International Labour Organization
SafeYouth@Work Project
GLO/14/20/USA

Terms of Reference:

Rapid assessment on occupational safety and health in Indonesia, particularly for young workers, in the construction sector

1. Background

The ILO Office for Indonesia and Timor-Leste (CO-Jakarta) is implementing the SafeYouth@Work project, funded by the Department of Labour of the United States (USDOL). The Project, which currently operates in eight different countries, aims to promote the safety and health of young workers on the job, with a particular focus on those aged 15-24, who are more vulnerable to occupational injuries and disease, and who as they join the workforce are essential contributors to a sustainable and prevention-focused OSH culture. Working with key stakeholders at all levels in an integrated fashion, the project works to build and sustain a culture of prevention in occupational safety and health (OSH). The project will implement a comprehensive intervention framework in Indonesia, including targeting particular sectors in which young workers are found.

The key implementing partners of the project are the Ministry of Labour (MOL), Indonesian Employers’ Association (APINDO) and the Labor Confederations at the national level (KSPSI,1 KSBSI,2 and KSPI3) and their relevant affiliated federations with a focus on the construction sector and young workers.

In recent years the Ministry of Manpower (MOM), together with the social partners, has focused on strengthening the national occupational safety and health (OSH) system, including building awareness and capacity to improve OSH compliance especially for young people and at SMEs. The main OSH issues include a high rate of accidents in the construction sector, weak enforcement of OSH regulations, and an inadequate number of inspections by Government officials. Although comprehensive OSH data is unavailable, indications are that the majority of workplace accidents occur in the construction sector.

With that, the Project has identified the following objectives:

- Comprehensive, relevant and quality data and information on OSH for young workers are available for effective use.
- National capacity to promote OSH prevention and compliance with OSH requirements in the construction sector enhanced.
- Awareness and knowledge of the particular hazards and risks faced by young workers is increased.

OSH Challenges in Indonesia: Reducing the Number of Occupational Accidents

In the last four years, Government of Indonesia has actively developed a number of new infrastructures, such as: harbours; airports; toll roads; bridges; power plants; roads in and to remote areas. Besides the infrastructures building, significant other development projects are underway.

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1 The Confederation of Trade Union throughout Indonesia
2 The Confederation of Indonesia Prosperity Trade Union
3 The Confederation of Indonesia Trade Union
The first challenge on OSH in Indonesia is to decrease the number of occupational accident. This kind of accident result accidents and death. In 2017, total of occupational accident are 123 thousands cases with claim amount more than IDR 971 billion. This is a significant increase from the total claim amount in 2016 (less than IDR 793 billion).\(^4\) A series of occupational accidents in the infrastructure sector since August 2017 has brought additional attention to this problem.

OSH in Indonesia Second Recent Challenges: Limited Protection of Young Workers

The huge human suffering and the social and economic costs of occupational accidents and diseases affecting Indonesia should mobilize stakeholders to undertake more determined policies and actions to improve OSH, particularly for young workers. Although ILO International Labour Standards and the national legislation of Indonesia place responsibilities on different stakeholders to tackle this problem, progress has been limited, especially for vulnerable workers including young workers. Improving national OSH systems with a focus on youth vulnerability needs to be prioritized to drive renewed progress.

In pursuit of a safe and healthy working environment for all workers including young workers, each country has to develop an effective national OSH system as a collaborative effort of the government and social partners. Such a system should consist of various elements including legislation and compliance mechanisms as well as a training and information network. The system needs to be continuously improved through the formulation and implementation of a national OSH programme (medium-term programme of strategies and activities aiming at improving the OSH situation) as guided by the Promotional Framework for Occupational Safety and Health Convention (No. 187) and Recommendation (No. 197), adopted by the ILO in 2006. Indonesia needs to adopt this strategic approach to OSH, showing significant progress in the way that they manage the OSH at the national level.

2. Objective

The main objective of this study is to support the SafeYouth@Work Project to carry out a rapid assessment on OSH in the construction sector, with a particular focus on the hazards and risks faced by young workers. This study will include an overall assessment of OSH in Indonesia, with an in-depth analysis in the construction sector. The findings and recommendations of this study will be used as case studies on OSH for young workers training workshops for the National OSH Council, and by trade unions, employers’ organizations and youth committees in the construction sector.

3. Scope

This study will include a national level analysis of OSH in Indonesia as well as a deeper, sector-specific analysis on OSH in construction. The service provider will use a desk review, key informant interviews, field visits, and workshop and consultation meetings to gather relevant information for this study.

(1) The first part of the study is an analysis of nationwide OSH issues faced by young workers in all sectors. The study will include but is not limited to the following:

\(^4\) Up to now, Indonesia does not have any source of comprehensive information on occupational accident and occupational disease. To know the number, Indonesia depends on information which released by BPJS Ketenagakerjaan (Social Security Management Body – Employment). The information refers to claim figure represent claims for compensation due to injury or disability which are exposed by formal sector workers who are registered as of the BPJS members. It does not cover informal sector workers. So, this figure is expected to be higher if all workers are calculated. https://finance.detik.com/moneter/d-3853101/angka-kecelakaan-kerja-ri-meningkat-ke-123-ribu-kasus-di-2017
o The characteristics, background and work experience of youth, particularly those involved in hazardous workplaces and working condition.

o The health and safety issues faced by young workers on the job.

o The attitude towards OSH of young workers by community, employers and policy makers.

o The positive and negative impacts on young workers’ education, health and economic growth, as a result of their employment in potentially hazardous working conditions.

o The economic and social returns from investing in OSH and OSH management systems.

o To identify and map the roles and responsibility of the stakeholders currently involved in OSH including governments, development partners, employers’ associations, trade unions and their capacity in OSH areas, including key information platforms.

o The overall policy environment on OSH and policy recommendations.

(2) The second part of study will include an in-depth assessment of OSH issues faced by young workers in the construction sector in Indonesia, including transportation infrastructure projects, residential construction, and high rise urban. This in-depth study will investigate the following:

o The characteristics and background of youth involved in hazardous workplaces and working condition in construction.

o The health and safety issues faced by young workers in construction including social and welfare issues and recommendations on how to address these.

o To identify and map the roles and responsibility of the stakeholders on OSH involved in construction sector including governments, development partners, employers’ associations, trade unions and their capacity in OSH areas.

o Knowledge and perceptions of young workers and employers in the construction sector on the legal requirements of OSH.

o The policy recommendations for improving workplace safety and health conditions in the construction sector, supported by strong evidence and case studies.

4. Expected Tasks

In order to conduct the study, the service provider, in close collaboration and consultation with the National OSH Council and ILO’s SafeYouth@Work Project team, shall perform the following tasks:

o Undertake a desk research and analysis of relevant legal documents and reports on OSH in Indonesia; and map out key and potential stakeholders carrying responsibilities to implement OSH laws/policies on one hand and impacted by the OSH laws/policies on the other hand.

o Conduct key informant interviews with relevant stakeholders, particularly young workers and experts.

o Prepare a draft report and facilitate a workshop with tripartite plus constituents including project advisory committee (National OSH Council and ILO’s SafeYouth@Work Project team) to validate the findings and recommendations; and incorporate the comments and finalise the report.

o Facilitate meetings with Project Advisory Committee to present the study findings; and to discuss the next steps for the OSH council members to address priority OSH issues for young workers.
5. Expected Outputs

The study team is expected to deliver the followings outputs;

1) Draft work plan describing the research questions, proposed methodology and tools, research activities, limitations and proposed timeline.
2) Questionnaires for interviews in both Bahasa Indonesia and English versions, including an enterprise onsite observation checklist.
3) Evidence matrix showcasing all research questions and data collected for triangulation.
4) A draft report with findings and recommendations; and power point slides on key findings and recommendations for comments and technical inputs by tripartite plus constituents.
5) The final report in both Bahasa Indonesia and English versions with introduction, limitations, analysis and findings; assessment methodology, and recommendations for improvements on OSH for young workers in the construction sector. Actions should be prioritized by importance and/or potential impact.

6. Timeline

This assignment will commence on 6 April 2019 and run until 15 June 2019.

7. Qualification

The following qualifications of the consultant/team are required to successfully conduct the assignment;

- Experience working on similar assignment for international organizations or public sectors, previous work experience with the ILO is an advantage.
- The lead consultant should hold at least a University degree in OSH related field, labour administration or related field, an advanced degree is an asset.
- The team members should have at least five years’ experience in OSH research and assessments.
- Understanding of the OSH system and labour policy environment in Indonesia.
- Knowledge about international labour standards on OSH is desirable.

8. Administration, Reporting and Coordination

The contract of this assignment will be issued by ILO Indonesia. The consultant team will closely work with SafeYouth@Work Project team and will report directly to the National Project Coordinator of the SafeYouth@Work Project in ILO Indonesia.

The contract payment shall cover consultant fee, travel expenses and DSAs, if applicable. The travel expenses and DSAs will be calculated based on the estimated duration and days for consultation abroad (domestic).
9. Application

Interested national and international candidates/consultant firm are required to submit a proposal (max 10 pages) by 27 March 2019 with the following documents;

- Cover letter highlighting previous experiences and relevant experience to the assignment (maximum 2 pages).
- Description of qualifications of each team member based on ToRs requirements and description of specific roles.
- Proposed methodology and timeframe in response to this call for proposal.
- Detailed proposed budget and fees in USD (clearly describe the professional fees, and other potential costs such as DSA, meeting and travelling cost; DSA at prevailing UN rates and round trip economy class airfare).
- At least two key references for other related consulting mandates.
- CVs of all team members (max 3 pages per person).

Only shortlisted applicants/service providers will be contacted. Applications should be sent to ahakim@ilo.org

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5 Payment shall be made in USD in two different instalments: after the ILO approval of the work plan (50%), and after the ILO approval of the final report (50%). If necessary for the mandate, airfares are to be approved before purchase of tickets by ILO. No subsistence allowances are to be paid for travel time or overnight travel on airplanes, trains, vehicles or other means of transport. Terminal allowances/local transport (eg: taxi or public transport) costs are considered as included in the fee charged by the consultant.