

Geneva, 4 September 2018

His Excellency Hanif Dhakiri
Minister of Manpower
Republic of Indonesia

Sent by email to: webmaster@setneg.go.id; redaksi_balitfo@depnakertrans.go.id ;
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Calling on the Government of Indonesia to reinstate union leader at Rumah Sakit Islam Jakarta Pondok Kopi

Dear Minister Hanif Dhakiri,

I am writing this letter to you as the General Secretary of [IndustriALL Global Union](http://www.industrial-all-union.org), which represents more than fifty million workers in mining, energy and manufacturing sectors throughout the world, including Indonesia, to call on the Government of Indonesia to intervene at Rumah Sakit Islam Jakarta Pondok Kopi to ensure the immediate reinstatement of Idris Idham, President of the Federation of Pharmaceutical and Health Workers Union (FARKES), who was unfairly dismissed. Please note that FARKES is affiliated to IndustriALL Global Union.

Idris Idham's dismissal constitutes a violation of the collective agreement Rumah Sakit Islam Jakarta Pondok Kopi signed with FARKES. As President of the union, Idris Idham is entitled to union leave, and he has honoured the agreed processes to undertake external obligations. He was dismissed for allegedly failing to use the finger scanning equipment. This oversight, if proven, is not a justifiable reason for dismissal. Instead, this inadvertent omission has been used as a thinly veiled attempt at union busting.

It is incumbent upon Rumah Sakit Islam Jakarta Pondok Kopi to respect in full the collective agreement, as well as act in accordance with national labour law (including Indonesian Law 21/2000), and international core labour standards, including Convention 87 on Freedom of Association and Protection of the Right to Organize, and Convention 98 on the Right to Organize and Collective Bargaining of the International Labour Organization (ILO).

Therefore, IndustriALL Global Union urges the Government of Indonesia to act immediately to guarantee the respect of fundamental workers' rights at Rumah Sakit Islam Jakarta Pondok Kopi, which should include the immediate reinstatement of Idris Idham, and put an end to acts of intimidation and threats against union leaders and members of FARKES.

We anticipate your swift action, and immediate reply.

Sincerely yours,



Valter Sanches, General Secretary