



# Tripartite Consultation Workshop on Measuring Decent Work in Indonesia

Workshop Report

Jakarta, 24–25 March 2010



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**ILO COUNTRY OFFICE FOR INDONESIA**  
**ILO/EC PROJECT “MONITORING AND ASSESSING PROGRESS ON DECENT WORK” (MAP)**

**Workshop Report**

**Tripartite Consultation Workshop on  
Measuring Decent Work in Indonesia**

**24-25 March 2010**

**Jakarta, Indonesia**

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with funding from the European Union under the ILO/EC Project  
“Monitoring and Assessing Progress on Decent Work” (MAP).

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**Jakarta and Geneva**

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## Foreword

The *Tripartite Consultation Workshop on Measuring Decent Work in Indonesia* took place in Jakarta, Indonesia from 24 to 25 March 2010. The meeting was a follow-up to the *ILO Declaration on Social Justice for a Fair Globalization (2008)*,<sup>1</sup> which recommends the establishment of appropriate indicators or statistics, if necessary with assistance from the ILO, to monitor the progress made in the implementation of the ILO Decent Work Agenda.

In the context of the global financial and economic crisis and the need for a rapid and sustainable recovery, the importance of monitoring and assessing progress on decent work has been magnified. In June 2009, the International Labour Conference adopted the Global Jobs Pact which offers a series of crisis response measures to get people working again, mitigate the effects of unemployment and promote sustainable and inclusive economic growth. At the request of the Indonesian tripartite constituents, the ILO is providing support to Indonesia to give effect to the Global Jobs Pact through an Indonesia Jobs Pact, and monitoring its implementation is critical to enhance its impact.

In the past, countries have called for the ILO to support their efforts to monitor and assess progress towards decent work. In response, the ILO, with funding from the European Union, is implementing the technical cooperation project “Monitoring and Assessing Progress on Decent Work” (MAP). The project works with Government agencies, workers’ and employers’ organizations and research institutions to strengthen the national capacity to self-monitor and self-assess progress towards decent work. Based on consultations with the Indonesian tripartite constituents and various stakeholders in June 2009, Indonesia was selected as one of ten countries to participate in the global MAP project.

The two-day tripartite consultation workshop was one of the initial activities under the MAP project in Indonesia. The meeting involved 47 participants, including policymakers from the Ministry of Manpower and Transmigration (MOMT) and the National Development Planning Agency (BAPPENAS), representatives from the Employers Association of Indonesia (APINDO) and confederations of trade unions, and statisticians from Statistics Indonesia (BPS). It provided an opportunity for stakeholders to identify Decent Work Indicators for Indonesia which can support the design and monitoring of national development plans, the Decent Work Country Programme and the Indonesia Jobs Pact, as well as to prioritize areas of ILO support to Indonesia under the MAP project.

This report provides the summary of the workshop discussions and outcomes and can be a useful reference for those involved in the monitoring and assessment of decent work in Indonesia.

Peter van Rooij  
Director  
ILO Country Office for Indonesia

<sup>1</sup> See: [http://www.ilo.org/global/What\\_we\\_do/Publications/Officialdocuments/lang--en/docName--WCMS\\_099766/index.htm](http://www.ilo.org/global/What_we_do/Publications/Officialdocuments/lang--en/docName--WCMS_099766/index.htm).

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## List of acronyms and abbreviations

APINDO	Asosiasi Pengusaha Indonesia (Indonesian Employers' Association)
BAPPENAS	Badan Perencanaan Pembangunan Nasional (National Development Planning Agency)
BPS	Badan Pusat Statistik (Central Board of Statistics)
DEPNAKERTRANS	Kementerian Tenaga Kerja Dan Transmigrasi (Ministry of Manpower and Transmigration)
DWCP	Decent Work Country Programme
DWI	Decent Work Indicator
EC	European Commission
ETE	ILO/EC Project "Assessing and Addressing the Effects of Trade on Employment"
EU	European Union
GDP	Gross Domestic Product
ICLS	International Conference of Labour Statisticians
ILO	International Labour Organization
KSPI	Kongres Serikat Pekerja Indonesia (Congress of Indonesian Trade Unions)
MAP	ILO/EC Project "Monitoring and Assessing Progress on Decent Work"
MDG	Millennium Development Goal
MOMT	Ministry of Manpower and Transmigration
RENSTRA	Rencana Strategis (Strategic Plan)
RPJM	Rencana Pembangunan Jangka Menengah (Medium-term Development Plan)
SAKERNAS	Survei Angkatan Kerja Nasional (National Labour Force Survey)
SPSI	Serikat Pekerja Seluruh Indonesia (All Indonesian Workers Union)
SUPAS	Survei Penduduk Antar Sensus (Inter-censal Population Survey)
SUSENAS	Survei Sosial Ekonomi Nasional (National Socio-Economic Survey)
SUSI	Survei Usaha Terintegrasi (Integrated Establishment Survey)
TME	Tripartite Meeting of Experts on the Measurement of Decent Work

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## 1. Welcome and opening session

*Moderator:* Mr Tauvik Muhamad, Programme Officer, ILO Country Office for Indonesia

### 1.1. Welcome address and opening remarks by the Director of the ILO Country Office for Indonesia

*Mr Peter van Rooij, Director, ILO Country Office for Indonesia*

Mr van Rooij welcomed and thanked the participants for their support and participation in the workshop. The ILO has been promoting decent work since 1999. And in 2008, under the *ILO Declaration on Social Justice for a Fair Globalization*, the ILO member States re-confirmed their commitment to decent work, covering promotion and realization of employment and enterprise development, social protection, social dialogue and fundamental principles and rights at work.

The 2008 Declaration also encourages member States of the ILO to monitor and evaluate progress on decent work through possible establishment of “appropriate indicators or statistics, if necessary with the assistance of the ILO, to monitor and evaluate” progress on decent work. As a follow-up, the “Monitoring and Assessing Progress of Decent Work” (MAP) project was developed and is being implemented in ten selected countries, including four countries in Asia (Bangladesh, Cambodia, Indonesia and one further country), two in Africa (Niger and Zambia), two in Europe (Ukraine and one additional country) and two in Latin America (Brazil and Peru). The main objective of the project is to develop a global methodology and strengthen capacity of member countries to self-monitor and self-assess progress on decent work.

The objectives of this tripartite consultation workshop are to discuss and recommend Decent Work Indicators (DWIs) for national monitoring in Indonesia and to determine areas for technical support from the ILO under the ILO/EC MAP project. In closing, Mr van Rooij thanked the European Union Delegation to Indonesia for their generous support of the workshop and to the MAP project, and wished all participants a productive and fruitful two-day meeting.

### 1.2. Opening remarks by the Employers’ Representative

*Mr Djimanto, Chairman of APINDO*

Representing the Indonesian Employers’ Association (APINDO), Mr Djimanto noted that decent work is a part of the eight goals of the Millennium Development Goals (MDGs), which were initiated ten years ago. The four pillars of decent work, namely employment, social protection, social dialogue and fundamental principles and rights at work, are instrumental to the achievement of the MDGs. Furthermore, other issues such as the Global Job Pact and green jobs are critical for advancing decent work and the MDGs in Indonesia.

Indonesia has two key national policy and programme frameworks, namely the RPJM or the Rencana Pembangunan Jangka Menengah (Medium-term Development Plan) and the Decent Work Country Programme (DWCP). In this regard, all stakeholders were encouraged to improve implementation of the DWCP and support the decent work



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principles, which have already been integrated into Indonesia's RPJM for the period of 2010-2014. In order to do this, tools to monitor and assess the implementation are needed.

To this end, the following suggestions were raised to improve the implementation and monitoring of the RPJM:

- Disseminate RPJM targets to the regions;
- Conduct regular monitoring of targets (i.e. every 6 months);
- Apply a balanced scorecard methodology;
- Appoint a Tripartite Council, including the Ministry of Manpower and Transmigration and Ministry of Home Affairs, to conduct and monitor the implementation of decent work; and
- Involve parliament, the media and other stakeholders in the process.

In closing, Mr Djimanto indicated that APINDO would host an upcoming meeting to prepare suggestions for the Tripartite Council and wished all participants a productive workshop.

### **1.3. Opening remarks by the Workers' Representative**

*Mr Thamrin Mosii, President of KSPSI*

Mr Mosii thanked the ILO for its commitment to decent work and its responsibility as a global tripartite institution. Tripartism in Indonesia as a formal institution has been established, but its role is yet to be optimized. In this regard, strengthening social dialogue and tripartite cooperation is essential to help address the numerous decent work deficits in Indonesia such as working poverty and vulnerable employment, child labour, and protection of Indonesia migrant workers, among others.

Moreover, the challenge has not been the conceptualization of decent work, but rather its implementation. To this end, many instruments and tools related to decent work have been developed, but their application to advance decent work has not been adequate. Hence, all stakeholders have a big responsibility and were encouraged to be more active and effective in support of realizing decent work in Indonesia.

### **1.4. Opening remarks by the Representative of the European Union Delegation to Indonesia**

*Mr Juan Casla, Economic Cooperation, European Union Delegation to Indonesia*

Mr Casla commenced his remarks by noting that the MAP project is a global initiative which is supported by the European Union. In this regard, the principles of decent work, including rights at work, are also a part of the core values of the European Union. The MAP project is being piloted in ten countries around the globe, including in Indonesia, Bangladesh and Cambodia in the Asia region.

Given the dynamic country context, Indonesia is ideally positioned to focus on and tackle a number of labour market issues, enhance the investment and business climate through improved social dialogue and industrial relations, and promote decent work principles in the labour market. To this end, the European Union is supporting a number of initiatives in

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Indonesia which aim to assist the country to strengthen its labour market and improve competitiveness. It is important that Indonesia remains focused on economic growth while maintaining the importance of equitable distribution.

In closing, Mr Casla re-iterated the support of the European Union in the development of Indonesia, thanked the ILO for organizing the workshop and wished all participants an engaging and successful meeting.



Welcome and opening remarks provided by (from left to right): Mr Djimanto, Chairman of APINDO; Mr Peter van Rooij, Director of the ILO Country Office for Indonesia; Mr Juan Casla, Representative of the EU Delegation to Indonesia; and Mr Thamrin Mosii, President of KSPI.

## 2. Overview of the ILO's framework for measuring decent work (Session 1)

In this session, the background on the measurement of decent work was presented and discussed. The session provided an overview of the international framework for measuring decent work adopted and promoted by the ILO. It discussed how Decent Work Indicators (DWIs) could contribute to the monitoring of national policy frameworks and progress towards decent work. In addition, the session highlighted how the ILO/EC MAP project could support national priorities and action in this regard, and the relevance of the Global Jobs Pact in Indonesia and the monitoring of its implementation.

### 2.1. Background of the Decent Work Agenda and measurement of decent work

*Presenter:* Mr Malte Luebker, Chief Technical Advisor, MAP, ILO Geneva

Mr Luebker highlighted that decent work is the ILO's main objective, as endorsed by the *ILO Declaration on Social Justice for a Fair Globalization* in 2008. He emphasized that the Declaration had affirmed ILO's strategic objectives, namely: i) fundamental principles and rights at work; ii) productive employment; iii) social protection; and iv) social dialogue and tripartism. The Declaration also recommends ILO member States to consider establishing indicators to monitor and evaluate progress on decent work, if necessary with the assistance of the ILO.

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The ILO has worked on the measurement of decent work since the year 2000. Having the Decent Work Agenda as a framework, measurement of progress on decent work should cover all substantive elements of the Decent Work Agenda. In addition, it should cover all workers, with particular emphasis on the most vulnerable workers; integrate gender as a cross-cutting concern; and take into consideration the importance of the economic and social context.

The main objectives of the measurement of decent work are two-fold, as set forth by the strategic discussions of the ILO's Governing Body. The main purposes are: i) to assist constituents in assessing progress towards decent work, and ii) to provide comparable information for analysis and policy development. The Governing Body ruled out any ranking of countries and the development of a composite index. Furthermore, it emphasized the importance of covering all dimensions of decent work, meaning to go beyond employment and include rights at work, social protection, social dialogue and gender issues. The Governing Body advised that measurement should be built on existing statistics.

Mandated by the Governing Body, a Tripartite Meeting of Experts on the Measurement of Decent Work (TME) was held in September 2008 and provided recommendations for measuring decent work.<sup>2</sup> The TME emphasized the importance of rights and recommended providing systematic information on rights at work and the legal framework for decent work in a manner consistent with the ILO supervisory system. Indonesia was represented at this meeting by Professor Armida Alisjahbana, now the Madame Minister of BAPPENAS, who had been appointed as one of five internationally leading scholars on the subject at the time.

With regard to rights at work, the TME noted the limitations of simplistic indicators such as the number of Conventions ratified by one country, as this provides inadequate information on the actual application of the labour standards. Instead, it recommended the use of the legal framework and data on actual application of all important elements of decent work and to construct indicators for country compliance with the Fundamental Principles and Rights and Work. As for gender, it should not be treated in isolation, but should be integrated in the measurement of all elements of decent work. Thus, data should be disaggregated by sex, whenever relevant.

In addition, a multi-layered approach should further be applied to the indicators used to measure decent work (see Table 1).

<sup>2</sup> For further information regarding the Tripartite Meeting of Experts, see: [http://www.ilo.org/wcmsp5/groups/public/---dgreports/---integration/documents/meetingdocument/wcms\\_099764.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---integration/documents/meetingdocument/wcms_099764.pdf).

**Table 1. Indicator groupings under the international framework for measuring decent work**

Type of indicator	Abbreviation	Description
Main indicators	M	Basic core set of indicators to monitor progress towards decent work
Additional indicators	A	To be used where appropriate, and where data are available
Context indicators	C	To provide information on the economic and social context for decent work
Future indicators	F	Currently not feasible, but to be included as data become more widely available
Legal framework indicators	L	Information included under the legal framework

Source: Presenter's compilation based on outcome of the TME.

Regarding the overlap of DWIs and the MDG indicators, the two are complementary but DWIs are more detailed and cover broader areas. Hence, it can help in monitoring progress on decent work and implementation of the DWCP at the national level and can be adapted and included in national monitoring frameworks.

Moreover, the DWIs are grouped under ten substantive elements of the Decent Work Agenda. They refer to the four strategic objectives mentioned above (rights, employment, social protection and social dialogue) and the objectives are related to the substantive elements as illustrated in Table 2.

**Table 2. Linkages between the substantive elements and strategic objectives of the Decent Work Agenda**

	Substantive elements of the Decent Work Agenda for grouping DWIs	Strategic objectives of the Decent Work Agenda
1	Employment opportunities	Rights, employment
2	Adequate earnings and productive work	Rights, social protection
3	Decent hours	Rights, social protection
4	Combining work, family and personal life	Rights, social protection
5	Work that should be abolished	Rights, social protection
6	Stability and security of work	Rights, employment, social protection
7	Equal opportunity and treatment in employment	Rights, employment, social protection
8	Safe work environment	Rights, social protection
9	Social security	Rights, social protection
10	Social dialogue, workers' and employers' representation	Rights, social dialogue

Source: Presenter's compilation based on outcome of the TME.

Acknowledging the importance of having a common and standard understanding of the DWIs, the ILO is planning to publish a reference manual and guidebook with indicator concepts, definitions and interpretation guidelines for all the indicators. The guidebook could support member States in their own monitoring of decent work at the country level.

In conclusion, DWIs can serve as a useful tool for monitoring progress on decent work, the Global Jobs Pact, and implementation of the DWCP and the national development plans in Indonesia. In addition, the workshop would provide an opportunity for participants to identify priority indicators, the availability of data for such indicators, and areas where the MAP project could support Indonesia in the measurement of decent work.

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## 2.2 Objectives of the ILO/EC Project “Monitoring and Assessing Progress on Decent Work” (MAP)

*Presenter:* Mr Phu Huynh, Asia Officer, MAP, ILO Bangkok

Mr Huynh described the main objectives of the MAP project as the development of a global methodology that can enhance countries’ capacity to self-monitor and self-assess progress on decent work. The 4-year project, which started in 2009, is conducted in ten pilot countries from Europe, Latin America, Africa, and Asia. In Asia, the project includes Indonesia along with Bangladesh, Cambodia and an additional fourth country.

The project involves activities at the national, regional, and global levels. Activities at the national level include:

- background studies on the national statistical system related to measuring decent work and a national consultation workshop to identify Decent Work Indicators for national monitoring;
- enhancement of the labour force survey and establishment surveys to better collect data to measure decent work;
- development and publication of a Decent Work Country Profile, which is a policy-oriented statistical analysis of trends in decent work and the existing legal framework for decent work; and
- national forum to discuss and disseminate the policy findings of the Decent Work Country Profile.

At the regional level, the planned activities include technical seminars and meetings on DWIs and a regional knowledge-sharing workshop. Finally at the global level, an international conference on measuring decent work will be held tentatively at the end of 2010. In addition, a toolkit for monitoring and assessing progress on decent work is being produced, which is expected to help countries in their own monitoring and assessment of decent work trends and progress.

The production of the Decent Work Country Profile is a broader ILO initiative that will initially be carried out in selected pilot countries from the different regions, including those under the MAP project. Ultimately, the goal is to produce a comprehensive set of Decent Work Country Profiles for all ILO member States. Furthermore, the Decent Work Country Profiles can be adapted to the country context by adding or modifying indicators.

## 2.3. Implementation of the Global Jobs Pact and the relevance of monitoring decent work

*Presenter:* Mr Kazutoshi Chatani, Economist, ILO Country Office for Indonesia

Mr Chatani presented the background, objectives and implementation plan of the Global Jobs Pact. In response to the global economic crisis, representatives of governments, workers’ and employers’ organizations attending the International Labour Conference in June 2009 adopted the *Global Jobs Pact* as a confirmation of the tripartite constituents’ commitment to concerted action in developing a portfolio of policy options and tools to mitigate the impact of the crisis, improve labour markets, and ultimately contribute to the

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realization of fair and sustainable globalization.<sup>3</sup> This initiative has received strong support from the G-20 Heads of State, the UN General Assembly and numerous international and regional bodies.

The Pact is an integrated package of policy options in four areas, namely employment creation, social protection, international labour standards and social dialogue. In principle, the Pact prioritizes the acceleration of employment creation and developing social protection systems to help countries recover from the crisis and stimulate growth. This requires policies and actions which support vulnerable people (including youth at risk and low-wage, low-skilled, informal economy and migrant workers), maintain employment and facilitate job transition and access to the labour market, avoid protectionist policies, promote collective bargaining and tripartism, and ultimately realize economic, social and environmental sustainability.

Countries who wish to adopt the Pact have been encouraged to customize priorities to the specific national context. Once adopted, the ILO and the international community would provide support for its implementation.

In Indonesia, the tripartite representatives can develop a National Jobs Pact based on the RPJM and the RENSTRA (Rencana Strategis, or Strategic Plan) of relevant ministries. To monitor progress and evaluate results of the implementation of the Pact, statistical data and information will be critical. Hence, identification of Decent Work Indicators, which can be used to monitor progress towards successful implementation of the Pact, would be helpful. In this regard, the MAP project is timely and suitable in terms of the areas in which it could support Indonesia's needs.

## **2.4. Plenary discussion**

Following the presentations by the three ILO officials, questions and comments were raised by the workshop participants. First, an MOMT official requested that the ILO allow the tripartite constituents to help decide and plan the activities that will be implemented in Indonesia under the MAP project. These project activities should be based on the country context and the needs of the Indonesia DWCP.

Second, a representative of Serikat Pekerja Seluruh Indonesia (SPSI, or the All Indonesian Workers Union) emphasized that concerted action is strongly needed to address the decent work challenges in Indonesia. In this regard, he requested the ILO to work with the Government and the social partners to implement the National Jobs Pact and the MAP project.

In response, Mr Luebker thanked the participants for their interventions and emphasized that the primary objective of the present workshop is to address the very concern raised by the official of the MOMT. By having representatives of the tripartite constituents engage in the discussion of measuring decent work, the challenges and deficits would be identified and help guide Indonesia to decide and prioritize areas for immediate action and follow-up under the MAP project. Specifically, the final session on the second day would provide an opportunity for all participants to highlight areas for the MAP project to support the better measurement of decent work and the implementation and monitoring of the DWCP in Indonesia.

<sup>3</sup> For further information, see: <http://www.ilo.org/jobspact/lang--en/index.htm>.

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### **3. Working groups on the relevance of monitoring and assessing progress on decent work for Indonesia (Session 2)**

#### **3.1. Overview presentation and main questions**

*Overview presenter:* Mr Malte Luebker, ILO Geneva

Mr Luebker gave an overview presentation, highlighting the different indicators under the international framework for measuring decent work, in order to give the participants further background for the group work exercise in this session.

Under each of the substantive elements of the Decent Work Agenda, the main indicators were presented, including their definition, source, repository and substitute indicator (where applicable). Additional indicators were also discussed briefly along with the legal indicators. In sum, the presentation provided a detailed overview of the DWIs and demonstrated their potential use for monitoring decent work.

Following the presentation, participants formed small working groups. Each group reflected on and discussed the benefits and challenges of measuring decent work in the Indonesian context. The participants were asked to discuss the relevance of monitoring and assessing progress on decent work by focusing on the following questions:

1. Why should Indonesia monitor and assess progress towards decent work? What are the benefits and potential uses?
2. What are the challenges and potential pitfalls?

#### **3.2. Presentation of findings by the working groups and rating of opportunities and challenges**

*Facilitators:* Ms Diah Widarti, ILO Jakarta; and Mr Phu Huynh, ILO Bangkok

The presentations and plenary discussions revealed that there were similar concerns among the working groups. Two different groups highlighted the importance of DWIs in monitoring the DWCP. Similarly, two groups also noted the benefit of monitoring and assessing decent work in order to evaluate policy implementation. In terms of challenges, several groups underlined the lack of stakeholder commitment to monitoring decent work. In addition, concerns about data collection standards and indicator definitions were pointed out.

**Table 3. Opportunities and challenges of measuring decent work identified by workshop participants**

Opportunities	
34 votes	Monitoring of the Decent Work Country Programme (DWCP)
24 votes	Evaluation of policy implementation and regulations
15 votes	Tools to motivate constituents
Challenges	
30 votes	Lack of stakeholder commitment to monitoring
12 votes	Standardization on data collection and indicator computation
9 votes	Weak socialization of decent work
6 votes	Constraints in human resources
3 votes	Lack of data and information resources

Source: Compilation based on inputs from workshop participants.

Following the presentations from the groups and the plenary discussion, participants were invited to prioritize the various opportunities and challenges. Through a simple voting exercise, the participants rated the opportunities and challenges according to importance, and the final results are highlighted in Table 3.



Ms Diah Widarti of the ILO Country Office for Indonesia facilitates the discussion on opportunities and challenges of measuring decent work in Indonesia.



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#### **4. Measurement of decent work in Indonesia: Current indicator availability and links to the Indonesia Decent Work Country Programme (Session 3)**

*Presenter:* Ms Diah Widarti, ILO Jakarta

In this session, Ms Widarti presented an overview of the DWI system in Indonesia based on the *Monitoring and Assessing Progress on Decent Work in Indonesia: National Background Study* and highlighted some key recommendations for strengthening the measurement of decent work in Indonesia.<sup>4</sup>

At the beginning of the presentation, the Indonesia DWCP (2006-2009) was briefly highlighted, particularly its linkages to the United Nations Development Assistance Framework (2006-2010) and the RPJM (2005-2009). The DWCP has three key priorities, namely 1) Stopping exploitation at work; 2) Employment creation for poverty reduction and livelihoods recovery especially for youth; and 3) Social dialogue for economic growth and principles and rights at work. Then, the various ILO technical cooperation projects in Indonesia were discussed, demonstrating the relationship of these projects to the DWCP priorities.

The list of indicators from the ILO framework for measuring decent work was briefly outlined under each substantive element of the Decent Work Agenda, followed by key national data sources. These data sources for production of DWIs include:

- Household surveys under the responsibility of the BPS: National Labour Force Survey, National Socio-Economic Survey, Inter-Censal Population Survey, and Population Census;
- Establishment surveys under the responsibility of the BPS: Labour Wage Survey, Wage Structure Survey, Large and Medium Manufacturing Establishment Survey, Integrated Establishment Survey, Micro Industry Survey, and Economic Census; and
- Administrative records of various technical ministries:
  1. MOMT: Workers' social security, Labour market information, Strikes and lockouts, Company regulations, Labour disputes and dismissals, Industrial relations infrastructure (bipartite and tripartite councils), Occupational injuries, Trade union registration, and Enterprises belonging to employers' association;
  2. Ministry of Health: Working-age population that is HIV-positive; and
  3. Ministry of Finance: Public expenditure on social security (% of GDP).

<sup>4</sup> The Indonesia background study is available at: [http://www.ilo.org/wcmsp5/groups/public/---dgreports/---integration/documents/publication/wcms\\_144807.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---integration/documents/publication/wcms_144807.pdf)

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Some of the key conclusions of the background study were presented. While the availability of underlying data was generally good due to the high quality of Indonesia's statistical system, there are some gaps in data collection of DWIs that can support various technical cooperation projects and the DWCP that should be considered. In addition, there are DWIs where the underlying data exist but assistance would be needed in the tabulation and calculation of these indicators. For example, this is the case for various indicators under "Adequate earnings and productive work". On the other hand, additional indicators not in the ILO list could be considered for Indonesia which are available in the MOMT administrative records such as "IR infrastructure covering the existence of bipartite or tripartite councils", "Entrepreneurship training" and "Registered Indonesian international migrants".

The two main agencies that are sources of data and information for establishing DWIs are clearly the BPS and the MOMT. However, there are some DWIs whose underlying data are kept with other line ministries, for example the "Percentage of government spending on social security".

In closing, a few recommendations were emphasized. Support to the constituents and national stakeholders for developing the indicators that are currently not collected or calculated seems necessary. In addition, the workshop participants should consider the possibility of adding a few new indicators available in the administrative records of MOMT as they would be beneficial for monitoring decent work.

## **5. Parallel working groups for determining national Decent Work Indicators on thematic areas (Session 4)**

*Facilitators:* Mr Malte Luebker, ILO Geneva; Mr Phu Huynh, ILO Bangkok; and Ms Diah Widarti, ILO Jakarta

Mr Luebker introduced the parallel working groups which would allow participants to discuss in detail the indicators under each substantive element of the Decent Work Agenda. Each working group would be responsible for a different substantive element, review the international framework of DWIs as recommended by the TME, and consider adaptations needed for Indonesia and any additional country-specific indicators.<sup>5</sup>

The participants chose different working groups based on their own interests, with a balanced tripartite representation in each working group. The presence of statisticians from the BPS in each working group was instrumental in providing technical clarification on indicator definitions and concepts.

### **5.1. Employment opportunities**

The working group on "Employment opportunities" consisted of the tripartite representation of three MOMT officials, two BPS officials, six workers' representatives, and one representative of APINDO.

The group included all ten indicators as recommended under the ILO framework of DWIs for national monitoring. In addition, the group suggested the adaptation of two indicators.

<sup>5</sup> For the complete list of Decent Work Indicators identified and recommended by workshop participants for national monitoring in Indonesia, see Annex 3.

Namely, “Informal employment” should also be disaggregated by the manufacturing and services sector and “Labour force participation rate” should be adapted to include disaggregation by new labour market entrant, indigenous and disability status.

**Table 4. Indicators recommended by the working group on “Employment opportunities”**

Indicator Identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked ‘S’ should be disaggregated by sex)
EMPL-1	M – Employment-to-population ratio, 15-64 years (S)
EMPL-2	M – Unemployment rate (S)
EMPL-3	M – Share of youth not in education and not in employment, 15-24 years (S)
EMPL-4	M – Informal employment (S)
n/a	A – Informal employment in manufacturing and services (S)*
EMPL-5	A – Labour force participation rate, 15-64 years
n/a	A – Labour force participation rate, disaggregated by new entrant, indigenous and disability status*
EMPL-6	A – Youth unemployment rate, 15-24 years (S)
EMPL-7	A – Unemployment by level of education (S)
EMPL-8	A – Employment by status in employment (S)
EMPL-9	A – Proportion of own-account and contr. family workers in total employment (S)
EMPL-10	A – Share of wage employment in non-agricultural employment (S)
n/a	A – Type of jobs for contract/outsourcing*
n/a	A – Length of employment contract*
n/a	A – Number of contract/outsourcing workers*
n/a	A – Type of outsourcing company*

Note: Indicators with an indicator identifier number draw on the framework of the Tripartite Meeting of Experts on the Measurement of Decent work; indicators marked with an asterisk (\*) are specific to Indonesia.

Source: Compilation based on workshop proceedings.

Moreover, the group discussed and emphasized the importance of monitoring the type and length of employment contracts that Indonesians were working under, and the extent that Indonesians were working in outsourced occupations. To this end, four new indicators were created and added by the group.



Participants present and discuss Decent Work Indicators under “Employment opportunities”.

## 5.2. Adequate earnings and productive work

The working group on “Adequate earnings and productive work” consisted of the tripartite representation of six MOMT officials, two BPS officials, one BAPPENAS official, four workers’ representatives, and two representatives of APINDO.

The group noted the importance of the indicators under this substantive element of the Decent Work Agenda, given the linkages between earnings, productive work and poverty reduction. The group recommended the inclusion of all seven indicators from the international framework. In addition, three new indicators were proposed, including “Gross domestic regional product by sector”, “Competency-based training”, and “Performance appraisal”.

Table 5. Indicators recommended by the working group on “Adequate earnings and productive work”

Indicator Identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked ‘S’ should be disaggregated by sex)
EARN-1	M – Working poor (S)
EARN-2	M – Low pay rate (below 2/3 of median hourly earnings) (S)
EARN-3	A – Average hourly earnings in selected occupations (S)
EARN-4	A – Average real wages (S)
EARN-5	A – Minimum wage as % of median wage (n.a.)
EARN-6	A – Manufacturing wage index
EARN-7	A – Employees with recent job training (past year/past 4 weeks) (S)
n/a	A – Gross domestic regional product by sector*
n/a	A – Competency-based training*
n/a	A – Performance appraisal*

Note: Indicators with an indicator identifier number draw on the framework of the Tripartite Meeting of Experts on the Measurement of Decent work; indicators marked with an asterisk (\*) are specific to Indonesia.

Source: Compilation based on workshop proceedings.

## 5.3. Decent hours and Combining work, family and personal life

The working group on “Decent hours” and “Combining work, family and personal life” consisted of the tripartite representation of one MOMT official, two BPS officials, five workers’ representatives, and one representative of APINDO.

The group discussed the monitoring of working hours as an important element of decent work. They highlighted the dangers of working too many hours and the effects this may have on occupational safety and health. The group agreed to include all four indicators as recommended by the TME and proposed the addition of two new indicators related to overtime hours and excessive time spent walking or commuting to work.

**Table 6. Indicators recommended by the working group on “Decent hours” and “Combining work, family and personal life”**

Indicator Identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked ‘S’ should be disaggregated by sex)
HOUR-1	M – Excessive hours (more than 48 hours per week; ‘usual’ hours) (S)
HOUR-2	A – Usual hours worked (standardized hour bands) (S)
HOUR-3	A – Annual hours worked per employed person (S)
HOUR-4	A – Time-related underemployment rate (S)
n/a	A – Overtime and overtime wages*
n/a	A – Excessive hours of work (including commuting time)*

Note: Indicators with an indicator identifier number draw on the framework of the Tripartite Meeting of Experts on the Measurement of Decent work; indicators marked with an asterisk (\*) are specific to Indonesia.

Source: Compilation based on workshop proceedings.

#### 5.4. Work to be abolished

The working group on “Work to be abolished” consisted of the tripartite representation of three MOMT officials, two BPS officials, one BAPPENAS official, two workers’ representatives, and one representative of APINDO.

The group discussed and highlighted the importance of monitoring child labour given the prevalence of poverty and economically active children in Indonesia. In relation to this, the elimination of human trafficking was also noted as critical to the realization of decent work. Thus, the group suggested the addition of a new indicator that could track progress on the abolition of human trafficking.

**Table 7. Indicators recommended by the working group on “Work to be abolished”**

Indicator Identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked ‘S’ should be disaggregated by sex)
ABOL-1	M – Child labour [as defined by ICLS resolution] (S)
ABOL-2	A – Hazardous child labour (S)
n/a	A – Trafficking*

Note: Indicators with an indicator identifier number draw on the framework of the Tripartite Meeting of Experts on the Measurement of Decent work; indicators marked with an asterisk (\*) are specific to Indonesia.

Source: Compilation based on workshop proceedings.

#### 5.5. Stability and security of work

The working group on “Stability and security of work” consisted of the tripartite representation of four MOMT officials, two BPS officials, one BAPPENAS official, four workers’ representatives, and two representatives of APINDO.

Given the precarious nature of employment for many Indonesian workers, particularly those engaged in the informal sector, the group recommended the inclusion of all three international indicators on informal employment and employment tenure. Furthermore, the group suggested the addition of several new indicators which could help better monitor the nature and quality of employment. These new indicators include “Number and wages of casual/daily workers” and “Number and share of the employed working 1-15 hours per week”, among others.

**Table 8. Indicators recommended by the working group on “Stability and security of work”**

Indicator Identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked ‘S’ should be disaggregated by sex)
STAB-1	M – Precarious work (informal employment)
EMPL-4	M – Informal Employment (S)
STAB-2	A – Employment tenure (S)
n/a	A – Employment by employment status and sector (S)*
n/a	A – Formal employment relations*
n/a	A – Number and wages of casual/daily workers (S)*
n/a	A – Number and share of employed working 1-15 hours per week (S)*

Note: Indicators with an indicator identifier number draw on the framework of the Tripartite Meeting of Experts on the Measurement of Decent work; indicators marked with an asterisk (\*) are specific to Indonesia.

Source: Compilation based on workshop proceedings.

## 5.6. Equal opportunity and treatment in employment

The working group on “Equal opportunity and treatment in employment” consisted of the tripartite representation of three MOMT officials, two BPS officials, six workers’ representatives, and one representative of APINDO.

The group discussed the issues related to gender discrimination in the workplace and the barriers that Indonesian women face in the labour market. In this regard, all five indicators from the international framework were recommended for monitoring in Indonesia, with the understanding that the “Indicator for Fundamental Principles and Rights at Work (EQUA-4)” and “Measure for discrimination (EQUA-5)” were future indicators that would be developed by the ILO. Moreover, they recommended the inclusion of a new indicator to complement EQUA-5, “Discrimination due to religious beliefs or physical limitations/disabilities”.

**Table 9. Indicators recommended by the working group on “Equal opportunity and treatment in employment”**

Indicator Identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked ‘S’ should be disaggregated by sex)
EQUA-1	M – Occupational segregation by sex
EQUA-2	M – Female share of employment in ISCO-88 groups 11 and 12
EQUA-3	A – Gender wage gap (n.a.)
EQUA-4	A – Indicator for Fundamental Principles and Rights at Work (Elimination of discrimination in respect of employment and occupation) to be developed by the Office
EQUA-5	A – Measure for discrimination by race/ethnicity/of indigenous people/of (recent) migrant workers/of rural workers where relevant and available at the national level.
n/a	A – Discrimination due to religious beliefs or physical limitations*

Note: Indicators with an indicator identifier number draw on the framework of the Tripartite Meeting of Experts on the Measurement of Decent work; indicators marked with an asterisk (\*) are specific to Indonesia.

Source: Compilation based on workshop proceedings.

## 5.7. Safe work environment

The working group on “Safe work environment” consisted of the tripartite representation of three MOMT officials, two BPS officials, two workers’ representatives, and two representatives of APINDO.

Workplace safety is an area of decent work that was strongly discussed. The working group recommended the adoption of all four “Safe work environment” indicators from the international framework for monitoring in Indonesia. In addition, five new indicators were also recommended for inclusion in the national list of DWIs, including indicators on the “Number of supervisors with competency in workplace safety” and “Worker certification in occupational safety and health”, among others.

Table 10. Indicators recommended by the working group on “Safe work environment”

Indicator Identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked ‘S’ should be disaggregated by sex)
SAFE-1	M – Occupational injury rate, fatal
SAFE-2	A – Occupational injury rate, non-fatal
SAFE-3	A – Time lost due to occupational injuries
SAFE-4	A – Labour inspection (inspectors per 10,000 employed persons)
n/a	A – Supervisors with competency in workplace safety*
n/a	A – Number of people sick from the workplace*
n/a	A – Worker certification in occupational safety and health*
n/a	A – Environmental impact of work*
n/a	A – P2K3/APD*

Note: Indicators with an indicator identifier number draw on the framework of the Tripartite Meeting of Experts on the Measurement of Decent work; indicators marked with an asterisk (\*) are specific to Indonesia.

Source: Compilation based on workshop proceedings.

## 5.8. Social security

The working group on “Social security” consisted of the tripartite representation of three MOMT officials, two BPS officials, one BAPPENAS official, six workers’ representatives, and one representative of APINDO.

The group proposed the inclusion of all four indicators on “Social security” as recommended by the TME for national monitoring. Given the urban-rural disparities in health resource distribution in Indonesia, the group also suggested the addition of one new indicator on the “Number of health facilities disaggregated by urban/rural”.

Table 11. Indicators recommended by the working group on “Social security”

Indicator Identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked ‘S’ should be disaggregated by sex)
SECU-1	M – Share of population aged 65 and above benefiting from a pension (S)
SECU-2	M – Public social security expenditure (% of GDP)
SECU-3	A – Health-care exp. not financed out of pocket by private households
SECU-4	A – Share of population covered by (basic) health care provision (S)
n/a	A – Number of health facilities disaggregated by urban/rural*

Note: Indicators with an indicator identifier number draw on the framework of the Tripartite Meeting of Experts on the Measurement of Decent work; indicators marked with an asterisk (\*) are specific to Indonesia.

Source: Compilation based on workshop proceedings.

## 5.9. Social dialogue, workers’ and employers’ representation

The working group on “Social dialogue, workers’ and employers’ representation” consisted of the tripartite representation of two MOMT officials, two BPS officials, one BAPPENAS official, eight workers’ representatives, and one representative of APINDO.

Recognizing the importance of social dialogue and tripartism for advancing the Decent Work Agenda in Indonesia, the group recommended the adoption of all five indicators from the international list related to “Social dialogue, workers’ and employers’ representation”. In addition, the group created and proposed the inclusion of a new indicator on the “Number of tripartite and bipartite institutions”.

Table 12. Indicators recommended by the working group on “Social dialogue, workers’ and employers’ representation”

Indicator Identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked ‘S’ should be disaggregated by sex)
DIAL-1	M – Union density rate (S)
DIAL-2	M – Enterprises belonging to employer organization [rate]
DIAL-3	M – Collective bargaining coverage rate (S)
DIAL-4	M – Indicator for Fundamental Principles and Rights at Work (Freedom of Association and Collective Bargaining) to be developed by the Office
DIAL-5	A – Strikes and lockouts/rates of days not worked
n/a	A – Number of tripartite and bipartite institutions*

Note: Indicators with an indicator identifier number draw on the framework of the Tripartite Meeting of Experts on the Measurement of Decent work; indicators marked with an asterisk (\*) are specific to Indonesia.

Source: Compilation based on workshop proceedings.

## 6. Sources for Decent Work Indicators (Session 5)

*Presenters:* Ms Krismawati, Head of Section for Manpower Statistics Preparation, BPS; and Ms Diah Widarti, ILO Jakarta

This session provided a detailed review of the available data sources to compile the list of DWIs identified in Session 4. The session also highlighted the indicators where underlying data were already collected but the indicator was not published, where data were already





## 7. Priorities for the national monitoring framework: Which short set of indicators should be promoted? (Session 6)

*Facilitator:* Mr Malte Luebker, ILO Geneva

This session started with a broad discussion and review of the indicators identified by participants for national monitoring during Session 4. It was noted that the participants had decided to include all the main indicators under the international framework for measuring decent work, as recommended by the TME. In addition, some of indicators were already published officially on a regular basis. Meanwhile, a majority were not tabulated and published, however the underlying data were already collected and available primarily through household surveys of the BPS or the administrative records of the MOMT.

Also, a number of new indicators had been created and identified by workshop participants to complement the international framework recommended by the TME. This was seen as a very positive development in that DWIs can be adapted to the national context to better measure the decent work realities of the country. In this regard, participants had identified a number of new indicators under eight of the substantive elements of the Decent Work Agenda, particularly under “Employment opportunities”, “Stability and security of work”, and “Safe work environment”. However, more technical work would be needed to define these new indicators as well as to identify their possible data sources.

In total, the participants had compiled a list of nearly 70 indicators for national monitoring of decent work in Indonesia. Recognizing the tremendous resources required in collecting and compiling data for monitoring such an extensive list of DWIs on a regular basis, the participants agreed that a priority list of DWIs should be identified. To this end, a voting exercise provided each participant an opportunity to rate the indicators according to importance in Indonesia’s specific context. The votes were tabulated and the priority list of indicators is highlighted in Table 13.

**Table 13. Priority indicators for measuring decent work identified by workshop participants**

Indicator	Indicator Identifier	Votes
1. Average real wages	EARN-4	19 votes
2. Unemployment rate	EMPL-2	18 votes
3. Labour inspection (inspectors per 10,000 employed persons)	SAFE-4	15 votes
4a. Gender wage gap	EQUA-3	14 votes
4b. Hazardous child labour	ABOL-2	14 votes
6a. Strikes and lockouts/rates of days not worked	DIAL-5	13 votes
6b. Time-related underemployment	HOUR-4	13 votes
8a. Collective bargaining coverage rate	DIAL-3	12 votes
8b. Excessive hours (more than 48 hours per week)	HOUR-1	12 votes
10. Competency-based training*	n/a	11 votes
11a. Child labour	ABOL-1	10 votes
11b. Worker certification in occupational safety and health*	n/a	10 votes
11c. Working poor	EARN-1	10 votes

Note: Indicators with an indicator identifier number draw on the framework of the Tripartite Meeting of Experts on the Measurement of Decent work; indicators marked with an asterisk (\*) are specific to Indonesia.

Source: Compilation based on inputs from workshop participants.

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## 8. Looking ahead: Priority areas for collaboration between Indonesia and the ILO under the ILO/EC MAP Project (Session 7)

*Facilitator:* Mr Phu Huynh, ILO Bangkok

The final session of the workshop consisted of a plenary discussion that provided an opportunity for all participants to reflect on the various discussions of the previous two days and the needs of Indonesia in terms of the measurement of decent work and the collection, tabulation and analysis of DWIs. In this regard, participants were asked to identify concrete areas for follow-up where the ILO, under the MAP project, could support Indonesia.

In line with the decentralization of policy making in Indonesia, a representative of APINDO highlighted the need to strengthen decent work at the provincial level. To this end, project activities that can support the realization of decent work at the provincial level were requested. In response, Mr Huynh noted that the MAP project will monitor trends in decent work and efforts would aim to analyze indicators and trends at the provincial level to the extent possible and feasible given data availability and constraints. This, in turn, should assist officials and the social partners to better identify decent work deficits that require action at the provincial level.

In addition, he suggested that APINDO should discuss with ILO Jakarta any proposals to design and implement provincial-level projects related to decent work in Indonesia. ILO Jakarta would then request the direct assistance of the MAP project if the proposal contains components that are specifically relevant to the objectives of the MAP project, such as data collection and analysis on decent work and technical capacity-building on DWIs.

A workers' representative highlighted the emergence of trade issues and regional trade agreements in the policy dialogue in Indonesia. He inquired if the MAP project would analyze the impacts of trade on decent work in Indonesia, particularly in relation to the effects on employment, wages and working conditions. Mr Huynh responded that the MAP project, to a certain extent, would look at the issue within the context of the legal and policy framework for decent work and how it may have impacted recent progress and trends. However, trade policy would not be a central objective of the MAP project. On the other hand, the ILO, with funding from the European Union, is also implementing a technical cooperation project "Assessing and Addressing the Effects of Trade on Employment (ETE)" in Indonesia and this project would directly focus on this issue.

An official from the BPS recognized the value of the outcome of the workshop, namely the identification of indicators to monitor decent work. He requested that the MAP project support the BPS and other data producers to develop indicators where data are currently not available. He also emphasized the need for MAP to work with the BPS and the MOMT to tabulate and compile indicators based on the international definitions and to support data analysis.

Mr Huynh agreed with the recommendation and informed participants that the ILO is currently developing a toolkit and manual with standard definitions and interpretation guidelines of all the indicators. In addition, the MAP project would follow-up with both the BPS and the MOMT to discuss additional data collection and tabulation on DWIs. The MAP project also has planned for the development of the Indonesia Decent Work Country

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Profile, which would include policy-oriented trends analysis of decent work indicators over the past decade.<sup>7</sup> The development of the Indonesia profile would require close collaboration between the BPS, the MOMT, the social partners and the ILO in the tabulation and analysis of DWIs identified by workshop participants. In terms of timing, this project activity would be carried out during the second semester of 2010 and in 2011.

An official from the MOMT underlined the importance of the workshop given the dynamic changes in Indonesia's economy and labour market as a result of globalization and the need to monitor the impact on Indonesian workers. He requested that the MAP project provide a forum for policy discussion on decent work and its progress in Indonesia. To this end, Mr Huynh noted that following the development of the Indonesia Decent Work Country Profile, a national policy forum tentatively planned for the third quarter of 2011 would be organized by the MAP project. This tripartite forum would present the findings of the Indonesia Decent Work Country Profile and provide an opportunity for the constituents and other stakeholders to review and discuss its policy implications.

An official from BAPPENAS thanked the ILO for organizing the workshop and for the opportunity to discuss and learn about the indicators for monitoring decent work. As BAPPENAS is responsible for the national development plan, the inclusion of DWIs is essential for setting targets and monitoring implementation. He requested that the ILO prepare and circulate a summary of the workshop outcomes and for the MAP project to provide occasional progress reports on project activities. Mr Huynh was thankful for the concrete suggestion and indicated that the MAP project would prepare and publish proceedings of the workshop, including the workshop participants list and continue to inform the stakeholders about project activities. He noted that the workshop provided a starting point for practitioners engaged in the collection, analysis and monitoring of data on decent work in Indonesia to establish a knowledge network in this area and that future MAP project activities could help provide further opportunities to meet and strengthen this network.

## **9. Closing session**

On behalf of the confederation of trade unions participating in the workshop, a workers' representative thanked the ILO for organizing the workshop and providing an opportunity for the trade unions to engage in the important discussion of measuring decent work. He thanked the ILO specialists from Geneva and Bangkok for their support and acknowledged the effectiveness of the workshop methodology to build technical capacity, to engage participants and to produce the final list of Indonesia DWIs.

A representative from APINDO also thanked the ILO for convening the tripartite workshop and for their continued collaboration in implementing decent work in Indonesia. He emphasized the need to strengthen the collective effort in advancing the principles of decent work specifically at the provincial level and called on the ILO to support this area.

An official from the MOMT thanked the ILO for their support for Indonesia and highlighted the progress on decent work in Indonesia over the past decade. He called for continued and enhanced collaboration between the constituents and the ILO to sustain this progress, noting that new challenges are emerging that will adversely impact Indonesians without proper policies in place.

<sup>7</sup> To see examples, Decent Work Country Profiles for Austria, Brazil and Tanzania are available at: <http://www.ilo.org/map>.

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On behalf of the ILO Country Office for Indonesia, Ms Diah Widarti thanked all the participants for their tremendous efforts and participation to make the two-day workshop successful. She recognized the excellent teamwork in developing the recommended list of indicators to measure decent work in Indonesia. Finally, she closed the workshop by noting that various follow-up activities were identified during the workshop and that the ILO looks forward to further collaboration with the constituents and stakeholders through the MAP project.



Mr Phu Huynh, MAP Asia Officer, and interpreter Ms. Wenny Mustikasari, during the closing session of the National Consultation Workshop.

## Annex I. List of participants

No.	Name	Sex	Organization	Position
1	Umi Astuty	F	APINDO	
2	Yuliana	F	APINDO Bekasi	Public Relations
3	Dany Herwidodo	M	APINDO DKI	Secretary
4	Deddy Djunaedi	M	APINDO DPP Banten	
5	R Wahyu Handoko	M	DPN APINDO	
6	M. Iqbal Abbas	M	BAPPENAS	
7	Sri Roshidayati	F	BAPPENAS	Planner
8	Mahatmi P Saronto	F	BAPPENAS	Head of Sub-Directorate
9	Dendi H	M	BPS	Staff of Sub-Directorate for Population and Labour Mobility Statistics
10	Jondan I P	M	BPS	Staff of Sub-Directorate of Manpower Statistics
11	Dendi Romadhon	M	BPS	Head of Section for Evaluation and Reporting of Manpower Statistics
12	Siti Muchlisoh	F	BPS	Head of Section for Wage Statistics
13	Krismawati	F	BPS	Head of Section for Manpower Statistics Preparation
14	Hasnani	F	BPS	Staff of Sub-Directorate for Population and Manpower Mobility Statistics
15	Bambang Kristianto	M	BPS Prov. Maluku	Head of Provincial Statistics Office, Maluku
16	Yuniarti Tri Suwadi	F	DEPNAKERTRANS	Research Development & Information Board
17	Emmi Syarif	F	DEPNAKERTRANS	Research Development & Information Board
18	Hennigusnia	F	DEPNAKERTRANS	Research Development & Information Board
19	Sri Lestari	F	DEPNAKERTRANS	
20	Marlina S	F	DEPNAKERTRANS	Planning Bureau
21	Henky Irzan	M	DEPNAKERTRANS	Research Development & Information Board
22	Dyah Yulia	F	DEPNAKERTRANS	General Affairs
23	Gestian Djati	M	DEPNAKERTRANS	
24	Sonya Ermina	F	DEPNAKERTRANS	Center of International Cooperation Administration
25	Sri Mulyono	M	DEPNAKERTRANS	
26	Djati Laksono	M	DEPNAKERTRANS	
27	Yekti Kartini	F	DEPNAKERTRANS	
28	Nela R	F	DEPNAKERTRANS	
29	Sofyan	M	KSPI	Vice President
30	Aghni Dhamayanti	F	KSPI	Chairperson of Women Committee
31	Djoko Wahyudi	M	KSPI	Vice Chairman of Youth Committee
32	Marmin Hartono	M	KSPI	Chairman of Youth Committee
33	Sulistri	F	KSBSI	Deputy President

No.	Name	Sex	Organization	Position
34	Supardi	M	KSBSI	Chairman
35	Parulian S	M	KSBSI Hukatan	President
36	Abdullah Sani	M	KSBSI	Secretary General NIKEUBA
37	Elly Rosita	F	KSBSI	President
38	Ida Ayu Mustikawati	F	DPP KSPSI	
39	Iskandar Z	M	DPP KSPSI	
40	Gatot Subroto	M	DPP KSPSI	Secretary SP Farkes
41	Andi Hadiar Putra	M	DPP KSPSI	Deputy Secretary General DPP FSP BPO
42	Mulyono	M	KSPSI	Secretary
43	N. Sanap	M	KSPSI	
44	Rellius Siagian	M	KSPSI	
45	L A Zakaria	M	KSPSI	Workers' Leader KPI/KSPSI
46	Helmy Salim	M	KSPSI	Chairman
47	Michael de Rozari	M	KSPSI	Chairman

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## Annex II. Workshop programme

ILO/EC Project “Monitoring and Assessing Progress on Decent Work” (MAP)

### Tripartite Consultation Workshop on Measuring Decent Work in Indonesia

24-25 March 2010  
Jakarta, Indonesia

#### Wednesday, 24 March 2010

08.30-09.00 *Coffee/tea and registration*

09.00-09.30 **Welcome and opening remarks**

- Mr Peter Van Rooij, Director, ILO Country Office for Indonesia
- Mr Djimanto, Chairman of APINDO
- Mr Thamrin Mosii, President of KSPI
- Mr Juan Casla, Economic Cooperation, European Union Delegation to Indonesia

09.30-10.45 **Overview of the ILO framework for measuring decent work**

- Mr Malte Luebker, Chief Technical Advisor MAP Project, ILO Geneva
  1. The Decent Work Agenda and the measurement of decent work
- Mr Phu Huynh, Asia Officer MAP Project, ILO Bangkok
  2. What are the objectives of the MAP Project?

**Implementation of the Global Jobs Pact and the relevance for monitoring decent work**

- Mr Kazutoshi Chatani, Economist, ILO Jakarta

10.45-11.15 *Coffee/tea break*

11.15-12.00 **Working groups on the relevance of monitoring and assessing progress on Decent Work for Indonesia**

- Guiding questions:
  1. Why should Indonesia monitor and assess progress towards decent work, what are the benefits and potential uses?
  2. What are the challenges and potential pitfalls?

12.00-12.30 **Presentation of findings by the working groups in the plenary and rating of benefits and challenges**

12.30-13.30 *Lunch*

13.30-14.15 **Measurement of decent work in Indonesia: Current indicator availability and links to the Indonesia Decent Work Country Programme**

*Presentation of MAP Indonesia national background study*

- Ms Diah Widarti, ILO Jakarta

**Plenary discussion**

14.15-14.30 **Introduction and formation of thematic working groups to identify decent work indicators for Indonesia**

14.30-15.30 **Parallel working groups for determining national decent work indicators on three subject areas**

15.30-15.45 *Coffee/tea break*

15.45-16.15 **Presentations of findings to the plenary and discussion**

16.15-16.45 **Closing and summary of the first day**



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**Thursday, 25 March 2010**

- 09.00-09.15 **Welcome and opening of the second day**
- 09.15-10.15 **Parallel working groups on four subject areas**
- 10.15-10.45 **Presentation of findings to the plenary and discussion**
- 10.45-11.00 *Coffee/tea break*
- 11.00-12.00 **Parallel working groups on four subject areas**
- 12.00-12.30 **Presentation of findings to the plenary and discussion**
- 12.30-13.30 *Lunch*
- 13.30-14.15 **Sources for Decent Work Indicators**
- Ms Krismawati, Head of Section for Manpower Statistics Preparation, BPS
  - Ms Diah Widarti, ILO Jakarta
- 14.15-15.00 **Priorities for the national monitoring framework: Which short set of indicators should be promoted?**
- Mr Malte Luebker, Chief Technical Advisor, MAP Project, ILO Geneva
- 15.00-15.15 *Coffee/tea break*
- 15.15-16.00 **Looking ahead: Priority areas for collaboration between Indonesia and the ILO under the ILO/EC Project 'Monitoring and Assessing Progress on Decent Work' (MAP)**
- Mr Phu Huynh, Asia Officer MAP Project, ILO Bangkok
- 16.00-16.30 **Closing**

### Annex III. Overview of Decent Work Indicators recommended by the working groups for national monitoring in Indonesia and corresponding data sources

Elements of the Decent Work Agenda	Indicator Identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked 'S' should be disaggregated by sex)	Data source (see notes for codes)
Employment opportunities	EMPL-1	M – Employment-to-population ratio, 15-64 years (S)	1 – SAKERNAS
	EMPL-2	M – Unemployment rate (S)	2 – SAKERNAS
	EMPL-3	M – Share of youth not in education and not in employment, 15-24 years (S)	1 – SAKERNAS
	EMPL-4	M – Informal employment (S)	1 – SAKERNAS
	n/a	A – Informal employment in manufacturing and services (S)*	1 – SAKERNAS
	EMPL-5	A – Labour force participation rate, 15-64 years	2 – SAKERNAS
	n/a	A – Labour force participation rate, disaggregated by new entrant, indigenous and disability status*	--
	EMPL-6	A – Youth unemployment rate, 15-24 years (S)	1 – SAKERNAS
	EMPL-7	A – Unemployment by level of education (S)	2 – SAKERNAS
	EMPL-8	A – Employment by status in employment (S)	2 – SAKERNAS
	EMPL-9	A – Proportion of own-account and contr. family workers in total employment (S)	1 – SAKERNAS
	EMPL-10	A – Share of wage employment in non-agricultural employment (S)	1 – SAKERNAS
	n/a	A – Type of jobs for contract/outsourcing*	--
	n/a	A – Length of employment contract*	--
	n/a	A – Number of contract/outsourcing workers*	--
Adequate earnings and productive work	EARN-1	M – Working poor (S)	1 - SUSENAS
	EARN-2	M – Low pay rate (below 2/3 of median hourly earnings) (S)	1 – SAKERNAS
	EARN-3	A – Average hourly earnings in selected occupations (S)	1 – SAKERNAS
	EARN-4	A – Average real wages (S)	1 – SAKERNAS and CPI
	EARN-5	A – Minimum wage as % of median wage (n.a.)	1 – SAKERNAS and DEPNAKERTRANS
	EARN-6	A – Manufacturing wage index	1 – SAKERNAS
	EARN-7	A – Employees with recent job training (past year/past 4 weeks) (S)	--
	n/a	A – Gross domestic regional product by sector*	--
	n/a	A – Competency-based training*	--
	n/a	A – Performance appraisal*	--
Decent hours	HOUR-1	M – Excessive hours (more than 48 hours per week; 'usual' hours) (S)	1 – SAKERNAS
	HOUR-2	A – Usual hours worked (standardized hour bands) (S)	1 – SAKERNAS

Elements of the Decent Work Agenda	Indicator Identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked 'S' should be disaggregated by sex)	Data source (see notes for codes)
	HOUR-3	A – Annual hours worked per employed person (S)	1 – SAKERNAS
	HOUR-4	A – Time-related underemployment rate (S)	1 – SAKERNAS
	n/a	A – Overtime and overtime wages*	--
	n/a	A – Excessive hours of work (including commuting time)*	1 – SAKERNAS
Combining work, family and personal life	-	-	
Work to be abolished	ABOL-1	<b>M – Child labour [as defined by ICLS resolution] (S)</b>	1 – SAKERNAS
	ABOL-2	A – Hazardous child labour (S)	2 – SAKERNAS (2009)
	n/a	A – Trafficking*	--
Stability and security of work	STAB-1	<b>M – Precarious work (informal employment)</b>	1 – SAKERNAS
	EMPL-4	<b>M – Informal Employment (S)</b>	1 – SAKERNAS
	STAB-2	A – Employment tenure (S)	1 – SAKERNAS
	n/a	A – Employment by employment status and sector (S)*	1 – SAKERNAS
	n/a	A – Formal employment relations*	2 - DEPNAKERTRANS
	n/a	A – Number and wages of casual/daily workers (S)*	2 – SAKERNAS
	n/a	A – Number and share of employed working 1-15 hours per week (S)*	1 – SAKERNAS
Equal opportunity and treatment in employment	EQUA-1	<b>M – Occupational segregation by sex</b>	2 – SAKERNAS
	EQUA-2	<b>M – Female share of employment in ISCO-88 groups 11 and 12</b>	1 – SAKERNAS
	EQUA-3	A – Gender wage gap (n.a.)	1 – SAKERNAS
	EQUA-4	A – Indicator for Fundamental Principles and Rights at Work (Elimination of discrimination in respect of employment and occupation) to be developed by the Office	--
	EQUA-5	A – Measure for discrimination by race/ethnicity/of indigenous people/of (recent) migrant workers/of rural workers where relevant and available at the national level.	--
	n/a	A – Discrimination due to religious beliefs or physical limitations*	1 – Population Census
Safe work environment	SAFE-1	<b>M – Occupational injury rate, fatal</b>	2 - DEPNAKERTRANS
	SAFE-2	A – Occupational injury rate, non-fatal	2 - DEPNAKERTRANS
	SAFE-3	A – Time lost due to occupational injuries	2 - DEPNAKERTRANS
	SAFE-4	A – Labour inspection (inspectors per 10,000 employed persons)	2 - DEPNAKERTRANS
	n/a	A – Supervisors with competency in workplace safety*	2 - DEPNAKERTRANS
	n/a	A – Number of people sick from the workplace*	--
	n/a	A – Worker certification in occupational safety and health*	--
	n/a	A – Environmental impact of work*	--
	n/a	A – P2K3/APD*	--
Social security	SECU-1	<b>M – Share of population aged 65 and above benefiting from a pension (S)</b>	1 – SUPAS
	SECU-2	<b>M – Public social security expenditure (% of GDP)</b>	1 – BAPPENAS
	SECU-3	A – Health-care exp. not financed out of pocket by private households	1 – SUSENAS

Elements of the Decent Work Agenda	Indicator Identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked 'S' should be disaggregated by sex)	Data source (see notes for codes)
	SECU-4	A – Share of population covered by (basic) health care provision (S)	1 – SUSENAS/PODES
	n/a	A – Number of health facilities disaggregated by urban/rural*	1 – SUSENAS/PODES
Social dialogue, workers' and employers' representation	DIAL-1	M – Union density rate (S)	2 - DEPNAKERTRANS
	DIAL-2	M – Enterprises belonging to employer organization [rate]	2 - DEPNAKERTRANS
	DIAL-3	M – Collective bargaining coverage rate (S)	2 - DEPNAKERTRANS
	DIAL-4	M – Indicator for Fundamental Principles and Rights at Work (Freedom of Association and Collective Bargaining) to be developed by the Office	--
	DIAL-5	A – Strikes and lockouts/rates of days not worked	2 - DEPNAKERTRANS
	n/a	A – Number of tripartite and bipartite institutions*	2 - DEPNAKERTRANS

Note: Indicators with an indicator identifier number draw on the framework of the Tripartite Meeting of Experts on the Measurement of Decent work; indicators marked with an asterisk (\*) are specific to Indonesia.

Data sources: 1 = Primary data for indicator are collected, but indicator is not calculated or published; 2 = Primary data for indicator are collected, and indicator is published as an official statistic of the BPS or another Government agency; '--' = Primary data for indicator are not collected or data source is not known.

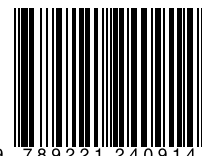
Source: Compilation based on workshop proceedings.

## **ILO/EC Project “Monitoring and Assessing Progress on Decent Work” (MAP)**

Monitoring and assessing progress towards decent work is a longstanding concern for the ILO and its constituents. Implemented by the ILO with funding from the European Union, the project “Monitoring and Assessing Progress on Decent Work” (MAP) helps to address this need. Over a period of four years (2009 to 2013), the project works with Ministries of Labour, National Statistical Offices, other government agencies, workers’ and employers’ organizations and research institutions to strengthen the capacity of developing and transition countries to self-monitor and self-assess progress towards decent work. The project facilitates the identification of Decent Work Indicators in line with national priorities; supports data collection; and assists in the analysis of data on decent work in order to make them relevant for policy-makers. The MAP publication series disseminates project outputs to a broad audience in the ten countries covered by the project and beyond.

**For more information on the ILO/EC Project “Monitoring and Assessing Progress on Decent Work” (MAP) see <http://www.ilo.org/map>**

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