

# Occupational Safety and Health REPUBLIC OF INDONESIA

**IKA SRIWULANDARI**

**DIT. OSH NORM SUPERVISION, MINISTRY OF MANPOWER OF  
INDONESIA**

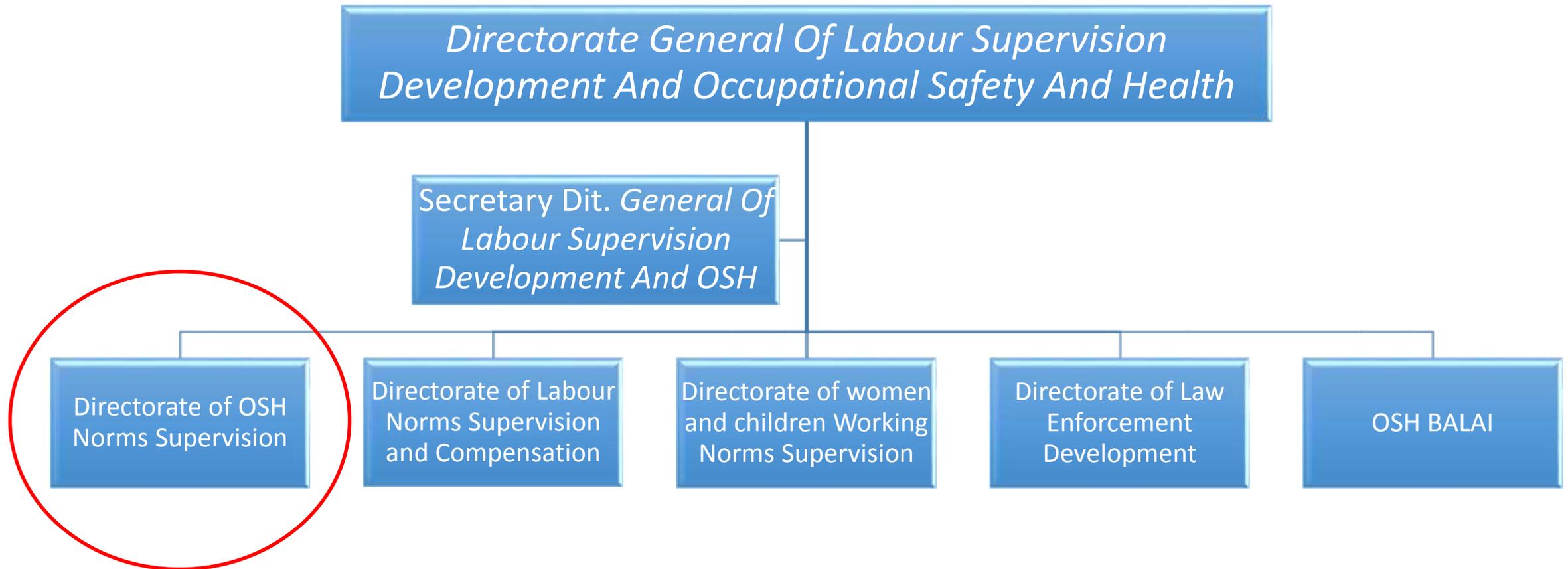


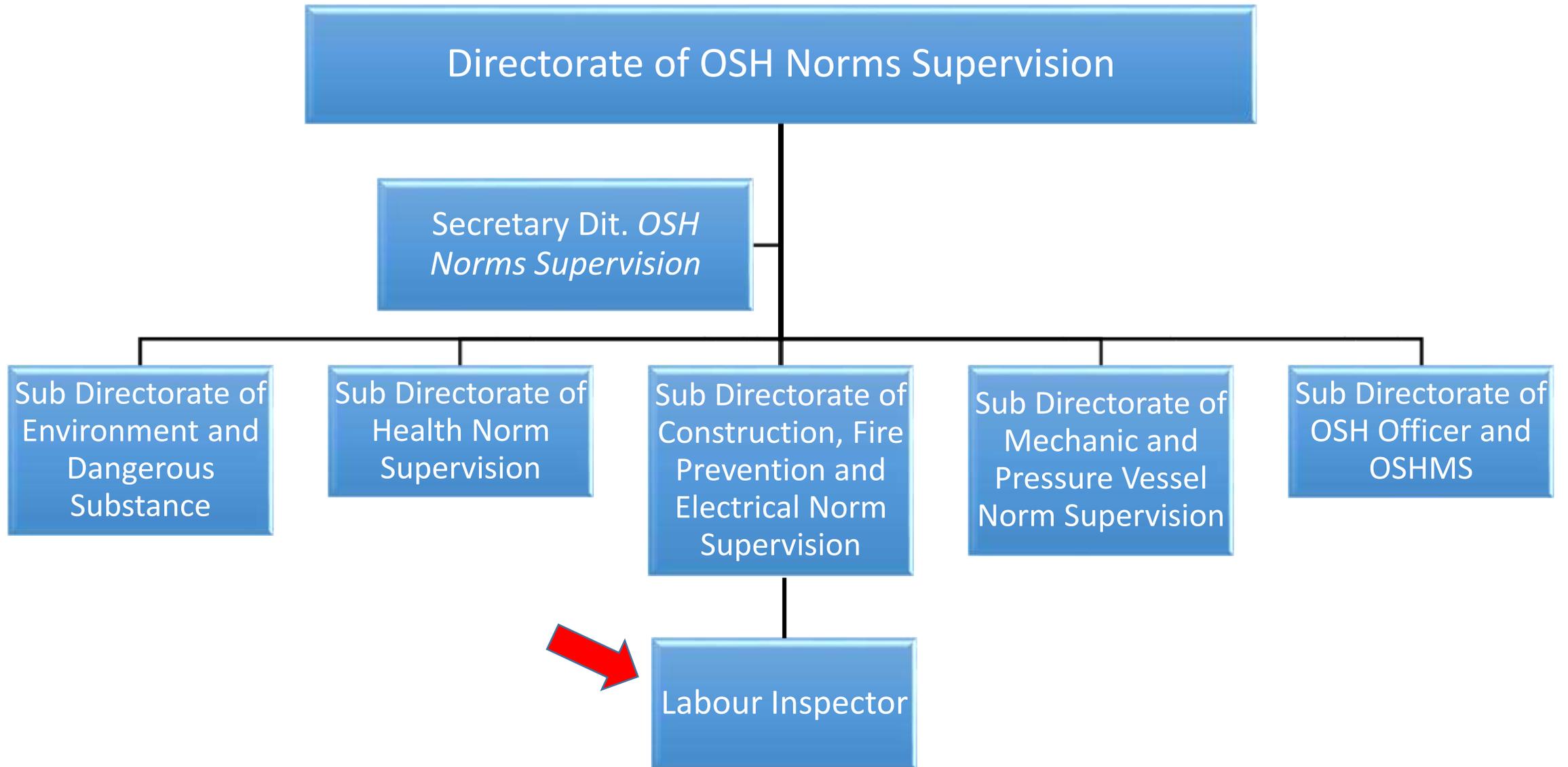
Name : Ika Sri Wulandari  
Country : Indonesia  
Organization : Ministry Of Labour RI, *Directorate General Of Labour Supervision Development*, Director of OSH Norms Supervision, Sub Directorate of Construction, Fire Prevention and Electrical Norm Supervision

## WORK EXPERIENCE

2011 : Labour Inspector of OSH Electrical Specialist  
2014 to present : Labour Inspector of OSH Electrical and Fire Prevention Specialist

# Organization Chart





# I. Introduction of Indonesia



- Total Area : 1.9 million sq miles, 17.5 thousand island
- Location : lay between Asia Continent and Australia, and between Pasific Ocean and India Ocean
- Population : 263.8 million, year 2016 (<https://id.wikipedia.org/wiki/Indonesia>)
- The Number of Workers : 124.5 milion (Statistic Central Bureau, February 2017)
- The Number of Enterprises : 20.9 million
- Other : 35 provinces, 93 cities and 415 districts

## II. The Number of Enterprises



**249,7 thousand  
BIG**



**1,80 million  
MEDIUM**



**18,9 million  
MICRO AND  
SMALL**

## II. The Number of Labour Inspectors



**1923**

Labour Inspectors



**383**

PPNS (Civil Servant LABOUR  
Inspector investigator)



**984**

General Labour Inspector



**67**

Electrical OSH Specialist



**28**

Fire Prevention OSH Specialist



**55**

Working Environment OSH Specialist



**14**

Construction OSH Specialist



**28**

Occupational Health Specialist



**51**

Mechanic OSH Specialist



**87**

Boiler OSH Specialist

# III. The Number of Safety Officer, OSH Specialist, OSH Enterprises Doctor and OSH Paramedic

Period 2015 – 2017



**16.118** Safety Officer



**116** Mechanic OSH Specialist



**192** Boiler OSH Specialist



**305** Chemical OSH Specialist



**1.980** Electrical OSH Specialist



**1.663** Construction OSH Specialist



**293** Fire Prevention OSH Specialist

Period Until July 2017



**5.883** OSH Enterprise Doctor

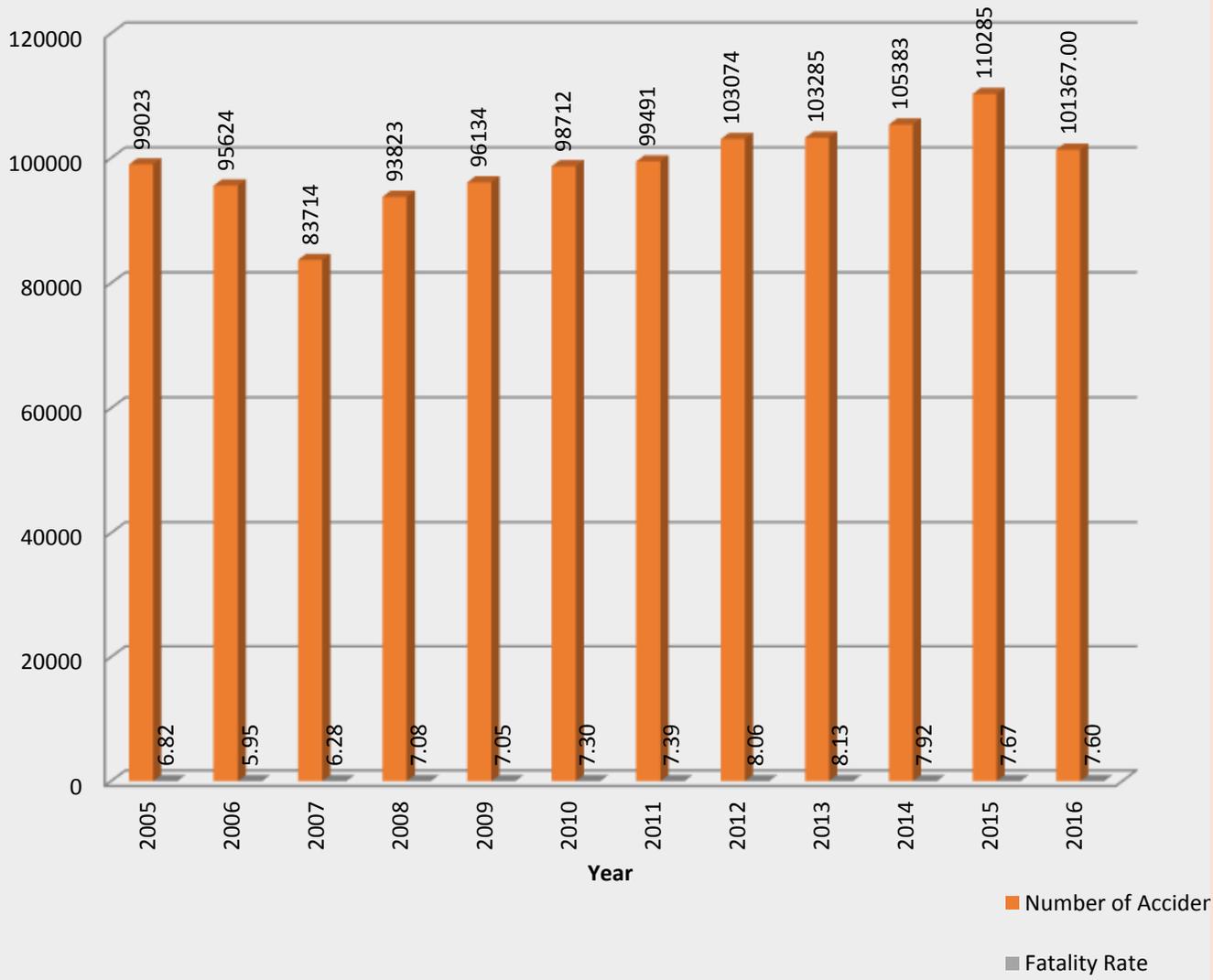


**2.732** OSH Enterprise Paramedic

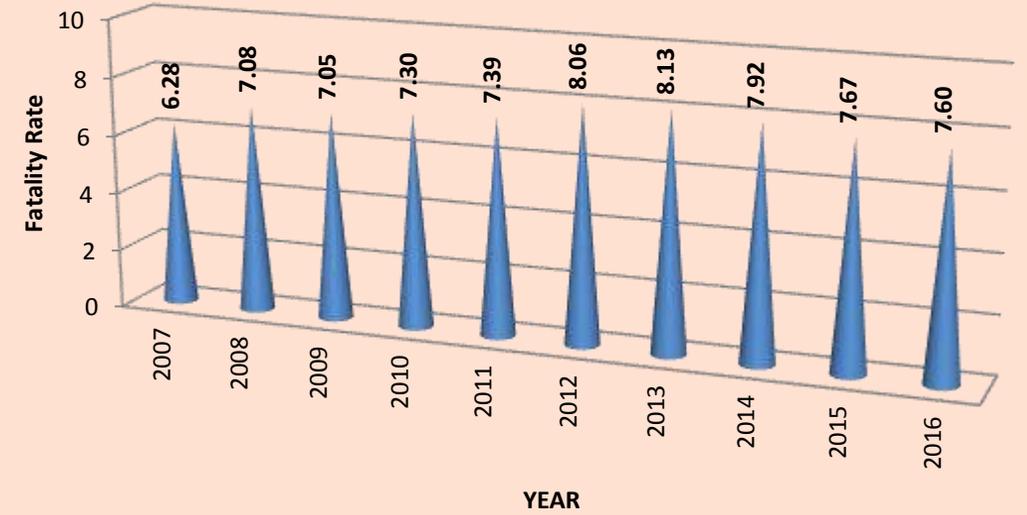
## 6. Accident Rate by National Worker Insurance Compensation

Accident rate by National Workers Insurance Compensation			
Year	Accident	Fatality	Fatality Rate (in 100.000 workers)
2005	99.023	2,045	6.82
2006	95.624	1,784	5.95
2007	83.714	1,883	6.28
2008	93.823	2,124	7.08
2009	96,134	2,114	7.05
2010	98,712	2,191	7.30
2011	99,491	2,218	7.39
2012	103,074	2,419	8.06
2013	103,285	2,438	8.13
2014	105,383	2,375	7.92
2015	110,285	2,302	7.67
2016	101,367	2,272	7.60

### Number of Accident vs Fatality Rate



### Number of Fatality Rate



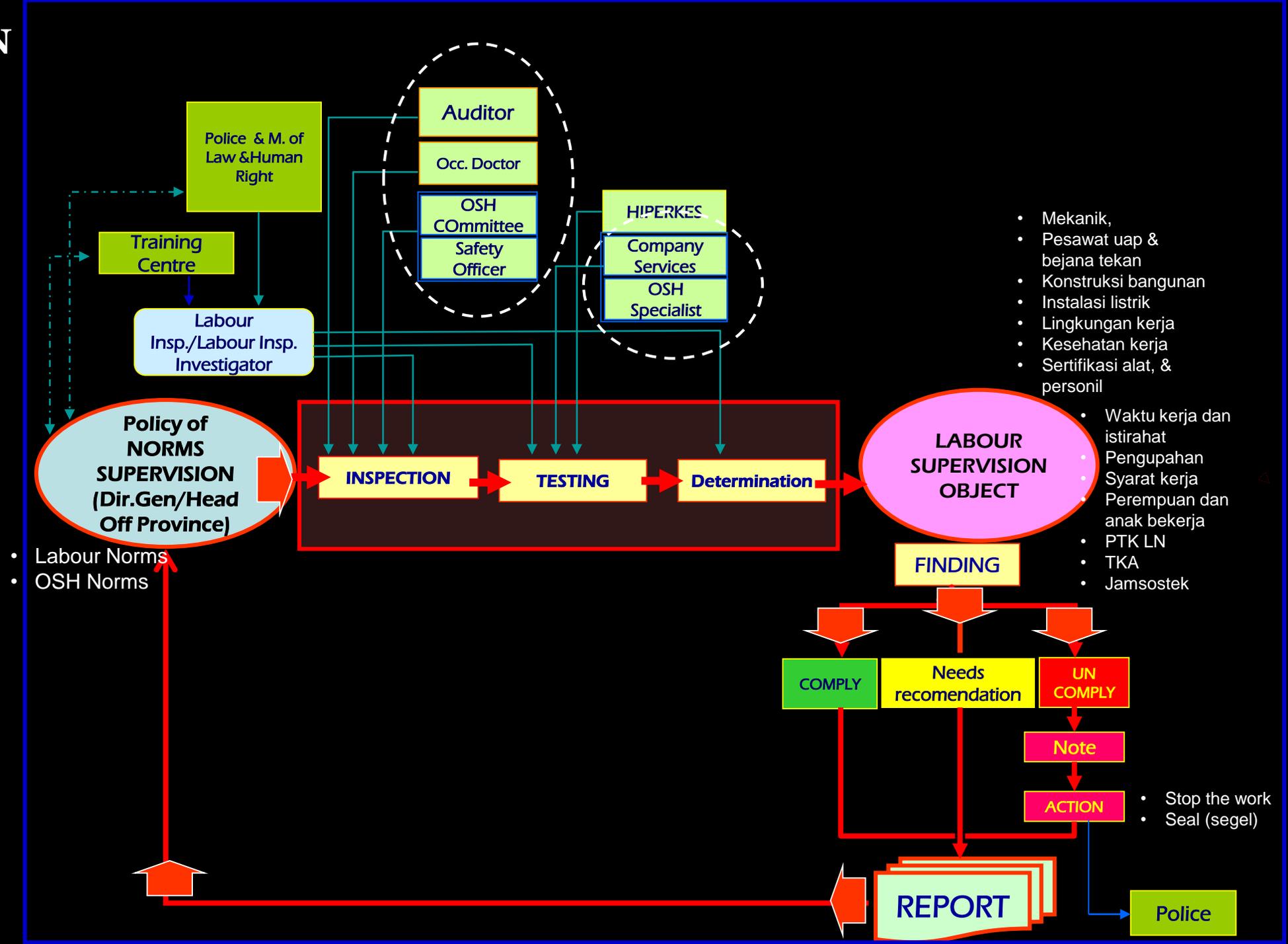
## 2. Data collection methods for statistic

1. collect data from the District for Employment → Act No. 07 Year 1981 concerning Compulsary to report the Employment
2. collect data from the District for equipment sertification → Act No. 23 Year 2014 concerning Regional Autonomy
3. Collect data from services company specialty in OSH development for OSH officer

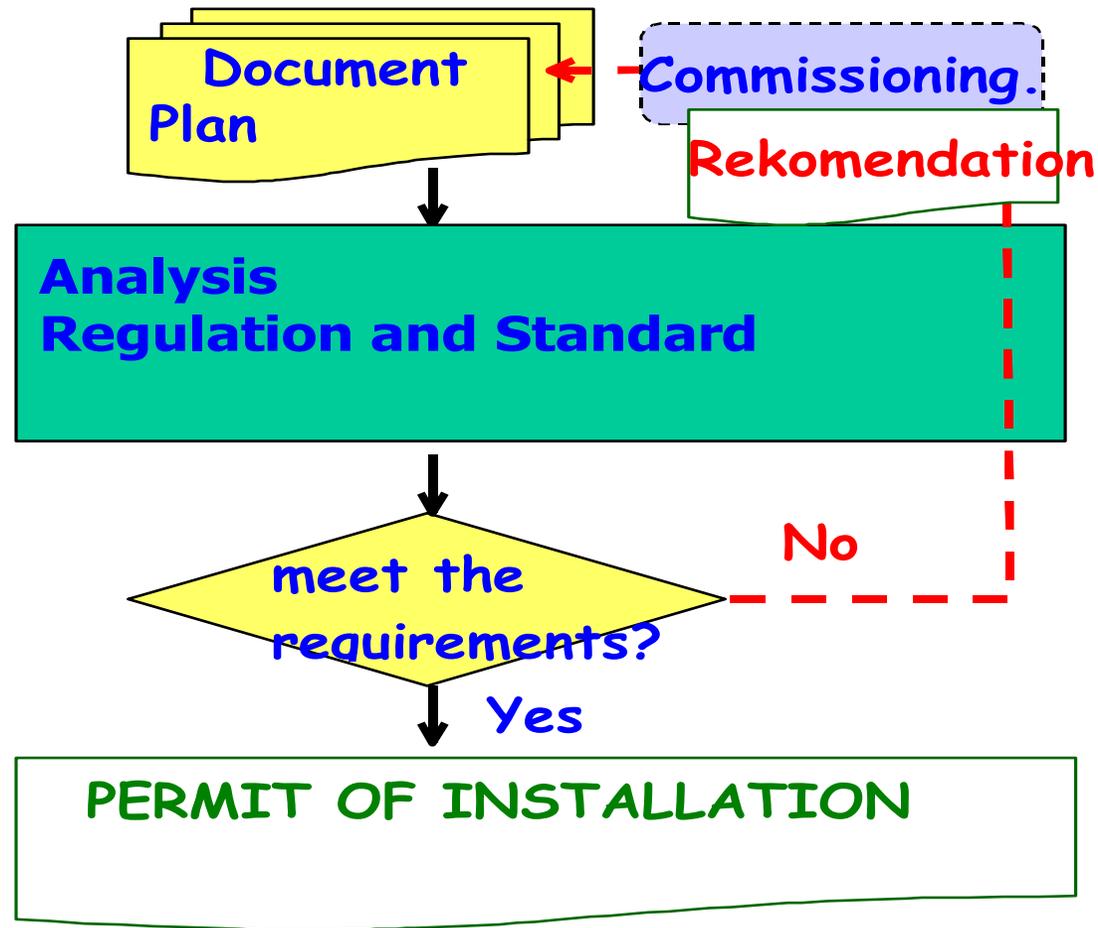
# 3. Safety and Health related Laws and Regulations

- 1 Act No. 13 of 2003 concerning on Manpower
- 2 Act No. 1 of 1970 concerning Work Safety
- 3 Government Regulation No. 50 of 2012 concerning on Occupational Safety and Health Management System Implementation
- 4 Manpower Ministerial Decree No. 26 of 2014 concerning on Implementation of OSHMS Audit
- 5 Many Other Manpower Ministerial Decrees concerning technical standard

# IMPLEMENTATION OF NORMS SUPERVISION SYSTEM

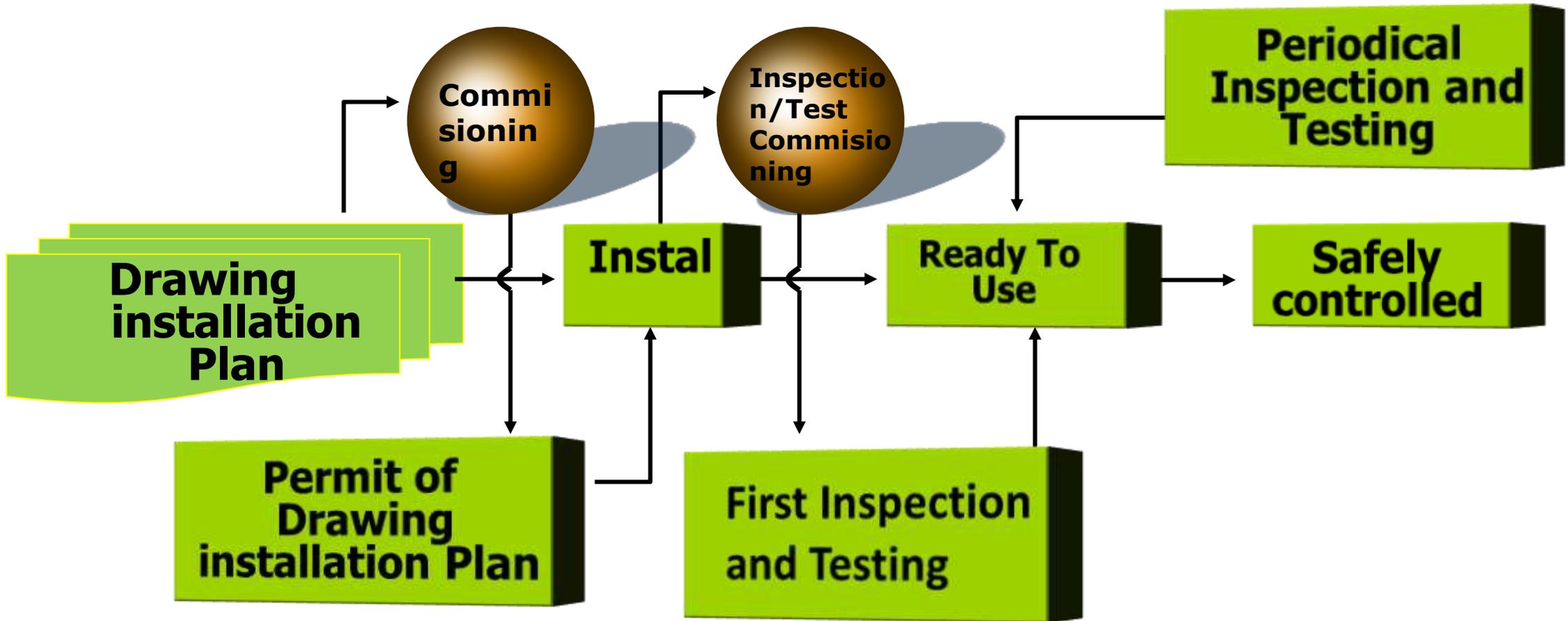


# 4. LABOUR INSPECTION SYSTEM



attachment:

- Lay out workplace/building
- drawing instalation
- Equipment Spesification
- Technical Calculation



# 5. WORKERS' ACCIDENT COMPENSATION INSURANCE

Labour Social Security Administrator  
Insurance

employee must pay 2% of his salary to the administrator and employer must pay 3,7% salary for his employee to the Insurance

# 6. Safety Equipments and Facilities

Earth Clamp Fluke 1630



Dosimeter

Personal Computer, Notebook / Laptop



Fluke 1653/RCD



UV Radiometer

Quick Reaction Unit



# Wire Rope Tester



# IR Thermometers vt02



# Lux Meter



# Vibration Tester



# Radiation Meter

# 7. TRAINING / EDUCATION PROGRAM

**Fire Fighting Training**



**Working at Height Training**

**Safety officer Training**

**Socialization of LPG TUBES to Housewives**

**Electrical OSH Technician**

**Scaffolder training, ... etc**

# *OSH Program in Small and Medium Enterprises*

The aim of OSH program in small and medium enterprises is for safety and health workers protection due to increasing productivities

Indonesia has carried out OSH or small medium enterprises with participatory approach oriented training (PAOT) which cover :

1. Working Improvement Small Medium Enterprises (WISE) → East Java, Aceh, Central Java, South Sumatera, Bangka Island, North Sulawesi, West Papua, South Sulawesi
2. Working Improvement Small Medium Construction (WISCON) → Aceh, North Sulawesi, South Sumatera, South Sulawesi

# OSHA Program in Small and Medium Enterprises



## 8. Activities of Industrial/ occupational safety and health organizations other than government



1

Socialization of ministry decree concerning on Elevator and Escalator OSH by Elevator and Escalator Proffesion Association

2

Special Assessment when there is accident by OSH Association



# SAFETY

3

OSH Quiz, Sport competition, etc, in the celebration of National OSH Day



3

Daily Inspection, safety meeting, health monitoring, etc





**Air Quality Test**



**Heat Stress Test**



**Noise Level Test**



**Spirometry Test**

# 9. OSH Management System

# *The aims of OSH Management System Implementation*

1

To increase effectivity of OSH protection which is planned, measured, structured and integrate

2

To prevent and reduce occupational accident and occupational diseases that involve elements of employer, employee and/or union

3

To create workplace that safe, healthy, comfort and efficient to encourage their productivity

OSH Management System Audit is conducted by audit institution which is approved by Minister of Manpower and until 2017, there are 11 OSH Management System audit institutions

# *Occupational Safety and Health Management System*

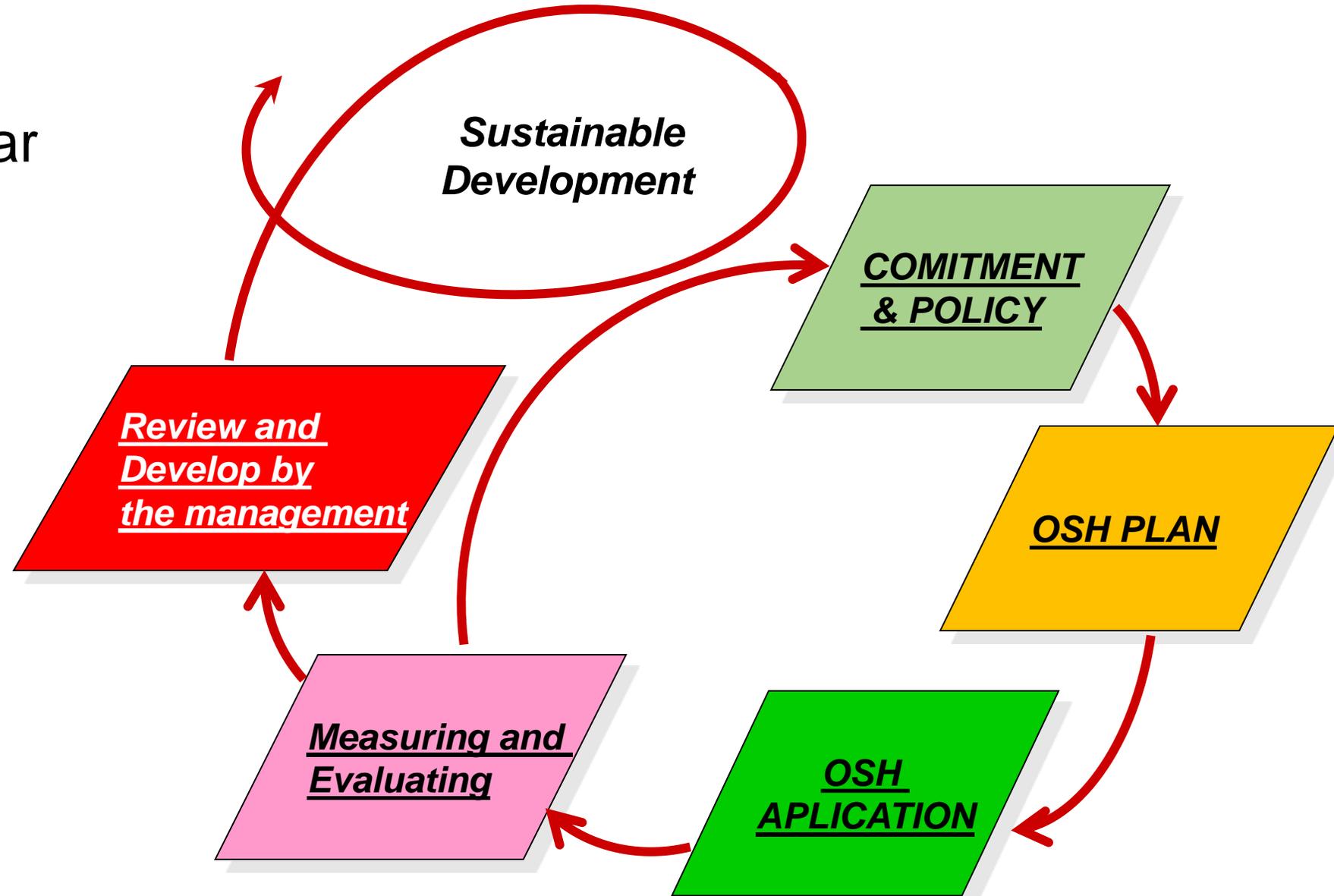
Every enterprise should implement Occupational Safety and Health Management System (OSHMS) which is integrated with enterprise's management system

## *Regulation of OSH Management System :*

-  Act No. 13 of 2003 concerning on Manpower
-  Government Regulation No. 50 of 2012 concerning on Occupational Safety and Health Management System Implementation
-  Manpower Ministerial Decree No. 26 of 2014 concerning on Implementation of OSHMS Audit

# OSH MS IMPLEMENTATION up to 2012

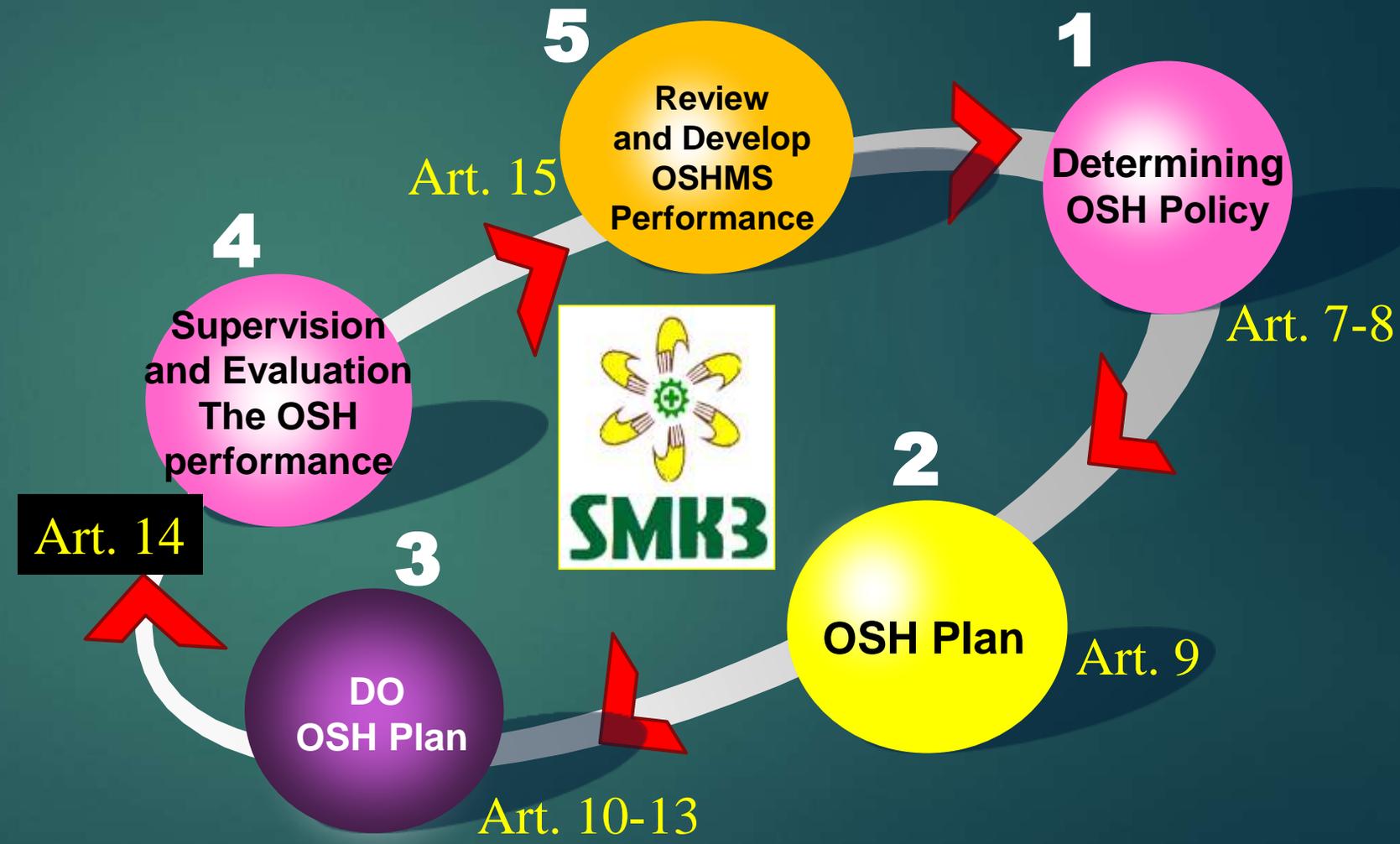
Ministry of Labour  
Regulation No.05 Year  
1996 concerning  
OSHMS





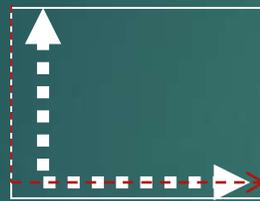
# OSHMS IMPLEMENTATION

Government Regulation No. 50 Year 2012, art. 6



# OSHMS AUDIT MECHANISM

Supervision by the  
Labour Insp. In  
Province



**OSHMS**

**AUDIT**

EKSTERNAL  
(EVERY 3 YEARS)

INTERNAL

**Audit Board  
(Auditor)**

**EMPLOYER**

The company:

- Has > 100 employees
- < 100 employees with high risk hazard potential

# Audit Criterias

- ▶ Beginner has to implement **64 criterias;**
- ▶ Transision has to implement **122 criterias;**
- ▶ Advance has to implement **166 criterias**

# Criteria on OSHMS Implementation

NO	ELEMEN	TINGKAT AWAL	TINGKAT TRANSISI (Seluruh tingkat awal dan transisi)	TINGKAT LANJUTAN (Seluruh tingkat awal, transisi dan lanjutan)
1	2	3	4	5
1	Pembangunan dan pemeliharaan komitmen	1.1.1, 1.1.3, 1.2.2, 1.2.4, 1.2.5, 1.2.6, 1.3.3, 1.4.1, 1.4.3, 1.4.4, 1.4.5, 1.4.6, 1.4.7, 1.4.8, 1.4.9	1.1.2, 1.2.1, 1.2.3, 1.3.1, 1.4.2	1.1.4, 1.1.5, 1.2.7, 1.3.2, 1.4.10, 1.4.11
2	Strategi pendokumentasian	2.1.1, 2.4.1	2.1.2, 2.1.3, 2.1.4, 2.2.1, 2.3.1, 2.3.2, 2.3.4	2.1.5, 2.1.6, 2.2.2, 2.2.3, 2.3.3
3	Peninjauan ulang desain dan kontrak	3.1.1, 3.2.2	3.1.2, 3.1.3, 3.1.4, 3.2.1	3.2.3, 3.2.4
4	Pengendalian dokumen	4.1.1	4.1.2, 4.2.1	4.1.3, 4.1.4, 4.2.2, 4.2.3
5	Pembelian	5.1.1, 5.1.2, 5.2.1	5.1.3	5.1.4, 5.1.5, 5.3.1, 5.4.1, 5.4.2
6	Keamanan bekerja berdasarkan SMK3	6.1.1, 6.1.5, 6.1.6, 6.1.7, 6.2.1, 6.3.1, 6.3.2, 6.4.1, 6.4.2, 6.4.3, 6.4.4, 6.5.2, 6.5.3, 6.5.4, 6.5.7, 6.5.8, 6.5.9, 6.7.4, 6.7.6, 6.8.1, 6.8.2	6.1.2, 6.1.3, 6.1.4, 6.2.2, 6.2.3, 6.2.4, 6.2.5, 6.5.1, 6.5.5, 6.5.6, 6.5.10, 6.7.1, 6.7.2, 6.7.3, 6.7.5, 6.7.7	6.1.8, 6.6.1, 6.6.2, 6.9.1
7	Standar pemantauan	7.1.1, 7.2.1, 7.2.2, 7.2.3, 7.4.1, 7.4.3, 7.4.4, 7.4.5	7.1.2, 7.1.3, 7.1.4, 7.1.5, 7.1.6, 7.1.7, 7.4.2	7.3.1, 7.3.2
8	Pelaporan dan perbaikan	8.3.1	8.1.1, 8.2.1, 8.3.2	8.3.3, 8.3.4, 8.3.5, 8.3.6, 8.4.1
9	Pengelolaan material dan perpindahannya	9.1.1, 9.1.2, 9.2.1, 9.2.3, 9.3.1, 9.3.3, 9.3.4	9.1.3, 9.1.4, 9.3.5	9.2.2, 9.3.2
10	Pengumpulan dan penggunaan jasa		10.1.1, 10.1.2, 10.2.1, 10.2.2	10.1.3, 10.1.4
11	Audit SMK3			11.1.1, 11.1.2, 11.1.3
12	Pengembangan keterampilan dan kemampuan	12.2.1, 12.2.2, 12.3.1, 12.5.1	12.1.2, 12.1.4, 12.1.5, 12.1.6, 12.3.2, 12.4.1	12.1.1, 12.1.3, 12.1.7, 12.3.3

# 10. CAMPAIGN/Event/National Convention/ Exhibition

## *1. Zero Accident Programme*

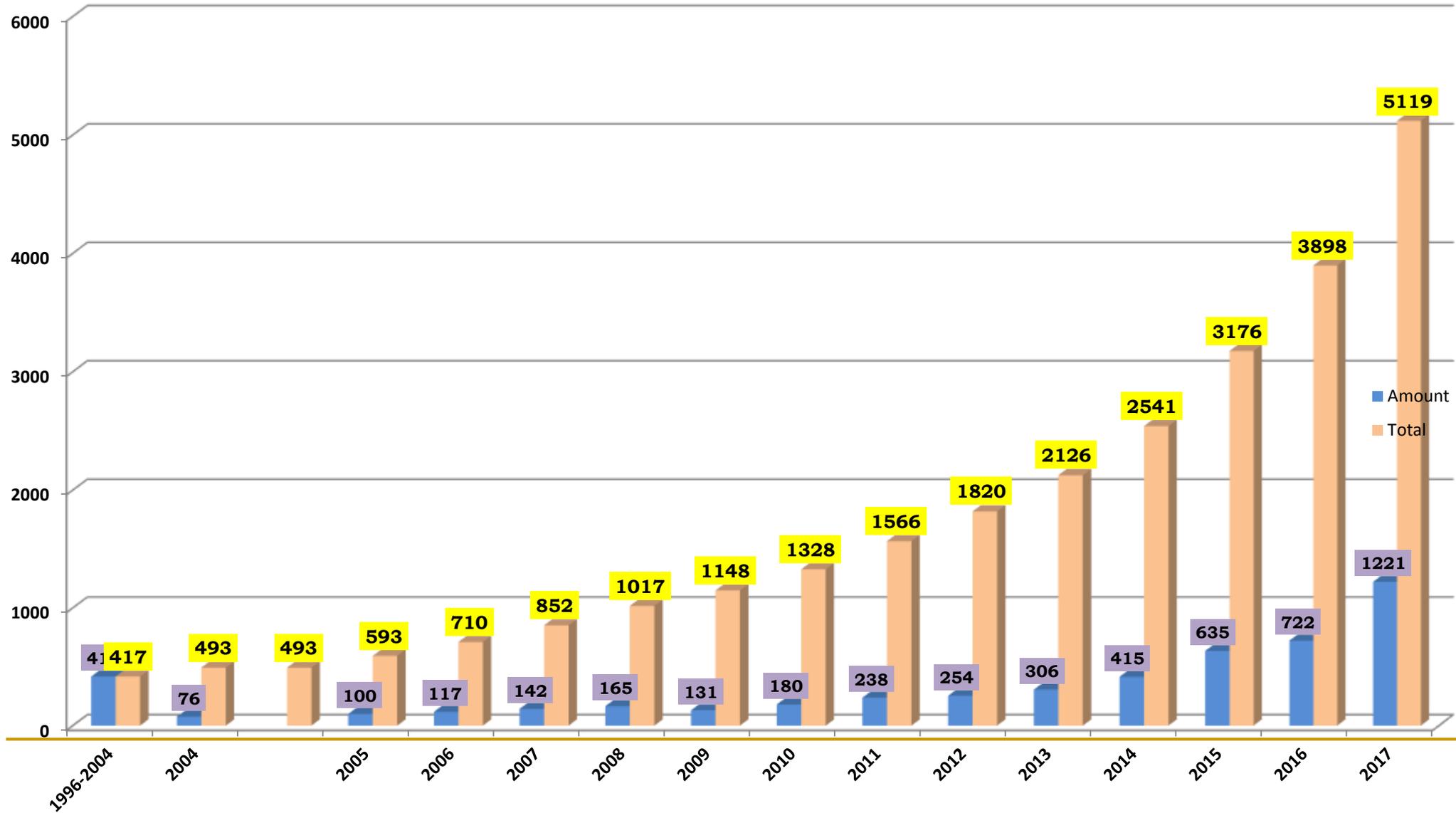
The aim of zero accident award to motivate and encourage the enterprises and other parties for OSH implementation

The enterprises that have not been happened occupational accident and occupational diseases for at least 3 years or have achieved the number of safe work hours will be awarded by the Government (Zero Accident Award)

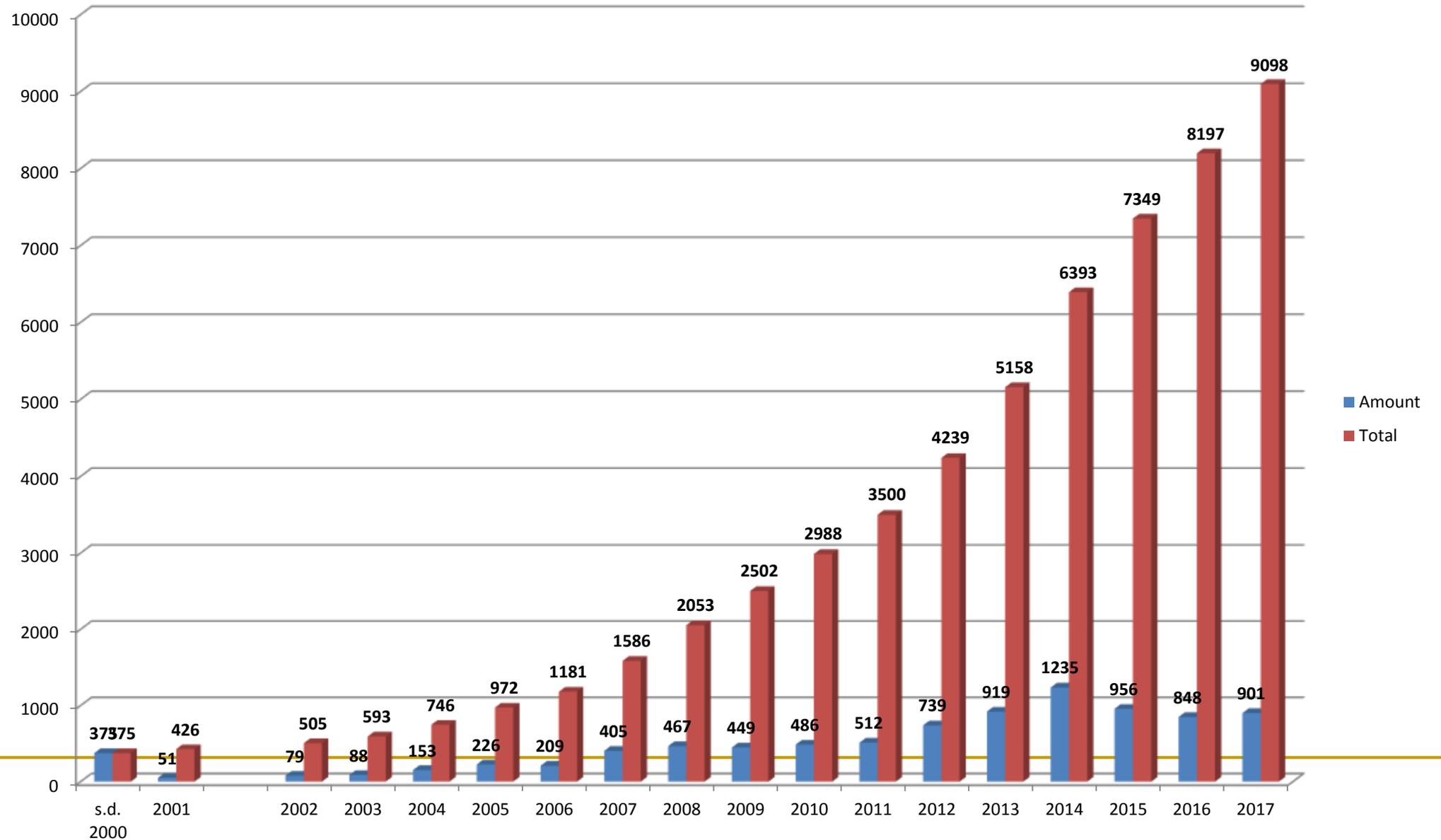
The audit mechanism is carried out in stages from the provincial and central

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# Statistic of OSH Management System Award



# Statistic of Zero Accident Award



## 2. Integration of TB and HIV-AIDS Programme on OSH

- The aim of the AIDS Award is to provide motivation and encouragement for enterprises and parties to **the implementation of HIV-AIDS programmes in the workplace**

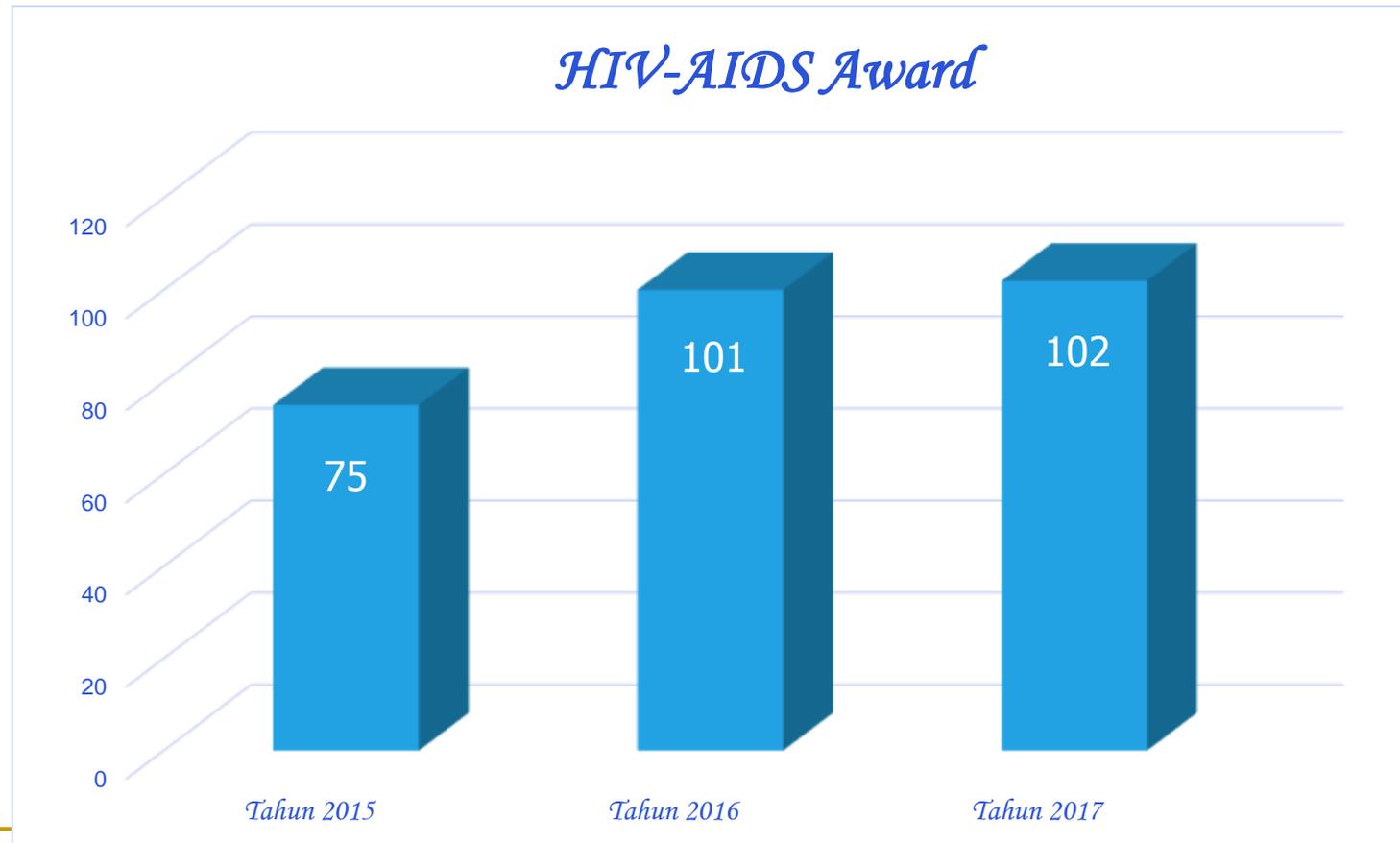
- Related to increase of **labor protection against TB and HIV-AIDS cases**, every enterprises should implement their prevention and mitigation programmes

- Those program implementation is **integrated in OSH program at workplace** in order to be more effective and efficient

- The companies that have carried out HIV-AIDS Programmes with some criteria will be **awarded by the Government** and the assessment mechanism is carried out in stages from the provincial and central

## 2. Integration of TB and HIV-AIDS Programme on OSH

### *Statistic of HIV-AIDS Award*



### *3. OSH Award*

Every year, Minister of Man Power present OSH Management Award, Zero Accident Award and HIV-AIDS Award



# 11. Three Major Initiatives (Strategies) by Government

## 1. *Integration Health Public Program into OSH Program at Workplace (collaboration with Ministry of Health)*

The Activities :

1

**HIV – AIDS  
Prevention  
Program at  
Workplace**

2

**TB Prevention  
Program at  
Workplace**

3

**Healthy Community  
Movement** (GERMAS) Program  
at Workplace:

- Healthy Food Program
- Early Detection of Occupational Disease
- Sport Facilities at Workplace
- Nursing Room at Workplace
- No Smoking Campaign at Workplace

## 2. Law Enforcement and Minor Offences on OSH

There are 3 mechanisms of OSH Law Enforcement :

- a. Preventive Educative
- b. Repressive Non Justicia (nota pemeriksaan, bap)
- c. **Repressive Justicia (investigation to determined as minor crime)**



### 3. Pointed A Theme on National OSH Month Per 5 Years (2015 - 2019)

#### a. 2015

“Through OSHMS Implementation Let’s Create OSH Culture of Indonesia in Facing Free Trade”

#### b. 2016

“Improving OSH Culture to Increase Productivity and competitiveness in International Market”

c. 2017

“With Safety Culture We Improve Man Quality of Life towards Safety, Health and productive Community”

d. 2018

“Through Occupational Safety and Health Culture Encourage The Creation of a Nation with Character”

e. 2019

“Create Independence of Indonesia OSH Culture to Support National Economic Stability”

## 4. Issues and Challenges

Major issue:

There will be national setting concerning on Fisherman OSH, labour inspectors don't have much knowledge and skill to manage that coming issue

Suggestions:

Upgrading for labour inspector (theory and practical) related to the issue

Indonesia has carried out OSH or small medium enterprises with participatory approach oriented training (PAOT) which cover :

1. Working Improvement Small Medium Enterprises (WISE) → East Java, Aceh, Central Java, South Sumatera, Bangka Island, North Sulawesi, West Papua, South Sulawesi
2. Working Improvement Small Medium Construction (WISCON) → Aceh, North Sulawesi, South Sumatera, South Sulawesi

# 5. Good Practices



Positive Things Before Visiting



Before



Achievements:  
The example of im plementation using PAOT Approach after training

After



# 5. Good Practices



## Achievement



Before



After

## Lesson Learned

1. Most of Small and medium enterprise don't know OSH, but they are interested to know OSH
2. Everyone wants a better future by implementing the OSH
3. To develop good improvement has to be started in a small thing, one by one

## Monitoring methodes

1. Visit the enterprise 1 month after the socialization, see the improvement
2. Ask the employee to fill out check list



*Thank You*