

Chapter 1

Economic and Social Context for Decent Work

Main Issues

- Economic growth has been good, so far. Even during the global financial crisis, Indonesia maintained sustainability of the growth. However, the growth is not enough to create employment.
- Poverty persists, but at declining rate
- Wage/earnings inequality wider.
- Increasing labor productivity but still low among Asean countries (Singapore, Malaysia, Thailand, and the Philippines).

- Education: NER and GER increase, but the 95% NER and GER targets not yet achieved.
- Health: HIV/AIDS prevalence exists.

Chapter 5

Combining Work, Family and Personal Life

- Indonesia has adopted legal provisions regarding leave and working time.
 - 40 working-hour per week
 - 12 working days of annual leave
 - 3 month paid maternal leave (for women workers)
- Jampersal Program with its Technical Guides to Child Births (*Petunjuk Teknis Jaminan Persalinan*) by the Ministry of Health Number 631 Year 2011
 - Objective: to provide wider access to pregnant women in terms of funding facilities and healthier delivery.

- Working is no longer a choice but is more a necessity both for the economic and self-actualization objectives. Fulfilling the families' needs becomes joint responsibilities of both husbands and wives → labour participation rate has increased over the last decade:
 - Male: stable around 85 (1996-2010)
 - Female: slightly increased from 52.3 to 53.7 (1996-2010)
 - Fertility rate declines over time: from 5-6 children (1970) to 2-3 children (2000s).

- Other factors:
 - Commuting time, particularly in Jabodetabek areas: travel time from home to work > 60 mins.
 - Advancement and the development of ICTs → improve work arrangement and workers no longer need to commute

Chapter 6

Work that should be abolished

Child labour

- The number labour decreases due to the increasing school enrolment
- But still a large number of children 5-17 years engaged in child labour and hazardous work
- Child labour is seen in agriculture, plantation, fisheries that are most hazardous work.
- Mostly unpaid family workers , and less as employee or self employed
- They work in the streets, traffic lights, market stalls. which are exposed to exploitation, abuse, air pollution.

Forced Labour

- In 2003 Indonesia's efforts to eliminate trafficking was awarded with TIER 2 by the US Dept of State's Office to Monitor and Combat Trafficking in Persons which means that a minimum standard of efforts to eliminate trafficking has been achieved
- However, trafficking is still prevalence although a Law on anti trafficking was launched in 2007

Chapter 8

Equal Opportunity and Treatment in Employment

- Gender gap in education between men and women exists, particularly at lower and upper secondary level.
- Women unemployment with higher education is higher than that of men.
- Real wage gap between male and female exists but tends to decline.
- Women overpresented in professionals (55.4%) and service, shop and market sales workers (51.1%), but underpresented in legislators, senior officials and managers (21.2%). Women participation in politics and management increases.

- Other issues:
 - Ethnicity → Law No. 40/2008 on Elimination of Racial and Ethnic Discrimination
 - Disability → Law No. 4/1997 on Disability
 - Migrant workers → Law No. 39/2004 on Placement and Protection of Indonesian Migrant Workers Abroad.

Chapter 10

Social Protection

Implementation

- Law NSSS no 40 of 2004 mandated universal coverage of social security, but has not been implemented
- Public expenditure and government spending increases but need to expand coverage
- Limited coverage by the existing carriers
- Informal workers remain being excluded → pilot program covers 500 000 participants but with mixed success

Social Insurance and Assistance

- The current system of SP is administered by four state-owned companies
 - PT Askes, health cover for government civil servants and the military
 - PT Taspen, pension for government civil servants
 - PT Jamsostek, health, old-age benefit, provident, occupational injury, mostly formal workers.
 - PT Asabri: pensions for the military
- Social assistance
 - Jamkesmas → health cover targeted for 74 millions
 - PKH – CCT → for the poorest