



International
Labour
Organization

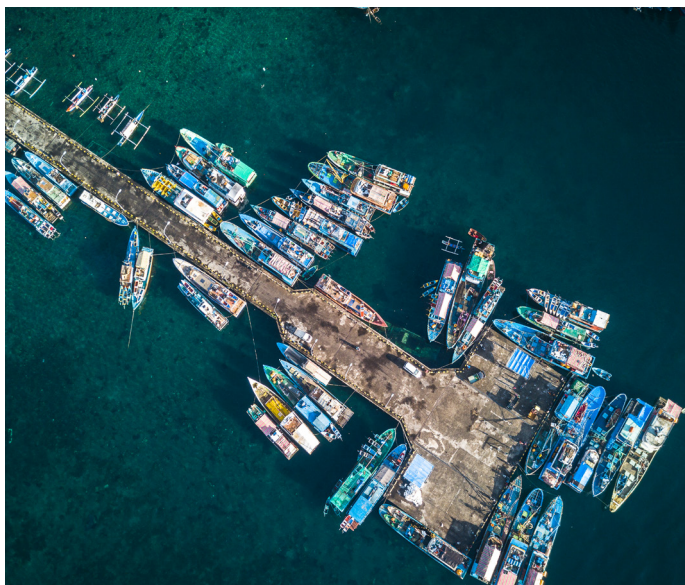
SAFETY
+ HEALTH
FOR ALL



Improving Workers' Rights in Indonesia's Rural Sectors

Key Achievements
2021-2024

► THE CHALLENGE



Port of Bitung, North Sulawesi. ©ILO/Fauzan Azhima



Harvesting truck. ©ILO/Fauzan Azhima



Palm plantation conservation area in East Kalimantan. ©ILO/Fauzan Azhima

Indonesia's fishing and palm oil sectors are crucial pillars of its economy and global trade. Together, they employ millions and generate essential export revenues. Indonesia ranks as the world's second-largest producer of captured fisheries, with products like canned tuna and shrimp fuelling global markets.

The palm oil sector contributes approximately 4 per cent of the country's GDP, making Indonesia the largest palm oil producer and exporter worldwide.

Yet, despite driving economic growth, these sectors are marred by persistent decent work deficits, particularly in occupational safety and health (OSH). In fish processing, a female-dominant industry, workers are exposed to multiple hazards. Similarly, in palm oil plantations, the risk to injury and disease is high due to chemical exposure, heavy lifting, and uneven terrain.

Employment structures further undermine worker protections. Many palm oil workers are employed under casual or short-term contracts, and quota-based wage systems often pressure workers to prioritize productivity over safety. Traditional gender norms perpetuate occupational segregation, leaving women workers especially vulnerable.

Labour inspections — a critical enforcement tool — are infrequent, especially in remote plantation areas. Low union membership rates, particularly among women, further weaken the ability of workers to advocate for safer and fairer conditions.

Strengthening workers' rights in Indonesia's rural sectors is a social necessity and an economic imperative. Promoting OSH protections, advancing gender equality, and improving labour practices are key to sustaining the competitiveness and resilience of these vital industries.

► THE ILO'S RESPONSE

To support Indonesia's efforts, the ILO implemented the Improving Workers' Rights in Indonesia's Rural Sectors Project as part of the global Safety + Health for All Flagship Programme.



The project targeted the fish processing and palm oil sectors in partnership with the Ministry of Manpower, sectoral ministries, provincial labour offices, employers' organizations such as the Indonesian Employers' Association (APINDO), the Indonesian Palm Oil Association (GAPKI), and the Indonesian Pole and Line and Handline Fisheries Association (AP2HI), as well as workers' organizations including the Confederation of Indonesian Prosperous Trade Unions (KSBSI) and other trade union federations.

► PROJECT ACHIEVEMENTS

► Strengthening the national framework for safer and healthier workplaces

The Project supported the update of Indonesia's **National OSH Profile** and sectoral profiles for the fish processing and palm oil sectors and contributed to the **National OSH Programme 2024–2029**. Aligned with the ILO Promotional Framework for Occupational Safety and Health Convention No. 187, the Programme serves as a roadmap to strengthen the national OSH system, including the OSH governance, enforcement and compliance mechanisms, and tripartite collaboration.



This national OSH programme expresses our collective commitment [...] to enhancing the implementation of OSH at the national level, thereby making a more substantial contribution to our nation's development.

— **Ida Fauziyah**, Manpower Minister (2019-2024)

Manpower Minister, Ida Fauziyah and Director-General of Labour Inspection and OSH Development, Haiyani Rumondang launched the National OSH Programme 2024-2029 in Jakarta. ©ILO/Alfian

To support the implementation of the Programme, the Government issued ministerial circulars to engage provincial authorities and established a national task force of tripartite constituents for oversight. The Project also assisted in strengthening social dialogue on OSH by establishing and revitalizing **Provincial OSH Councils** in North Sulawesi, Maluku, and East Kalimantan. Governor Decrees in Maluku and North Sulawesi formalized the Provincial OSH Councils for 2024–2028 and 2024–2027, respectively. Each council comprises three committees on: (1) communication, information and education; (2) occupational accident and disease assessment; and (3) cooperation and public relations, with balanced stakeholder representation.

The Project conducted a series of hybrid OSH workshops tailored to regional priorities—gender-responsive OSH in North Sulawesi, maritime sector and OSH in Maluku, and climate change adaptation in East Kalimantan. The events engaged **232 in-person participants** and reached **over 581 online viewers**, with tangible outcomes such as programme and budget planning by the OSH Council in East Kalimantan.

The project established **sectoral tripartite forums** in three provinces and supported their effective functioning by developing sector-specific recommendation papers. Among seven key recommendation areas, these papers emphasized strengthening tripartite cooperation for OSH and building capacity to promote gender equality in workplaces.

Additionally, the Project also developed and rolled out a [Labour Inspection Guide on Preventing Discrimination, Harassment, and Violence in the Workplace](#) across 4 provinces. Aimed at enhancing gender-sensitive labour inspection, the guide was accompanied by practical training sessions. As a result, over 50 labour inspectors reported improved capacity to apply gender-sensitive approaches, contributing to stronger protections for women workers.

► Empowering workers and employers to improve working conditions

A total of 23,551 workers — including **10,077 women** — across **31 companies** benefited from direct Project interventions aimed at improving OSH practices, strengthening worker protections, and fostering dialogue between management and workers.

In addition, **5,278 community members**, including those in the informal sector, participated in awareness-raising and capacity-building activities designed to enhance health and safety beyond the workplace. To achieve these results, the Project partnered with key employers' associations, including GAPKI and AP2HI. Through capacity building and tailored technical support, the project supported companies in assessing their needs and improving their fair labour practices. This included assistance to AP2HI in revising its **code of conduct** in line with International Labour Standards.



Work hygiene conditions in a tuna-fish factory in Bitung, North Sulawesi.
©ILO/Fauzan Azhima

With the Project's guidance, companies developed Enterprise Improvement Plans, which included the formation and development of **bipartite workplace OSH committees** to play key roles in designing, implementing and monitoring OSH measures. Many interventions were also extended to the community level by partners, with a focus on raising awareness on health, safety, and gender-related issues.

ILO's guidance in improving occupational safety and health has made a real difference for our company. We completed a global audit—an essential step to remain competitive and socially responsible in the long term.

— **Representative from PT Samudra Ulam Nusantara**, one of the pilot fish processing companies under the project.

Training sessions enhanced the capacity of union members—over 63 women and 45 men—to address issues related to wages, social security, reproductive rights, and OSH. The Project also supported the unions in **extending their outreach to rural and informal workers**, particularly women.

The programme has improved working conditions, increased knowledge on workers' rights, and raised awareness on gender issues across the palm oil and fisheries sectors. KSBSI thanks the ILO for its continued support.

— **Emma Liliefna, Deputy Programme Officer of KSBSI**

► IMPACT STORY: A MODEL FOR COMMUNITY COLLABORATION

In East Kalimantan's palm oil sector, the Project contributed to significant improvements in occupational safety, health, and community welfare through strengthened social dialogue and inclusive collaboration. Ani, a union representative and plantation administrator at PT Tritunggal Sentra Buana, played a key role through the Bipartite Cooperation Institution (LKS Bipartit) — a platform where workers and employers jointly address social and economic issues, such as wages, working time and working conditions. Following ILO-supported training on OSH and gender equality in 2023, Ani and her colleagues developed a community improvement plan focused on safer working conditions and better access to healthcare for workers and smallholder farmers under the company's plasma scheme.

Key outcomes included supporting plasma farmers to enrol in the health insurance scheme (BPJS) and securing an agreement for the company clinic to serve surrounding communities, improving healthcare access in



Family living in palm oil plantation in East Kalimantan. ©ILO/Fauzan Azhima

three nearby villages. Additional measures included the safe storage of hazardous chemicals, the distribution of proper safety equipment, improved signage on safety procedures, and the repair of plantation access roads to prevent accidents during rainy seasons.

This initiative shows how targeted training and tripartite cooperation can empower workers and communities, improve compliance, and create safer, more equitable working environments.

► Awareness campaigns

The Project's advocacy efforts reached wide audiences:

- **70,493 people were reached** by a campaign, both through social media and traditional media campaigns, on gender equality, and promotion of a safe and healthy working environment to forge workplaces free from harassment, violence and discrimination and ensure the right to collective bargaining.
- **18,966 users were engaged** via the e-OSH learning platform. The e-OSH learning, initiated by the ILO and its social partners, is a free electronic learning site intended for young people to obtain basic OSH knowledge.
- **Four impact videos were produced and viewed by over 28,971 people**, showcasing improvements in OSH practices and gender inclusion.
 - [Enhancing Workplace Safety and Health in Indonesia's Fish Processing Industry](#)
 - [Enhancing Safety, Health and Equality in East Kalimantan's Palm Oil Sector](#)
 - [Improving Equal and Safe Working Conditions Among Smallholder Farmers](#)
 - [Mama Abu and the Rise of the Tuna Besty Group](#)

► MOVING FORWARD

The Improving Workers' Rights in Indonesia's Rural Sectors project shows that collaboration and innovation can drive meaningful change by improving OSH and empowering workers in the fish processing and palm oil industries. While progress has been made, continued efforts and support are essential to sustain momentum and ensure lasting, inclusive improvements in working conditions.

Contact Us

ILO Country Office for Indonesia and Timor-Leste
Menara Thamrin Level 22, Jl. M.H Thamrin Kav. 3
Jakarta 10250, Indonesia

Email: jakarta@ilo.org
Phone: +6221 3913112
Fax: +62 21 3983 8959

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