

Symposium on Strategic Labour Law Compliance in Indonesia through the Labour Inspection System

Jakarta, Indonesia
4-6 April 2017

AGENDA and SESSION NOTES

DAY 1 Tuesday – 4 April 2017		
Time	Content & time	Notes
8.30 – 9.00	Arrival and Registration	
9.00 – 9.45	Welcome and Opening Remarks Michiko Yamamoto – Director, ILO CO for Indonesia 5' Andi Gani Nuwawea , President KSPSI, Trade Union Representative 7' Hariyadi Sukamdani , Chairman, APINDO 7' Indonesia Minister of Manpower – 10'	Event MC (TBD from MoM) ILO key points: - Findings of the general discussion at ILC 2016 point to stronger governance, more cooperation between private and public actors to strengthen labour market governance - Strengthen workplace compliance through labour inspection a key priority of ILO and we are scaling our support to constituents to achieve that - Both OSH_GAP and Better Work are flagship programmes of ILO - ILO is supportive of MoM efforts to innovate in workplace enforcement: Labour Norms Expert and the draft Labour Compliance Programme (PROKEP) are important attempts and ILO is committed in supporting the Ministry on designing the best programme possible

9.45-10.10	Photo Session	
THEME 1: National reforms and strategies for improved labour law compliance		
10.10 – 11.00	State Labour Enforcement and Strategic Inspection Innovations in Indonesia (Name) – Director General of Labour Inspection, Indonesia Ministry of Manpower Presentation 30' Questions and Discussion 20' Moderator: Budi Hartawan, Sesditjen Binwasnaker, MOM	Key points: - Current labour inspection and enforcement system (challenges); - The role of Ministerial departments and agencies at both national and provincial level; - Picture of compliance at national level; - Current strategy and innovation (KNK and the Labour Compliance Programme – PROKEP)
11:00 – 11:15	Break	
11:15 – 12:00	Perspectives on strategic labour law compliance through labour inspection Nancy Leppink – Chief, Labour Administration, Labour Inspection and Occupational Safety and Health Branch, ILO Presentation 20' Questions and Discussion 25' Moderator: Indah Anggoro Putri, Head of International Cooperation Bureau, Ministry of Manpower	Key points: - Traditional versus strategic compliance - Different steps for a strategic compliance model - Impact of such model (examples)



12.00 – 12.45	Labour inspection developments in the Philippines: A development approach to labour law compliance and technological innovation in labour inspection working methods Benjo Santos Montejo Benavides, Director of the Bureau of Labour Relations DOLE Philippines Presentation 20' Questions and discussion 25' Moderator: René Robert (Labour Administration and Labour Inspection Specialist, ILO Bangkok)	Key points: - A development approach to labour law compliance - Technological innovations in working methods
12.45 – 13.45	Lunch	
13.45 – 14.30	Labour Inspection developments in New Zealand: Results-based inspection planning and cross-agency collaboration George Mason – General Manager, Labour Inspectorate, New Zealand Ministry of Business Innovation and Employment Presentation 20' Questions and Discussion 25' Moderator: Maria Vasquez (ILO/BWI)	Key points: - Results-based inspection planning - Cross-agency collaboration
14.30 – 15.15	Labour Inspection developments in Viet Nam: Targeted sectoral campaigns and the role of self-assessments in inspection planning Nguyen Tien Tung – Chief Labour Inspector, Viet Nam	Key points: - Challenges with Labour Inspection in Viet Nam



	Ministry of Labour Invalids and Social Affairs Presentation 20' Questions and discussion 25' Moderator: Hong Ha Nguyen (Better Work Vietnam, ILO)	- Why innovate? - Targeted sectoral campaign: difficulties and challenges - The role of self-assessments in inspection planning - The impact of labour inspection in the informal sector - The use of technology in labour inspection
15.15 – 15:45	Break	
15.45 – 16.30	Designing incentives and disincentives for compliance Colin Fenwick – Head, Labour Law and Reform Unit, ILO Presentation 20' Questions and discussion 25' Moderator: Edi Pambudi, Asisten Deputi Moneter dan Neraca Pembayaran, Menko Perekonomian (TBC)	Law, regulation and compliance: coerce or coordinate? principles to promote compliance technical implications examples of incentives to compliance
16.30 – 17.00	Main conclusions and wrap-up By René Robert (ILO)	Key points: - main conclusions out of the different models or innovations presented; - making the link with Indonesia
19.00	Welcome Dinner	



	Bunga Rampai Menteng	
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DAY 2 Wednesday – 5 April 2017		
THEME 2: Private actors and compliance initiatives and their contribution to labour law compliance		
Time	Content	Notes
9.00 – 10.00	Better Work and compliance in the garment sector: results and innovations with labour inspectorates Dan Rees – Director, Better Work, ILO Presentation 30' Questions and Discussion 30' Moderator: ILO/BW (TBC)	Key points: - how does BW programme drive compliance; - role of LKSB and P2K3; - what are the results and what have we learned; - Differentiation between firms and the importance of public disclosure of compliance data. - challenges with self-diagnosis; - how BW engages with labour inspection (and other parts of government) in different CP; - options for further collaboration; - the role of public private partnerships;



10.00 – 10.45	Better Work and State Regulation in Indonesia: towards reinforcement Matt Amengual – Associate Professor, Sloan School of Management, Massachusetts Institute of Technology <i>(by videoconference)</i> Presentation 20' Questions and Discussion 25' Moderator: Lusiani Julia (ILO Jakarta)	TBC
10:45 – 11.00	Break	
11.00 – 12.45	Panel Discussion: Sectoral experiences in ensuring decent working conditions in the supply chain (garment and footwear, palm oil and automotive) The contribution of the private sector and opportunities for interaction with labour inspectorates; options for public private partnership collaboration Representatives of Indonesian Companies; International Brands sourcing from Indonesia: (4 panellists: Disney, Cargill, Pan Brothers, automotive company (ASTRA) Views of the social partners: TU representative; APINDO Panel members: 3 questions to 4 panellists (total 45') Views of the social partners: 5' each (10' total)	Possible panel questions: 1. What are the workforce features in your industry/ enterprise? 2. What are key compliance challenges in your industry and what approach has your firm taken to this? What works? 3. What do you expect from government, in terms of support to compliance? 4. What is your experience collaborating with the inspection system or how can the private sector partner with government to jointly address compliance challenges (examples of collaboration include joint campaigns, planning, reporting)



	Questions and Discussion: 40' Moderator: Dan Rees	
12.45 – 13.45	Lunch	
THEME 3: Indonesian experience and innovations for strategic compliance through labour inspection		
13.45 – 15.00	Panel Discussion: The contribution of industrial relations and other government functions to workplace compliance in Indonesia Director General, Industrial Relations Department, MoM BPJS Ketenagakerjaan (Presdir) Ministry of Maritime and Fisheries (Deputi Pengawasan Perikanan) Coordinating Ministry of Economy (Asdep Perkebunan dan Hortikultura) Panel members: 3 min each question (50') Questions and Discussion: 25' Moderator: Much. Yusuf, Deputy Director, Kasubdit Lembaga dan Sarana Pengawasan Ketenagakerjaan (MoM)	Possible panel questions: 1. What are the key workplace compliance issues or functions governed by your agency? 2. What is your approach and experience in ensuring workplace compliance in these areas? 3. What are the legal and practical challenges you face in pursuing workplace compliance? 4. What inter-agency collaboration exists or could be improved between your agency and the labour inspectorate (e.g. information sharing, joint strategic planning, joint enforcement actions etc.)?
15.00 – 15.15	Break	
15.15 – 16.30	Panel Discussion: Social partner and private perspectives on strategic labour	Possible panel questions:



	inspection in Indonesia (PROKEP) Pak Harijanto, APINDO Ibu Ely, Garteks (Trade Union representative from the garment sector) Sakri Widy Saroyo (Forum KNK) Panel members: 3 min each question (50') Questions and Discussion: 25' Moderator: Anis Nugroho (BWI)	1. What are your perspectives on the most significant compliance challenges in Indonesia today (sectoral, issue specific, governance, market driven etc.)? 2. What are the advantages, in your view, of PROKEP? How can the current design be improved? 3. What should be the role of unions and private sector in PROKEP? 4. What is your view on the effectiveness of the public inspection system and the most important priorities for improvement (i.e. what strategic approaches would deliver the greatest impact on improving working conditions and a level playing field)?
16.30-17.00	Main Conclusion – MoM (Dyah Hartanti) and ILO (Bona Bonasahat) 20' Hospitality remarks Dirjen/Sesditjen 10'	



DAY 3 Thursday – 6 April 2017		
Time	Content	Notes
9.00 – 9.15	Background	By Albert Bonasahat
9.15 -11.15	Planning priorities for workplace compliance through labour inspection in Indonesia (Closed session for Indonesian Constituents and ILO) Facilitator: Albert Bonasahat • <i>Identifying drivers of non-compliance</i> • <i>Assessing institutional/actor responses and roles in overcoming non-compliance</i>	Introduction to the objectives of this session (15') Group work (60') Reporting Back (30') Discussion (15') Group-work with options for participants to join the group of their choosing based on selected topics (e.g):



	• <i>Developing practical proposals for strengthening labour law compliance, particularly through labour inspection</i> Reporting Back	• <i>Sectoral compliance (sector(s) TBD)</i> • <i>Public regulatory and institutional approaches to workplace compliance</i> • <i>Partnerships for improved compliance (inter-agency; public-private)</i> • <i>The role of the social partners</i> Each group will be asked to identify (for their respective topic): • <i>3-5 biggest obstacles to workplace compliance</i> • <i>3-5 priorities for overcoming these obstacles or strengthening workplace compliance outcomes generally</i> • <i>Opportunities for ILO assistance and support</i>
11.00 – 12.00	Comments on way ahead from Senior MoM Management (By M. Yusuf) Main Conclusion Discussion Closing remarks Director General/Sesditjen (Labour Inspection Devp. And OSH)	Senior MoM Mgmt remarks on way ahead (20') Discussion (20') Closing Remarks (20')
12.00	Lunch and farewell	



