



NATIONAL Occupational Safety and Health (OSH) Profile in Indonesia

2018



KEMNAKER

NATIONAL Occupational Safety and Health (OSH) Profile in Indonesia

2018

Occupational Safety and Health (OSH) in Indonesia: National Profile on OSH in Indonesia. – Jakarta, Indonesia – 2018

The National Profile on OSH in Indonesia is prepared in collaboration with the Country Office of the International Labour Organization (ILO) for Indonesia in Jakarta.

The National Profile on OSH in Indonesia is prepared by a group of experts of:

- Directorate Labour Inspection on Occupational Safety and Health, Directorate General on Labour Labour and OSH Inspection and Development, Ministry of Manpower
- Indonesia Employers' Association (APINDO)
- The Confederation of Indonesia Prosperity Trade Union (KSBSI)

The content of the National Profile on OSH in Indonesia is approved by social partners:

- Ministry of Manpower
- Ministry of Health
- Ministry of Public Works and Mineral Resources
- Ministry of Public Works and People's Housing
- Indonesia Employers' Association (APINDO)
- The Confederation of Trade Union throughout Indonesia (KSPSI)
- The Confederation of Indonesia Prosperity Trade Union (KSBSI)
- The Confederation of Indonesia Trade Union (KSPI)
- The Indonesia Science Institute (LIPI)
- Associations of Profession
- Experts from universities: University of Indonesia (Depok) and University of Diponegoro (Semarang)

The National Profile provides information on OSH legislation, mechanisms of forming state policy related to OSH, infrastructure, social partnership structures, operations of various partners for OSH, labour inspection, participants and parties concerned, OSH statistics and indicators, general demographic and economic data, problems and issues, as well as requirements of further country development. These data also serve the basis of specification adjustment and further development of national policies and programmes in OSH.

The National Profile structure to a maximum extent meets ILO recommendations. However, it includes some supplementary information which facilitates better understanding of situation in the OSH system in Indonesia.

This document is a printed version of a complete analytical profile. The final edition of the document is available in electronic format and on the Internet.

Keywords: national profile, occupational accidents' statistics, social partnership, OSH Management systems, occupational health services, occupational safety, social partners, occupational diseases statistics.

ACKNOWLEDGEMENT

APPRECIATION and gratitude given to all parties that have been submitted and delivered regarding the support of the Occupational Safety and Health Profile (OSH).

Steering Committee:

- Director General on Labour and OSH Inspection and Development, Ministry of Manpower
- Secretary of Directorate General on Labour and OSH Inspection and Development, Ministry of Manpower
- Director on OSH Norms Inspection
- Director on OSH Development
- Head of Bureau International Cooperation, Ministry of Manpower
- Head of Legal and International Cooperation Unit, Directorate General on Labour and OSH Inspection and Development, Ministry of Manpower.

Editors:

- Dr. Sudi Astono, MS (Directorate on OSH Norms Inspection, Ministry of Manpower);
- Ghazmahadi, ST, MM (Medan OSH Centre, Ministry of Manpower)
- Daafi Armanda, ST, MM (Directorate on OSH Norms Inspection, Ministry of Manpower).

Contributors:

- Dr. Harjono, M. Sc (Indonesia Employers' Association - APINDO);
- Sri Rejeki, SH (The Confederation of Indonesia Prosperity Trade Union - KSBSI);
- Dr. Amarudin (Directorate on OSH Norms Inspection, Ministry of Manpower);
- Ida Rochmawati, S. Si, M. Kes (Directorate on OSH Norms Inspection, Ministry of Manpower);
- Agustin Wahyu Ernawati, ST, M. Si (Directorate on OSH Norms Inspection, Ministry of Manpower);
- Dr. Muzakir (Directorate on OSH Norms Inspection, Ministry of Manpower);
- Gumilang Mohamad Yani, ST, MT (Directorate on OSH Norms Inspection, Ministry of Manpower);

- Dr. Andalussia Firda Farida (Legal and International Cooperation Unit, Directorate General on Labour and OSH Inspection and Development, Ministry of Manpower);
- Fitri Nurani, S.S (Legal and International Cooperation Unit, Directorate General on Labour and OSH Inspection and Development, Ministry of Manpower).

As well as all parties who contribute both individually and institutionally that cannot be mentioned one by one.

PREFACE

Minister of Manpower, Republic of Indonesia

Assalamu'alaikum Warohmatullahi Wabarokaatuh,

Best wishes to all of us.

Praises and gratitudes we would like to offer to Allah, the Most Glorified and the Most High, for all the abundance of blessings and mercy in making, along with our efforts, the 2018 National Occupational Safety and Health Profile complete. This document was prepared to be one important milestone in the process of enhancing the performance of the National OSH Program, while fulfilling the obligations of the state following ratification of ILO Convention No. 187 (2006) concerning *Promotional Framework on Occupational Safety and Health* through Presidential Regulation No. 34 of 2014.

As we all know that the incidents and potential threats of occupational accidents and work-related illnesses (occupational diseases) events seem to happen increasingly along with industrial development and globalization at the time of the industrial revolution 4.0 (four-point O) e.g., the new development of work patterns and employment arrangement, higher risks in the new type of work, and faster human mobility. It is time to ensure a more effective progress in OSH. Workplace accidents and occupational diseases do not only cause death, material losses, morale discouragement and environmental pollution but would also affect productivity, workers' and community's welfare and potentially degrade the development quality as well as Human Development Index (HDI), and eventually affects the national competitiveness of a country.

The development of this National OSH Profile document is one response to the existing and potential challenges and opportunities. This can be used to measure, evaluate and improve OSH performance sectorally and nationally in the future where challenges and opportunity are potentially rising. We must do what we can to ensure that workers (human capital), as critical and strategic resources, their safety and health, to make them able to perform productively and live quality lives and better off.

We sincerely hope that all components are willing to use this National OSH Profile in their planning, implementation, evaluation and review of the OSH implementation in each respective sector/stakeholder including in the ministries/agencies/institutions, employers' associations, trade union confederations, professional associations, universities, and youth community. The National OSH Profile can help shape OSH culture effectively and sustainably towards the success of a quality and sustainable national development, which will make the country able to compete with other nations and developed countries.

I wish the National OSH Profile can be a significant instrument in the implementation of more measurable OSH, easy to evaluate and identify its strength and weaknesses for its continuous improvement. OSH profile is also an important component when preparing a National Occupational Safety and Health Programme, and on the other hand, implementation of National OSH Programme can help provide regular updates on National OSH Profile yearly.

In this opportunity, we would like to express our highest appreciation to the ILO Jakarta and Timor Leste Office for supporting and facilitating the drafting process through the launch of this National OSH Profile. High appreciation also to all the parties contributing in the preparation of this document. It is my wish that

what National OSH Profile and National OSH Programme which have been developed will be counted as our contribution to the nation and state and regarded as good deeds to which Allah the Most Glorified and Most High will reward.

Thank you,

Wallahu Muwafiq Ila Aqwami Thorieq,

Wassalamualaikum Warohmatullahi Wabarokaatuh.

**MINISTER OF MANPOWER OF
THE REPUBLIC OF INDONESIA,**

M. HANIF DHAKIRI

PREFACE

Director ILO Indonesia – Timor Leste

The ILO has placed occupational safety and health (OSH) at the heart of the Universal Labour Guarantee, giving ILO a clear mandate to protect the lives of workers around the world. It has been a major endeavour to capture the evolution of work related safety and health since the inception of the ILO in 1919 to date, going through the major turning points how we view this technical subject as well as how ILO increased its technical contribution globally to improve safety and health at work.

In support of the national goal of a preventative safety and health culture in Indonesia, the main focus within the past decade of the ILO technical assistance has been mainly on OSH policy, programme development, implementation as well as strengthening of OSH systems. Support has also been provided to the ratification and implementation of OSH-related Conventions. The recent ratification by Indonesia was the Promotional Framework for Occupational Safety and Health Convention, 2006 (No 187) in August 2015.

The ILO through its OSH-focused projects, namely YOUTH4OSH and SafeYouth@Work, supported some ASEAN Members countries in promoting OSH. The projects have been implemented in Indonesia, Philippines, Vietnam and Myanmar, in developing National OSH profile, programmes as well as empowering the youth as future leaders for OSH advocacy. The project contribution is in line with the initiative of the ASEAN OSH Net in improving the data collection on OSH among the ASEAN countries.

We highly appreciate the efforts made by the Ministry of Manpower in developing the National OSH Profile 2018 in collaboration with all stakeholders. The ILO-Jakarta Office wish to express its hope that this National OSH Profile could be a benchmark to develop a more comprehensive picture of national OSH situation and to be updated regularly to monitor and evaluate the OSH progress in the country.

Jakarta, June 2019

Michiko Miyamoto

ILO Director for Indonesia and Timor Leste

TABLE OF CONTENTS

Acknowledgement	iii
Preface Minister of Manpower, Republic of Indonesia	v
Preface Director ILO Indonesia – Timor Leste	vii
Table of Contents	ix
List of Tables	xi
List of Boxes	xii
List of Figure	xii
Summary	xiii
Main Abbreviations and Acronyms	xiv
Background	1
I. National Occupational Safety and Health Profile	3
A. Legal Framework	4
B. ILO Ratified Conventions	5
C. Indonesia and International Labour Standards (ILS)	7
D. Authority Bodies	7
Ministry of Manpower	7
Ministry of Energy and Mineral Resources	9
Ministry on Public Works and Housing	9
Other Line Ministries and Institutions	9
E. Other Stakeholders	10
National OSH Council	10
BNSP	10
LSP	10
Workers	10
Employers	11
Occupational Safety and Health Experts	11
OSH Services Provider or Firms	11
Educational Institutions	11
Profession and Institutional Associations	11

II. Labour Inspection and Labour Law Enforcement	13
A. The National Legal Framework on Labour Inspection	13
B. Duties and Responsibilities	13
C. The Tasks of Labour Inspectors	14
D. Mechanisms for Ensuring OSH Compliance	14
E. Number of Labour Inspectors	15
Improvement of quantity and quality of OSH inspectors	17
III. Regular and Ongoing Programmes' Activities related to OSH: Examples	19
A. OSH Committee's Development	19
The information and advisory services on OSH	20
B. The provision of OSH training	20
Improvement of implementing individual actors	21
Improvement of implementing firms/providers' capacity	22
Training organized by another ministries	22
The occupational health services in accordance with national law and practice	23
Research on occupational safety and health	23
Data Collection and Analysis	25
Collaboration with relevant insurance or social security schemes	26
Improvement of OSH conditions in MSMEs and in the informal economy	27
Educational and awareness-raising	28
Involvement of universities and research institutions	28
Financial and budgetary resources with regard to OSH	29
C. National OSH Policy 2015 - 2019	30
Missions, Strategies, Objectives and Goals	30
OSH Campaign Committees and National OSH Month	31
D. Development and improvement of norms, standards, guidelines and criteria	32
E. Occupational injury and diseases statistics	33
F. General Data	33
Number of Workers	34
Young Workers	34
G. OSH Certification and Awards	35
OSHMS Certification	35
The OSHMS Award (Zero Accident Award)	37
Mechanism of the Award Submission	38
The HIV/AIDS Award	39

IV. Limitations, Obstacles and Opportunities	43
A. Limitations	43
Accurate Data	43
Technical Assistance for Informal Sector	43
Protection of Young Workers	43
Fulfilment of commitment to apply OSHMS	44
OSH in Industry 4.0	44
OSH in emergency phase in Disaster Area	44
B. Obstacles	45
National Level	45
International/Global Level	45
C. Opportunities	46
Demographic Dividend	46
The higher the company that wants to comply with regulations	46

ANNEXES

ANNEX A: Ministerial and Sectoral Regulations and Decrees	47
ANNEX B: OSH Activities - Ministry of Manpower (c.q. Directorate of the OSH Norm Inspection)	52
Annex C OSH Activities – Indonesia Employers’ Association (APINDO)	57

List of Tables

Table 1 ILO Conventions Ratified and Enforced	5
Table 2 Number of Inspectors and its Location	15
Table 3 Type of Personnel/Actor who Supports Improvement of OSH in Indonesia	21
Table 4 Type of Firm/Agency/Body Provides OSH Services	22
Table 5 Type of Health Services	23
Table 6 OSH Researches (since 2016)	23
Table 7 Type of Report on Occupational Injuries and Diseases	25
Table 8 Type of Support Mechanism	27
Table 9 Universities, educational institutions and research institutions which involve OSH activities	29
Table 10 OSH Budget 2016 - 2018 (Source: Budget of OSH in Ministry of Manpower)	29
Table 11 Objectives and Goals of the OSH Programme in Indonesia	31
Table 12 Annual National OSH Policy	31
Table 13 Number of Occupational based Disability and Death People (Source: BPJS Ketenagakerjaan)	33
Table 14 General Information	34
Table 15 Number of Workers by Age and Gender (Labour Force Survey 2017)	34

Table 16 The Scoring of OSHMS Audit	36
Table 17 Type of Awards and Respective Recipient, Criteria and Forms of Award	37
Table 18 Type of HIV/AIDS Award and its Scores	40

List of Boxes

Box 1 National Acts and regulations by the National Assembly and the Government	4
Box 2 Regulations related to Social Security against Occupational Accidents and Diseases	5
Box 3 ILO Core Conventions which Ratified by Indonesia	6
Box 4 Transposition of the Ratification of the ILO Conventions	7
Box 5 OSH Training Organized by Ministry Public Work	22
Box 6 BPJS Ketenagakerjaan Programmes	26
Box 7 Membership of BPJS Ketenagakerjaan	26
Box 8 Coordination with other national and international stakeholders	27
Box 9 Guidelines developed by Government	32

List of Figure

Figure 1 Coordination and Collaboration's Mechanisms on OSH Implementation	8
Figure 2 OSH Inspection System	14
Figure 3 Map of Indonesia	33
Figure 4 OSH Management Certificate Recipient Companies 2004 - 2017	37
Figure 5 Zero Accident Award Recipient Companies until 2017	39
Figure 6 HIV-AIDS Award Recipient Enterprises and Provinces 2010 - 2017	40
Figure 7 HIV-AIDS Award Recipient Enterprises and Provinces by category, 2010 – 2017	41

SUMMARY

OSH regulation in Indonesia has long been in place, starting with the Law No. 1 of 1970 on Safety, as well as other various recent regulations. Yet, OSH programmes still need to improve. Various government agencies and private entities, along with the community have played their respective roles in the implementation of OSH programmes. The Government Regulation No. 50 of 2012 on the Implementation of Occupational Safety and Health Management System (OSHMS) is part of the guidance that helps them to meet global market demands, and the safety concerns of the workers.

The Indonesia legislation on occupational safety and health and on occupational health services has been strengthened during the past five years and corresponds well to the requirements of both the ILO Conventions on safety and health. The National Strategy on Occupational Safety and Health is periodically evaluated, and it aims at the implementation of the renewed legislation, and at the continuous improvement and development of conditions of work, health, safety and well-being at work. It also contributes to the implementation of the Government Programmes.

Economic aspects of occupational safety and health are considered important in addition to the substantive aspects of safety and health. The OSH certification and award data show the positive improvement on number of companies and individuals that significantly contribute to improvement of good working conditions. It means that Indonesia has the potential to gain economic impact through improvement of OSH.

Numerous initiatives are being built by OSH stakeholders in Indonesia. Increased number of incentives systems and services from Social Security Administration Body on Employment (BPJS Ketenagakerjaan) reflects stronger coordination between OSH and social scheme systems. It is clear that the Governmental programmes for development of work life provide support for the development of production and the workers' safety and health.

However, Indonesia is struggling with some issues, such as: gap between number of labour inspector and number of enterprises; legal harmonization; and accurate data, particularly for vulnerable workers and the informal economy. These challenges must be addressed for the national OSH situation to improve in the future. Also, Indonesia is having challenges to increasingly provide OSH service for informal economy; to strengthen protection of young workers since they will be motor for Indonesia in the futures; and to start working for OSH inspection in Industry 4.0.

In addition, Indonesia needs to address how best to provide OSH protection measures for those persons who participate in emergency recovery and relief operations in natural disaster area. This is much needed for a country like Indonesia.

MAIN ABBREVIATIONS AND ACRONYMS

ASEAN OSHNET	Occupational Safety and Health Network among ASEAN Nations
IEC	Information, education and communication
ILO	International Labour Organization
MOM	Ministry of Manpower
MOH	Ministry of Health
BPJS Ketenagakerjaan	<i>Badan Penyelenggara Jaminan Sosial</i> (Social Security Administration Body)
OSH	Occupational Safety and Health
K3	<i>Keselamatan dan Kesehatan Kerja</i> (Occupational Safety and Health/OSH)
OSHMS	Occupational Safety and Health Management System
SMK3	<i>Sistem Manajemen Keselamatan dan Kesehatan Kerja</i> or OSHMS
OHSAS	Occupational Health and Safety Administration Series
ISO	International Standard Organization
IT	Information and Technology
PUIL	Provisions on electrical installations
SME	Small and medium-sized enterprise
SNI	<i>Standar Nasional Indonesia</i> (Indonesian National Standard)
TOT	Training of Trainers
MOEMR	Ministry of Energy and Mineral Resources
MOTr	Ministry of Trade Affairs
MOTA	Ministry of Transportation
MOA	Ministry of Agriculture
MOPWH	Ministry of Public Works and Housing
SKTTK	Certificate of Electrical Power Engineering Competence
LSK	Accredited Certification Body
DK3N	National Occupational Safety and Health Council
BNSP	National Body on Profession Certification
LSP	Profession Certification Institute

BACKGROUND

OCCUPATIONAL Safety and Health (OSH) or *Keselamatan dan Kesehatan Kerja* (K3) is an important element in the development of programmes aiming to achieve the welfare of human being. More and more production processes are now supported by newly developed technology in every aspect. On the other hand, this development might also be harmful to the achievement of the welfare. It carries with it potential hazards; such as with various machineries, work equipment, hazardous materials, installations, working methods as well as potential risks of workplace accidents, occupational diseases or health problems to the workers, and the environmental pollution.

The various potential hazards and risks will cause great harm to the workers and their families, employers, governments, communities and the environment. These will lead to negative impacts on various aspects of life in social, human, economic, employment, health, and environmental aspects. Thus, OSH is one most important aspect to be considered and applied in every activity of work due to its broader impact.

The implementation of OSH will prevent and minimize work accidents and work-related diseases and also support the increased productivity and welfare, as well as improved competitiveness of enterprises and business sustainability. The success of OSH programme will also lead to an increase in the Human Development Index (HDI). This is very helpful to support the national development and improve national competitiveness. OSH programme development is one indicator towards achievement of the Sustainable Development Goals (SDGs).

Occupational Safety and Health has become a global issue. Hence, OSH development is a challenge to win the global competition. OSH is one requirement for global standards, such as OHSAS 18001, in addition to the ISO 9001 quality standard (ISO 9001 series), environmental standards (ISO 14000 series) and other international standards. In the global market, OSH is becoming one most important element for non-tariff barriers. In this globalization era, the world community is also increasingly demanding for eco-friendly production processes and products (green productivity). The issue of green productivity is also closely linked to OSH. Therefore, an OSH programme can also play a positive role in global warming.

OSH regulation in Indonesia has long been in place; the Act No. 1 Year 1970 on Safety, as well as other various recent regulations. Yet, OSH programmes still need to improve. Various agencies, such as government and the private agencies, along with the community have played their respective roles in the implementation of OSH programmes. The Government Regulation No. 50 Year 2012 on the Implementation of Occupational Safety and Health Management System (OSHMS) is part of the motivation as it helps them to meet with global market demands, and the demands of the workers.

Ministry of Manpower, social partners (employers and workers union associations) and other related agencies/sectors are committed to improving and implementing safety culture. One of them is the commitment to ratify 8 (eight) ILO Conventions related to employment and OSH. The Indonesian government has ratified the ILO Convention on OHS, 187 (2006) concerning Promotional Framework on Occupational Safety and Health through Presidential Regulation No. 34 Year 2014 on the ratification of ILO Convention No. 187, and Maritime Labour Convention 2006 through Law no. 15 Year 2016 on Ratification of the Maritime Labour Convention 2006.

Despite all mentioned OSH regulations above and their implementation by various parties, there are still some issues need to resolve around Occupational Safety and Health. Some regulations have successfully

encouraged public and private agencies to implement OSH programmes in their jobs. Some OSH professional associations and services firms have been established. The OSH services firms offer programmes to implement Occupational Safety and Health in the workplace (e.g. training, consulting, auditing, examination and testing of OHS techniques, work environment assessment, labour inspection and occupational health). Some parties have founded schools to provide OSH courses and some universities have developed OHS education programmes (D3, D4, bachelor, postgraduate).

One of issue we have in the implementation of OSH programmes is the lack of reliable and accurate data in the OSH report and evaluation system and effective analysis of the data collection related to OSH programmes. Indonesia does not have comprehensive data on Occupational Safety and Health. Provided the above, we need to have a more intensive and sustainable OSH programmes throughout the country. It will require significant contributions of all parties, both government and private sector and the community.

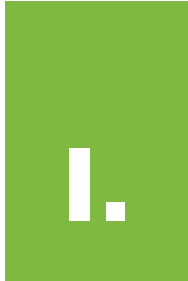
The issue is that Indonesia sees increasing number of cases of occupational accidents and diseases, both in the number of cases (frequency rate) and severity rate. The data collected is very much under-reported. The increase in Occupational accidents and diseases is in line with the economic growth, and the industrialization which is accompanied by the development of information and technology. Effective prevention strategies and the role of various parties on Occupational Safety and Health cannot keep up with them. Only very few have played significant roles in the implementation of OSH with lack of coordination, collaboration and synergy among the government agencies and among the private sectors and society.

Lack of coordination and cooperation among government agencies leads to disharmony and a lack of progress in OSH regulations and policies. This has a huge impact on the effective achievement of OSH programme objectives. The disharmonized regulations also create confusions among the users and society in general. As a result, it is weakening their participations in the implementation of OSH culture in Indonesia.

The role of the community in the implementation of OSH should also be improved. OSH programmes run by the government and related parties are still not intensive and not implemented in all levels of the society. This issue is also caused by the limited number of government resources to address the magnitude of the. Hence, the innovation and breakthroughs in the OSH programmes are needed. In addition, the awareness and the role of government agencies and institutions and the private sector and society also need to be more encouraged again to play some significant role in the development of OSH programmes.

OSH implementation in company/workplace is determined by the role of employer and the role of the workers and also the community. Recently, the employers mainly do not have a comprehensive understanding of OSH and the value of business strategy that related to OSH programmes to support the progress, sustainability and competitiveness of their business. While the workers and community is having less access to gain adequate information to improve their understanding of OSH. The workers and society mainly do not have sufficient knowledge about the rights regarding to OSH protection programmes. The number of workers trade union as the employees' representative in bipartite and tripartite forums are still limited in fighting for workers' rights related to OSH protection.

Considering these matters, the Indonesian government through the Ministry of Manpower along with the stakeholders need to formulate a road map of OSH development in order to coordinate and empower all the potential resources to achieve the success of the OHS programmes in a measurable and sustainable manner. Hence, it is necessary to have a National Profile of Occupational Safety and Health to document the potentials, achievements that have been obtained, as well as obstacles and challenges faced. This document is also beneficial as a common reference in developing the strategies, planning and implementing the OSH programmes and its evaluation.



NATIONAL OCCUPATIONAL SAFETY AND HEALTH PROFILE

NATIONAL occupational safety and health Profile (The National OSH Profile) is a document of OSH in the country which provides overall picture of OSH in Indonesia. This document is developed by MOM together with related sector and main social partner, employers association and confederation of trade union.

MOM prepared an initial draft of this document based on the data and information on OSH programme and some information from the documents that Indonesia was reporting to the ILO. It includes regular reporting of labour Inspection and the first reporting on ILO Convention 187 ratification. That first reporting of ILO Convention 187 ratification was prepared by MOM along with social partners and several related ministries.

This document is expected to provide a reference in dealing with OSH matters that are of national priorities and OSH implementation in companies/priority sectors. The National OSH Profile is a basic resources and infrastructure to improve OSH achievement in the future.

Objectives of The National OSH Profile are following to:

1. Have documents that can describe the situation of OSH in Indonesia;
2. Provide availability of the guidelines for development of the National OSH policy for all stakeholders;
3. Realize the defined vision: “Indonesian society Independently Living with OSH Culture by 2020”.
4. Identify the various resources and roles of various parties to optimize their roles and functions;
5. Encourage the role of various sectors/stakeholders and the society through programme synergies to accelerate the achievement of the National OSH programme’s objectives; and
6. Identify achievements, challenges and barriers for continuous evaluation of national OSH progress.

The OSH activities, purposed to address OSH issues, are still not optimal as the following:

- understanding and awareness of OSH application among government, workers, employers and society;
- data collection and report on occupational accidents and diseases,
- application of OSHMS;
- law enforcement;
- quantity and quality/competence of OSH personnel;
- coordination and synergy across sectors; and
- diagnosis of occupational diseases.

A. Legal Framework

Indonesia has an extensive legal OSH framework since the beginning of 1930. Relevant OSH laws and regulations by the National Assembly and the Government have been listed down below. The main OSH law in Indonesia is the Work Safety Act (Law No. 1, 1970). This law covers all workplaces and emphasizes prevention primarily. Indonesia has adopted one most comprehensive law on OSH management system (OSHMS). The Manpower Act (Law No. 13, 2003) stipulates in Article 87 that “every workplace shall implement an occupational safety and health management system”.

Box 1 National Acts and regulations by the National Assembly and the Government

1. STEAM Law of 1930 (*Stoom Ordonantie*);
2. Law No. 1 of 1970 on Occupational Safety;
3. Law No. 8 of 1999 on Consumer Protection (State Gazette of the Republic of Indonesia Year 1999 Number 42, Supplement to State Gazette of the Republic of Indonesia Number 3821)
4. Law No. 13 of 2003 on Manpower;
5. Law No. 36 of 2009 on Health;
6. Law No. 44 of 2009 on Hospital, stipulating on technical requirements of hospital building construction;
7. Law No. 41 of 2009 on the Protection of Sustainable Farming Land;
8. Law No. 19 of 2013 on Protection and Empowerment of Farmers;
9. Government Regulation No. 7/1973 on in the inspection over the Distribution, Storage and Use of Pesticides (Statute Book of the Republic of Indonesia Year 1973 No. 12);
10. Steam Regulation 1930; (*Stoom Verordening*);
11. Government Regulation No. 19 of 1973 concerning the Regulation and Inspection of Occupational Safety in Mining
12. Government Regulation No. 07 of 1973 on the Inspection of the Distribution, Storage and Use of Pesticides;
13. Government Regulation No. 11 of 1975 on the Safety and Health of Traditional Work;
14. Government Regulation No. 11 of 1979 on the Safety of Work on the Purification and Processing of Oil and Gas;
15. Government Regulation No. 50 of 2012 on Implementation of Occupational Safety and Health Management System (State Gazette of the Republic of Indonesia of 2012 Number 100, Supplement to State Gazette of the Republic of Indonesia Number 5309);
16. Government Regulation No. 6 of 1995 concerning Crop Protection (State Gazette of the Republic of Indonesia of 1995 Number 12, Supplement to the State Gazette of the Republic of Indonesia Number 3586).

In addition to the acts and regulations mentioned above there are other different regulations and decrees issued by different national ministries and sectors, such as follows: the Ministry of Manpower, the Ministry of Public Work, Ministry of Mines and Energy, Ministry of Trade, Ministry of Industry, Ministry of Health, Local Regulations. These Regulations and Decrees are specific towards manpower in specific sectors

(e.g. logging, timber, transportation, and construction), labour inspectors, OSH experts, company health personnel, and service companies. See detailed information on the Ministerial and Sectoral Regulations and Decrees in the Annex B.

In addition to the OSH Regulations above, the Government has issued Regulations related to Social Security against Occupational Accidents and Occupational Diseases, as it is mentioned in the below box:

Box 2 Regulations related to Social Security against Occupational Accidents and Diseases

1. Law No. 40 of 2004 on the National Social Security System;
2. Law No. 24 of 2011 on the Social Security Administering Body;
3. Government Regulation No. 44 of 2015 on the Implementation of Work Accident Insurance Programme and Death Insurance;
4. Government Regulation No. 70 of 2015 on Work Accident Insurance and Death Insurance for State Civil Servant Employees;
5. Minister of Manpower Decree No. 26 of 2015 on Procedures for Implementation of Work Accident Insurance Programme, Death Insurance and Old Age Benefits for Wage Earners;
6. Minister of Manpower Decree No. 10 of 2016 on Procedures for the Return-to-Work Programme and Promotion and Preventive Activity of Occupational Accidents and Occupational Diseases;
7. Minister of Manpower Decree No. 44 of 2015 on the Implementation of Work Accident Insurance and Death Insurance Programme for Daily Workers, Volunteers and Fixed Term Contract in Construction Services Business Sector.

B. ILO Ratified Conventions

As a member state of the International Labour Organization (ILO), Indonesia is committed to observing internationally recognised core labour standards, including those related to OSH. Periodic reviews of the national labour policies and laws are done in order to be in line with international standards.

Table 1 ILO Conventions Ratified and Enforced

NO.	ILO CONVENTION NUMBER	CONVENTION
1	29*	Forced Labour Convention (1930)
2	87*	Freedom of Association and Protection of the Right to Organise Convention (1948)
3	98*	Right to Organise and Collective Bargaining Convention (1949)
4	100*	Equal Remuneration Convention (1951)
5	105*	Abolition of Forced Labour Convention (1957)
6	111*	Discrimination (Employment and Occupation) Convention (1958)
7	138*	Minimum Age Convention (1973)

NO.	ILO CONVENTION NUMBER	CONVENTION
8	182*	Worst Forms of Child Labour Convention (1999)
9	81**	Labour Inspection Convention (1947)
10	144	Tripartite Consultation (International Labour Standards) Convention (1976)
11	19	Equality of Treatment (Accident Compensation) Convention (1925)
12	27	Marking of Weight (Packages Transported by Vessels) Convention (1929)
13	45**	Underground Work (Women) Convention (1935)
14	69	Certification of Ships' Cooks Convention (1946)
15	88	Employment Service Convention (1948)
16	106	Weekly Rest (Commerce and Offices) Convention (1957)
17	120**	Hygiene (Commerce and Offices) Convention (1964)
18	185	Seafarers' Identity Documents Convention (Revised) (2003)
* ILO Core Conventions		
** ILO Occupational Safety and Health Conventions		

Out of 18 ILO Conventions ratified (see table below), eight are core pertaining to the fundamental principles of the freedom of association, abolition of child labour, equality and abolition of forced labour. Indonesia ratified three ILO Conventions that are directly related to OSH, namely Convention No. 81 on Labour Inspection, Convention No. 45 on Underground Work (Women) and Convention 120 on Hygiene (Commerce and Offices).

Box 3 ILO Core Conventions which Ratified by Indonesia

1. ILO Convention No. 29 on Forced Labour
2. Convention No. 105: Abolition of Forced Labour
3. ILO Convention No. 87: Freedom of Association and Protection of the Right to Organize
4. ILO Convention No. 98 on the Fundamental Rights to Organize and Collective Bargaining
5. ILO Convention No. 100 on Equal Remuneration of Men and Women for Equal Employment
6. Convention No. 111 on Discrimination in Employment and Occupation
7. Convention No. 138 on Minimum Age for Admission to Employment
8. ILO Convention No. 182 on Prohibition and Immediate Action for the Elimination of Worst Forms of Child

Regarding ILO convention on OSH, Indonesia has also ratified at least two ILO Conventions. They are:

- first, ILO Convention 187 Regarding Promotional Framework for Occupational Safety and Health, 2006 through Presidential Regulation No. 34 of 2014. Measures taken to implement the ratification through issuance of Minister of Manpower Decree No. 33 of 2016 on the Labour Inspection Procedure, providing procedures and authorities for labour inspectors to check OSH practices in companies;
- second, ILO Maritime Labour Convention 2006 was ratified through Law No. 15 of 2016.

C. Indonesia and International Labour Standards (ILS)

Regarding application of the ILS, Indonesia has committed to implement labour inspection in order to ensure the fulfilment of human rights. Besides ratifying the above ILO Conventions, this application of the ILS are also reflected in a number of Laws as it is mentioned in the below Box.

Box 4 Transposition of the Ratification of the ILO Conventions

The transposition of the ratification of the Convention into national laws can be found in, among others:

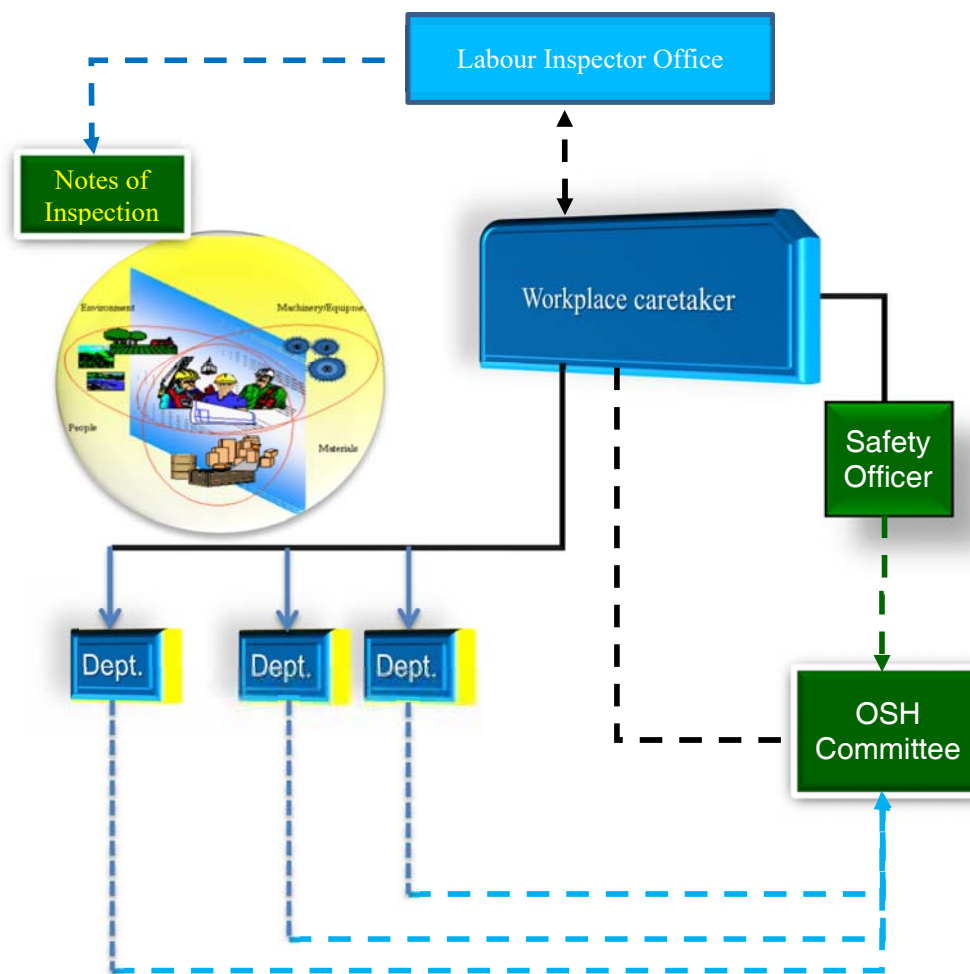
- Article 15 of Law No. 1 of 1970 on Occupational Safety (OSH related criminal provisions);
- Article 190 of Law No. 13 of 2003 on Manpower, it is a violation if a company does not have OSHMS (article 87) and therefore be imposed administrative sanction;
- Article 86 of Law No. 13 of 2003 concerning Manpower, relating to the workers' right to following protection:
 - Occupational Health and Safety;
 - Moral and decency;
 - Treatment that respects human dignity and religious values
- Presidential Regulation No. 21 of 2010 on Labour Inspection

D. Authority Bodies

Ministry of Manpower

The authority or body or the authorities or bodies, responsible for OSH in accordance with national law and practice

The National OSH Policy lies with the Minister in charge of Manpower as elaborated in Article 1 Paragraph 6 of the 1970 Law. The General Inspection shall be conducted by the Director, the Direct Inspection is by general inspector and the Occupational Safety and company in-house Health Specialist. This particular inspection is intended to prevent or correct errors, non-conformities, violations and other non-compliances. Both Inspectors and the in-house OSH experts shall be appointed by the Minister of Manpower.

Figure 1 Coordination and Collaboration's Mechanisms on OSH Implementation

To ensure implementation of labour regulations, it is necessary that labour inspection is provided by professional and educated labour inspectors. Labour Inspection is conducted by two types of labour inspector: working norms labour inspectors and OSH Inspector.

Labour inspectorate or labour inspector, as provided in Law No. 3 of 1951 enacted since more than 60 years ago, have been operational throughout Indonesia and running according to the functions as requested by the law;

- Overseeing implementation of labour laws and regulations in particular.
- Gathering material information on labour relations and labour conditions in the widest sense of making laws and labour regulations.
- Carrying out other work that is submitted to him by other laws or regulations.

Occupational Safety and Health inspector is regulated in the Occupational Safety Law, State Gazette No.1 of 1970. As mandated by Law No. 3 of 1951, the Occupational Safety and Health Inspection Officer is assigned to oversee compliance of the law.

The two mentioned above were then becoming one under inspectorate system in 1984 through Regulation of the Minister of Manpower No.03/MEN/1984 to be called integrated inspection system. This policy was due to lacking number of inspectors. Combining the two inspection systems, it is expected that the

inspection range can be wider. In 2010, implementation on the inspection is supported even more by the Presidential Regulation no. 21 of 2010 concerning labour inspection to implement Article 178 of Law No. 13 of 2003.

To make it more comprehensive, several agencies/institutions are to support the implementation of OSH according to the provisions of Law no. 1 of 1970:

Ministry of Energy and Mineral Resources

There are three main components on inspection organized by this ministry. They are following:

- a. Electricity Inspector, this inspection carries out engineering inspection to ensure implementation of the electricity safety. There are two types of inspectors: central electricity inspector who shall inspect over the permits issued by the minister; and regional electricity inspector who shall inspect over the permits issued by the governor.
- b. Electricity Certification and Accreditation Institution, who are to support the application of Electricity Safety. It consists of:
 - Product Certification Institute (LSPro) issues Product Certificate (SNI) after a product has passed equipment testing. Currently there are 5 LSPros;
 - Every technical engineering personnel working in the electricity sector is required to have Certificate of Electrical Power Engineering Competence (SKTTK) issued by Accredited Certification Body (LSK) by Minister of EMR. Currently there are 15 LSKs;
 - Every power supporting service business entity shall have a Business Entity Certificate (SBU) in accordance with the classification and qualification issued by the Directorate General of Electricity and Certification Agency of a Business Entity (LSBU) Accredited by the Minister of EMR. There are currently 8 LSBUs;
 - Each installation is required to have an Operation Feasible Certificate (SLO) issued by the Engineering Inspection Institute (LIT) before it is powered. Currently there are 33 LITs.
- c. Mineral and Coal Subsectors

The compliance mechanisms are carried out through administrative and field checks in the form of evaluation reports, inspections, checks and tests. There are special personnel to conduct OSH advisory and inspection namely, Oil and Gas Inspector, Minerals Inspector and Electricity Inspector.

Ministry on Public Works and Housing

This Ministry is responsible for organizing technical inspection on construction sector. This kind of inspection ensures compliance with laws and regulations, through the implementation of administrative functions on OHS requirements and monitoring the implementation of construction services.

To realize the objectives of the National OSH Policy, Indonesia with OSH culture, all stakeholders shall play their part. The government will design the National OSH Policy, a strong participation from all stakeholders is important to get the best outcome.

Other Line Ministries and Institutions

The Government's primary role is to oversee the course of the Indonesian OSH culture, as well as to regulate and ensure compliance on the ground. The Government regulations on OSH are a clear guidance

on implementation of OSH measures and can be of help to the Indonesian industrial society in establishing and developing a national OSH culture. The Ministry of Manpower plays a major role concerning OSH. The higher quality and quantity of the OSH inspectors and experts may be effective to improve OSH inspection and advisory in workplaces, as they can also significantly influence the establishment of an OSH culture.

The OSH programme and activities involve and are initiated by relevant stakeholders including government agencies at national level (namely Ministry of Health (MOH); Ministry of Environment and Forestry Affairs (MOEFA); Ministry of Energy and Mineral Resources (MOEMR); Ministry of Public Works and People's Housing (MOPWPH); Ministry of Transportation (MOT); Ministry of Industry (MOI); Ministry of Agriculture (MOA)) and provincial/district levels.

E. Other Stakeholders

National OSH Council

The National OSH Council representing industrial society, employers' organizations and workers' organizations collectively plays a role in promoting OSH culture. The National OSH Council will give advice and help the Minister of Manpower in improving the OSH culture guidance. The National OSH Council has to encourage the employer organizations and workers' organizations to comply with all OSH regulations and to build the Indonesian OSH culture..

There are two types of the Council: National and Provincial OSH Council. National OSH Council is responsible for provision of suggestions and recommendations to Minister of Manpower in formulating national OSH policy. Provincial OSH Council is responsible to provide suggestions and recommendations to respective governor on implementation of OSH policy in provincial level.

BNSP

National Body on Profession Certification (BNSP) is an independent body which is responsible to the President of the Republic of Indonesia that has authorization to issue professional certification and certifies professional competency for individual worker. This body organizes a training as tool of issuance for new auditors' certification.

LSP

Profession Certification Institute (LSP) is professional certification body is the name for an implementing agency for certification activities that obtains a license from BNSP. Up to 2018, there are more than 500 LSP which work on OSH auditing in Indonesia.

Workers

Trade unions represent the interests of workers, and they are at the best place to proactively promote OSH awareness, training initiatives and an OSH culture among workers.

Workers are often the ones most exposed to OSH risks and their active participation in OSH matters at the workplace is therefore critical. Whereas employers have the responsibility to provide all their employees with adequate training and protection against a potential hazard, workers themselves must take responsibility for their own safety and health.

Workers should make themselves understand the risks their work entails and that they are properly equipped to manage these risks and follow OSH procedure properly.

Employers

Employers, particularly the senior management, play an influential role in raising OSH culture capabilities in their respective workplace. They make the framework at the workplace for OSH culture, including by providing employees with adequate training on OSH culture and allocating resources to OSH culture.

It is the senior management that sets the tone for the OSH culture of the company, decides why OSH culture outcomes important relative to other business outcomes and sets clear performance indicators for OSH culture.

Occupational Safety and Health Experts

OSH experts provide assistance to employers in inspecting, monitoring and improving OSH implementation. They can improve capability and OSH culture building by giving training and motivation to workers. They can also help drive OSH culture beyond mere compliance with legislative requirements.

OSH Services Provider or Firms

OSH Services Firms play a key role in promoting and improving OSH implementation by providing consultancies, inspections, assessment, examinations, installations, improvement, auditing and training on OSH to employers and workers.

Educational Institutions

Some prominent educational institutions such as University of Indonesia (Jakarta), University of Diponegoro (Semarang, Central Java) and many others have already

included OSH as study programme as part of their education system. Many of their students has even pursue coaching of general OSH expert candidates just before their graduation.

Profession and Institutional Associations

There are some associations and institutions which are based on the OSH related professions in Indonesia. They also collaborate with government to improve OSH condition. The kinds of associations are following:

- Association on Company Hygiene and Occupational Safety (AHKKI);
- The Indonesian Medical Association for Occupational Health (IDKI);
- Association on Indonesia Specialist Occupational Doctor (PERDOKI);
- Association of Occupational Safety and Health Experts (A2K3);
- Association of Occupational Safety and Health Experts in Construction Sector (A2K4);
- Association on Rope Access Indonesia (ARAI);
- Association of OSH Practical in Telecommunication Sector (Jaring K3 Telko); and
- Association on OSH Experts in underwater Work Sector (AK3DAI).

Meanwhile, the kind of institutions are following:

- Association of Indonesia OSH Training Institutions (ALPK3I);
- FLASKM3;
- Association of Indonesia Providers' Institution on OSH Overhaul and Check (APJK3RUI);
- APPLE;
- APJK2K3; and
- Association on Indonesia Technical Inspection Enterprises (APITINDO)



LABOUR INSPECTION AND LABOUR LAW ENFORCEMENT

A. The National Legal Framework on Labour Inspection

Generally, labour inspection is an activity to inspect and implement labour law enforcement. Indonesia has a list of legislation framework which is related to this activity. It is formed as national law, ratified convention, government regulation, presidential decree, and ministerial decree.

Labour inspection legal framework is following:

- Act of the Republic of Indonesia No. 23 Year 1948 of the Republic of Indonesia on Labour Inspection
- Act of the Republic of Indonesia No. 3 Year 1951 on the Declaration of the Effectiveness of Labour Inspection throughout Indonesia¹
- Act of the Republic of Indonesia Number 1 Year 1970 on Occupational Safety
- Act of the Republic of Indonesia Number 7 Year 1981 on Required to Report Employment in the Company
- Act of the Republic of Indonesia Number 21 Year 2000 on Trade Unions
- Act of the Republic of Indonesia Number 13 Year 2003 on Manpower
- Act of the Republic of Indonesia No. 21 Year 2003 which ratifies ILO Convention No. 81 of 1947 concerning Labour Inspection in Industry and Commerce
- Government Regulation of the Republic of Indonesia Number 50 Year 2012 on The Implementation of Occupational Safety and Health Management System
- Presidential Decree No. 21 Year 2010 on Labour Inspection
- Manpower Ministerial Regulation No. 33 Year 2016 on Procedures for Labour Inspection.

B. Duties and Responsibilities

According the regulations above, main duties and responsibilities are following to:

- Inspect implementation of legislation;
- Collect information concerning industrial relation and working condition;
- Implement other duties relevant to the legislation.

1 This Act is a statement on implementation of the Act regarding the labour inspection. This is needed since the Act No. 23 Year 1948 was enacted by the Federal Republic of Indonesia by then.

C. The Tasks of Labour Inspectors

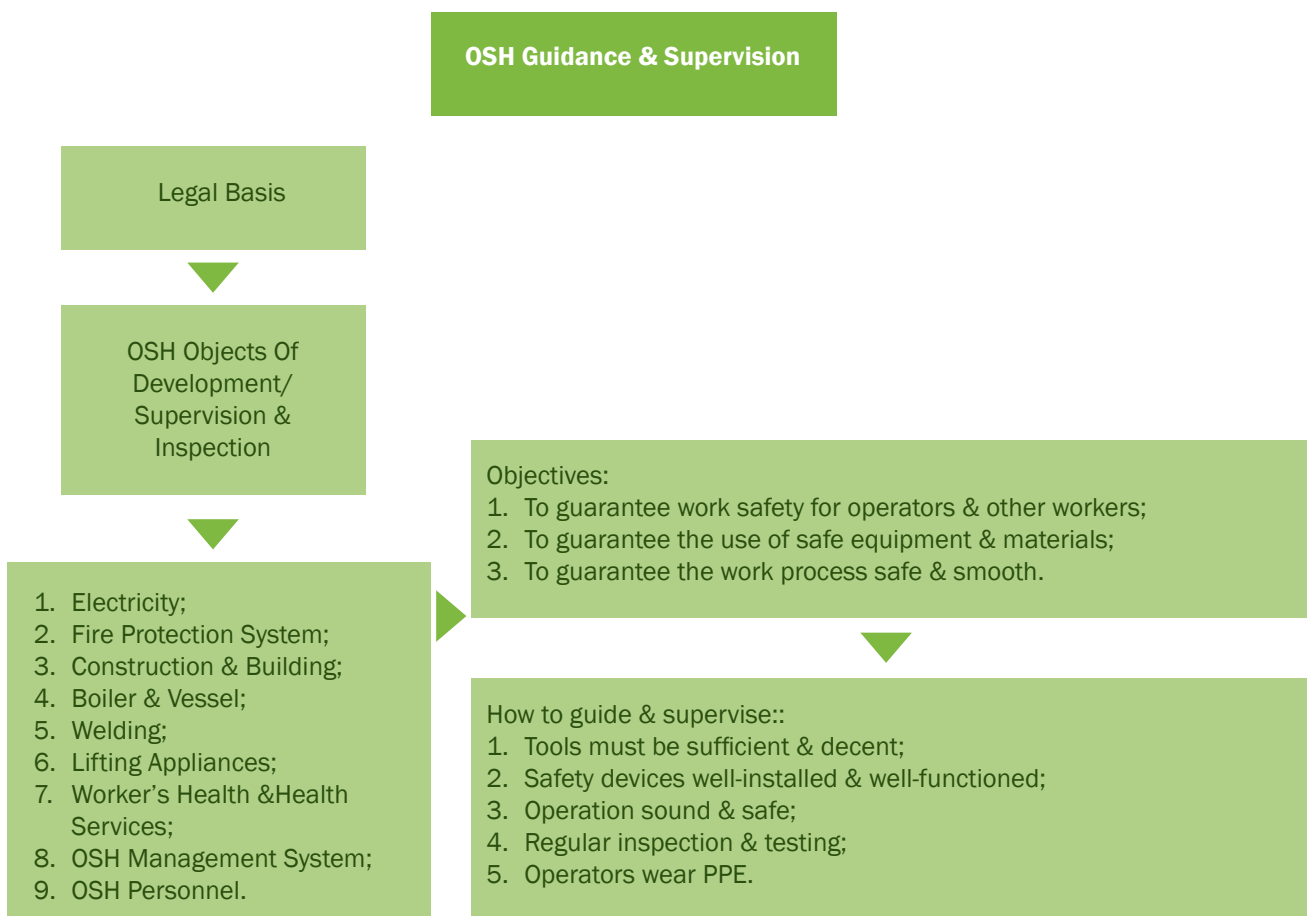
Main tasks of the labour inspectors are following to:

1. provide technical assistance in the implementation of the labour norms (for workers, employers, and society in general);
2. inspect labour norms implementation;
3. test OSH labour norms;
4. enforce the labour law;
5. develop the labour inspection system

D. Mechanisms for Ensuring OSH Compliance

The mechanisms for ensuring compliance with national laws and regulations is supported by the systems of OSH inspection.

Figure 2 OSH Inspection System



All OSH inspection must refer to legal framework. The inspection types consists of assistance, examination, testing, and investigation (as final part of law enforcement). Final part of law enforcement will be implemented by labour inspection/investigator in collaboration with police department.

During inspection, inspector should inspect objects of OSH inspection which consists of, but not limited to nine issues. They are: (1) electricity, (2) fire protection system, (3) construction and building, (4) boiler and vessel, (5) welding, (6) lifting appliances, (7) workers' health and health services, (8) OSH management system; and (9) OSH personnel. The OSH inspectors are equipped by number of guidelines and supervision.

E. Number of Labour Inspectors

To enforce the OSH related laws, Indonesia has a corps of trained OSH inspectors. At least, there are two types of inspectors: labour inspectors and sectoral work inspectors (such as mining inspector).

However, in relation OSH, labour inspectors have most significant role. The labour inspectors are available throughout Indonesia. They are based in Ministry of Manpower and Manpower provincial offices.

There are three levels of labour inspectors. They are divided by their roles and responsibilities. They are junior (*pertama*), medium (*muda*), and senior level (*madya*). The junior level entitles to conduct first and periodical inspection. The medium level entitles to conduct first and periodical inspection and test. They also conduct legal analysis and retest if result of the first periodical inspection is not satisfaction. The senior labour inspector conduct all works which conducted by junior and medium level, if result of the works is not satisfaction. The senior also entitles to conduct specific inspection and test.

There are 1.579 labour inspectors in 34 provinces. Some of them are OSH specialist inspector for boiler, mechanical, electrical, fire prevention, environmental, chemical, occupational health and construction. Another important role is played by civil servant investigator (so-called 'PPNS' or *Penyidik Pegawai Negeri Sipil*) for enforcing law against employers breaking the labour regulations.

In order to enhance the effectiveness of OSH implementation in all scales, the labour inspectors and OSH specialist work together with safety officers and also OSH specialist officers in their respective fields.

Below are number of inspectors and its locations.

NO.	REGION	Number			Number
		Junior Level	Medium Level	Senior Level	
1	Ministry Of Manpower	61	44	0	105
2	Aceh	6	19	2	27
3	North Sumatra	17	24	12	53
4	West Sumatra	14	15	6	35
5	Riau	8	14	4	26
6	Jambi	20	10	7	37
7	South Sumatra	23	23	8	54

NO.	REGION	Number			Number
		Junior Level	Medium Level	Senior Level	
8	Bengkulu	6	12	0	18
9	Lampung	19	14	10	43
10	Bangka Belitung Islands	22	9	1	32
11	Riau Islands	9	19	5	33
12	DKI Jakarta	9	19	19	47
13	West Java	61	79	50	190
14	Central Java	50	63	38	151
15	Yogyakarta	2	10	5	17
16	East Java	68	61	48	177
17	Banten	21	39	10	70
18	Bali	7	10	6	23
19	West Nusa Tenggara	10	10	2	22
20	East Nusa Tenggara	12	9	1	22
21	West Kalimantan	9	9	2	20
22	Central Kalimantan	12	12	3	27
23	South Kalimantan	21	13	4	38
24	East Kalimantan	34	17	5	56
25	North Kalimantan	2	1	0	3
26	North Sulawesi	7	23	3	33
27	Central Sulawesi	13	10	0	23
28	South Sulawesi	22	19	26	67
29	Southeast Sulawesi	16	7	1	24
30	Gorontalo	4	8	4	16
31	West Sulawesi	4	2	1	7
32	Maluku	11	21	1	33
33	North Maluku	2	7	0	9
34	West Papua	5	4	3	12
35	Papua	16	11	2	29
TOTAL		623	667	289	1,579

Improvement of quantity and quality of OSH inspectors

The government regularly seeks to improve quality and quantity of labour inspectors. The betterment of quality and quantity of OSH labour inspectors takes place through various initiatives. Programmes of the quality and quantity improvement is implemented through regular education and training, upgrading, seminar and workshop. For examples:

- Education and training for OSH inspectors for Crane and Forklift, Crane and Rig; and Manual vessel and production;
- Upgrading programme for OSH inspectors specialized in Steam and pressure vessels, working environment, electricity and Fire.



REGULAR AND ONGOING PROGRAMMERS' ACTIVITY RELATED TO OSH: EXAMPLES

A. OSH Committee's Development

Arrangement to promote at the level of the undertaking, cooperation between management, workers and their representatives as an essential element of workplace-related prevention measures is implemented through OSH Committee. Regarding promotion of OSH in workplace, Article 10 of the Act of the Republic of Indonesia Number 1 Year 1970 on Occupational Safety states that every workplace must establish Occupational Safety and Health Committee. This committee is intended to develop cooperation, mutual understanding and effective participation, on the part of the employer or manager and workers in workplace, in fulfilment of their common tasks and obligations in the area of safety and health, to promote productivity.

The Manpower Ministerial Regulation No. 04/Men/1987 on OSH Committee strengthens this issue. The regulation state that:

- Every workplace which employs more than 100 workers, or less than 100 workers but with higher risk of potential hazard should establish an OSH committee;
- The Head of the OSH committee should be a top manager;
- The Secretary of the OSH committee should be an OSH expert appointed by the Ministry of Manpower;
- The members of the OSH committee are management, workers and their representative with a balanced composition
- Activities of OSH Committee must be reported regularly to Ministry and regional office of Manpower.

OSH committee is a communication and cooperation forum between management, workers and their representative, to provide advices and considerations on develop an OSH system to management and carries the following functions:

- Collecting and analysing OSH data
- Helping to guide workers for safe and healthy working
- Evaluating and giving correctives measures for working procedure
- Investigating and Evaluating basic causes of occupation accident and diseases
- Pursuing Research on safety, health, ergonomic and hygiene
- Inspecting and advising on nutrition at work
- Inspection on the safety of working equipment
- Helping to develop an occupational health services

The OSH committee has a regular meeting, at least once in 3 (three) months. A result of the meeting is reported to the management serving as recommendation. Management then forwards the report to the OSH district office for monitoring by labour inspections.

The information and advisory services on OSH

Activities to educate and disseminate legislation is expanded and diversified with various forms, especially the strengthened campaign on the mass media and internet service (www.kemnaker.go.id). The Information network for OSH supervision and inspection from all provinces and districts will be set up immediately.

Labour inspectors throughout Indonesia routinely conduct labour inspection at workplace and often give both the employers and workers some advice how to maintain and improve the implementation of OSH in work environment.

Information and coaching services on occupational safety and health, including:

- Central Technical Implementation Unit (UPTP) financed by the Ministry of Manpower;
- Regional Technical Implementation Unit (UPTD) financed partially or entirely by the Province administrations.
- OSH service providers

B. The provision of OSH training

The Act of the Republic of Indonesia No. 1 of 1970, article 9, provides that every worker should be informed about potential hazards and accident prevention at the workplace. Every worker who works in hazardous conditions should be trained on OSH and acquire a working license from the Ministry of Manpower.

Besides that, the Government Regulation No. 50 of 2012 on the Implementation of Occupational Safety and Health Management System (OSHMS) becomes basis to provide advisory for the social partners and society in general. It is part of the motivation as it helps them to meet with global market demands, and the demands of the workers.

OSH training is conducted by approved OSH training services firms. The trainings should be based on curriculum and syllabus referring to the Ministry of Manpower regulations.

The advisory on OSH for employers, workers and society in general are following:

- ♦ Technical advisory on OSHMS implementation, Establishment of Occupational Health Norms;
- Awareness raising activities on OSH for:
 - Steam and Pressure Vessels;
 - Micro and small-medium enterprises (MSME);
 - Women workers (especially on the promotion of reproductive health)
- ♦ Capacity building activities by implementing a number of trainings, such as:
 - Training of Trainers (TOT) on prevention and overcoming HIV-AIDS for enterprises;
 - TOT on OSH for Training Centre Instructors

Improvement of implementing individual actors

Many actors support implementation of OSH programme in Indonesia. The actors are OSH experts, doctors, personnel, officers, technicians, and operators. The Government of Indonesia considers that they also need to have benefit from capacity development activities. The activities is intended to support improvement of OSH measurements and implementation of OSH in general. Existence of the experts relatively increases from previous years.

Table 3 Type of Personnel/Actor who Support to Improvement of OSH in Indonesia			
NO.	Type of Personnel/Actors	2017	% Increased from Previous Years
1	Auditors	587	24.53
2	General OSH Experts	8,290	5.90
3	Medical Doctors Examining Occupational Health	433	23.01
4	First Aid Officers	7,481	12.33

Besides those people, there are also a number of experts and specialists who take part in implementation of OSH. They are such as:

- specialists on steam and pressure vessels (which consists of specialists, technicians; and operators on: rigger; welding; boiler; pressure vessel steamers; lift and transport instruments; lift and production force instruments);
- specialists on electrical installation construction against fire prevention (which consists of specialists, technicians and operators on: electrician; fire; scaffold; and construction itself);
- specialists on hazardous materials (which consists on specialists on: gas detection; poisonous and hazardous materials; chemical materials; confined space); and
- specialists on ergonomic and working environment (which consists of specialists on: high storey building; and).

Number of each specialist in respective expertise also increased. The number is bigger than previous years. For example, number of boiler's operators is 4,068 people in 2017, instead of 2,234 in previous years. Number of operators of lift and transport instruments also increased. It becomes 31,971 people in 2017, instead of 30,730 people in previous years.

Improvement of implementing firms/providers' capacity

Firm/agency/body providing OSH service consists of two types. First is auditing agency. Second is company which provides OSH service (PJK3). Both types should be registered and acknowledged by the government (Ministry of Manpower). Number of the firm/agency/body providing OSH service also quantitatively improved. Unfortunately, there is also decreasing number in some type of firms/agencies as it is shown in below table.

Table 4 Type of Firm/Agency/Body Provides OSH Services

NO.	Type of Firm/Agency	2016	2017	% Increased from Previous Year
1	Auditing	10	11	10.00
2	PJK3 on OSHMS	40	64	60.00
3	PJK3 on working environment, poisonous and hazardous materials	36	33	-8.33
4	PJK3 on check and overhaul	7	10	42.86
5	PJK3 on working health development	39	74	89.74
6	PJK3 on working health check up	103	102	-0.97
7	PJK3 on electrical installation construction against fire prevention	174	177	1.72
8	PJK3 on lift and transport; and lift and production force	27	33	22.22
9	PJK3 on fabrication, installation, repair and maintenance on lift and transport, and lift and production	46	53	15.22
10	PJK3 on steam and pressure vessels	46	45	-2.17
11	PJK3 on fabrication, installation, repair and maintenance on steam and pressure vessels	106	45	-57.55

Training organized by another ministries

The Ministry of Public Work and Housing also regularly conducts training. They provide OSH training in the public work-housing or construction sector. The trainings are following:

Box 5 OSH Training Organized by Ministry Public Work

1. Training on Technical Guidance for OSH Officer in Construction Sector;
2. Training on Implementation of Minister Public Work regulation No. 5 of 2014 on the Guidelines of Occupational Safety and Health Management System (OSHMS) Construction of Public Works;
3. Socialization (awareness raising) of HIV/AIDS among construction service workers. Minister of Public Works Circular Letter No. 13/SE/M/2012 on the HIV and AIDS Control Programme in the Construction Sector within the Ministry of Public Works

The occupational health services in accordance with national law and practice

In relation with occupational safety and health services, The Government also issues a number of regulations. They are following:

Table 5 Type of Health Services		
NO.	Type of Services	Legal Reference
1	Establishment of health service in workplace	Manpower Minister Regulation No. 3 Year 1982 on Occupational Health Services
2	Provision of competent company medical doctor	Minister of Manpower Decree No. 1 of 1976 on Compulsory Training of Hiperkes for Doctors in the Company and Ministerial Decree No. 159 of 2016
3	Provision of competent paramedic	Minister of Manpower Decree No. 1 of 1979 concerning the Obligation of Trainer Hiperkes for Paramedics in the Company and Decree No. 324 of 2011 on Indonesia National Occupational Competency Standard (SKKNI) on OSH for Paramedics
4	Provision of medical check-up services for workers	Manpower Minister Regulation No. 2 Year 1980 on Occupational Health Services Labour health examination in occupational safety management
5	Provision of competent first aider	Manpower Minister Regulation No. 15 Year 2008 on First Aid at Workplace

Research on occupational safety and health

Indonesia, government as well as other actors conducted a number of researches on OSH. List of main and significant of the OSH research, study and survey activities in the last three years such as, but not limited:

Table 6 OSH Researches (since 2016)				
NO.	Title of Research	Implementing Institutions	Year	Brief Overview
1	Ergonomics Awareness as Efforts to Increase Knowledge and Prevention of Musculoskeletal Disorders on Fishermen	Lambung Mangkurat University	2016	Fishermen often have to face the fatigue risks. The main cause that emerge the impact of their workloads is the way they behave, that pay less attention to ergonomic principles. The purpose of this study is to explain the effect of counseling ergonomic work towards a working knowledge of musculoskeletal disorders and complaints at Saijaan Fishermen Association.

NO.	Title of Research	Implementing Institutions	Year	Brief Overview
2	Analysis Of The Implementation Of Work OSH Management Systems In Pt. Nov Profab Batam	Andalas University	2017	OSH management systems at PT. Batam Profab NOV is considered to be still less than optimal in its application seen from the K3 implementation factors, related to K3 commitment, human resources and work environment. This study aims to analyze the application of OSH management systems at PT. Batam Profab NOV.
3	Effect Of Work Safety And Health Knowledge On Construction Workers On Nusa Dua-Ngurah Rai-Benoa Toll Road Projects	Udayana University	2017	There is incompatibility between the understandings of OHS knowledge with the application of construction workers behavior on the Nusa Dua - Ngurah Rai - Benoa Toll Road Project Pack 3, where the toll road project was built above the sea. There are workers who work with unsafe although they already know how it should work safely, and there are also workers who found himself competent, but need direction and guidance. Therefore, need to know the influence of OSH knowledge on construction workers behavior seen from several aspects such as definitions and initiation, management systems, mechanisms of personal protective devices, facilities and infrastructure, as well as the risk of OHS.
4	The effect of implementation OHS (knowledge, attitude, training, promotion and supervision) of the incidence of occupational accidents for nurses at Hospital X in Pekanbaru.	STIKES Hang Tuah, Pekanbaru	2017	Incident of occupational accident often happened to health officer especially nurse. Therefore, it is necessary efforts to foster the implementation of OHS in order to avoid occupational accident. The aim of this research is to analyze the effect of implementation OHS (knowledge, attitude, training, promotion and supervision) of the incidence of occupational accidents for nurses at Hospital X in Pekanbaru 2017. The research is quantitative analytic survey research using Cross-sectional Analytics.
5	Evaluation of OSH Applications in Building Projects in Cirebon Regency	Universitas Negeri Semarang	2017	The purpose of this study are: 1) evaluating the implementation and constraints of OSH in Building Construction Projects in Cirebon; 2) identifying the differences of implementation in project scale based. The method used survey approach at 10 contractors on 10 two-floors or more building projects in Cirebon. Evaluation component was developed from Practical Guidelines document OSH in the Construction Sector (ILO, 2005).

Data Collection and Analysis

The mechanism for collection and analysis of data on occupational injuries and diseases and their causes, taking into account relevant ILO instruments are also regulated by the government. The following are the regulations relevant to the mechanisms:

- Manpower Minister Regulation No.03/Per/1998 on procedures for reporting and inspecting accidents,
- Manpower Ministerial Regulation No. 1 Year 1981 on Obligation to Report Occupational Disease;
- Manpower Ministerial Regulation No. 25 Year 2008 on Guidelines on Diagnosis and Disability Assessment caused by Occupational Diseases and Accidents;
- Manpower Ministerial Regulation No. 02 Year 1980 on Occupational Health Inspection in Occupational Safety;
- Manpower Ministerial Regulation No. 9 Year 2005 on Procedures for Reporting of Labour Inspection.

Mechanism of the collection and data analysis is as follows:

- the management or employer is obliged to report any accidents occurring in the workplace under of his/her supervision including work accidents; fire or explosion or danger of waste disposal; and other hazardous incidents;
- the management or employers shall report in writing an accident to the head of the local labour inspector office no more than 2 x 24 (two times twenty four) hours from the time of the accident by filling accident report form as provided;
- the management and/or employers must report the occupational disease within 2 x 24 hours upon diagnosis;
- upon receipt of the report the head of the labour inspector office shall instruct inspector/s to conduct an inspection and assessment of the accident;
- inspection and assessment of accidents shall be carried out against any accident reported by the management or employer; and
- data from the inspection report is collected and analysed.

Data on situation, especially occupational injuries and diseases could be collected from:

Table 7 Type of Report on Occupational Injuries and Diseases

NO.	Type of Report	Issuing Institution
1	Reports on workers compensation programme regarding occupational fatal accident, injuries, and disease	BPJS Ketenagakerjaan
2	Programme's report	OSH Committee
3	Occupational Health Services Programme	Company
4	Workers' Medical Check Up	Health service provider's institution

NO.	Type of Report	Issuing Institution
5	Workplace environment hazards assessment	OSH research and development centre, managed by government ²
6	Analysis on OSH incidents in various sectors (by request)	OSH research and development centre, managed by government
7	Labour inspection reports	Labour inspector office
8	Regular report from companies	OSH Committee and Occupational Health Services reports
9	Various Reports	OSH Services providers

Collaboration with relevant insurance or social security schemes

Collaboration with relevant insurance or social security schemes covering occupational injuries and diseases is implemented by government. Employment Social Security Organizing Agency (BPJS Ketenagakerjaan) is a public legal body whose duty is to protect all workers through 4 labour social security programmes. Those programmes are:

Box 6 BPJS Ketenagakerjaan Programmes

1. **Accident insurance** (*jaminan kecelakaan kerja*): Provide protection for the risks of accidents that occur in works relationships, including accidents that occur on the way from home to the workplace and vice versa;
2. **Life insurance** (*jaminan kematian*): Providing cash benefits given to heirs when participants died not due to work related accidents;
3. **Pension plan** (*jaminan hari tua*): The benefits are in the form of cash, the amount of which is the accumulated value contributions plus the results of the investment;
4. **Pension guarantee** (*jaminan pensiun*): Pension insurance is a social security that aims to maintain degrees a decent life for participants and/or their heirs and provide income after participants enter retirement age, or experience disability.

Membership of BPJS Ketenagakerjaan consists of 4 (four) categories, which are:

Box 7 Membership of BPJS Ketenagakerjaan

1. **Wage recipient** (*penerima upah*): Wage Recipient Workers (PU) are anyone who works by receiving salaries, wages, or other forms of remuneration from the employer;
2. **not a wage recipient** (*bukan penerima upah*): Non-Wage Recipient Workers are workers who carry out economic activities or businesses independently to earn income from their activities or businesses;

² It is located in Medan (North Sumatra); Jakarta; Makassar (South Sulawesi); Samarinda (East Kalimantan) and Bandung (West Java). Those OSH centers are financed and managed by Ministry of Manpower. There is OSH Center in Surabaya (East Java), which is managed by East Java Provincial Government, joint financed with Ministry of Manpower.

3. **Construction service** (*jasa konstruksi*): construction services are services for construction work planning consulting services, construction work implementation services and construction work supervision services;
4. **Indonesian migrant workers** (*pekerja migran Indonesia*): Indonesian Migrant Workers are every Indonesian citizen who will, is, or has done work by receiving wages outside the territory of the Republic of Indonesia.

Improvement of OSH conditions in MSMEs and in the informal economy

Indonesia, government as well as other actors conducted a number of OSH improvement activities in micro-small and medium scale enterprises. Those activities were implemented by government in collaboration with line ministries, national as well as international organizations.

List of main and significant of the OSH improvement activities in the last three years such as, but not limited:

Table 8 Type of Support Mechanism

NO.	Type of Support Mechanism	Collaborating Institution	Year
1	Training on WISE (Working Improvement on Small Scale Enterprises)	ILO	2013
2	Training on WISCON (Working Improvement on Construction Sector)	ILO	2014
3	Work Improvement in Domestic Environment	ILO	2015
4	Medical examination for workers	Ministry of Health, and health service provider	2016
5	Testing of work environment	OSH service provider	continued
6	Assistance with Personal Protective Equipment (PPE)	Private institutions and OSH providers	continued

Besides the above list, there were also cooperation among line ministries and with agencies, associations, institutions and relevant national and international parties, such as:

Box 8 Coordination with other national and international stakeholders

- Coordination with line ministries and other government institutions: MOH, MOEFA, MOEMR, MOPWPH, MOT; Ministry of National Planning (Bappenas); Coordinating Ministry on Economic Affairs; Ministry of Education and Culture (MOEC); Ministry of Law and Human Rights (MLHR); Ministry of Maritime and Fishery (MOMF); Ministry of Research, Technology and Higher Education (MORTHE); Indonesia National Police (Polri); National Transportation Safety Committee (NTSC); The National Standardization Agency of Indonesia (BSN), National Professional Certification Authority (BNSP), BPJS Employment; BPJS Health, National Search and Rescue (BASARNAS); National Disaster Management Agency (BNPB); National Anti-Narcotics Agency (BNN); Provincial

and District City Governments, and a number of state owned companies, such as PT KAI (Train State Owned Companies).

- Cooperation with association of institutions, professional associations, and universities;
- HIV/AIDS Working Group Coordinator at the workplace at the National level
- ILO
- KOSHA (Korean OSH Association)
- Japan OSHA
- GF –TWG TB (Global Fund – The Working Group on Tuberculosis)
- ASEAN – OSHNET (OSH Network)

Educational and awareness-raising

As from the 1984 when the Manpower Ministerial Decree No. KEP.13/MEN/1984 on OSH National Campaign Pattern through 1992, the government together with stakeholders has intensively raised awareness on OSH through OSH National Campaign for 1 (one) month starting from 12 January to 12 February. It is known as National OSH Month.

From 1993 to 2008 the National OSH Campaign became the National Movement for Occupational Health and Safety referring to Minister of Manpower Decree Number KEP.463/MEN/1993 known as National OSH Month.

In 2009, the National Movement to K3 culture changed its strategy into the “Effective Community Movement for OSH culture (GEMA DAYA K3)” and launched for the first time its National OSH Month on January 12, 2009. Furthermore, the Director General for Labour Advisory and Inspection issued Decision Number KEP.02/DJPPK/PNK3/X/2009 by stipulating the Vision “Indonesian OSH Culture by 2015.

Also in 2009, the Minister of Manpower and Transmigration has stipulated the Decree of Minister of Manpower and Transmigration Number KEP.372/MEN/XI/2009 on the 2010-2014 National Safety and Health Monthly Safety Guidelines. To further support the policy, on October 16, 2012 Minister of manpower and transmigration has launched a campaign to civilize OSH with tagline “I CHOOSE SAFETY”.

To bring forward the vision of National OSH, 2015 was the right momentum to further enhance the effort to make OSH a culture in the workplace and make the Indonesian people OSH cultured. It is expected that all levels in the society, be it public or industry, intellectuals, professional organizations, associations and others are motivated to take an active role to better socialize OSH and OSH programmes can be independently administered and contribute to the achievement of “Indonesian society independently living with OSH culture by 2020”. The OSH is aimed at creating a safe, comfortable, healthy workplace towards a zero accident for increased production and national productivity.

Involvement of universities and research institutions

University, high education institution and research institutions also involve in the OSH Programme. Their involvement is significant since they educate individuals who are willing to improve quality of OSH. Besides that, they also conduct a number of research and training. Those kinds of activities are relevant with the needs of OSH development.

Actually, there are big numbers of universities and institutions in Indonesia which participate in the OSH quality improvement. Some of them are following:

Table 9 Universities, educational institutions and research institutions which involve OSH activities

NO.	Name of University/High Education Institution	Type of Institutions	Type of Activities
1	University of Indonesia	University	Education, Training and Research
2	Technology Institute of Surabaya	University	Education, Training, Research and OSH competency test
3	Technology Institute of Bandung	University	Education, Training and Research
4	Bandung Polytechnic	University	Education, Training and Research
5	University of Sebelas Maret, Surakarta	University	Education, Training and Research
6	University of Diponegoro, Semarang	University	Education, Training and Research
7	OSH Training Center of Pertamina	State Owned Enterprise	Training
8	LEMIGAS, Centre of Material Engineering (B4T Bandung), Indonesian Bureau of Classification (BKI)	State Owned Enterprises	Mechanical Test and Hydrostatic Test
9	Indonesian Bureau of Classification (BKI)	State Owned Enterprises	Mechanical Test and Hydrostatic Test
10	RS Cipto Mangunkusumo	Public Hospital	Worker examination health and occupational health services

Financial and budgetary resources with regard to OSH

To achieve objectives of OSH programme in Indonesia, the Government of Indonesia provides budget which is allocated in a number of OSH related ministries. Since Ministry of Manpower is a leading agency on OSH, budget of the OSH in this ministry becomes crucial.

Below is a figure of budget of OSH activities in Ministry of Manpower, stated in Indonesian Rupiah.

Table 10 OSH Budget 2016 - 2018

NO.	Working Unit	2016	2017	2018
1	OSH Labour Inspection Norms Directorate (PNK3)	34.750.604	14.739.109	22.249.857
2	OSH Labour Inspection Development Directorate (Bina K3)	35.749.707	49.004.725	23.616.931
3	OSH research and development centre, Makassar	16.099.968	16.392.797	15.586.696
4	OSH research and development centre, Jakarta	5.939.544	7.750.953	17.817.652
5	OSH research and development centre, Medan	9.100.168	9.365.968	9.759.409
6	OSH research and development centre, Bandung	10.149.986	11.194.114	11.669.971
7	OSH research and development centre, Samarinda	9.200.055	9.468.231	9.849.764
8	OSH research and development centre, Surabaya	4.999.987	6.106.542	3.606.542
TOTAL		125.990.019	124.022.439	114.156.822

(Source: Budget of OSH in Ministry of Manpower)

C. National OSH Policy 2015 - 2019

The legal framework of National OSH programme is the Act No. 1 Year 1970 on Occupational Safety. To improve ability of the community in implementing OSH independently through socialization/awareness raising, campaign, promotion, dissemination of information and education, the government issues regularly National OSH Policy. The last National Policy covers 2015 – 2019.

The Minister of Manpower Decree No. 386 Year 2014 dated 11 December 2014 on: Implementing Guidelines for 2015-2019 OSH National Months. OSH National policy is according to the Law No. 1 of 1970 on Occupational Safety which mandates minister of manpower as policy maker for OSH national. The policy of which is linked to the Sustainable Development Goal (SDGs) Indicators, Goal 8. Promote Sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all: 8.8 protect labour rights and promote safe and secure working environments for all workers.

National OSH policy can be specifically defined as follows:

The national strategy to achieve the national OSH Policy: “Indonesian society Independently Living with OSH Culture by 2020”. The National OSH Policy is a national Occupational Safety and Health programme and profile to be embedded in the Indonesian culture, especially industrial society. Programmes and initiatives will be established to build capabilities to manage OSH. An effective regulatory framework will also be put in place to support the on-going OSH culture.

Missions, Strategies, Objectives and Goals

The mission of the legal framework are following:

1. To have more measures and supervision on safety and health at the workplace.
2. To better implement Occupational Safety and Health Management System (OSHMS).
3. To increase participation of employers, workers and society to bring about independent implementation of OSH.

The strategies are following:

1. Develop and improve OSH policies
2. Build capacity of the manpower/workers on OSH
3. Improve facilities and infrastructure for OSH advisory and inspection
4. Improve advisory on OSHMS implementation
5. Improve networking and roles of institutions, agencies, personalities and related parties.

Objectives and goals of the OSH Programme in general are:

Table 11 Objectives and Goals of the OSH Programme in Indonesia

Objectives	Goals
1. Increased awareness and participation of everyone on OSH implementation in every business activity	1. Safe, comfortable, and efficient situation at every workplace to support productivity and welfare.
2. Comprehensive OSH data management	2. Decreased number of accident and diseases to save all the human capital.
3. Mobilized resources for OSH implementation through improved cooperation and collaboration	3. Increased human resources to improve competitive advantage

Target of the National OSH Policy in Indonesia in 2020 is “Indonesia Communities Independently Living with OSH Culture by 2020”. Phase of achievement of the target is annually described as below:

Table 12 Annual National OSH Policy

Tahun	Annual National OSH Policy	Target for OSH Culture
2015	<i>“OSH MS Implementation to establish Indonesia OSH Culture in Free Trade Era”</i>	OSH Culture for the companies
2016	<i>“Enhanced OSH Culture to Support Productivity and Competitiveness in Global Market”</i>	OSH Culture for Public Companies
2017	<i>“OSH Culture to Increase Quality of Human Life to Direct Safety, Healthy, and Productive Community”</i>	OSH Culture in economic activities
2018	<i>“OSH Culture to encourage Establish Character Nation”</i>	OSH Culture in communities life
2019	<i>“Establish Indonesian society living independently with OSH Culture to Support National Economic Stability”</i>	OSH Culture nationwide

OSH Campaign Committees and National OSH Month

To achieve the target of OSH culture, the government established OSH Campaign Committee in each level (national, provincial, district/municipality, and workplace). Members of Committee consist of representatives of government, employers, workers, and other related institutions.

Meanwhile, Executive Committee at the workplace consists of managers and OSH committee with the support of all workers in the workplace.

The Committee is responsible to implement national OSH Month (January 12 until February 12) in all levels. Programme during the National OSH Month is mainly promotional programme. It consists of campaign,

exhibitions, submission of awards, press conference, seminars, workshops, and social activities. This programme is implemented by all OSH stakeholders, including multilateral and bilateral organizations.

All activities of the National OSH Month are reported to the Ministry of Manpower through the Manpower provincial offices.

D. Development and improvement of norms, standards, guidelines and criteria

The government develop a number of norms, standards, standards, guidelines and criteria. Those are supporting legal documents which become reference for people to implement OSH programme in Indonesia. Issuance of the supporting legal documents is done through ministerial regulations and decrees. A number of norms, standards, guidelines and criteria, such as:

- OSH in Working Environment;
- Indonesian National Standards on the Crane Testing Methods;
- Indonesian National Standards on OSH testing methods.
- Indonesian National Work Competence Standards (SKKNI) on OSH including: general OSH experts, paramedics, company doctors, OSH personnel in a limited space, OSH personnel at elevation, OSH personnel in construction and Industrial Hygiene experts.

To make the OSH programmes available up to workplace level, the Government of Indonesia develops some standards, code of practices and guidelines. Standards are reflected in regulations. Code of practice is manifested in decree.

The Government develop some guidelines, such as:

Box 9 Guidelines developed by Government

- Audit Guidelines for OSHMS
- OSH Awarding Guidelines
- Guidelines for the Award of AIDS/HIV Committee at Work
- OSH Testing Guidelines
- Guidelines for Measurement of Hazardous Working Environment Factors
- Guidelines for the Provision of Occupational Health Services
- Guidelines for the Inspection of Labour Health
- Guidelines for Provision of Meals at Work
- OSH Training Guidelines

E. Occupational injury and diseases statistics

The statistics presented here do not represent the whole workforce in Indonesia as the data is obtained from a relatively small part of the employed workforce (7%), which is covered by the compensation schemes. It is recognized that incidence rates of workplace injury and disease in the informal sector not reflected in these data are likely to be much higher.

Table 13 Number of Occupational based Disability and Death People

Year	Totally Cured	Disability (People)			Death (People)	Total (People)	Total Compensation (billion Rupiah)
		Functional	Partly	Permanent			
2010	89,873	4,061	2,550	36	2,191	98,711	237.36
2011	90,387	4,130	2,722	34	2,218	99,491	305.95
2012	94,135	3,861	2,689	35	2,332	103,052	315.47
2013	94,125	3,985	2,693	44	2,438	103,285	618.49
2014	96,530	3,618	2,616	43	2,375	105,182	565.63
2015	107,761	1,166	810	5	530	110,272	665.05
2016	92,220	4,202	2,535	28	2,382	101,367	833.44
2017	117,207	1,114	1,542	5	3,173	123,041	971.00

(Source: BPJS Ketenagakerjaan)

F. General Data

Figure 3 Map of Indonesia



The Republic of Indonesia is a sovereign state in Southeast Asia. It is located in between the Indian and Pacific oceans. Indonesia is the world's largest island country, with more than thirteen thousand islands. It is the 14th largest by land area and the 7th largest in combined sea and land area. Java, the world's most populous island, contains more than half of the country's population.

Table 14 General Information

Total Area	1,904,569 km2 (735,358 sq. mi)
Location	6° North - 11° South Latitude 95° - 141° East Longitude
Population	237,641,326 (Census 2010) 261,115,456 (2016 estimate) 138/km2 or 357.4/sq. mi (density)
Number of Workers	120,647,697 (Labour Force Survey 2017)
Number of Enterprise	20,980,195
GDP	\$ 1.074 trillion
Income Per Capita	\$ 4,116
Gini Coefficient	0.395
HDI	0.694

Number of Workers

Table 15 Number of Workers by Age and Gender (Labour Force Survey 2017)

Group of Age	Male		Female		Total	
	No.	%	No.	%	No.	%
15-24 years old	10.519.411,00	14.3	6.649.597,00	14.2	17.169.008,00	14.2
25-34 years old	18.700.481,00	25.4	10.977.739,00	23.4	29.678.220,00	24.6
35-44 years old	18.362.296,00	24.9	11.839.203,00	25.2	30.201.499,00	25
45-54 years old	14.488.926,00	19.7	9.962.570,00	21.2	24.451.496,00	20.3
55-64 years old	8.154.967,00	11.1	5.317.088,00	11.3	13.472.055,00	11.2
65 < years old	3.490.689,00	4.7	2.184.730,00	4.7	5.675.419,00	4.7
Total	73.716.770,00	100	46.930.927,00	100	120.647.697,00	100

Young Workers

OSH is a reflection to implement structure and mechanism of the SDG governance (SDG) in the national level on planning, budgeting, financing, monitoring, and reporting, particularly on SDG no.8: Decent Work and Economy Growth. Young workers face many challenges in shifting their live from the education world to the work world. Globally, it is recognized that young workers are uniquely vulnerable to workplace harm due to their lack of training and experience, assignment to hazardous tasks, lack of OSH and labour rights awareness, and other factors including precarious employment conditions.

Referring to the particular goal, young workers are also become the attention of the Government. As part of the young workers (15 – 24 years old) represent 14.2% of work force in Indonesia (Labour Force Survey 2017).³ They are the fourth biggest group aging around 35 – 44 years old (25%); 25 – 34 years old (24.6%); and 45 – 54 years old (20.3%). The group is even bigger compare to those aging around 55 – 64 years old (11.2%) and above 65 years old (4.7%).

Young workers are spread throughout Indonesia. West Java is the province with the most youth workers (2,966,538 young workers). Its position was followed by East Java (2,326,656), Central Java (2,087,470), North Sumatra (1,085,102) and Banten (799,321). DKI Jakarta (696,423) is only in sixth place. Meanwhile, the number of young workers is the least in North Kalimantan (41,940) and Bangka Belitung (95,461).

They work in many sectors. The trade, hotel and restaurant sector is a sector entered by young workers (4,683,651). While the agricultural sector (4,181,314) became the second largest sector, followed by the manufacturing sector (3,110,114), services (2,684,508) and construction (952,011).

G. OSH Certification and Awards

There are number of OSH awards in Indonesia. Implementing agency of the award are vary: government, private and media. The awards type is also vary. There is award which certifies companies/workplaces/enterprises for their compliance with OSH regulation. There is also award which is submitted to the companies/workplaces/enterprises/individual, after fulfilling criteria and having certification.

However, there are only three main awards which directly relate to OSH in general. They are (1) OSHMS; (2) Zero Accident Award; and (3) the HIV/AIDS Award.

OSHMS Certification

OSHMS Award is an audit based certification. This is regulated by Government Regulation No. 50 Year 2012 regarding OSHMS. In general, OSHMS Audit is a systematic and independent assessment on the fulfillment of determined criteria in order to measure the progress of activities that have been planned and implemented for OSHMS in the enterprise. The implementation of OSHMS aims to: (1) increase the effective protection of occupational safety and health that is well-planned, measurable, structured and integrated; (2) prevent and reduce occupational accident and disease by involving the management, workers/labour, and/or trade union/worker union; and (3) create safe, comfortable and efficient working place to increase productivity.

Every enterprise has obligation to implement the OSHMS in their company. The obligation applies to company that hires at least 100 (one hundred) workers or has higher hazard risk. It is mandatory for company with higher hazard risk to assess the implementation of OSHMS in accordance with provisions from legislation. OSHMS includes setting OSH policy; OSH planning; implementation of OSH plan; monitoring and evaluation of OSH performance; and review and improvement of OSH performance.

OSHMS review should at least include: (1) OSH policy evaluation; (2) OSH objectives, targets and performances; (3) OSHMS audit findings; and (4) effective evaluation of OSHMS and the needs of OSHMS development.

The review as referred to is done through OSHMS Audit, which includes: commitment development and assurance; the drafting and documentation of OSH Plan; planning management and contract review; document management; product purchase and management; work safety following OSHMS; monitoring standard; reporting and improvement of any shortcoming; material management and its transfer; data collection and utilization; OSHMS assessment; and skill and capacity development.

3 The term youth often refers to people who are at an age where they end compulsory education and begin their work experience.

In order to maintain objectives of OSHMS in track, the employer and/or manager of corporation or workplace should: review the implementation of OSHMS periodically; and OSHMS review should be able to overcome OSH implication to all activities, products of goods and services, which include also company's performance.

Performance improvement and correction are done based on the following considerations: (1) revisions/ amendment of legislation; (2) demand from relevant party and market; (3) change of the company's product and activity; (3) change of company's organizational structure; (4) change in science and technology, including epidemiology; (5) analysis of occupational accident and disease; (6) any reporting; and/or (7) suggestion from worker/labour.

Assessment on the implementation of OSHMS is performed by an independent audit institution appointed by Minister upon request made by company. The institution can audit and certify the company, on behalf of the Ministry of Manpower. They will audit and score performance of the company's OSHMS. The scoring of OSHMS implementation is as followed:

1. For 0-59% of implementation is considered to be less good implementation.
2. For 60-84% of implementation is considered as good implementation.
3. For 85-100% is considered to be satisfactory level.

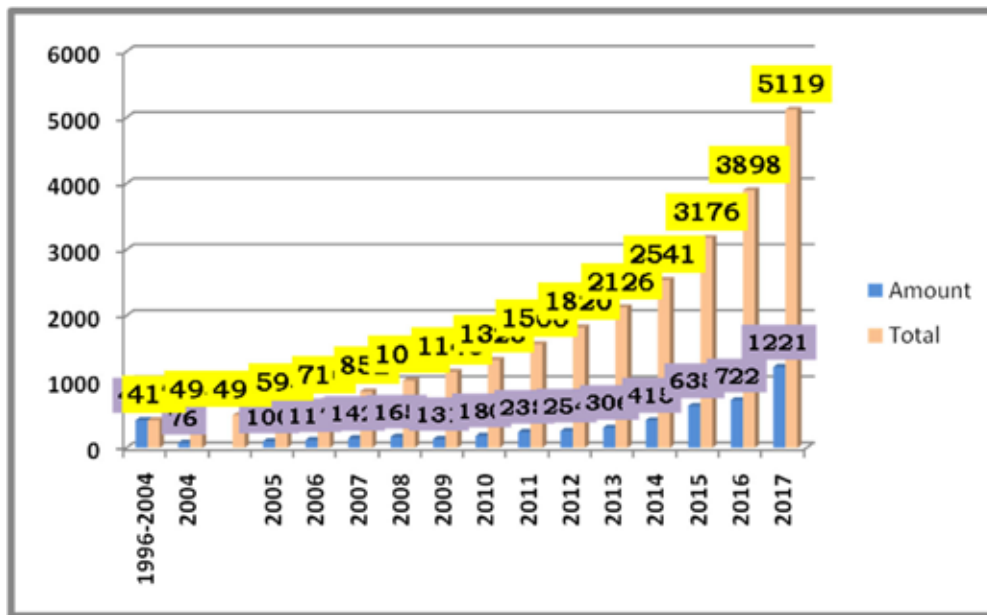
Table 16 the Scoring of OSHMS Audit

Category of Company	Level of Application		
	0-59%	60-84%	85-100%
Primary Category (64 criteria)	Less good application	Good level of application	Satisfactory level of application
Transitional category (122 criteria)	Less good application	Good level of application	Satisfactory level of application
Advanced Category	Less good application	Good level of application	Satisfactory level of application
Remarks	Punishment	Silver Flag	Golden Flag

Aside from assessment of OSHMS application, there is also another assessment on the company based on their nature, which is divided into 3 (three) categories, which are: (1) critical category, finding that will lead to fatality; (2) major category, not in comply with legislation; not able to implement one of OSHMS principles; and minor finding for one of audit criteria in several location; and (3) minor category, inconsistency in the meeting of legislation, standards, guideline and other reference.

For those companies that certified, the government will include them into the OSHMS Award. The Audit Report is given to the Director General on Labour Inspection Norms and OSH Development who will submit the certificate in conjunction with submission of the OSHMS Award. Number of companies which received the OSH certification increased.

Figure 4 OSH Management Certificate Recipient Companies 2004 - 2017



The OSHMS Award (Zero Accident Award)

The Government provide motivation and encourage all parties (especially employers and workers) to increase quality of implementation of OSH principles at every workplace and the programme. It should be done by all parties since implementation on OSH principle is the responsibility of all parties. To appreciate employers, regional and district governments' efforts in attempting and fulfilling successfully the OSH implementation, government through the Ministry of Manpower grants awards to increase the motivation in developing and strengthen OSH programmes. The award is also intended to contribute to successful of the National Movement Programme in improving OSH Culture.

Awards and awardee selection is regulated under Manpower and Transmigration Ministerial Decree No. PER-01/MEN/I/2007 concerning Guidance of Awards' Submission on Occupational Safety and Health. Implementation of the Award is all government level (city/regency up to national level). This Decree introduces four types of award with respective criteria. They are following:

Table 17 Type of Awards and Respective Recipient, Criteria and Forms of Award

NO.	Type of awards	Recipient	Criteria	Forms of Award
1	OSHMS	- Enterprises - Workplace - Industry - Company	- Small, medium and big - Level risk - Audit criteria	- Certificate - Flag
2	Zero Accident	- Workplace - Industry - Company	- Amount of worker and working time - Level risk	- Trophy for the best - Charter - Placard

NO.	Type of awards	Recipient	Criteria	Forms of Award
3	OSH Motivator	- Governor - Regent - Mayor of District	The amount of enterprises given award more than 0.05% from total of enterprises in province/region/district	- Medal - Badge
4	OSH Builder	Worker	- Workers who can improve the application of OSH and are able to significantly boost the implementation of OSH so that the company in question gets a national level award. - Someone who has care, services and achievements that can move the community to improve the implementation of OSH.	- Charter - Placard

Assessor or jury of the award is appointed by respective government level. For those who are in city/regency level, they are appointed by mayor or regent. Assessor or jury comes from provincial level. Meanwhile, Director General on Labour Inspection Norms and OSH Development from the Ministry of Manpower appoint assessor or jury in the national level. The assessor or jury come from tripartite organization, auditor agency and university.

Mechanism of the Award Submission

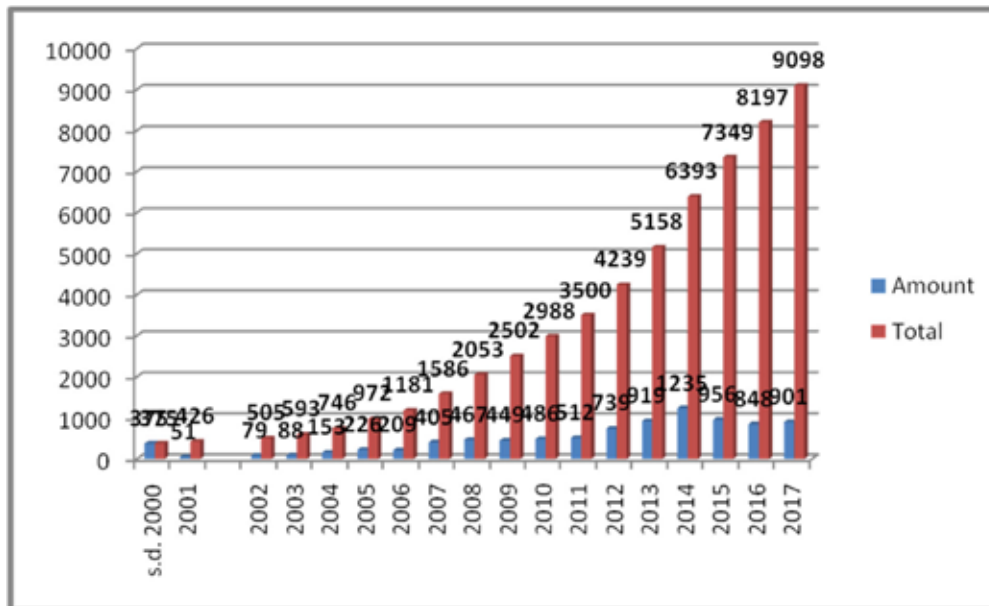
Assessors/juries in city/regency level do check a validity of documents which are submitted by companies/workplaces/enterprises. After checking, they conduct unannounced visit to the companies which have valid documents. They check about some OSH related issues in the companies/workplaces/enterprises. There are three different types of enterprises/workplace/companies they check: big scale, medium scale, and small scale companies. There is different type of check.

After visiting the places, assessors /jurors give assessment and report them to the assessors/jurors in provincial level. The assessor or jury in provincial level may do spot check in selected companies/workplaces/enterprises which successfully got high points from the assessors/jurors in city/regency level. After visiting the places, the assessors give assessment and report them to the assessors/jurors in national level.

Similar to step in the provincial level, the team of assessor/juror may do spot check and give assessment. After assessing the good ones, they develop a report and submit it to the Director General on Labour Inspection Norms and OSH Development from Ministry of Manpower. The Director General will confirm assessment's results from the assessor/juror team and submit the awards.

Since 2000 up to 2017, number of companies which received the Zero Accident Award increased.

Graphic 5 Zero Accident Award Recipient Companies until 2017



The HIV/AIDS Award

This Award is a joint effort of Ministry of Manpower, employers association, workers association and National AIDS Commission to encourage enterprises in preventing and tackling HIV/AIDS at workplace. It is intended to improve efforts from companies and workers to prevent and tackle HIV AIDS at workplace. This kind of award is regulated by Director General on OSH Labour Inspection Norms and OSH Development – Ministry of Manpower No. 75/DJ-PPK/IX/2010, which supports to manpower Ministerial Decree No. KEP/MEN/IV/2004.

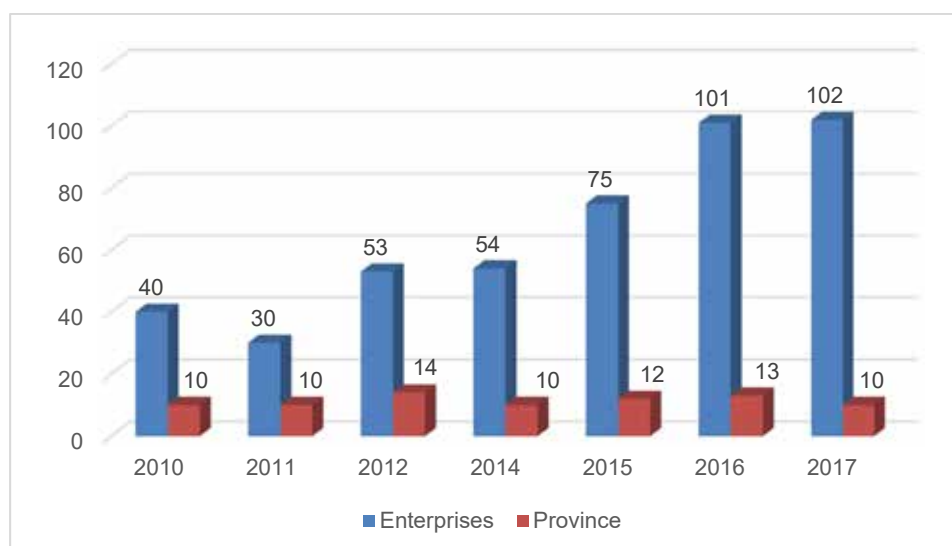
Nominee of the Award is enterprise that have committed to and implemented HIV/AIDS protection programme at workplace during 12 months period at minimum. The enterprise should show that they have written document on the programme. It could be in collective bargaining (CB) or enterprises' regulation (ER). Second, it has socialized content of the HIV/AIDS protection programme policy (CB or ER) to management staff and workers. Third, it has organized education and training on HIV/AIDS for management staff and workers. Fourth, it has done effort to avoid attitude, stigma and discrimination action, which have been proved. Fifth, it has owned support and care for people with HIV/AIDS, such as counselling, social support, or VCT (Voluntary Counselling HIV and Testing). Sixth, it has allocated resources for the HIV/AIDS Protection Programme. Seventh, it has improved number of management staff and/or workers who have benefited from capacity building activities on HIV/AIDS. Eighth, it has conducted regular evaluation on effectiveness of the programme. Ninth, it has provided OSH special procedures to prevent HIV/AIDS transmission at workplace. Tenth, it has updated and reported the activities to manpower government agencies. And, eleventh, it has contributed to similar programmes which are conducted by community or other parties.

Criteria are scored by assessors/jurors. Similar to OSHMS Award, assessor or jury of the award is appointed by respective government level. For those who are in city/regency level, they are appointed by mayor or regent. Assessor or jury is in provincial level. Meanwhile, Director General on Labour Inspection Norms and OSH Development from the Ministry of Manpower appoint assessor or jury in the national level. The assessor or jury come from tripartite organization, auditor agency and university. Assessors or jurors come from the tripartite organizations in respective level.

Tabel 18 Type of HIV/AIDS Award and its Scores

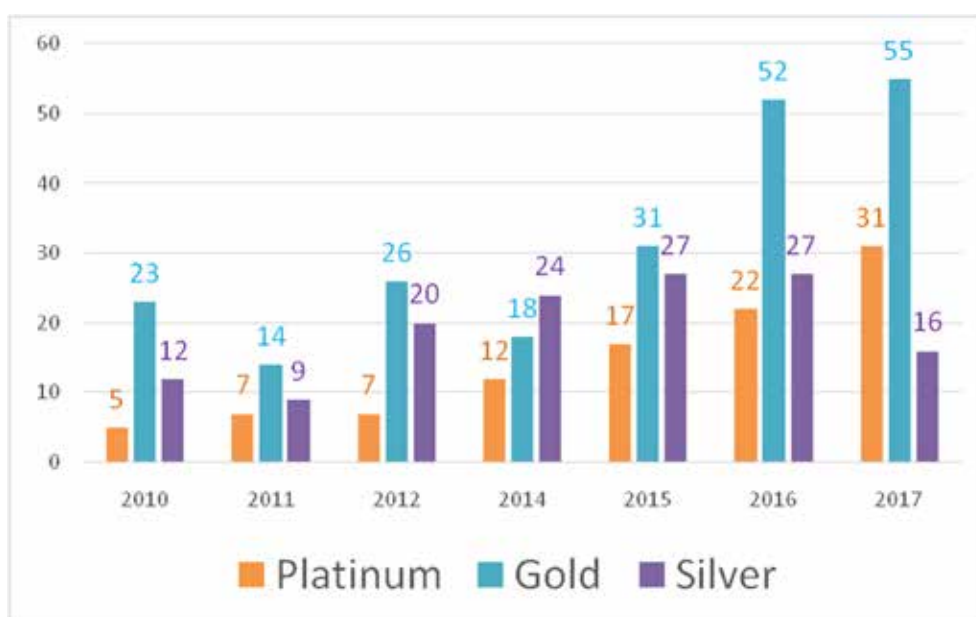
No.	Score's Achievement	Awards
1	>85	Platinum
2	66-85	Emas
3	56-65	Perak

Award provides three kind of people who pay more attention on the HIV/AIDS issue. They are: head of sub national government, employers and people care about HIV which have been successful or contribute to implementation of the prevention and tackling HIV/AIDS at workplace. Awardees receive charter, placard, pin and badge.

Figure 6 HIV-AIDS Award Recipient Enterprises and Provinces 2010 - 2017

Mechanism of the HIV/AIDS Award submission is relatively the same with mechanism of the OSHMS Award. Number of enterprises and provinces which received this kind of award has increased since 2010.

Figure 7 HIV-AIDS Award Recipient Enterprises and Provinces by category, 2010 – 2017



IV.

LIMITATIONS, OBSTACLES AND OPPORTUNITIES

A. Limitations

Accurate Data

Up to now, Indonesia still needs to provide data which comprehensively explain OSH situation. In terms of accidents and injured, Government of Indonesia still depends on OSH related data from The National Social Security Body on Manpower (BPJS Ketenagakerjaan). Annual Labour Force Survey (SAKERNAS) also shows number of accidents. However, both sources of data just reflects formal sector.

Regarding the data from BPJS, it just even covers workers who are engaged as participant of the social security programme. It does not cover informal worker and formal worker who never register or be registered by their employers. Government is also struggling to get accurate data on occupational diseases which exposed to workers, especially the types of occupational diseases that workers may suffered throughout Indonesia.

When the accurate data is available, the OSH programmes will significantly improve in the future.

Technical Assistance for Informal Sector

Indonesia is now categorized as G-20, where collectively its economies account for around 85% of the gross world product (GWP), 80% of world trade, two-thirds of the world population, and approximately half of the world land area. OSH becomes part of Indonesia since 1970.

In terms of informal economy, Indonesia needs to strengthen greater efforts to improve the safety, health and working conditions of informal economy workers such as home workers, domestic work, street vendors, workers in small construction sites, or self-sustained farmers, often in remote villages. These informal workers account for a significant proportion of workers in Indonesia and make an enormous contribution to the country's economy.

However, they often work in substandard conditions, exposed to various hazards in the workplace without appropriate safety and health training and information. There is an urgent need to deliver practical occupational safety and health (OSH) protection measures to these workers.

Protection of Young Workers

Young workers are a diverse group of workers. They are surrounded by many factors that influence the risk of accidents and illness in the workplace. The factors in question include physical, psychosocial and emotional development stages; level of education; work skills; and work experience.

Young workers are highly vulnerable to hazards in the workplace. Their skills are below adults in assessing risk and, because they are still growing, they are more vulnerable to danger. Physical and psycho-social young workers are still developing. Their stages of development, limited work experience, and lack of work skills together increase the risk that they have to deal with them at work. In addition, young workers cannot be compared to all workers to dare to declare a danger in the workplace.

Young workers also do not have the bargaining power that more experienced workers may have. This situation often causes them to be willing to take risks or accept dangerous assignments, work in bad working conditions or other vulnerable conditions. Their presence in the economic sector that is dangerous and exposed to many hazards increases the risk of getting accidents and occupational diseases.

Consequently, safety and health at work must be promoted to workers of all ages, and the most urgent are those who suffer disproportionately.

Improving the safety and health of young workers will enable the next generation to start their work lives as productive and fairly paid workers who are able to contribute to social justice and economic growth. This will also improve the safety and health of all workers and help secure the livelihoods of parents and family members.

Fulfilment of commitment to apply OSHMS

Implementation of OSH could not be burdened to Government itself. As a regulator, Government has enacted regulation and allocated some funds to improve quality of OSH. It is acknowledged that allocation of fund to improve quality of OSH is still limited. To cover that, the government needs to get strong support from sub national government, employers and workers by strengthening commitment to applying OSHMS.

All parties need to respond all regulations properly. They need to follow up all regulations through meaningful activities, such as expediting gaining OSHMS certificate, implementing OSH principles, providing funds to improve quality of OSH, carrying out OSH measurements prevention.

OSH in Industry 4.0

The development of industry and information technology simultaneously occurs with increasing number of new field works. As field works in other sectors, it is clear that this kind of work emerges new initiatives. It is not rare that new initiatives affect new hazards. Media and internet provider workers should work at night with strong targets. Those things (night, strong targets) involve other potential hazards and risks of occupational accidents and diseases in the workplace which will endanger workers and the business itself.

OSH people (labour inspectors, inspectors from other ministers, OSH training providers, etc) should pay more attention about this. Moreover, those who work in this sector is youth.

OSH in emergency phase in Disaster Area

Indonesia is well known as country where natural disasters often occur. Tsunami, earthquake, flood, landslide, forest fire, volcanoes eruption are examples of disasters which frequently hit of Indonesia. Based on experiences, there are some people who are always eager to participate in first aid process (in emergency or recovery phase) as volunteer. They help and go hand in hand with medic and paramedic in the exposed disaster areas. They come from people various background. It is often they only come with eagerness to help, without any knowledge on safety and health. It is also often they are exposed to hazards (especially biological hazards) when they handle victims and/or survivors.

It is urgent for country to provide programme for this kind of situation or work. Handling this issue is a must.

B. Obstacles

National Level

Based on information on number of labour inspector, number of enterprises, and number of OSH providers' institution, it is clear that there is a big need to achieve objective of the OSH programme in Indonesia. To reach out a large number of companies and workers in vast geographical areas in the archipelago country is quite impossible. Limited resources (OHS personnel and Institutions, and OSH supervisors) will also retard achievement of the OSH programme objectives in Indonesia.

It is also clear that existence of OSH providers' institution is important. Increasing number of OSH providers' institutions is an alternative. However, it will need to focus in which area this kind of institution should be established.

Increasing number of resources should respond to vast geographical areas, big number of enterprises, and most hazards that are existence. This should answer situation which OSH promotion and education is not yet widespread, not all workers, employers and society understand and take OSH as serious matters.

Currently, there are rise of the cheaper price of goods in Indonesia, especially imported goods. A cheaper goods' price usually is made by a small budget, which denies a quality of production and production's cost. Correlation between production cost and OSH facilities is also significant. In big companies with big workplaces, high production cost is correlated with availability of qualified OSH facilities. It is worried, to compete this cheaper price of goods, local producers increasingly reduce production cost, which includes provision of OSH prevention measurements' cost.

International/Global Level

During the last five years, investment in Indonesia has increased. Investment has not come from Multinational Corporation, but also come from individual. Something that important and relevant with OSH is focus of investor with OSH. If the investor encourage or even push OSH compliance, it will be helpful for fulfilment of OSH objectives in Indonesia. The problem is when the investment or investor do not pay more attention on this issue. If it happens, it will hamper implementation of OSH programmes in Indonesia, which is implemented by government as well as social partners.

Related issue to the investment is migration. Since there are increased investments, field work is increasing. Number of unemployment in Indonesia is decreasing. Indonesia is now becoming area where people from outside country look for a job. In addition, Indonesia is a country where people look for asylum or new hope in Australia.

This situation motivates people to work in Indonesia. For those people who want to go to Australia, they will find any job while they are waiting to go to Australia. For those people who want to find a job in Indonesia, they will look for any job.

The problem is that those kinds of people will work anything without protection. If it happens, OSH violation will happen too. There will increase number of OSH accidents. It means, it will hamper OSH programme in Indonesia.

C. Opportunities

Main and significant opportunities which could support to successful OSH programme are following:

Demographic Dividend

Indonesia is predicted will have demographic dividend in 2020-2030. Demographic gift is the economic growth potential that can result from shifts in a population's age structure. It is mainly when the share of the working-age population (15 to 64) is larger than the non-working-age share of the population (14 and younger, and 65 and older).

In other words, it is a boost in economic productivity that occurs when there are growing numbers of people in the workforce relative to the number of dependents. It means that in the next 1 – 20 years, Indonesia will have huge human resources which will be at top of productive level.

To make the demographic dividend effective, government (national as well as sub national levels) should work harder, especially focus on access to education and health programme.

In the context of OSH, government should also pay more attention on this. Huge number of productive age should be utilized as an opportunity to civilize OSH from the beginning.

The higher the company that wants to comply with regulations

Higher awareness from consumer about human rights, occupational diseases, and hazardous and toxic materials encourage companies to comply with regulations. Many people start to refuse purchasing goods which is produced by violating the law. This higher awareness is caused by higher number of media coverage on occupational accidents.

The higher number of company that wants to comply with regulations is strategic opportunity for government and other OSH stakeholders to improve quality of OSH prevention measurements.

ANNEXES

ANNEX A: Ministerial and Sectoral Regulations and Decrees

No.	Number of Regulations/Decree	Regarding
I. Regulations		
1	Presidential Decree No. 22 of 1993	Occupational related diseases To improve efforts to protect worker against work related diseases, in the form of worker compensation insurance. Defines the types of injuries and illnesses that need to be reported.
2	Manpower Ministerial Regulation No. 1 of 1976	Obligation to attend training courses on industrial hygiene and occupational health for company doctors
3	Manpower Ministerial Regulation No. 1 of 1978	Occupational safety and health in forestry: tree cutting, logs transportation, equipment, first-aid, and lighting for night work
4	Manpower Ministerial Regulation No. 1 of 1979	Company hygiene practice obligation and OSH training for company paramedics
5	Manpower Ministerial Regulation No. 1 of 1980	Occupational safety and health in building construction
6	Manpower Ministerial Regulation No. 2 of 1980	Labour health examination in occupational safety management
7	Manpower Ministerial Regulation No. 4 of 1980	Installation and maintenance requirements for fire extinguishers
8	Manpower Ministerial Regulation No. 1 of 1981	Obligation to report occupational diseases caused by work. The list of diseases which must be reported is contained in the annex of the regulation.
9	Manpower Ministerial Regulation No. 2 of 1982	Requirements for welding in the workplace, including the qualification of welders.
10	Manpower Ministerial Regulation No. 3 of 1982	Requirements of worker health services, medical examinations, accident and disease prevention, treatment, and rehabilitation Every worker shall be entitled to medical services, the functions of which are set forth in the Regulation.

No.	Number of Regulations/Decree	Regarding
11	Manpower Ministerial Regulation No. 2 of 1983	Automatic fire protection systems – fire arm and detection installations at the workplace.
12	Manpower Ministerial Regulation No. 13 of 1984	Guidelines on how to promote OSH during one full month starting every year on 12th January until 12th February. It is recognized as the National OSH Month (<i>Bulan K3 Nasional</i>).
13	Manpower Ministerial Regulation No. 3 of 1985	Occupational safety and health in the use of asbestos.
14	Manpower Ministerial Regulation No. 5 of 1985	Technical classification, inspection and commissioning procedures of Forklift, Crane and Rig and transport equipment and instruments.
15	Manpower Ministerial Regulation No. 3 of 1986	Safety and health conditions in work sites managing pesticides.
16	Manpower Ministerial Regulation No. 4 of 1987	The OSH committee and the procedure of appointing safety expert. Every company with 100 workers or less than 100 workers but with high potential hazard should have an OSH committee. The top management is the leader of the OSH committee and the secretary should be an OSH expert. The purpose of the OSH expert is to develop the OSH corporation, mutual understanding and effective participation between employee and employer.
17	Manpower Ministerial Regulation No. 1 of 1988	Qualification and requirement for steam boiler operators.
18	Manpower Ministerial Regulation No. 1 of 1992	OSH conditions for carbide (acetylene) equipment
19	Manpower Ministerial Regulation No. 2 of 1992	The procedure of assignment, obligations and authority of the OSH Expert.
20	Manpower Ministerial Regulation No. 4 of 1995	Occupational Safety and Health service companies
21	Manpower Ministerial Regulation No. 3 of 1998	Procedure of accident reporting and investigation
22	Manpower Ministerial Regulation No. 1 of 2007	Guidance on Assessment of OSH Award
23	Manpower Ministerial Regulation No. 25 of 2008	Guidelines on Diagnosis and Disability Assessment caused by Occupational Diseases and Accidents
24	Manpower Ministerial Regulation No. 8 of 2010	Employer's responsibility to provide Personal Protective Equipment for everyone at workplace and PPE must appropriate with Indonesian National Standard (SNI) or another country standard
25	Manpower Ministerial Regulation No. 9 of 2010	Qualification and conditions for operators of Forklift, Crane and Rig Equipment
26	Manpower Ministerial Regulation No. 26 of 2014	Implementation on OSHMS audit

No.	Number of Regulations/Decree	Regarding
27	Manpower Ministerial Regulation No. 26 of 2015	Procedures for Implementation of the occupational disease security (JKK), fatal accident security (JKm), and pension plan scheme (JHT) for wage recipients
28	Manpower Ministerial Regulation No. 28 of 2015	Assignment, termination and work procedures for medical doctors/advisors
29	Manpower Ministerial Regulation No. 2 of 1989 Amendment to the Regulation No. 31 Of 2015	Supervision of lightning protection installations
30	Regulation No. 12 of 2015 of Ministry of Manpower Amendment to the Regulation No. 33 of 2015	OSH on Electrical at workplace
31	Manpower Ministerial Regulation No. 9 of 2016	OSH on Working at Elevation
32	Manpower Ministerial Regulation No. 18 of 2016	National OSH Council
33	Manpower Ministerial Regulation No. 37 of 2016	Procedure of fabrication, inspection and examination of pressure vessels and storage tanks.
34	Manpower Ministerial Regulation No. 38 of 2016	General technical provisions, inspection and commissioning procedures for work safety for power and production engines.
35	Manpower Ministerial Regulation No. 6 of 2017	OSH requirements on elevators and escalator
36	Manpower Ministerial Regulation No. 5 of 2018	OSH on Work Environment
37	Trade Ministerial Regulation No. 8 of 2006 Trade Ministerial Regulation No. 44 of 2009 Amendment to the Regulation No. 23/M-DAG/PER/2/2006 Amendment to the Regulation No. 23/M-DAG/PER/2/2011	Distribution and Monitoring of Hazardous Materials Procurement, Distribution, and Surveillance of Hazardous Materials
38	Trade Ministerial Regulation No. 39 of 2009	Import of non-hazardous and toxic waste
39	Transportation Ministerial Regulation No. 39 of 2012	Occupational safety guideline for activity compressed natural gas (CNG) of utilization for motorized vehicles
40	Industrial Ministerial Regulation No. No. 23/M-IND/Per/4/2013 Regarding Amendment on Industrial Ministerial Decree No. 87/M-IND/PER/9/2009	Global Harmonization System for Classification and Labelling on Chemicals

No.	Number of Regulations/Decree	Regarding
41	Health Ministerial Regulation No. 100 of 2015	Integrated Effort Place on Occupational Health
42	Health Ministerial Regulation No. 48 of 2016	Office Occupational Safety and Health Standards
43	Health Ministerial Regulation No. 56 of 2016	Organizing Services on Occupational Disease
44	Health Ministerial Regulation No. 66 of 2016	OSH in Hospital
45	Health Ministerial Regulation No. 70 of 2016	Health Standard and Requirements for Industrial Work Environment
II. Decrees		
1	Joint Manpower and Public Work Decree No. 174 of 1986 and No. 104/1986	Occupational Safety and Health at construction work
2	Manpower Ministerial Decree No. 1135 of 1987	The occupational safety and health flag
3	Manpower Ministerial Decree No. 245 of 1990	National Occupational Safety and Health Day
4	Mines and Energy Ministerial Decree No. 1344.K/20/M.PE/1995	Occupational safety guideline for activities of liquefied petroleum gas (LPG) utilization for motorized vehicles
5	Health Ministerial Decree No.138 of 1996	General check-up for Indonesian workers to be employed overseas and for expatriates to work in Indonesia
6	Manpower Ministerial Instruction No. 11 of 1997	Special supervision for Occupational Safety and Health of fire prevention
7	Manpower Ministerial Decree No. 186 of 1999	The fire prevention unit at the workplace
8	Manpower Ministerial Decree No. 187 of 1999	Hazardous chemical management at the workplace to protect workers against chemical hazards. Decree states the requirements for chemicals container labelling, provision of material safety datasheets, and for the number of chemical safety officers at enterprises.
9	Health Ministerial Decree No. 1075/Menkes/SK/VII/2003.	Guidelines on Occupational Health Management Information System
10	Health Ministerial Decree No. 1087/Menkes/SK/VII/2003.	Standards on OSH in Hospital
11	Energy and Mineral Resources No. 4162/K/74/MEM/2015	Awarding Award for Management of Mining Safety and Environmental Management of Mineral and Coal Mining
12	Public Work and Housing Ministerial Decree No. 66/KPTS/M/2018	Committee on Safety in Construction Sector

No.	Number of Regulations/Decree	Regarding
13	Health Ministerial Decree No. 574 of 2000	Health development policy toward a healthy Indonesia 2010
14	Joint Decree No. 1193 of 2000 of Ministry of Health and the Head of the Nuclear Power Control Agency	Safety promotion and control over utilization of nuclear power in the area of health
15	Manpower Ministerial Decree No. 68 of 2004	Prevention and reduction of HIV/AIDS at the workplace
16	Manpower Ministerial Decree No. 347 of 2008	Technical guidance for National Occupational Safety and Health Month Year 2018
17	Manpower Ministerial Decree No. 386 of 2014	Guidance on Implementations of Monthly National OSH Year 2015 - 2019
18	Public Work and Housing Ministerial Decree No. 02/Prt/M/2018 Regarding Amendment on Public Work Ministerial Decree No. 05/Prt/M/2014	Guidance on Occupational Safety and Health Management System in Construction Sector of Public Work field
19	Energy and Mineral Resource Ministerial Decree No. 26 of 2018	Implementation of Rules on Good Mining and Supervision of Mineral and Coal Mining
20	Decree No. 84 of 1998 of Director General of Labour Inspector	Accident analysis and statistic report form filling instruction
21	Decision of Director General of Natural Oil and Gas No. 84 of 1998	Inspection Guidelines for Safety on Facilities, Equipment and Technology used in Oil and Gas and Geothermal Activities
22	Director General of Labour Inspector Regulation No 6 Of 2017	Requirements, assignments, rights and obligations for elevator technicians. OSH on Elevators & Escalators
23	Decree No. 20 of 2005 of Director General of Labour Inspector	Technical implementation guidance of the prevention and reduction of HIV/AIDS at the workplace
24	Decree No. 53 of 2008 of Director General of Labour Inspector	Workplace first aid officer training and licensing guidance.
25	Decree No. 75 of 2010 of Director General of Labour Inspector	Award guidance of HIV/AIDS programmes at the workplace
26	Decree No. 84 of 2012 Director General of Labour Inspector	Procedures for the Formulation of Dangerous and Medium Potential Control Documents
27	Decree No. 113 of 2006 Director General of Labour Inspector	Guidance on OSH Confined Space
28	Decree No. 64 of 2013 Director General of Labour Inspector	Guidance on Technical Assistance of Under Water Diving Work Officers
29	Regulation No. 76 of 2009 Governor of Jakarta Capital City Provincial Region	Management of hazardous and toxic waste
III. Ministry Circulars		
1	Ministry of Public Work Circular No. 66 of 2015	Cost of Organization for Safety and Health Management System on Construction Of Public Works

ANNEX B: OSH Activities - Ministry of Manpower (c.q. Directorate of the OSH Norm Inspection)

No.	Activities
1.	National OSH Seminar
2.	OSH Management Counselling for Employers
3.	OSH Management Supervision for OSH experts/members of the OSH Committee
4.	OSH Behaviour Supervision for worker/labour
5.	Workshop on safe work procedure for technicians/worker
6.	Counselling, assessment and accident report for OSH experts/members of the OSH Committee
7.	Supervision on zero accident achievement programme for company management
8.	Zero Accident Assessment
9.	Zero Accident Award
10.	Investigation of cases of work accidents in the workplace
11.	Procurement of OSH Specialist Labour Inspector in the field of mechanical
12.	Procurement of OSH Specialist Labour Inspector in the field of electrical
13.	Procurement of OSH Specialist Labour Inspector in the field of fire prevention
14.	Procurement of OSH Specialist Labour Inspector in the field of steam boilers and pressure vessels
15.	Procurement of OSH Specialist Labour Inspector in the field of building and construction industry
16.	Procurement of OSH Specialist Labour Inspector in the field of occupational health
17.	Procurement of OSH Specialist Labour Inspector in the field of work environment
18.	Procurement of Labour Inspector in the field of management system of OSH
19.	Training of improving labour Inspector's capability in the field of OSH
20.	Training of Trainers (TOT) of Labour Inspectors in the field of OSH
21.	Labour Inspector's upgrading in the field of OSH
22.	Improving competence through domestic formal education
23.	Improving competence through overseas formal education
24.	Improving competence through domestic training
25.	Improving competence through overseas training
26.	Improving competence through domestic comparative study
27.	Occupational health promotion at companies
28.	Improving competence through overseas comparative study

No.	Kegiatan
29.	Labour's health examination
30.	Improving labour's nutrition
31.	Establishing and improving medication facility for labour/worker
32.	Counselling of OHS of mechanical, steam boilers and pressure vessels norm for management/ OSH expert/ OSH Committee
33.	Counselling of LPG management for agent and LPG distributor
34.	Counselling of OSH controlling steam boiler for operator/technician
35.	Counselling of OSH requirement implementation for mechanical machine operator
36.	Identification, analysis and risk assessment of application mechanical, steam boiler and pressure vessel TOT for management of safety committee/company management
37.	Safe working procedures training for personnel/experts of OHS service companies on mechanical, steam boiler and pressure vessels
38.	OSH operational management training for leader/management of service companies on mechanical, steam boiler and pressure vessels
39.	OSH expert training on mechanical, steam boiler and pressure vessels
40.	OSH operator training on mechanical, steam boiler and pressure vessels
41.	Inspection of mechanical equipment, steam boiler, and pressure vessels
42.	Testing of mechanical equipment, steam boiler, and pressure vessels
43.	Counselling norms on electrical, building construction and fire fighting
44.	Counselling on the electrical safe work procedures implementation for workers/technicians
45.	Counselling on the safe work procedures implementation of the operation of elevators for technicians/officer/manager of buildings
46.	Counselling on the fire emergency response implementation for the management/safety committee officer/workers
47.	Counselling on the OHS implementation on construction jobs for workers employed with sub-contractors
48.	Counselling on the tall building OHS requirement for building manager
49.	Training of trainers on the subject of identification, analysis and risk control in electrical work and construction of buildings for the management/safety committee officer
50.	Counselling on safe work procedures for personnel/expert of OHS companies of electrical, building construction and fire prevention
51.	Counselling on OHS operational management for the management of OHS electrical companies/ building construction/fire prevention
52.	OSH expert training in the field of electrical, building construction and fire prevention
53.	OSH operator training in the field of electrical, building construction and fire prevention
54.	Examination of electrical equipment, building construction, and fire prevention
55.	Testing of electrical equipment, building construction, and fire prevention
56.	Counselling on OSH norms in the occupational health field

No.	Kegiatan
57.	Occupational Health Inspection Training of Trainers for labour inspectors
58.	Counselling for doctors of manpower health
59.	Upgrading of occupational health programmes for company doctors and paramedic
60.	Occupational health upgrading for OSH management
61.	Coaching of first aid officer at the workplace
62.	Coaching of staff food provider at the workplace
63.	Coaching of occupational health service (clinic/company's hospital) staff
64.	Coaching on the first aid implementation at the workplace
65.	Coaching on the implementation of worker's health inspection
66.	Coaching of prevention and control occupational disease
67.	Coaching of Drug Prevention, Abuse, Trafficking, Elimination at workplace (P4GN)
68.	Coaching of OSH companies in the field of occupational health
69.	Counselling on tuberculosis prevention and control in the workplace
70.	Counselling on flu (H1N1, H5N1) prevention and control in the workplace
71.	Occupational health consultation with experts and relevant stakeholders
72.	Procurement and distribution of IEC (Information, education and communication) for occupational health programmes
73.	Counselling on the OSH norm in the field of work environment management/OSH expert/worker
74.	OSH counselling on hazardous material management for the company management/officer
75.	Counselling on safe work procedures implementation in confined space for officer/technicians
76.	Counselling on safe work procedures implementation at the work elevation for officer/technician
77.	OSH counselling on the waste management industry for the company management/officer
78.	OSH requirement counselling on the work space/office for the company management/member of the safety committee/worker
79.	OSH requirement counselling on the usage of personal protective equipment for the company management/member of the safety committee/worker
80.	Identification, analysis and risk control of the workplace environment training of trainers for the management/safety committee officer
81.	Coaching OSH experts on the working environment
82.	Training OSH technicians in the workplace environment field, including providing license for them
83.	Testing and measuring the work environment
84.	Establishment of working groups at the province level to coordinate the implementation and monitoring of standards and policies of OSH Work Environment
85.	Establishment of working groups at the district/city level to coordinate the implementation and monitoring of standards and policies of OSH Work Environment
86.	Forming of workplace OSH guidelines based on synchronized standards

No.	Kegiatan
87.	Forming of OSH standards, guidelines, and regulations of applicable, adequate, and up-to-date workplace monitoring
88.	Facilitation of infrastructure (human resources and OSH service companies of inspection, testing and instruments) to monitor the professional work environment all over Indonesia
89.	Safety reviews of 1,000 companies with great potential hazard installations priority
90.	The management and documentation of information technology-based work environment monitoring
91.	Settlement of work environment cases
92.	Law enforcement of workplace supervision
93.	Preparation of OSH risk profile rating standards that can be used as risk indicator by various sectors and regions
94.	Assessment and preparation to draft a regulation on the Work Environment Risk Profile
95.	Cooperation and coordination between sectors for the implementation of the risk profile of specific work environments, especially in Small-Medium Scale Enterprises (SMEs), banking/ financial services, Investment Market Supervisory Body – Financial Institution (BAPEPAM-LK), Investment Board Coordination Body (BKPM), and insurances
96.	Provision of supporting infrastructure (human resources, consultants, and information system) for the professional risk assessment
97.	Assessment of the work environment at the company, especially in micro, small and medium enterprises associated with the implementation of social security
98.	Counselling on OSH norms in the field of institutional, expertise, and OSH management system for management/OSH experts/workers
99.	Development, forming, and endorsement of the safety committee
100.	Counselling/Guidance on the safety committee operational management for safety committee administrators
101.	Work meeting & coordination of the safety committee on performance improvement
102.	Work meeting and coordination of OSH professional associations and institutional administrators in order to improve the implementation of OSH
103.	Work meeting and coordination of OSH service company managers in order to improve the quality of OSH services
104.	Work meeting and coordination of OSH experts/officer/technicians and OSH personnel in order to improve the OSH performance
105.	Counselling/development of OSH for personnel/specialists at OSH service companies in the consultant and auditing field
106.	Counselling/development of the OSH operational management for managements of OSH service companies in the consultant, development, and auditing field
107.	Counselling/development of risk management implementation for OSH experts/safety committee members/workers
108.	Training of trainers on OSH documents/procedure preparation for the OSH management/experts
109.	Counselling/development of the OSH work planning for the OSH management/experts
110.	Monitoring and evaluation of the OSH management implementation

No.	Kegiatan
111.	Consultation/development of the OSH management improvement
112.	Development & appointment of OSH specialists & OSH System Management auditors
113.	Examination and assessment of the OSH system management implementation
114.	OSH System Management Award
115.	Counselling on HIV/AIDS prevention measures for companies
116.	Training of trainers for the OSH HIV/AIDS Team at the workplace
117.	HIV/AIDS programme development/advocating for company managers
118.	Establishment of HIV/AIDS committee at companies
119.	Training for counsellors and administrators of HIV/AIDS in the workplace
120.	VCT (Voluntary Counselling HIV and Testing) HIV/AIDS clinic set up at the workplace
121.	VCT HIV/AIDS clinic supervision at the workplace
122.	Assessment of the implementation of the HIV/AIDS prevention programme at companies
123.	HIV/AIDS Prevention Programme Award for companies
124.	World AIDS Day Campaign for the worker community

Annex C OSH Activities – Indonesia Employers’ Association (APINDO)

No.	Activities
1.	Improve capacity for OSH senior officer through number of training which certified more than 50 thousands OSH General Expert
2.	Conduct cooperation with other employers’ association in the world, such as: • Together with NHO (Norwegian Employers’ Association) under “Behaviour based Safety (BBS). • In collaboration with ILO, conduct a number of training on OSH for employers
3.	Organize National Apprenticeships Programme for Young Workers and Beginner Workers
4.	Actively involved and participated in national programme in eliminating worst forms of child labour, especially in hazardous works



Funding is provided by the United States Department of Labor under cooperative agreement number IL-26690-14-75-K-11.

This material does not necessarily reflect the views or policies of the United States Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement by the United States Government. One hundred percentage of the total costs of the project or program is financed with Federal funds, for a total of 11,443,156 dollars.