

Trade Union Action in Indonesia

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**ICT-EE Steering committee meeting
Vietnam, April,9 2014**



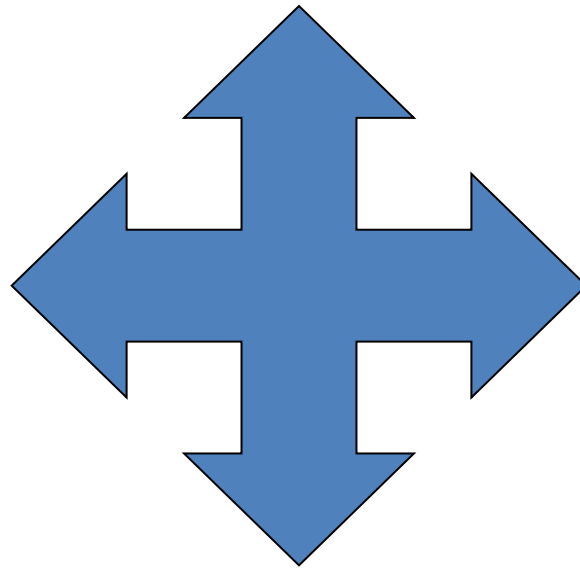
EMPLOYMENT Condition in Indonesia

| No. | Subject | 2011 | 2012 | 2013 |
|-----|---------------------------------------|-------------|-------------|-------------|
| | | February | February | February |
| 1 | Population 15+ | 171,756,077 | 172,865,970 | 175,098,712 |
| 2 | Labor Force | 117,370,485 | 120,417,046 | 121,191,712 |
| | a. Labor Force Participation Rate (%) | 68.34 | 69.66 | 69.21 |
| | b. Working | 109,670,399 | 112,802,805 | 114,021,189 |
| | c. Unemployment *) | 7,700,086 | 7,614,241 | 7,170,523 |
| | d. Unemployment Rate (%) | 6.56 | 6.32 | 5.92 |
| 3 | Not in Labor Force | 54,385,592 | 52,448,924 | 53,907,000 |
| | a. Schooling | 13,104,294 | 14,307,802 | 14,971,720 |
| | b. House Keeping | 32,890,423 | 31,447,888 | 32,185,937 |
| | c. Others | 8,390,875 | 6,693,234 | 6,749,343 |

This source of data is quoted from BPS , February 2013

Main ISSUE of FSPMI

**Against LOW WAGES
system**



Against Outsourcing

**social protection/
social security for all**

[+ Gender Mainstreaming]

GOAL of the ISSUE

1.Struggle for Social Security Reform .

- **Goal :**
- **Health Insurance Universal Coverage .**
- **Pension Fund Mandatory for Formal Workers.**

•2.Againts Low Wage Policy .

- **Goal :**
- **Change Component of Decent Living cost from 60 to 84 item**
- **Make Decent Wage and Sectoral Wage .**

•3.Againts Precarious Works .

- **Goal :**
- **Change Status of Workers .**
- **Change Regulation for Outsourcing .**

« Pattern of STRATEGY »

FROM PABRIK to PUBLIC

PABRIK = FACTORY

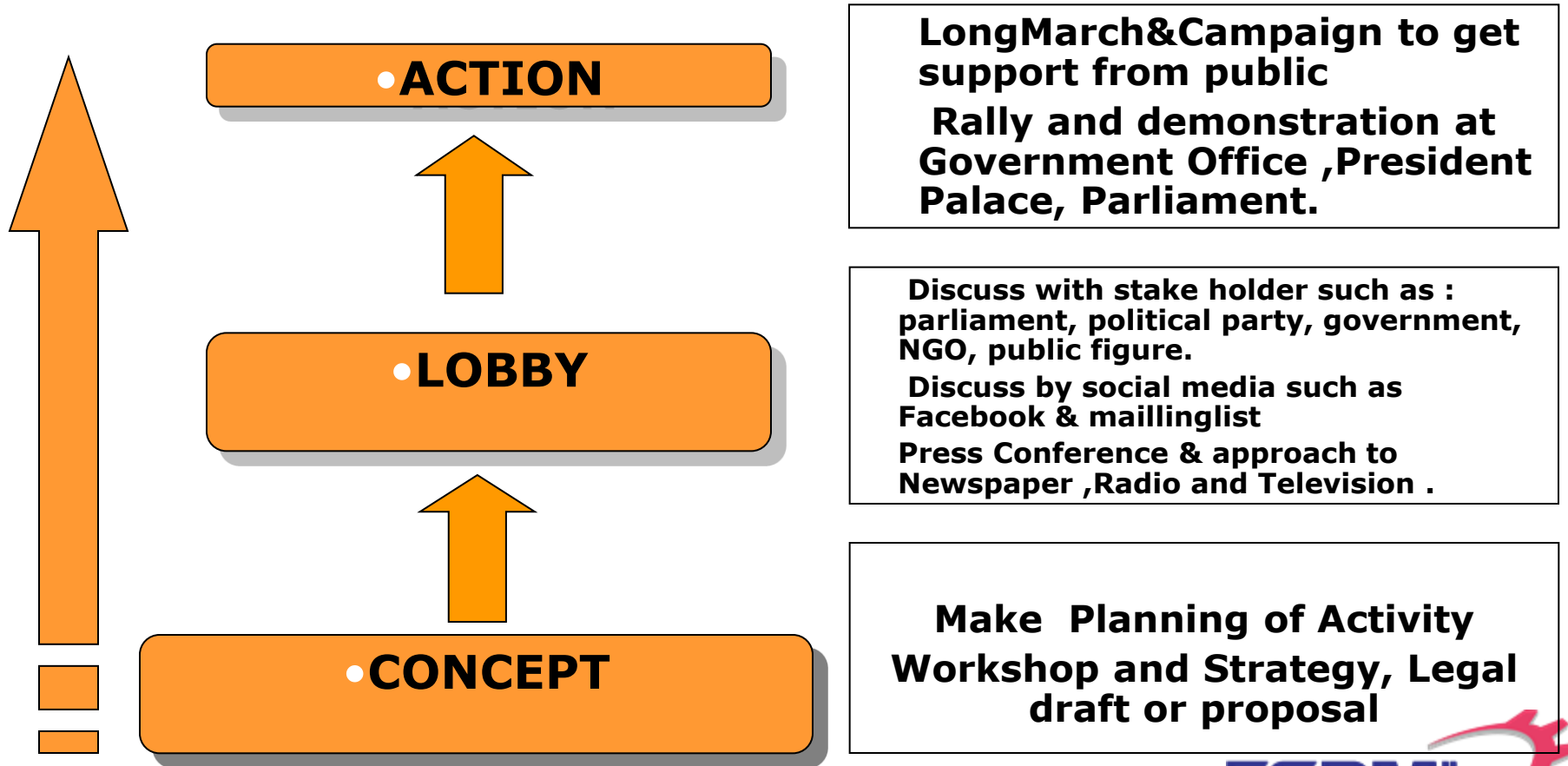
CLA, Dismissal, Dispute settlement,
Industrial Relation

PUBLIC

1. Social Security (From 2010 – now)
2. National Decent Wages
3. Labor Court Proceeding

« Pattern of STRATEGY »

FROM CONCEPT DEVELOPMENT TO ACTION



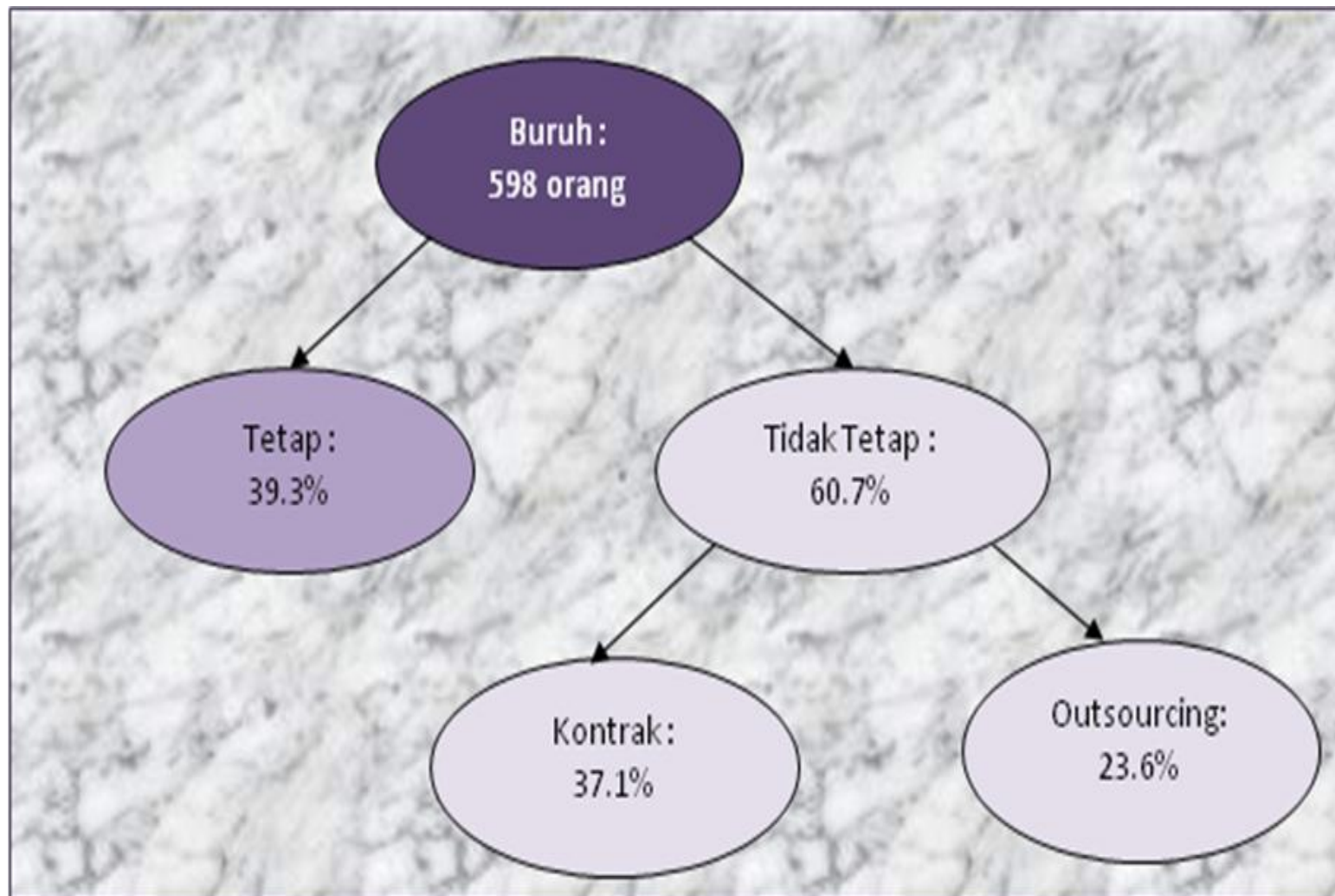
- Answer the challenges: what are unions doing?

RESEARCH

Methodology

- Number of Respondent 600 workers at 3 Province at 7 District/City :
 - Kep. Riau: Batam; 207 respondent
 - Jawa Barat : Bekasi & Karawang 289 respondent
 - Jawa Timur : 102 respondent.
- Interview :
 - Factory User,
 - Labor Supplier,
 - District Manpower,
 - Statistic Biro (BPS),
 - Local Government,
 - Workers and Ex Workers(Outsourcing)
- Focus Group Discussion (FGD)

Employment Status



Employment status in the research area

| Area | Permanent | NON Permanent | Kontract |
|---------------------------|---------------|------------------|--------------------|
| | | | Outsourcing etc |
| Kepulauan Riau (N=207) | 20.30% | 79.70% | 51.20% |
| | | | 28.50% |
| Jawa Barat (N=289) | 44.60% | 55.30% | 31.10% |
| | | | 24.20% |
| Jawa Timur (N=102) | 62.70% | 37.30% | 25.50% |
| | | | 11.80% |
| Total | 39.30% | 60.70% | 37.10% |
| | | | 23.60% |

Employment Status Base on F/M

| F/M | Permanent | NON Permanent | Kontract |
|--------|-----------|------------------|--------------------|
| | | | Outsourcing etc |
| Female | 29.00% | 71.00% | 46.60% |
| | | | 24.40% |
| Male | 46.10% | 53.90% | 30.80% |
| | | | 23.10% |

Comparation Wages between Permanent and OS Workers

| AREA | Status of Workers | Lowest | Highest | Everage |
|--------------------|-------------------|-----------|-----------|-----------|
| Riau Island | Tetap | 1,272,000 | 5,525,100 | 1,773,183 |
| | Kontrak/PKWT | 1,045,000 | 5,502,500 | 1,425,056 |
| | Outsourcing | 1,038,000 | 1,519,700 | 1,184,228 |
| | Total | 1,038,000 | 5,525,100 | 1,438,331 |
| Jawa Barat | Tetap | 1,038,000 | 4,038,000 | 1,891,823 |
| | Kontrak/PKWT | 825,000 | 2,505,328 | 1,557,085 |
| | Outsourcing | 205,000 | 2,232,302 | 1,388,483 |
| | Total | 205,000 | 4,038,000 | 1,665,663 |
| Jawa Timur | Tetap | 754,000 | 2,250,000 | 1,382,309 |
| | Kontrak/PKWT | 900,000 | 1,371,000 | 1,115,823 |
| | Outsourcing | 670,000 | 1,124,200 | 909,246 |
| | Total | 670,000 | 2,250,000 | 1,258,727 |
| Total | Tetap | 754,000 | 5,525,100 | 1,731,858 |
| | Kontrak/PKWT | 825,000 | 5,502,500 | 1,442,365 |
| | Outsourcing | 205,000 | 2,232,302 | 1,278,792 |
| | Total | 205,000 | 5,525,100 | 1,517,561 |

Social Security Coverage

| AREA | Permanent | Kontract | Outsourcing etc |
|----------------|-----------|----------|-----------------|
| Kepulauan Riau | 100,0% | 98,1% | 91,5% |
| Jawa Barat | 100,0% | 95,6% | 88,6% |
| Jawa Timur | 87,5% | 34,6% | 50,0% |
| Total | 96,6% | 89,6% | 86,5% |

Answer the challenges: what are unions doing?

Create Campaign Strategies

JAMSOSTUM

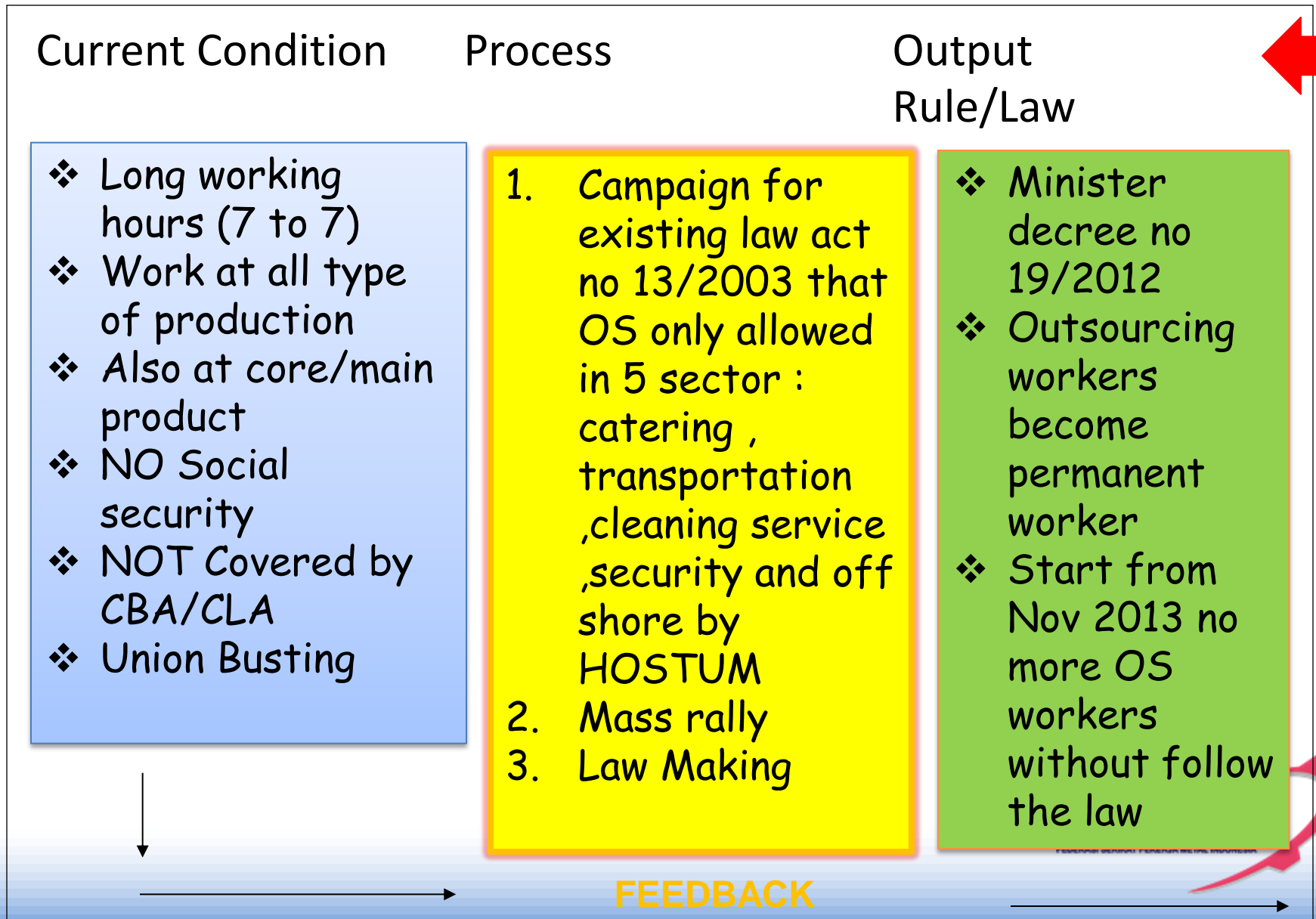
Jaminan Sosial Tolak Upah Murah
Social Security Reform and Against low wages system

KAJS = Komite Aksi Jaminan Sosial

Social Security Action Committee. With another trade union, NGO, Public figure, civil society.

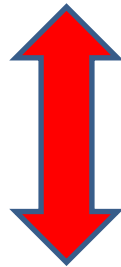
HOSTUM = Hapus Outsourcing dan Tolak Upah Murah
Against Outsourcing and Low Wages Policy .

Outsourcing System



What is the RESULT ?

- Ministry of Manpower make New Regulation for Outsourcing (Revise Kep Men 101 & 220 year 2004)



- Regulation of Ministry Man Power (Per Men no 19 year 2012) Strict only 5 Sectors
- Change outsourcing workers become permanent or direct contract around 40 .000 Workers by Hostum Action during June ~ October 2012 .

What is the RESULT ?

Outputs

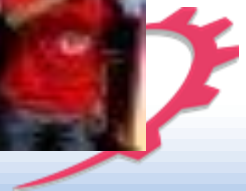
| No | Provence/City/Region | Outsourcing |
|----|----------------------|------------------|
| | | Become permanent |
| 1 | DKI Jakarta | 300 |
| 2 | Kab/Kota Bogor | 700 |
| 3 | Kab/Kota Tangerang | 1.200 |
| 4 | Kab/Kota Bekasi | 35.000 |
| 5 | Kab Karawang | 5.000 |
| 6 | Kota Batam | 500 |



What is the RESULT ?

1. Outsourcing workers change status become permanent and direct contract workers
2. Equal wages between permanent and contract and Outsourcing workers

KSPI Action on Minimum Wage & Outsourcing Issue (12 July 2012)



Campaign of Outsourcing 2011



Mayday Rally 2013



Terima Kasih