

Skill development in the context of transformation

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Human Resource Conditions and Employment Challenges

- Indonesia's demographic trends in June 2023 : 278,69m (up 1,05% annually)
- Labor force participation : 146.62 m
- Working population : 138.63 m
- Formal workers: 39.83%
- Formal workers: 60.17%
- Unemployment(Feb '23) : 7,99 m, the number decreased by 411 thousand from the previous year

Skill Challenges : shaping the workforce of tomorrow

- Digital transformation: Technological shifts are changing every business industry in the world
- Changes in work patterns and employment relationship (hubungan kerja yang kurang jelas)
- Unpreparedness of actors/lack critical skills gaps
- Rethink employee skills development for survival
- Regulation, social protection
- Investment in skills development (employer needs to make sure that their employees are skilled, they become more agile, open to challenges and adaptable to change)

Response of union

- Trade Unions need to develop its programs
- Trade union participate actively on the issues of just transition, decent work agenda, apprenticeship, digitalization, HRDD
- Introducing the issues to the members
- Collecting data how many members will be affected by the changing of type of work
- Dialogue social on all types of joint decision-making, negotiation, consultation, or information-sharing
- How to embed responsible business conduct into policies & management systems
- MOU with KADIN on vocational training

What is the role of workers' organization in promoting decent work, in particular business and HR in supply chain. How can skills development initiatives help

4 pillars of DW :

- Fundamental rights at work and international labor standards,
- Better opportunities for women and men to secure decent employment and income
- Social protection for all
- Strengthening social dialogue

Pre-conditions for decent work : fundamental rights at work. Principle : all those who work have rights at work

- Freedom of association & recognition of the right to collective bargaining
- No forced labor
- No child labor
- Elimination of discrimination in employment and occupation

Trade unions role,

- To raise awareness of workers the importance of social protection for workers in the global supply chain in the era of just transition.
- Trade unions need to ensure the implementation of HRs not only in HQ but also in all part of their global supply chain
- How to expand and guaranty a decent social protection to the workers in global supply chain (GIG, platform workers)
- How to embed responsible business conduct into policies & management systems
- Identify and assess adverse impacts in operations, supply chain & business relationship
- Just transition important to know by the workers
- Lobby the government to promote business and human rights, explore a possibility of a legislation and secure commitment of trade unions to the relevant policies
- Include business and human rights matters in organization policy (plan)
- Provide information and raise awareness of the KSBSI affiliates

What support is needed to further develop capacity building of worker's organizations in promoting skills development and business and human rights?

- Training of skill development to increase awareness of workers in facing the future of work, interconnection business and human rights
- Vocational training, up skilling - reskilling
- Collaboration between stakeholders
- Training infrastructure
- Adaptive technology
- Funding resources
- Guidelines for the implementation guidance on charter of corporate behavior” and formulated a handbook with specific measures to encourage companies to take action (a guidance book on business ethic and HRs)
- Make policy to respect human rights and express a company's commitment inside and outside the company

How has upskilling and reskilling initiatives contributed to decent work and business and HRs and synergies between respect for HRs and inclusive growth

What makes work decent?

SDG 8 seek to promote inclusive economic growth, full and productive employment and decent work for all.

The goal can only be achieved through wide-spread collaboration of all stakeholder.

Upskilling and reskilling need to be done to increase the productivity of the workers. Increase the productivity will following by increasing of workers income in benefit, also will boost the company production and interest.

In the era of industry 4.0 the need of upskilling and reskilling increase a lot.

Change of technology and new kind of work will push not only the company but also workers will adapt technology change and new industrial sector.

Upskilling and reskilling to increase workers capacity and it will contribute directly to achievement for decent work and business and human rights.

Finally we've learned something new about the importance of skill development. As we've seen, it's vital for economic growth and social stability. By providing training and encouraging employees to update their skills on a regular basis, you'll boost morale while increasing productivity and efficiency in the workplace. This will improve employee retention rates and results in increased profits