestic Workers. Sulistri’s speech also marked the first delivered by an Indonesian woman labour activist.

“I am honoured to speak on behalf of the Indonesian workers delegation.

Asia is home to millions of domestic workers. Many work within their own local area. But millions of Asian domestic workers now live and work in places very far from their own homes.

Now, thanks to the willingness of governments, employers and workers working together here, we finally have a good instrument – one that is a big step forward in making the dream of decent work come true for all these domestic workers and their families.

In Indonesia, there are over 16 million domestic workers. Six million of them work overseas. They leave Indonesia to seek better wages, to meet the needs of their loved ones and have a better future. However, as migrant domestic workers, they are very vulnerable.

The proposed Convention responds well to many of the problems faced by such migrant domestic workers. Article 15 on employment agencies, when enforced, will help to strengthen responsible business practices. Under Article 8, governments of sending and receiving countries will share responsibilities and work in cooperation. Such steps will help to ensure fair treatment of domestic workers.

The positive implication of the adoption of the Domestic Workers Convention to Indonesia is that it could be used as a reference for the Indonesian parliament in formulating and finalizing the Draft Law on Domestic Workers.” ❁

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We believe the proposed Convention is both ratifiable and enforceable. The example of Hong Kong shows this. There, migrant domestic workers are already covered by the same labour legislation as local workers, including under the Employment Ordinance and the Trade Union Ordinance. Migrant domestic workers can seek redress for any violations at the Labour Department and the Labour Tribunal. They are already entitled to some of the rights set out in the proposed Convention, such as weekly rest, annual leave, sick leave and maternity leave.

Therefore, I call for your full support to adopt the Convention and its accompanying Recommendation tomorrow. If so, together we will make history, helping to lift millions of domestic workers and their families out of poverty.” ❁

Global Youth: Leading Change

Youth leaders from around the world told the annual conference that they need jobs but expressed optimism that their efforts would eventually result in employment, more equitable societies and decent work. The predominant message was that youth are ready and eager to contribute to making a difference if they are provided with opportunities to do so in the form of jobs, training and involvement in the political process. Alanda Kariza, a young Indonesian author and the President of "The Cure for Tomorrow" participated in the panel together with Monique Coleman, the UN Youth Champion, Octavio Rubio Rengifo, General Confederation of Workers, Department of Young Workers and Roberto Suarez Santos, Youth Employment Specialist, Confederation of Employers. 🌱

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“Youth are the power of change”

by **Alanda Kariza**, Indonesian Delegate on the Global Youth: Leading Change Panel

As the first Indonesian youth panel at the ILC, Alanda shared her rewarding experience regarding the urgent needs of young people around the world, which includes unlocking their tremendous potential and participating in the world of work by obtaining decent jobs and income.

“I was invited by the ILO to speak on behalf of Asian youth on the youth panel “Global Youth: Leading Change” at the 100th Session of the ILC in Geneva, Switzerland. I was delightedly surprised that ILO had allocated a number of ‘special’ sessions for young people to address their thoughts on employment issues before the world leaders.

In the panel, I shared the stage with prominent young leaders from other continents, including Monique Coleman who is renowned for her roles in a number of films such as High School Musical. She has been serving as the UN Youth Champion for a few months and she has been travelling around the world to meet young leaders from many different countries. Other panellists included Octavio Rubio Rengifo from Colombia and Roberto Suarez Santos from Spain.

The panel mostly discussed youth employment and unemployment. It also explored social and political challenges faced by young people in all parts of the

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world. Octavio and Roberto were the youth employment experts and had much to say, therefore, about statistics and the current conditions of their countries, especially after the recession. I shared the current youth employment situation in Indonesia with the other delegates, in particular that eight per cent of the young Indonesians are unemployed and that only 0.5 per cent of young Indonesians are entrepreneurs.

In the panel, I emphasised the importance of letting young people making their own choices. Life is all about choices anyway, and when we make our own choices, we

become more responsible in terms of realising and fulfilling them. Unfortunately, most young Indonesians do not have the luxury to make their own choices. I also shared my belief that youth are the power of change. However, we have to make sure that it is a good change, not the other way around. That is why we need to have good education and the spirit of entrepreneurship.

During my visit to the ILC, I met a lot of remarkable young people that made me optimistic that the world is going to have great leaders in the following years. And, as for me, I hope that I can further contribute my thoughts and efforts to foster the creativity of young people and make them able to change the world through improving the education system and promoting entrepreneurship.” 🌱

Tripartite Representation of Indonesia at the ILO’s Governing Body

The Governing Body is the executive body of the ILO that meets three times a year in March, June and November. It takes decisions on ILO policy, plans the agenda of the ILC, adopts the draft Programme and Budget of the Organization for submission to the Conference, and elects the Director-General.

For the first time, Indonesia’s representatives were being selected to represent the tripartite groups – governments, employers and workers groups – for the period 2011 to 2014. The Ministry of Manpower and Transmigration was selected as the government member, Djimanto, Chair of Apindo (Indonesian Employers’ Association), was elected as employer member and Rekson Silaban, Head of Advisory Board of KSBSI, was elected as worker member. 🌱

Building Effective Labour Administration and Inspection



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At its 308th Session (June 2010), the Governing Body placed labour administration and inspection on the agenda of the 100th Session of the Conference. The importance of strong and effective labour administration and labour inspection systems in the context of economic and social development is recognised in the Constitution of the ILO, the Declaration of Philadelphia and the ILO Declaration on Social Justice for a Fair Globalization.

The ILO had prepared the report as a basis for general discussion. The Indonesian delegation was actively taking part in the discussions, aimed to provide an overview of the current challenges and future perspectives facing labour administration and inspection systems as well as to identify key areas of action both for national labour administration and inspection systems and for the ILO. 🌐

editorial

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“We are committed to moving forward...”

By **Saut P. Siahaan**, Secretary of Directorate General of Labour Inspection,
Ministry of Manpower and Transmigration

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He was part of the Indonesian delegation, together with Mudji Handaya, Director General of Labour Inspection and Parwito, Head of Legal and International Cooperation Unit. Some initiatives have been taken by Indonesia's Ministry of Manpower and Transmigration to strengthen its labour administration and inspection systems.

“In the discussion session, we provided an overview regarding the role of Indonesia in building a stronger and more effective labour inspection system which is in line with the Presidential Decree No. 21/2010 on Labour Inspection. One of our statements that we contributed during the discussion was the need for information on good practices in fostering coordination and collaboration between the central and regional inspectorates.

As one of the pilot countries under the ILO's Norwegian funded project on Building Modern and Effective Labour and Administration and Inspection Systems started in January 2011, we also demonstrated achievements made through the implementation of a series of training courses

for labour inspectors. Through these trainings, we showed our commitment to strengthen the labour administration and inspection systems by recognising and overcoming challenges faced.

During the discussion session, we also learnt that most countries also deal with similar challenges. In addition to the inadequate coordination between the central and regional governments on labour inspection, some other major challenges included inadequate training for labour inspectors, poor infrastructure and a lack of technical equipment, the changing nature of employment relationships, and the need to extend protections to vulnerable workers in the informal economy.

We realise that an efficient and effective labour inspectorate should be well funded, well staffed, and well organized. Thus, we are committed to move forward by improving the labour administration and inspection systems, developing more efficient information networking, formulating technical guidance for Presidential Decree No. 21/2010, and improving the development of human resources.” ❁

Publication:

Indonesian Employment Development



In conjunction with the historic visit of President Susilo Bambang Yudhoyono to the 100th ILC in Geneva, the Ministry of Manpower and Transmigration, with support from the ILO Jakarta, published a book titled Indonesian Employment Development.

The book presents the comprehensive development of employment issues in Indonesia and the evolution of the Government's policies concerning labour and employment throughout the three important eras of Indonesia: The Post Independence Era, the Pre-Reform Era and the Reform Era. The book also presents current labour conditions and challenges in Indonesia as well as Indonesia's economic vision for 2025. In addition, the book highlights the relations between Indonesia and the ILO and the supports given by the ILO through its programmes and activities in the country. ❁



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Extending the Coverage of the Social Protection

The ILO Declaration on Social Justice for a Fair Globalization was adopted by the ILC at its 97th Session in 2008. And, at its 304th Session (March 2009), the Governing Body decided that the second recurrent discussion at the 100th Session of the Conference in 2011 would be dedicated to the strategic objective of social protection, and should specifically focus on social security. The Indonesian delegation was actively participating in these discussion sessions, seeking to identify the main social security challenges and suggestions for the direction of future ILO action as a basis for further discussions at the 101st session of the ILC in 2012 on social protection floors for social justice and a fair globalization. ❁

“The social protection floor is not only an employment issue...”

By **Haiyani Rumondang**, Director of Industrial Relations, Directorate General for Industrial Relations and Workers' Social Security Development, Ministry of Manpower and Transmigration

She was the only delegate from Indonesia who participated in the sessions concerning the social protection floor. The social protection topic has been a most debated issue for Indonesia. Indonesia is currently deliberating on the implementation of the Bill on Social Security Agency as part of the execution of Law No. 40/2004 on the National Social Security System (SJSN).

“The general session on the social protection floor was really an eye-opener. I obtained useful insights, learning from presentations given not only by the ILO but also by other relevant organizations, such as the World Bank, regarding the relations among social security, social justice and globalization; the integration of social security for decent work; and the role of tripartite constituents in supporting the effective implementation of social security.

In the discussions, the member States, including Indonesia, agreed that although governments play an important role as the initiator and facilitator in



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the implementation of the social protection system, the other tripartite constituents also play an important role. The social protection floor is not only an employment issue, but covers social, health and education issues.

The social protection floor promotes income security through a basic set of protection measures including pension, disability, maternity, death, etc. Thus, it

involves coordination among relevant ministries and organizations, including the Ministry of Social Affairs, the Ministry of Health, the Ministry of National Education and other institutions. I also learnt that most countries share a universal challenge: the lack of adequate budget to ensure social protection for all due to the economic conditions.

In the meeting, Indonesia also showcased the important role played by the social protection floor in overcoming the impact of the global financial crisis and its link to the Indonesian Jobs Pact. Social protection is one of the four priorities under the Pact. ❁