



International
Labour
Organization

► The ILO in Indonesia

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► At a glance

Indonesia joined the ILO in 1950

Key areas of collaboration

- Skills development, youth employment & MSME development
- Social protection & the care economy
- Occupational safety, health & workers' rights
- Just transition & labour relations
- Labour inspection, social dialogue & social compliance
- Equality in employment

Constituents

- Ministry of Manpower
- Confederation of All Indonesia Labour Union (KSBSI)
- Confederation of All Indonesian Trade Union-CAITU (KSPSI-CAITU)
- Confederation of All Indonesian Trade Union-Reconciliation (KSPSI-Rekonsiliasi)
- Confederation of Indonesian Trade Union (KSPI)
- Confederation of Indonesian Moslem Trade Union (K-Saburmusi)
- Confederation of National Trade Union (KSPN)
- Indonesian Employers' Association (Apindo)
- Indonesian Chamber of Commerce (KADIN)

Conventions ratified

Indonesia has ratified 20 ILO conventions, including 9 of the 10 fundamental conventions.

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► Towards decent work for all in Indonesia

As one of the early members of the ILO, Indonesia has developed a strong and enduring partnership with the ILO, reflecting its dynamic workforce and expanding economy. Despite significant progress, the country faces ongoing challenges in its labour market, including a high share of informal employment, limited opportunities for youth and wage disparities. Cultural norms and unequal pay further hinder women's access to fair employment.

The ILO collaborates with the government, employers and trade unions to improve employment opportunities, workplace conditions and social protection. Key priorities include strengthening labour regulations, addressing informality and unemployment, enhancing workforce skills, promoting entrepreneurship and ensuring protections for vulnerable workers.

The collaboration also focuses on advancing gender equality, boosting job creation and youth employment prospects.

Labour market indicators

- Population: 282 million
- Labour force participation rate (2023): 67.9%
- Employment-population ratio (2023): 65.7%
- Unemployment rate (2023): 3.3%
- Youth not in employment, education or training (2023): 21.4%

Source: ILOSTAT

► How do we work together?

The ILO and its government, employer and worker constituents in Indonesia are working together in a number of key areas:

- **Small and medium-sized enterprises (SMEs) productivity:** Assisting SMEs with financial education and inclusivity programmes to enhance productivity.
- **Social dialogue:** Facilitating communication between government, employers and workers to tackle socio-economic issues.
- **Labour compliance:** Strengthening labour compliance through enhanced inspections and better enforcement of occupational safety and health (OSH) standards.
- **Industrial relations:** Working with employers and trade unions to foster sound industrial relations.
- **Inclusive policies:** Encouraging workplace policies for persons with disabilities.
- **Trafficking and forced labour:** Prioritizing national and regional coordination to combat trafficking and forced labour in the fisheries sector.
- **Social protection:** Enhancing social protection for unemployed workers, focusing on maternity and pension protections.
- **HIV/AIDS prevention:** Promoting safety measures for HIV/AIDS prevention.
- **Sustainable development:** Supporting sustainable practices, particularly in the palm oil and fisheries sectors, while safeguarding migrant workers.
- **Gender equality:** Promoting gender equality through care work policies and social dialogue.



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► What have ILO and Indonesia achieved together?

- **Strengthened Occupational Safety and Health (OSH) capacity:** The ILO has enhanced the OSH capabilities of Indonesian tripartite constituents, including vulnerable groups such as women, through targeted capacity-building initiatives.
- **Integration of Migrant Worker Resource Centres (MRCs):** Four ILO-supported MRCs have been integrated into government gender-responsive services. A specialized MRC for fishers was set up in Pemalang.
- **Advanced gender equality:** Gender equality initiatives including the development of Indonesia's Road Map on the Care Economy, aim to create sustainable policies for women's employment and social protection in the care sector.
- **Enhanced social protection:** Indonesia joined the Global Accelerator on Jobs and Social Protection for Just Transitions as a pathfinder country for social protection and workforce development.
- **Launch of Just Energy Transition Partnership (JETP):** The Just Energy Transition Partnership (JETP) launched to promote renewable energy adoption in Indonesia.
- **Strengthened labour compliance:** The ILO has promoted labour compliance in Indonesia's garment and fishing sectors, providing support for entrepreneurship and digital financial education targeted at SMEs.
- **Promoted harmonious industrial relations:** Fostered harmonious industrial relations through digital grievance platforms. The ILO has also promoted Responsible Business Conduct in the electronics sector, raising standards of labour practices.
- **Launched OSH and HIV prevention programmes:** OSH and HIV prevention programmes were launched in key sectors.
- **Improved working conditions:** The Better Work Indonesia initiative has improved compliance and stability in over 200 garment factories, benefiting nearly 400,000 workers by enhancing workplace conditions and worker rights.

What is the International Labour Organization?

The International Labour Organization is the United Nations agency for the world of work. We bring together governments, employers and workers to drive a human-centred approach to the future of work through employment creation, rights at work, social protection and social dialogue.