



International
Labour
Organization

ILO/USA Declaration Project Indonesia

INS/02/51M/USA



SNAPSHOT 2001 - 2006

*Promoting and Realising Freedom of
Association and Collective Bargaining
by Building Trust and Capacity in
Industrial Relations*

WORK IN FREEDOM

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Project Specifications

Duration:

February 2001 – December 2006

Components:

PHASE I (2001-2002) and
PHASE II (2003-2006)

Geographical Coverage:

Indonesian provinces of Jakarta, West Java, East Java, North Sumatra, Riau, Banten, East Kalimantan and other selected provinces

Project Sites:

PHASE I (Jakarta, Surabaya, Medan, Batam, Samarinda and Bandung) and
PHASE II (Jakarta)

Project Languages:

English and Bahasa Indonesia

Executing Agency:

International Labour Organization (ILO)

ILO Contacts:

ILO Jakarta Office, Manila Sub-regional Office, Regional Office in Bangkok, and DECLARATION and DIALOGUE in Geneva

Cooperating Agencies:

Indonesian Government (principally the Ministry of Manpower and Transmigration), and Employers (principally APINDO) and Workers Organizations (principally KSPSI, KSBSI and KSPI)

Donor:

United States Department of Labor

INS/02/SIM/USA

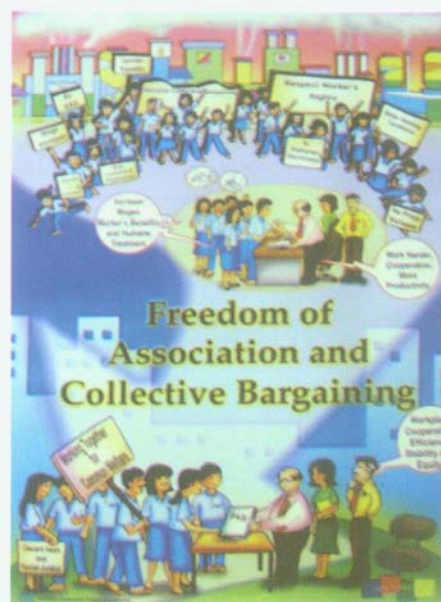
Development Objective



Creation of sound, harmonious and fully functioning industrial relations system aimed at promoting economic growth while guaranteeing workers' rights.

Immediate Objectives

- I. Indonesian tripartite constituents and other relevant organizations will have better knowledge and understanding of the rights and responsibilities contained in the new legislation, as well as the ability to exercise those rights and responsibilities. They will also have better understanding of the new industrial relations structures to measure progress made throughout the project as well as to strengthen tripartism as an institutional arrangement for social dialogue.
- II. Government in particular the Ministry of Manpower and Transmigration will have an organizational understanding and institutional capacity to act upon their organizational mandate and their rights and responsibilities under the relevant legislation and to develop policy priorities in the field of labour.
- III. Employers' Federation of Indonesia (APINDO) will have an increased organizational understanding and institutional capacity to act upon its organizational mandate, its rights and responsibilities and those of its members, as well as the capacity to advise government on labour relations law and policy and to provide services on industrial relations training to its members.
- IV. Workers' organizations will have an increased organizational understanding and institutional ability to act upon their organizational mandate, their rights and responsibilities and those of their members, as well as capacity to advise government on labour relations law and policy, and plan, organize and conduct industrial relations training.
- V. A new industrial judicial system will have been set up by the Government as regulated under the relevant legislation, and a training system for industrial judges and bipartite laypersons will have been put in place.
- VI. Bipartite institutions will have been set up in twelve pilot enterprises, pursuant to the relevant legislation, and workplace cooperation plans are being implemented in each enterprise. The bipartite institutions may include enterprise level works councils and negotiating councils and other labour-management consultation and cooperation bodies.
- VII. By-laws concerning procedures, organizational structures and rules of governance of tripartite institutions, the promulgation of which is foreseen under relevant legislation, will have been formulated and in force.



Key Project Outputs 2001-2006



Total Project Direct Beneficiaries

(as of October 2006): 15,285

Government: 4,627

Employers (APINDO) 3,351

Workers (trade unions) 5,869

Others 1,438

East Timor participants in
collaboration with SIMPLAR
Project 15

Total Project Activities

Activities organized by
project 186

Activities organized by
constituents 125

Project Publications given to Constituents

Government 23,000

Workers 27,000

Employers 8,500

Others 1,500



Labour Administration, Jakarta 25-27 September 2006



Consultation Meeting with Indonesian Trade Unionists,
Jakarta 10 December, 2001



Tripartite Symposium, on Outsourcing, Jakarta 9 May 2006

Industrial Relations Trends 2006

Bipartit/Tripartite Bodies

Bipartite Bodies	7,866
Tripartite Bodies	
- Provincial Level	30
- Regency/City Level	268
- National Level	1
- Sectoral	5

Trade Unions and Employers' Organization (APINDO)

Trade Union Federation	
- National Level	87
- Non-Confederation	48
Trade Union Confederation	3
Plant Level Trade Unions	1,237
APINDO	
- National Level	1
- Provincial Level	26
- Regency/City Level	194
- Affiliates	9,537

Trade Union Membership

Name of Trade Union	No. of Federation	Plant Level Union	Members
KSPSI	18	6.122	1.657.234
KSPI	10	1.121	793.874
KSBSI	11	1.307	227.806
Independent Federations	48	1,680	403.714
Independent Plant Level Unions	-	1.237	305.959
TOTAL	87	11.467	3.388.587

Strikes

Year	Number of Cases	Number of Workers involved	Working Hours Lost
2001	174	109,845	1,165,032
2002	220	97,325	769,142
2003	161	68,114	648,253
2004	125	53,326	591,646
2005	96	56,082	766,463
2006*	8	3,246	36,022

* as of June 2006

Labour Disputes

Year	Labor Disputes	Employment Termination Case
2001	81	2,160 (85,989 workers)
2002	101	2,445 (114,933 workers)
2003	105	2,394 (128,191 workers)
2004	63	2,386 (123,929 workers)
2005*	92	1,784 (66,604 workers)
2006**	11	10 (804 workers)

*As of October 2005

** As of June 2006

Company Regulations and Collective Labour Agreements

Year	Company Regulations	Collective Labor Agreements
2001	36,030	8,997
2002	36,152	9,081
2003	36,174	9,102
2004	36,339	9,131
2005	36,483	9,154
2006	36,634	9,166

* as of June 2006

Formal Launching of Project

Jakarta, 1 May 2001

Basis of Project

- The adoption of the International Labor Conference in 1998 of the ILO Declaration on Fundamental Principles and Rights at Work which includes the rights to freedom of association and the effective recognition of the right to collective bargaining marking the reaffirmation of the Organization's members States to "respect, to promote and to realize in good faith" those principles and rights.
- The recognition in the Declaration of the obligation of the ILO "to assist its Members in response to their established and expressed needs in order to attain these objectives" by making full use of its resources, including mobilizing external resources and encouraging the support of other international organizations.
- Indonesia's firm embrace of the fundamental principles and rights at work and a willingness to work with the International Labour Organization
- Ratification by Indonesia in June 1998 of ILO Convention No. 87 concerning Freedom of Association and the Right to Organize



- ILO Direct Contacts Mission in August 1998 recommending measures on labor law reform including ensuring conformity with ILO Conventions Nos. 87 and 98, the setting up of a tripartite consultative body for the preparation and implementation of labor legislation, and an effective and impartial dispute settlement mechanism
- Letter of Intent of December 1998 agreed upon by the Government of Indonesia and the ILO in which the Government reaffirmed its commitment to ratify all the ILO core Conventions with the ILO committing in turn to provide technical assistance for the ratification and implementation of those Conventions.
- As the first country in the Asia Pacific region to ratify all eight of the fundamental human rights Conventions of the ILO
- Embarkation in 1998 on a programme of labour law reform and a nation-wide sensitization centred on the ILO fundamental principles and right at work

TRIPARTITE SUMMIT ON INDUSTRIAL RELATIONS

2005



Tripartite Summit, 19 January 2005

Summit Recommendations

1. In order to realize harmonious, dynamic and fair industrial relations, it requires to formulate action plan that will be able to respond technology development in globalization era, encourage healthy and competitive business growth, and at the end will be able to open wider job opportunity, give protection, and improve workers' welfare and their families;
2. The implementation of industrial relations shall be based on common interest and equal partnership between the employer and worker, respect each other, honest, trust, dialog and good faith bargaining and refuse the involvement of irrelevant parties;
3. To be effective in applying industrial relations system, the tripartite actors, i.e., worker, employer and government, shall improve their role, function, and competence;
4. The implementation of industrial relations needs to be supported by structural Tripartite/Bipartite Cooperation Institutions gradually from company level to the national/global level based on representation system of social partner proportionally;
5. Through collective bargaining between the representatives of employer and trade union supported by Bipartite Cooperation Institution in every company, it is required to realize work conditions based on non-discrimination, fair wages based on work productivity, social security system that uphold human dignity, development of workers' quality and career, and workers' family and their families;
6. Action program of industrial relations implementation in the form of convention will discuss the following issues:
 - a. Wages negotiation mechanism and stipulation of minimum wages;
 - b. Business competitiveness, production cost and wages system;
 - c. Development of human resources, improvement of productivity and workers' welfare;
 - d. Corporate social responsibility issue of industrial relations;
 - e. Elimination of all forms that cause high cost economy.
7. Conduct National Tripartite Summit annually with certain selected agenda theme;
8. Review any laws and regulations especially in labor matter that can hamper the creation of favorable situation for Indonesia economic recovery.

Project Activities

Form

- Tripartite
- Tripartite plus
- Bipartite
- Only for the government or trade unions or APINDO

Means

- Workshop
- Training course
- Training of trainers
- Seminar
- Symposium
- Forum
- Small consultation meetings
- Advisory services
- Technical presentations
- Publication of technical and promotional materials
- Providing information and publications
- Selective study tours
- Radio and press interviews

Sites

Jakarta, Bandung, Anyer, Tangerang, Samarinda, Balikpapan, Bontang, Banjarmasin, Pontianak, Makassar, Padang, Batam, Bintan, Medan, Pekanbaru, Banda Aceh, Danau Toba, Bali, Mataram, Bogor, Puncak, Semarang, Solo, Yogyakarta, Surabaya, Jayapura

Collaboration with other ILO programs

- HIV/AIDS project
- Declaration – Police project
- SIMPLAR project
- Awareness Raising project for the ILO Declaration Program
- ILO Aceh project
- ILO Jakarta Gender Equality program
- ILO Turin training program
- ILO DIALOGUE program – Geneva
- ILO Conditions of Work and Employment (TRAVAIL) program – Geneva
- Launching of Global Reports on Freedom of Association



Joint Labour Management Workshop on Effective Negotiations and Gender Equality, Jakarta 19-22 January 2004.



Promoting Workplace Bipartite Cooperation, Jakarta 27-28 May 2005



Subjects Covered

For all three constituents

- Freedom of association and collective bargaining
- Fundamental principles and rights at work and international labour standards
- Employment relationship and outsourcing
- Minimum wage-fixing and pay systems
- Working conditions and productivity enhancement
- Tripartism and social dialogue
- Gender equality through collective bargaining
- Workplace sexual harassment
- Pre-trial conciliation for labour judges (regular and ad hoc)
- Mediation for mediators and ad hoc conciliators (employers and trade unions)
- Good faith bargaining
- Labour dispute settlement system

Tripartite Plus

- Labour studies and research in educational institutions
- Minimum wage
- Settlement of labour disputes
- Labour market flexibility and security
- Media and industrial relations

Government

- Labour administration
- Labour inspection
- Employment Service
- Mediation, conciliation and arbitration
- Labour judges

APINDO

- Staff development and setting up database system
- Industrial relations and human resource management
- Collective bargaining and negotiation skills including TOT
- Collective bargaining and working conditions and productivity enhancement
- Negotiating skills of women negotiators
- Socially sensitive restructuring
- Corporate social responsibility
- Employer ad hoc labour judges, conciliators and arbiters training
- Workplace bipartite cooperation including TOT
- Severance pay

Trade unions

- Trade union functions and administration
- Publicity structured
- Emerging trade union leaders course and follow up
- Collective bargaining and negotiation skills including TOT
- Negotiation skills of women negotiators
- Collective bargaining and working condition and productivity improvement
- Workplace bipartite cooperation including TOT
- Trade union ad hoc labour judges, conciliators and arbiters training

Supporting New Dispute Settlement System



*International Labour Law
and National Judicial Practice,
Batam, 16-18 Oct 2006*

*Training Conciliation and Mediation of Labour
Disputes, Jakarta, 8-10 August 2006*



*National Tripartite Meeting for
Effective Social Dialogue,
Jakarta, 25 May 2005*



Promoting Workplace Bipartite Cooperation in Pilot Enterprises



Workshop on Workplace
Bipartite Cooperation,
Jakarta 6-7 October 2003

Participating Companies

1	PT Coca Cola Amatil Indonesia	Beverage/Bottling	29	PT Daya Sari Timber Corporation	Wood Industries
2	PT Indofood Sukses Makmur	Food	30	Total E&P Indonesia	Mining
3	PT Asia Forestama Raya	Plywood	31	PT Dewata Agung Wibawa	Hotel
4	PT Bintan Resort Cakrawala	Hotel	32	PT Multi Harapan Utama	Mining Supplier
5	PT HM Sampoerna	Cigarette	33	PT Decorindo Inti Alam Wood	Wood Industries
6	PT Maspion	Household Appliances	34	PT Bakri Nirwana Resort	Hotel
7	Unocal Indonesia	Oil & Gas	35	PT SPINDO	Steel Pipe Industries
8	PT Sumalindo Lestari Jaya	Wood Industries	36	PT Apac Inti Corpora	Textile
9	PT Asi Pudjiastuti	Fishery	37	Bank Permata	Banking
10	PT Tirta Ria	Textile	38	PT Garuda Mas Perkasa	Rubber Industries
11	PT Amott's Indonesia	Food	39	PT Kimsari Paper	Paper Manufacturer
12	PT YKK Alumico Indonesia	Aluminium Industries	40	PT Citra Tubindo Tbk	Metal Industries
13	PT Nikomas Gemilang	Textile	41	PT Otani	Sacks & Bags Producers
14	PT Cipta Mitra Bina Lestari	Wood Furniture	42	PT Semen Andalas Indonesia	Cement Industries
15	PT Hero Supermarket Tbk	Retailer	43	Nirwana Gardens	Hotel
16	PT Repex Perdana International	Forwarding	44	PT Riau Andalas Pulp & Paper	Pulp Industries
17	PT Adis Dimension Footwear	Textile	45	PT Unilever Indonesia	Consumer Goods
18	PT Great River Pineapple	Food	46	PT Philips Rallin Electronics	Electronics
19	PT Panarub Industry	Textile	47	PT Kutai Timber Indonesia	Timber Industries
20	PT Ricky Putra Globalindo	Textile	48	PT Aneka Coffee Industry	Food
21	PT Trisula Textile Industri	Textile	49	PT McDermott Indonesia	Construction
22	PT Rajawali Hiyoto	Chemical	50	PT Rodeo	Textile
23	PT Keong Nusantara Abadi	Food	51	PT Witra Interior	Textile
24	PT Propoan Raya	Plastic Packaging	52	PT Wijaya Karya Trade-In	Construction
25	PT Serasi Auto Raya	Car Rental	53	PT Budi Manunggal	Golf Cloves
26	PT Krakatau Steel	Steel Industries	54	PT Multi Marmer Sector Marble	Tiles Industries
27	PT Astra International	Car Manufacturer			
28	PT Dwima Manunggal Raksa Wood Industries	Wood Industries			

Final Evaluation Workshop on
Workplace Bipartite Cooperation in
38 Pilot Enterprises, Jakarta 13-14
April 2004



Emerging Trade Union Leaders' Course

2002

Module I – What is A Trade Union and Trade Union Administration, Jakarta, 4–9 March 2002

Module II – Work of Trade Unions, Collective Bargaining, Jakarta, 24–29 April 2002

Module III – Occupational Safety and Health, Jakarta, 25–29 May 2002

Module IV – Labour Laws and Industrial Relations, Jakarta, 18 – 23 July 2002



Graduation Ceremony, Jakarta 19 December 2002

Module V – International Workers Organization, ILO and International Labour Standards, Jakarta, 3–8 September 2002

Module VI – Labour Economics and Social Security, Yogyakarta, 12 – 17 October 2002

Module VII – Labour Economics and Regional Agreements and Current Issues, Jakarta, 14 – 19 December 2002

World Competitiveness Yearbook 2005

Industrial Disputes

(working days lost per 1,000 inhabitants per year)

Singapore	2 (0.00)
China Mainland	3 (0.00)
Malaysia	9 (0.11)
Indonesia	13 (0.47)
Thailand	17 (2.01)
Philippines	23 (3.01)
India	43 (22.77)

Labour Relations

(Hostile/Productive)

Singapore	1 (8.52)
Malaysia	23 (6.98)
Thailand	30 (6.66)
India	36 (6.20)
China Mainland	46 (5.74)
Philippines	49 (5.60)
Indonesia	59 (4.39)

Projects Publications

Books



Collective Bargaining:
ILO Standards and
the Principles of the
Supervisory Bodies
(Indonesian)

ILO Principles Concerning
the Rights to Strike
(Indonesian)



Major Labour Laws: Act No.21 of 2000, Act No.13 of 2003, and
Act No.2 of 2004 (Bilingual)

Labour Regulations: Act No.21 of 2000, Act No.13 of 2003, and
Act No.2 of 2004 (Bilingual)



A Guide on Law No.2
of 2004 (Bilingual)

User Guide Workers/
Labour Union Act of
Indonesia (Act No.21
of 2000) (Bilingual)

A Guide on the Salient
Provisions on Law No.13
of 2003 (Bilingual)

International Labour Convention
ratified by Indonesia and the
Fundamental Principles and Rights at
Work (Bilingual)



Guide Book
on the
Manpower Act
(Bilingual)



The New Law on Trade Unions
(Bilingual)

The New Law on Manpower
(Bilingual)



The Future
Structure of
Industrial
Relations in
Indonesia: Some
Issues and
Challenges by
Alan Boulton
(Bilingual)

Labour Dispute
Settlement Reform
in Indonesia by
Colin Fenwick,
Tim Lindsey,
and Luke Arnold
(Bilingual)



Gender Equality and
Collective Bargaining (Bilingual)



Outsourcing by Muzni
Tambusai (Bilingual)



Legal Certainty and
Industrial Relations
Dispute Settlement
by Muzni Tambusai
(Bilingual)

Implementation of
Constitutional Court Decision
Toward Act No.13 of 2003 by
Muzni Tambusai (Bilingual)

New Era of Industrial Relations by Muzni
Tambusai (Indonesian)

Data and Information of
Industrial Relations
Development 2004 (Bilingual)

Labour Management
Cooperation (Bilingual)



Manual on Mediation,
Conciliation, and
Arbitration (Bilingual)



Labour Administration
in Indonesia 2006
(Bilingual)

Excerpts on Freedom
of Association, Unfair
Dismissal, Equality
in Employment and
Occupation, and
Equal Remuneration
(Bilingual)

Training Manuals

Manual on Collective
Bargaining and Negotiation
Skills for Trade Unions by
Manuel Dias (Bilingual)

Manual on Collective
Bargaining and Negotiation
Skills for Employers by Elise
Callander (Bilingual)

Collective Bargaining and
Negotiation Skills: A Resource
Book for Employers (Bilingual)

Collective Bargaining and
Negotiation Skills: A Resource
Book for Trade Unions
(Bilingual)

Training of Trainer Manual
on Trade Union Structures,
Functions, Services and
Management by Adela Elson
and Abdul Halim bin Mansor
(Bilingual)

Manual on Trade Union
Publicity by Andrea Prince
(Bilingual)

Manual on Freedom of
Association in Indonesia by
Deepa Rishikesh (Bilingual)

Graduation Book of Emerging
Trade Union Leaders Course
(Bilingual)

Training Material on
Manpower Act (compilation of
presentation, English)



Database on the National
Labour Administration
System in Indonesia by
Payaman Simanjuntak
(English)

Manual Workplace
Bipartite Cooperation on
LMC by Gatchalian

Training of Trainers
Workplace Bipartite
Cooperation Manual by
Juan Amor E. Palafox
(Bilingual)

Joint Labour-Management
for Effective Negotiations
and Gender Equality

Pre-trial Conciliation for
Labour Judges

Mediation and Conciliation

Posters



Good Faith
Bargaining
(3 versions)

Labour
Management
Cooperation
(3 versions)



Gender Equality
through Collective
Bargaining

Freedom of
Association and
Collective
Bargaining

Leaflets

Project Information

Gender equality through
collective bargaining

Labour management
cooperation

Work Agreement, Company
Regulations and Collective
Labour Agreement

Minimum wage and wage
structure



Resource Persons

1	Rudy Porter	ACILS	58	Galuh Sotya Wulan	ILO Jakarta
2	Djimanto	APINDO	59	Asenaca Colawai	ILO Jakarta
3	Hasanuddin Rachman	APINDO	60	Abhik Ghosh	ILO Manila
4	Pitoyo	APINDO	61	Temesgen Samuel	ILO Manila
5	Syaufii Syamsudin	APINDO	62	Alain Pelce	ILO Manila
6	Nina Tursina	APINDO	63	Naomi Cassier	ILO Manila
7	Anton Supit	APINDO	64	Daniela Bertino	ILO Training Center, Turin
8	Luke L. Arnold	Asian Law, Australia	65	Fernando Fonseca	ILO Training Center, Turin
9	Tim Lindsey	Asian Law, Australia	66	Xavier Beaudonnet	ILO Training Center, Turin
10	Colin Fenwick	Asian Law, Australia	67	Sylvain Baffy	ILO Training Center, Turin
11	Saiful Taviv	ASPEK	68	Frederik Thomasson	ILO Training Center, Turin
12	Alan J. Boulton	Australian Industrial Relations Commission	69	Dato Ismail Bin Haji Abdul Rahim	IR Department, Malaysia
13	Kenneth J. Bacon	Australian Industrial Relations Commission	70	Zainorashid Bin Abu Bakar	IR Department, Malaysia
14	Leonard N. Hingley	Australian Industrial Relations Commission	71	Hong Kam Weng	IR Department, Malaysia
15	Bambang Widianto	BAPPENAS	72	Rekson Silaban	KSBBSI
16	Suwarto	Consultant	73	Rustam Aksam	KSPI
17	Payaman Simanjuntak	Consultant	74	Sofiaty Mukadi	KSPI
18	Leon R. Heron	Consultant	75	Syukur Sarto	KSPSI
19	Andrea Prince	Consultant	76	Paul J. Huijzendveld	Ministrie Van Social Netherlands
20	Elise H. Callander	Consultant	77	Ong Yen Her	Ministry of Manpower, Singapore
21	Brian Smith	Consultant	78	Peter Lum Chong Hing	Ministry of Manpower, Singapore
22	H.S. Dillon	Consultant	79	Lau Weng Hong	Ministry of Manpower, Singapore
23	Morten Nielsen	Consultant	80	Christabel Wong Ai Lin	Ministry of Manpower, Singapore
24	Gertz Gutz	Consultant	81	Harry Hariawan Saleh	MOMT
25	John Brand	Consultant, South Africa	82	Muzni Tambusai	MOMT
26	Felicity Steadman	Consultant, South Africa	83	Myra M. Hanartani	MOMT
27	Michael Klemm	Expert	84	Gandi Sugandi	MOMT
28	Jan Sunoo	FMCS, United States	85	Sihar Lumban Gaol	MOMT
29	J. Wagner	FMCS, United States	86	Agus Suharmanu	MOMT
30	Andrea Strimling	FMCS, United States	87	Iskandar	MOMT
31	Eileen Hoffman	FMCS, United States	88	Andi Syahrul Pangerang	MOMT
32	Dita Indah Sari	FPBNI	89	Endang Sulistyaningsih	MOMT
33	Soeganda Priyatna	FSP-RTMM	90	Zulmiar Yanri	MOMT
34	Indra Munaswar	FSP-TSK	91	Sutanto	MOMT
35	Kim Sung Jin	ICFTU-APRO	92	Tianggur Sinaga	MOMT
36	Giuseppe Casale	ILO Geneva	93	Basany Situmorang	MOMT
37	Alagandram Sivananthiran	ILO Geneva	94	Abdul Halim Bin Mansor	National Union of Petroleum Chemical, Malaysia
38	Jose Luis Daza-Perez	ILO Geneva	95	Vedi Hadiz	NUS
39	David Lamotte	ILO Geneva	96	Philip E. Drew	OHSE Institute
40	William Salter	ILO Geneva	97	Gumarmo	P4D
41	Francois Euyraud	ILO Geneva	98	Juan A. Palafox	School of Labour & IR, Philippine
42	Wolfgang Von Richthofen	ILO Geneva	99	Arum Rimuyati	SPSI Reformasi
43	Simonetta Cavassa	ILO Geneva	100	Cedric Bagtas	TUCP/PGEA
44	Peggy Kelly	ILO Geneva	101	Revisond Baswir	UGM
45	Rainer Pritzner	ILO Geneva	102	Sri Adiningsih	UGM
46	Patrick Quinn	ILO Geneva	103	HP Radjaguguk	UKI
47	Deepa Rishikesh	ILO Geneva	104	Prof. Aloysius Uwiyono	UI
48	Shauna Olney	ILO Geneva	105	Tjuk Sukiardi	UNAIR
49	Lin Lean Lim	ILO Geneva	106	Prabowo	UNDP
50	Jane Hodges	ILO Geneva	107	Prof. Goenawan Oetomo	USAKTI
51	Oktavianto Pasaribu	ILO Jakarta	108	Tirta Hidayat	UNSFIR
52	Tauvik Muhammad	ILO Jakarta	109	Rene E. Ofreneo	University of Philippines
53	Djoa Sioe Lan	ILO Jakarta	110	Jose Gatchalian	University of Philippines
54	Ine Indiravetri	ILO Jakarta	111	Miflora Gatchalian	University of Philippines
55	Pandji Putranto	ILO Jakarta	112	Adela G. Elson	University of Philippines
56	Budi Setiawati	ILO Jakarta	113	Manuel Dia	University of Philippines
57	Dewayani D. Savitri	ILO Jakarta	114	Joe Isaac	University of Melbourne
			115	Eun Sook	University of Wisconsin

Project Evaluation

Mid Term Evaluation, 21 January - 1 February 2002



Sue Hahn (USDOL), William Simson (Independent Evaluator) and Roger Bohning (ILO)

Mid Term Evaluation, 19-23 August 2002



Sue Hahn (USDOL)
and Roger Bohning
(ILO)

Mini Evaluation 1-5 September 2003



Jona Lai (USDOL), and
John Ritchotte (ILO)

Final Evaluation 13-21 November 2006

Colin Fenwick (Independent
Evaluator)
Wael Issa (ILO)

Tripartite Advisory Committee



First National Project
Advisory Committee Meeting,
30 October 2001



Significant Developments

- Completion of the 1998 Labor Law Reform Program with the enactment of the three new major labor legislation comprising of Act No. 21 of 2000 on trade unions, Act No. 13 of 2003 on manpower and Act No. 2 of 2004 on industrial relations dispute settlement and their implementing regulations.
- Formal establishment of a new dispute settlement system including labor courts in 2006 in accordance with the provisions of Act No. 2 of 2004 on industrial relations dispute settlement which became effective in 2006.
- Assumption to office in 2006 of newly appointed labor judges and ad hoc labor judges representing employers and trade unions, mediators, conciliators from employers and trade unions, and arbiters.
- Emergence of three (3) major labor confederations comprised of KSPSI, KSBSI affiliated to the World Confederation of Labor, and KSPI affiliated to the ICFTU.
- Continued growth in the number of registered trade unions, collective labor agreements, bipartite bodies and company regulations.
- Consistent decline in the annual rate of labor disputes and strikes.
- APINDO's (Employers Federation of Indonesia) growing influence and effectiveness in representing their members and employers in general specially in the consideration of national labor laws and policies.
- Recognition by the Ministry of Manpower and Transmigration of the need to improve and modernize labor administration in all its aspects at the national and regional levels including tripartism and social dialogue, for the effective formulation and implementation of the national manpower policy and laws.

Sustaining Change A Program of Action to Adapt and Streamline Industrial Relations and Labour Market Governance



Despite the significant progress achieved since 1998 in various areas of manpower and industrial relations, major problems, needs and challenges remain such as high unemployment and underemployment, attracting new business and investments, need for skilled manpower, enhancing productivity and competitiveness while respecting human rights at work and promoting workers' welfare and continuous development of the legal framework governing labor and employment and ensuring their effective implementation.

A program of action to sustain the momentum of change in the years ahead would require addressing the following issues and needs:

- The need to continuously update and fine-tune the major labour laws or legal framework for industrial relations and employment including the implementing regulations through social dialogue or in consultations with workers and employers representatives.
- Introduce measures promoting labor market flexibility and security ("flexicurity") through tripartite consensus in the interest of improving business competitiveness and efficiency.
- Ensure the effectiveness of the new labor dispute settlement system (mediation, conciliation, arbitration and labor judges) to deliver fair, quick and inexpensive settlement of disputes particularly those involving freedom of association issues, through modern administration, monitoring and regular training specially on techniques and international labor standards.
- Support the program of the Ministry of Manpower and Transmigration to strengthen labor administration at the national and regional levels specially in such areas as labor inspection, employment service and industrial relations and tripartism/social dialogue as well as gathering labor statistics, research and training, to ensure proper and effective implementation of manpower laws, regulations and policies.
- Continue to provide technical support for capacity building of trade unions and APINDO at national and regional levels including subjects as socially sensitive restructuring and corporate social responsibility, to enable them to effectively exercise their rights and responsibilities on behalf of and in the interest of their members.
- Maintain a program to promote collective bargaining and workplace labor management cooperation for efficiency and equity as well as to enhance good working conditions, competitiveness and working conditions, in coordination with APINDO, trade unions and the manpower ministry, with a view to covering as many enterprises as possible in key provinces and regions.
- Sustain efforts to promote and realize the fundamental principles and rights at work in particular freedom of association and the right to collective bargaining at the national level and as many regions as possible as well.

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