



International
Labour
Organization

► Strengthening Industrial Relations in Indonesia Project



Achievement of Project

This project is funded by the Government of Canada



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Strengthening Industrial Relations in Indonesia Project

Building the capacity of garment sector workers and their representatives to effectively organize and represent all workers in Indonesia's garment sector and participate more actively and inclusively in key national policy advocacy.



DURATION

March 2022 – April 2025



DONOR

The Labour Program of Employment and Social Development Canada (Labour-ESDC)

Objectives

This project is designed to address several critical challenges currently impacting workers and their organizations, including:

- Declining membership and inadequacies in the internal systems of garment trade unions, particularly in areas such as data management, member outreach and engagement;
- Insufficient representation of women in leadership roles within trade unions, along with the absence of gender-inclusive policies and practices at the organizational level; and
- Limited capacity and lack of effective coordination for policy advocacy, diminishing bargaining power, and struggles to gain recognition as a credible partner to governments and employers in tackling garment sector issues and broader industrial policy concerns.



Project results and achievements

► Grievance mechanisms for stronger industrial relations

Promoting harmonious industrial relations in garment sector through grievance application

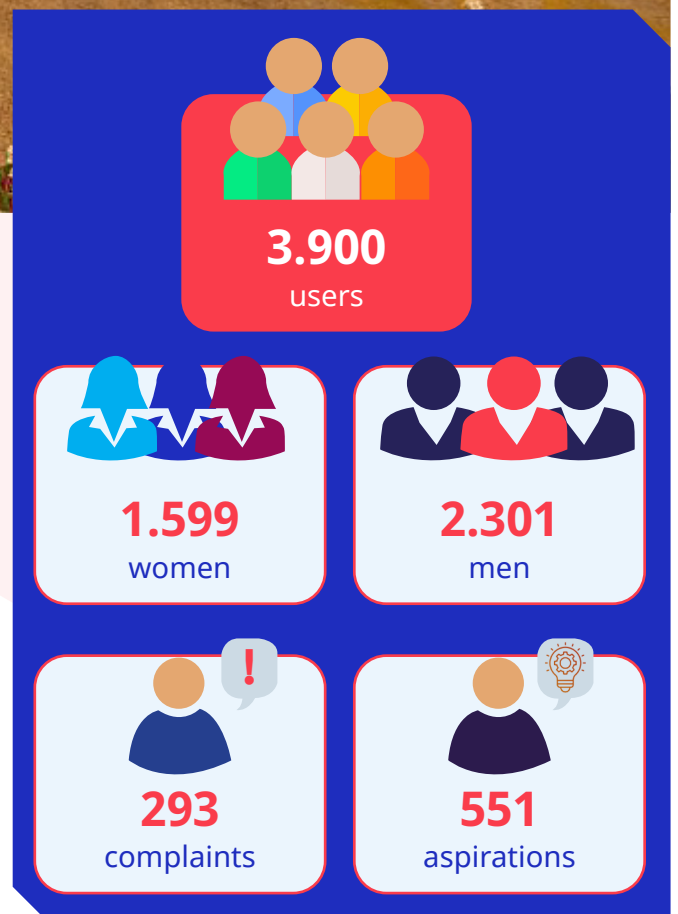
The ILO through its Strengthening Industrial Relations in Indonesia (SIRI) project handed over three grievance applications on 5 February to the National Trade Union (SPN), the Garment and Textile Trade Union Federation (Garteks) and the Textile, Garment and Leather Trade Union Federation (FSP-TSK). These three federations are part of the national trade union confederations. The SPN is affiliated to the Confederation of Indonesian Trade Union (KSPI), while Garteks to



the Confederation of All Trade Union (KSBSI) and FSP-TSK to the Confederation of All Indonesian Trade Union (KSPSI).

These applications were exclusively developed applying and tailoring each federation's unique identity and specific needs named SoPaN SPN, Teman Garteks and Hallo Siola. They are created to facilitate the flow of complaints and the submission of aspirations from the federations' members and/or non-members. Using these applications, workers can easily report their complaints and/or convey their aspirations at anytime and anywhere. After being reviewed and verified, the union administrators would take necessary actions through negotiation and mediation with the management for win-win solutions.

Launched in May last year, these applications have garnered 3,900 users, including 1,599 women and 2,301 men, who submitted 293 complaints and 551 aspirations.



Their Support

Indonesia and Canada have a long, strong partnership. Thus, the government of Canada is very proud with partnership of the key federations and the ILO in promoting fundamental labour rights. This is an important milestone that makes our collaboration stronger.



► **Jess Dutton**,
Ambassador of Canada for Indonesia

The usage of technological advancement had provided an opportunity for trade unions to improve their services, accelerate the settlement of industrial relation's cases at the factory level and strengthen trade unions' defence support.

► **Said Iqbal**, President of KSPI



Given the nature of the garment sector, gender plays a significant role. Therefore, the application can also contribute to achieving gender equality within the industry.



► **H. Hermanto Achmad**,
Secretary General of KSPSI-ATUC

The application would enhance the law enforcement process and make it simpler and more accessible in the future.

► **Dedi Hardianto**,
Secretary General of KSBSI



MORE INFO

Read the full article: <https://www.ilo.org/resource/news/ilo-hands-over-grievance-applications-garment-union-federations>.

Benefits gained by employers and workers



► The application allows me to report work-related issues quickly through SoPaN SPN, without needing to wait for a meeting with union members. Just one click away and I can submit my report anywhere and anytime.

► **Suwandi**, a garment worker and user of the SoPaN application

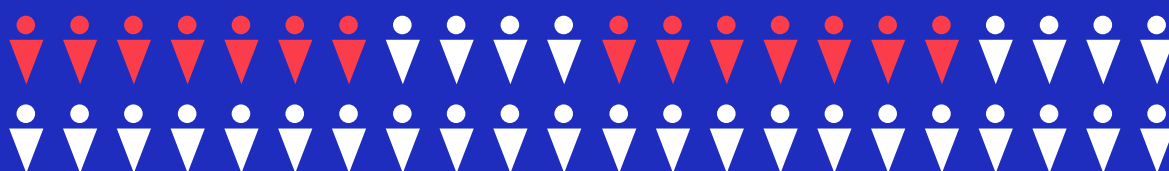
► Teman Garteks gives me a sense of comfort, knowing that my data is kept confidential when I submit complaints or aspirations. I also greatly appreciate the quick responses from the administrator.

► **Tri Indah Yanti**, a user of the Teman Garteks application

► The application has greatly enhanced communication between workers and management. It provides an efficient way to convey complaints or aspirations, facilitating discussions to identify and implement solutions effectively.

► **Vinatukan**, HR Officer at PT Indorama Ventures Indonesia

Building the capacities of trade unions in promoting labour rights and in handling cases



► **600 trade union leaders** ► **1.600 workers**

received training and joined workshop/seminar, equipping them with necessary information and skills to provide adequate services in promoting labour rights and in handling cases and aspirations from members and non-members.

Key skills covered in the training included **need analysis, development of Standard Operating Procedure (SOP), handling sexual harassment, negotiation, women leadership, gender equality, advocacy and social media campaigns.**

MORE INFO

Read the full article: <https://www.ilo.org/resource/news/three-federations-pledge-sustain-grievance-applications-garment-sector>

► Women leadership

From a stay-at-home mother to a trade union leader



The training programme has increased my confidence and taught me to be more assertive. Women can be leaders and leadership skills are determined by capabilities rather than gender.

Mei Suryaning Safitri, 27, never anticipated she would become a female union leader and fight for workers' labour rights, especially the right to free association and collective bargaining, in her workplace. Her journey as a trade unionist began two years ago, when she had to enter

the workforce. In 2023, she participated in the ILO's ILO's Strengthening Industrial Relations in Indonesia Project, which was organised in collaboration with the the Bureau for Workers' Activities (ACTRAV) and Better Work Indonesia (BWI).

MORE INFO

Read the full article: <https://www.ilo.org/resource/article/stay-home-mother-trade-union-leader>

► Gender equality

ILO Participatory Gender Audit for trade union concludes recommended actions



Five key recommendations have been presented to the National Trade Union (SPN) as the outcome of the Participatory Gender Audit (PGA) carried out by the ILO's Strengthening Industrial Relations in Indonesia (SIRI) project. The audit, conducted over six months from February to August 2024, aims to help SPN enhance its gender-related policies, practices, and attitudes within the organization.

The PGA has applied participatory and consultative approaches that involves SPN's all relevant stakeholders. The PGA has also comprehensively assessed the organization's gender-related policies, practices, and attitudes. Using the ILO's PGA Modules, developed by its International Training Centre (ITC) in Turin, the PGA has included extensive desk reviews of gender mainstreaming in policies and programmes, semi-structured individual and focus group interviews, collective workshops and a staff survey.

The following recommendations are as follows:

1. Develop a gender mainstreaming roadmap tailored to SPN's needs, as well as the current and future dynamics of industrial development, with a focus on promoting gender equality in a responsive and transformative manner.
2. Revise organizational regulations concerning women's committees to define the scope of their authority and enable self-funding beyond SPN's internal resources, thereby strengthening the institutional capacity of KP.
3. Establish gender-responsive governance through participatory monitoring and evaluation, gender budgeting, creating a member database, and fostering member engagement in discussions, training, actions, and reporting.
4. Foster a supportive, gender-sensitive, and women-friendly environment by enhancing secretarial systems, bolstering media and campaign efforts with compelling texts and visuals.
5. Collaborate on a shared strategic agenda with other unions, federations, confederations, and civil society organizations.



Read the full article: <https://www.ilo.org/resource/news/ilo-participatory-gender-audit-trade-union-concludes-recommended-actions>

► Support to Indonesian labour law

The Labour Law Guideline



► Indonesia ► Tools and Guidelines

Indonesia Labour Law Guideline

One of the key achievements of the ILO's SIRI project was its contribution to the development of a labour law website, in collaboration with Better Work Indonesia (BWI), a partnership programme between the ILO and the International Finance Corporation (IFC). This Labour Law Guideline covers all the necessary day-to-day provisions required by parties in the workplace, including trade unions, as well as for officials, particularly in the field of employment.

The Guideline presents a detailed compilation of national labour regulations at all levels, encompassing the National Constitution, labour-related laws and acts, government and presidential regulations/decrees, as well as ministerial, director general, provincial, governor, and district-level regulations/decrees. These regulations serve as references for addressing nine key labour issues: Child Labor; Discrimination; Forced Labor; Freedom of Association and Collective Bargaining; Compensation; Work Agreements and Human Resources; Occupational Safety and Health; Working Hours; and Industrial Relations and Dispute Resolution.

MORE INFO

Read the full article: <https://betterwork.org/reports-and-publications/labour-law-guideline/>

The impact study of the Job Creation Law to the fixed-term employment contracts in the garment sector



► Study on the impact of employment cluster regulation in the Job Creation Law on workers with fixed-term employment contracts in the garment sector

This study focuses on the Employment Cluster Regulation within the Job Creation Law, analysing its effects on workers in the garment industry—a key pillar of Indonesia's labor-driven economy. By exploring the legal context, recent court decisions, and real-world scenarios,

the study provides a comprehensive look at the law's implementation, highlighting its benefits alongside unexpected challenges.

Based on thorough analysis, extensive stakeholder engagement, and comprehensive data collection, the study presents a balanced viewpoint along with key recommendations:

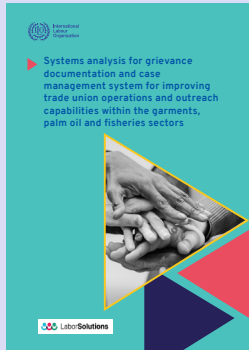
- Striking a balance between flexibility and protection
- Promoting effective communication and outreach
- Implementing robust enforcement mechanisms
- Ensuring protections for non-regular workers
- Securing financial sustainability of social security programmes
- Encouraging collaboration among stakeholders
- Adapting labour regulations to industry-specific needs

MORE INFO

Read the full article: <https://www.ilo.org/resource/news/ilo-enhances-trade-unions-knowledge-and-compliance-labour-laws-indonesia>

Awareness resources

Publication



Systems analysis for grievance documentation and case management system for improving trade union operations and outreach capabilities within the garments, palm oil and fisheries sectors

The findings and recommendations outlined in the study are intended to serve as a reference point for trade union federations and

their partners as they consider the development and implementation of digital case management solutions tailored to their unique organizational contexts.

MORE INFO

Read the full publication:
<https://www.ilo.org/publications/systems-analysis-grievance-documentation-and-case-management-system>



Study on the impact of employment cluster regulation in the Job Creation Law on workers with fixed-term employment contracts in the garment sector

By examining the legal framework, recent judicial decisions, and on the-ground realities, this research seeks to shed light on both the intended and unintended

consequences of the law's implementation.

MORE INFO

Read the full publication:
<https://www.ilo.org/publications/study-impact-employment-cluster-regulation-job-creation-law-workers-fixed>

Informative video

Benefits gained from grievance applications



https://www.youtube.com/watch?v=6B93ITIRF_U&list=PLDC8BE4ECDA3A5D6D&index=15

Dispute settlement mechanism



<https://www.youtube.com/watch?v=6PZJAigdnvM&list=PLDC8BE4ECDA3A5D6D&index=9&t=4s>

For further information, please visit:

<https://www.ilo.org/projects-and-partnerships/projects/strengthening-industrial-relations-indonesia-project>



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