

COUNTRY REPORT ON 2025 INDONESIA OCCUPATIONAL SAFETY AND HEALTH CONDITION

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Kementerian Ketenagakerjaan
Republik Indonesia

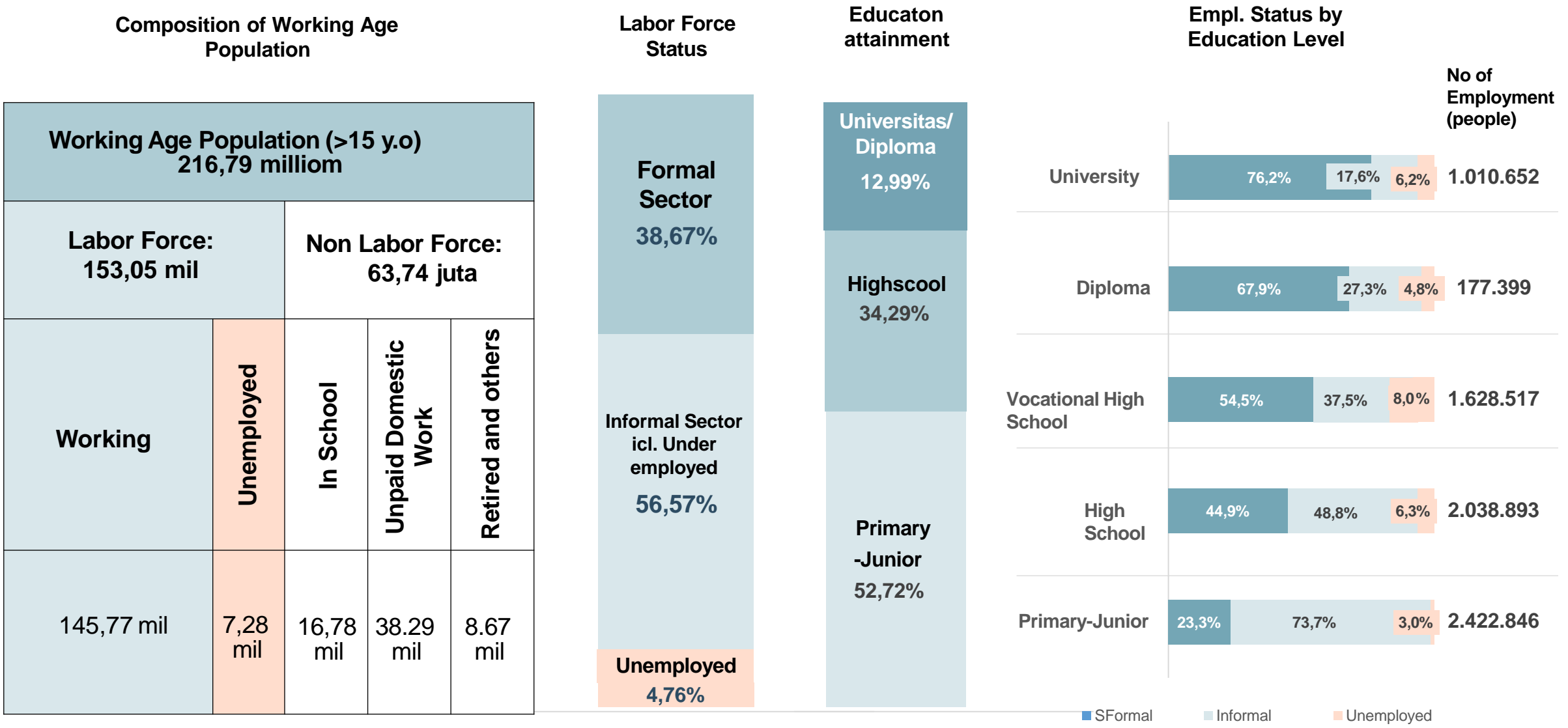


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CURRENT STATE OF EMPLOYMENT¹



¹Sakernas (Feb 2025)

STRATEGIC CHALLENGES 2025-2029

Strategic Challenges

MOM Strategy



Strengthening link-and-match between training and labor market needs



Decent work and inclusivity for vulnerable groups such as workers with disabilities, women, etc..



Formulation of Labor Regulations

- Gig/Platform Workers
- Labor Laws
 - Minimum Wage
 - Foreign Workers
 - Contract Workers
 - *Outsourcing*
 - Leaves
 - Termination of Employment
 - Severance pay



Development and Law-enforcement of OSH



Implementation of transformative industrial relations (shared vision between employers and trade unions)



Transformation of *mindset: Ministry of Labor*



Ministry of Manpower & Human Development



Development *Labor Market Information System* (SiapKerja)



Bureaucratic Reform
Transparent, Collaborative,
Performance oriented, Ethical
conduct

INDONESIA EMPLOYMENT OUTLOOK 2025-2029

INTEGRATING ASTA CITA INTO EMPLOYMENT STRATEGIES FOR THE FUTURE

Increased proportion of formal workers, shift to tech savvy professions such as data analysts, AI specialists, and renewable energy technician

Rapid growth of gig workers, risk of facing vulnerable working condition

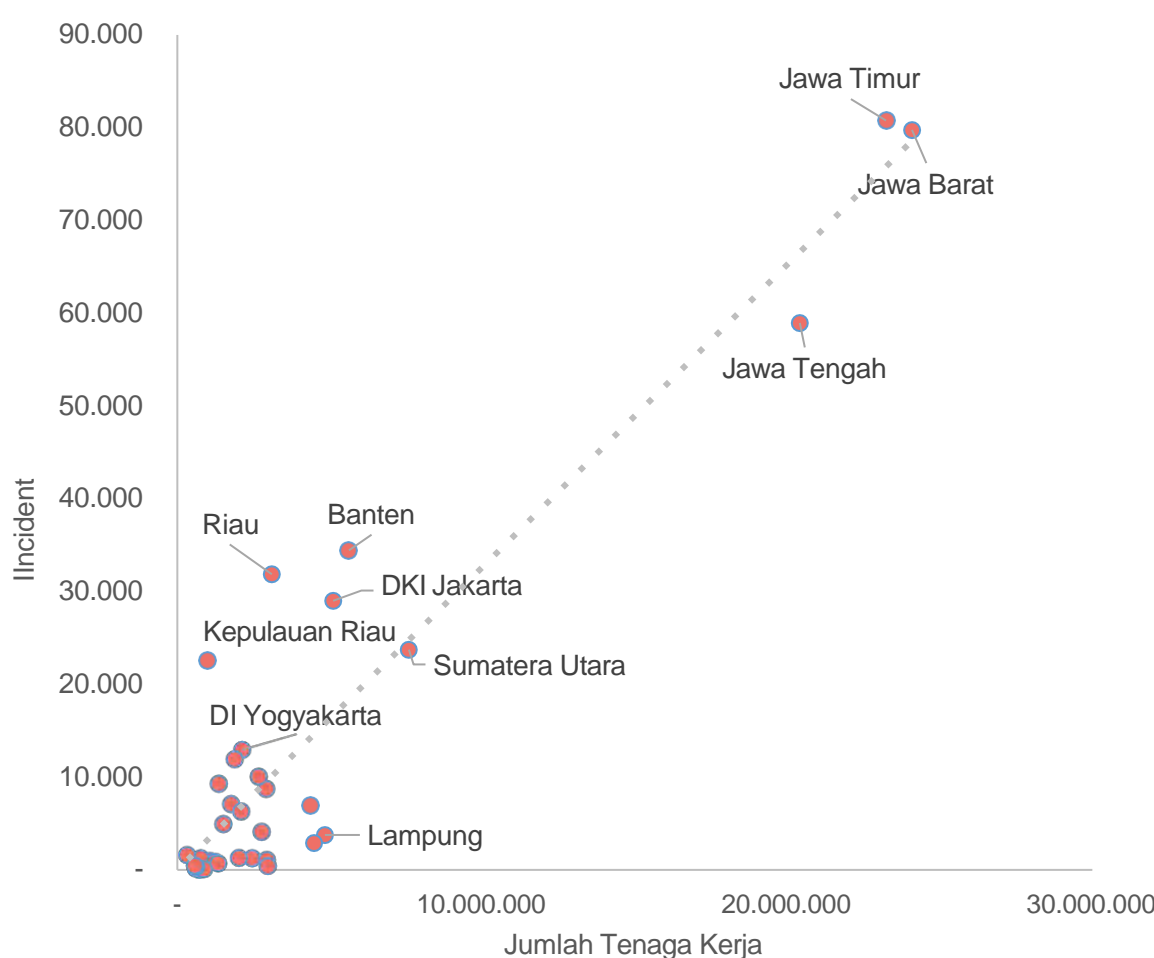
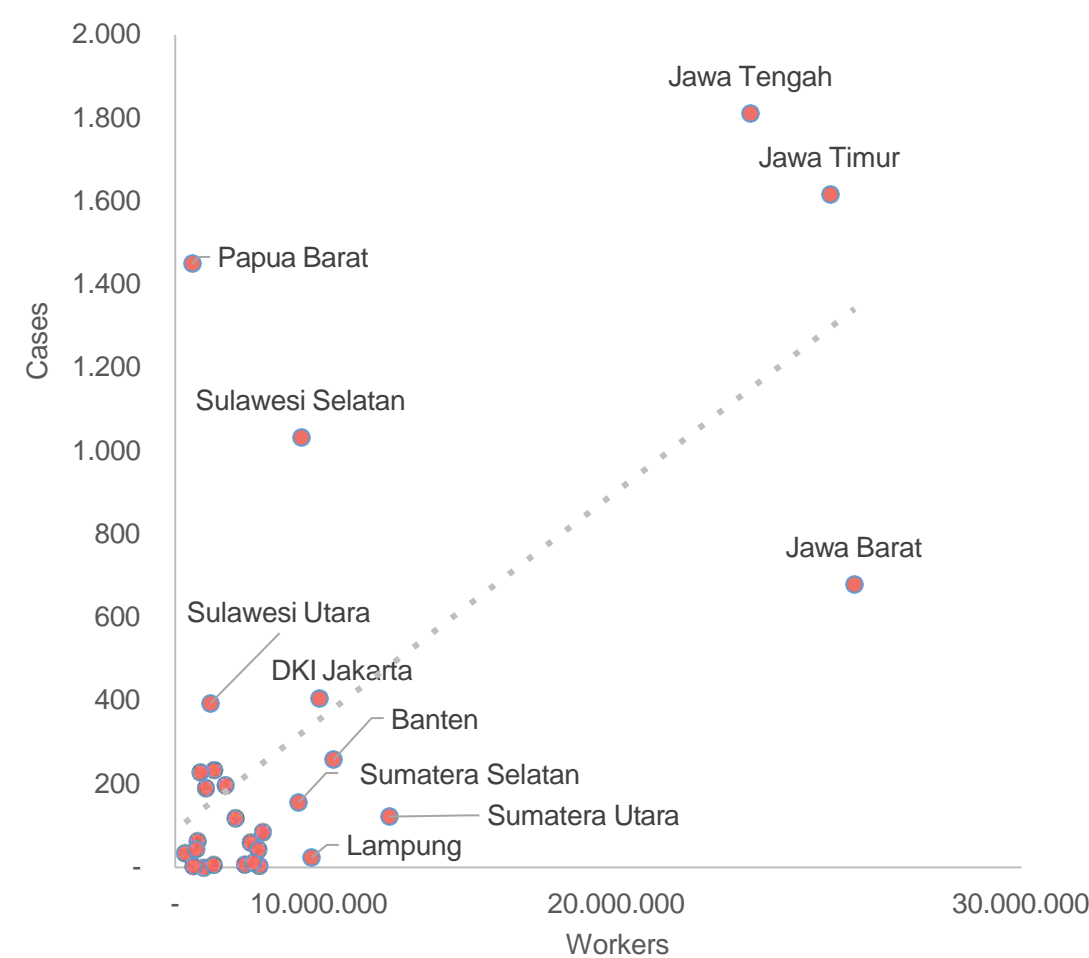
Just transition and green job opportunities

OVERVIEW OF LABOR VIOLATIONS AND OCCUPATIONAL ACCIDENTS 2024



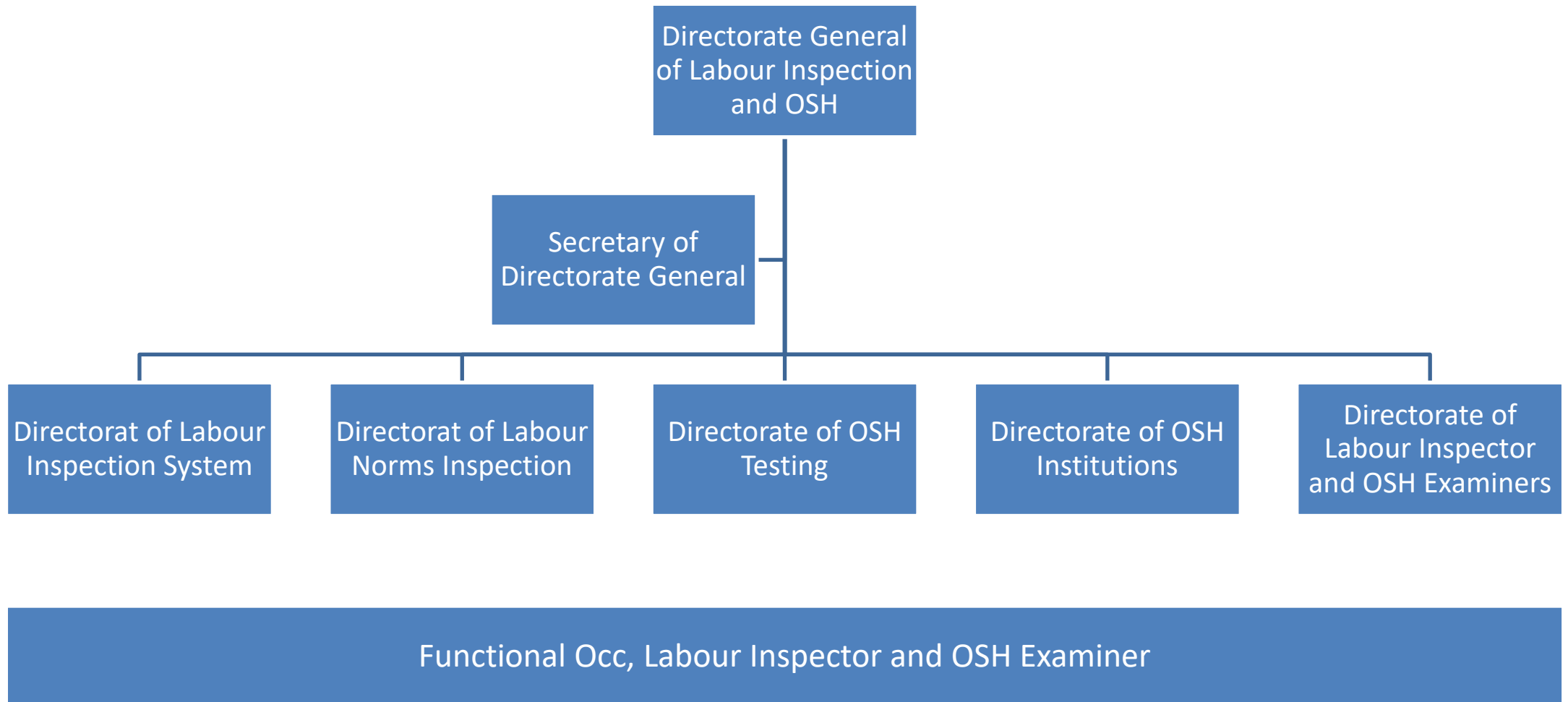
Case of Labor Violations: 9.302

Number of Occupational Accidents: 462.241



Berdasarkan Data Kemnaker (2024)

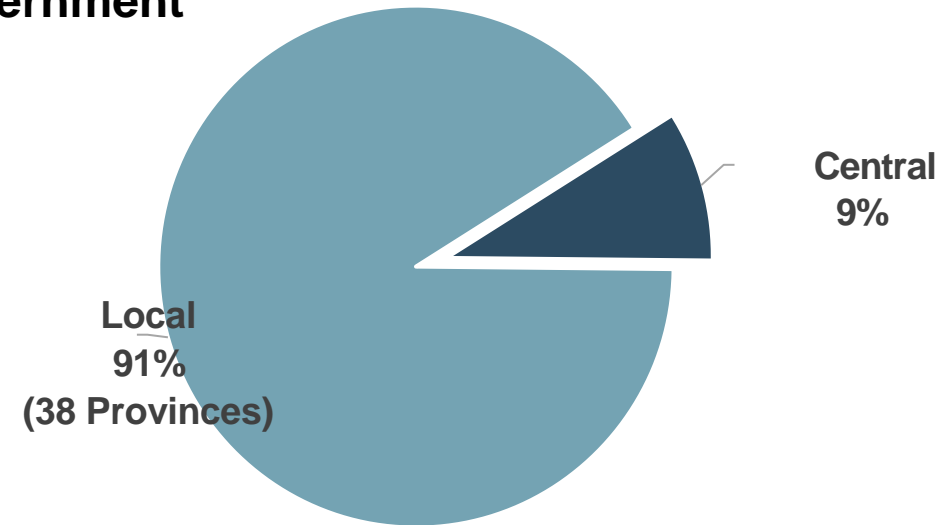
Organization of Directorate General of Labour Inspection and OSH, MOM



Labor inspection authorities are tasked with monitoring 26.7 million enterprises, which collectively employ approximately 145,7 million workers.

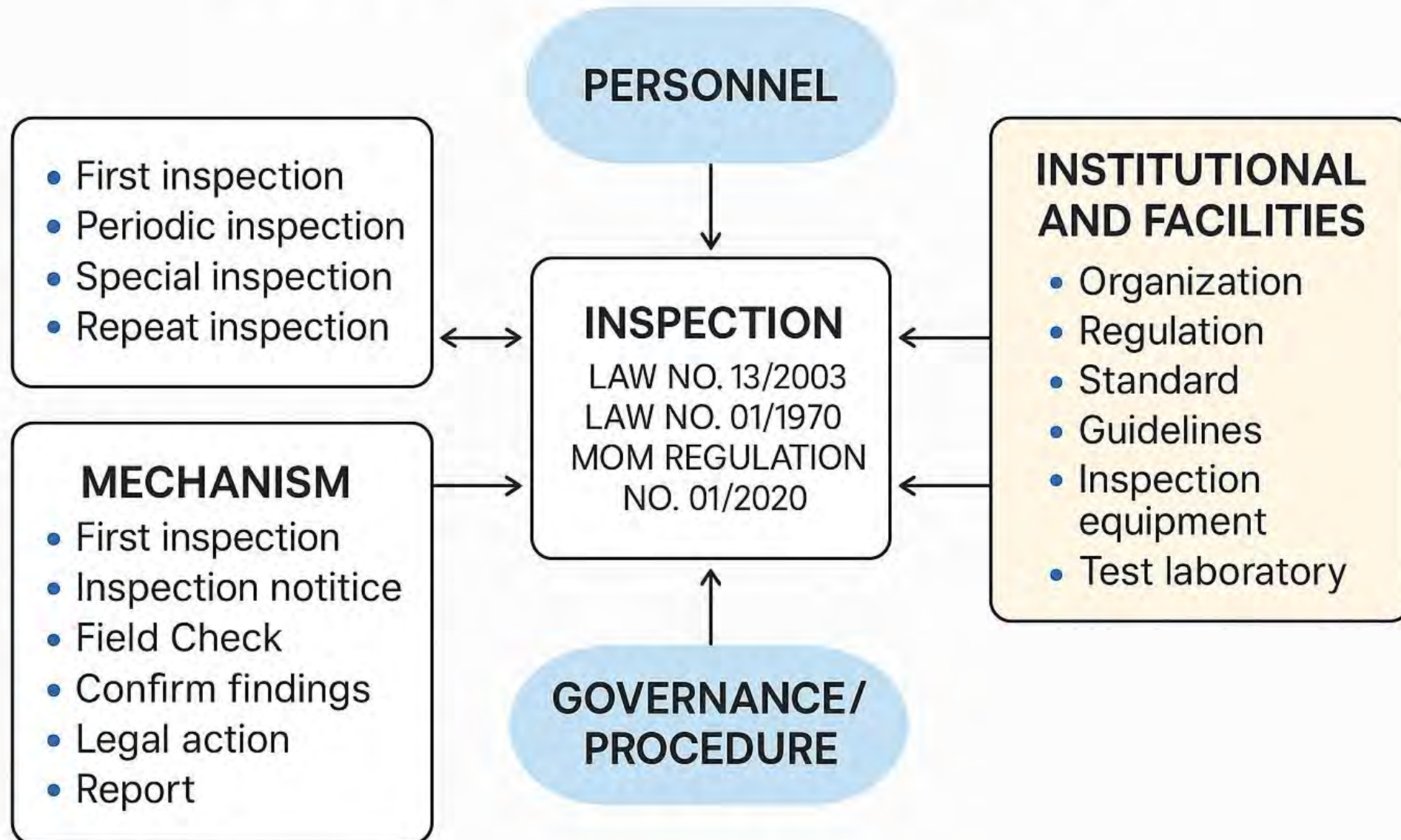
Labour Inspector OSH Specialist only 261 person and OSH Examiner 236 person

Total of Labor Inspector 1.503 people, majority in province government



Total of OSH Examiner 236 person in 6 regional OSH Offices

Labor Inspection System



Management of Occupational Accident and Occupational Disease

Central Government

Local Government

Division of Roles

- | | |
|---|--|
| <ul style="list-style-type: none"> ▪ Formulating national regulations related to Occupational Safety and Health (OSH) ▪ Establishing compensation standards for occupational accident victims through the Social Security Administrator for Employment program ▪ Monitoring compliance with OSH standards in high-risk category enterprises.. ▪ Collecting national data on occupational accidents and occupational diseases. | <ul style="list-style-type: none"> ▪ Monitoring compliance with Occupational Safety and Health (OSH) standards in companies ▪ Conducting investigations of occupational accidents and occupational diseases, and imposing sanctions in accordance with regulations if OSH violations are found ▪ Encouraging companies to implement the Occupational Safety and Health Management System (OSHMS) more rigorously in the workplace. ▪ Submitting regular reports to the central government. |
|---|--|

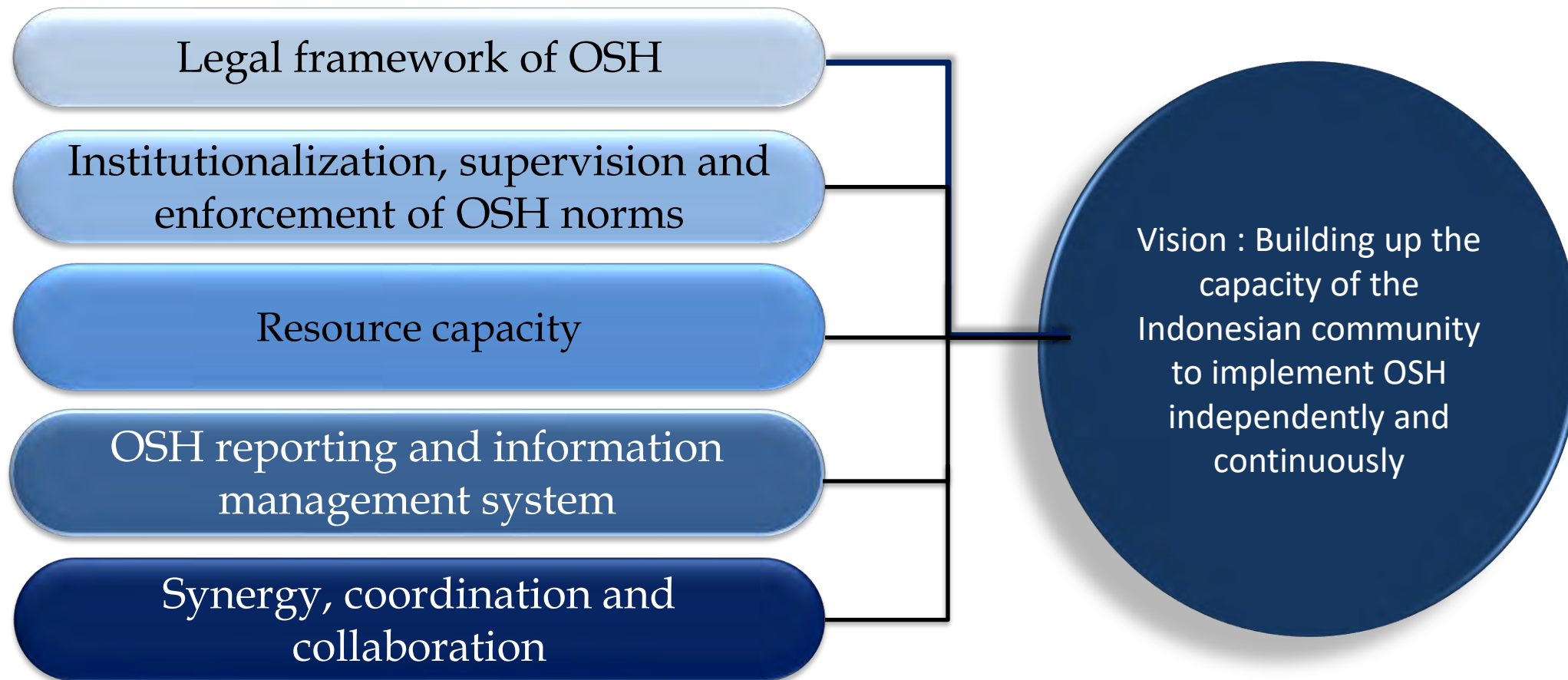
Key Success Factor

- | | | | |
|---|--|---|---|
| <p>1 Effective Coordination between Central and Local Government</p> | <p>2 The enforcement of rigorous and standardized OSH practices across workplaces</p> | <p>3 Ensuring transparency in the reporting and management of occupational accident cases.</p> | <p>4 Implementing a proactive approach in both prevention and investigation of occupational risks and incidents.</p> |
|---|--|---|---|

Challenges in Implementing OSH

National Occupational Safety and Health Programme

2024–2029





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STRATEGIC ACTION

National Occupational Safety and Health Programme
2024–2029

**Strengthening
the OSH legal
framework**

**Shaping an
OSH culture
and
implementation,
supervision and
enforcement of
OSH norms**

**Strengthening
OSH resource
capacity**

**Strengthening
the OSH
reporting and
information
management
system**

**Strengthening
OSH synergy,
coordination
and
collaboration**



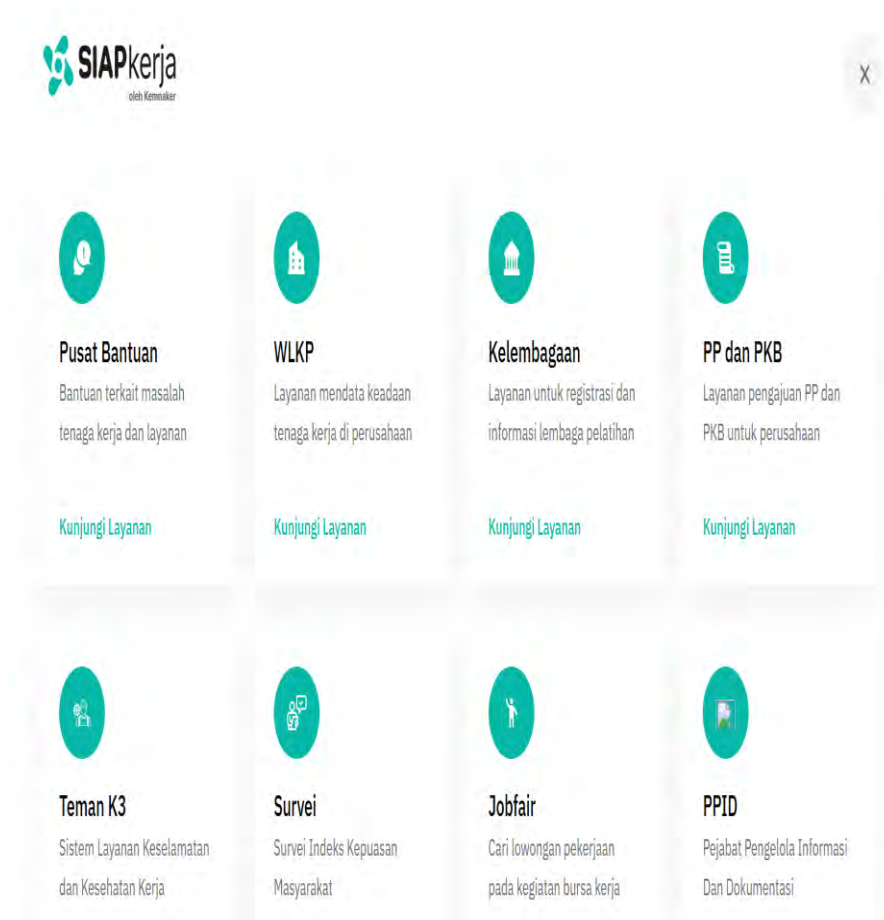
Figure 25. Chart of Companies Receiving **SMK3** Implementation Certificate Award as of 2022
(Source: Dit. Of OSH Institution of Dit. Gen. of Labour Inspection and OSH of MoM, 2022)




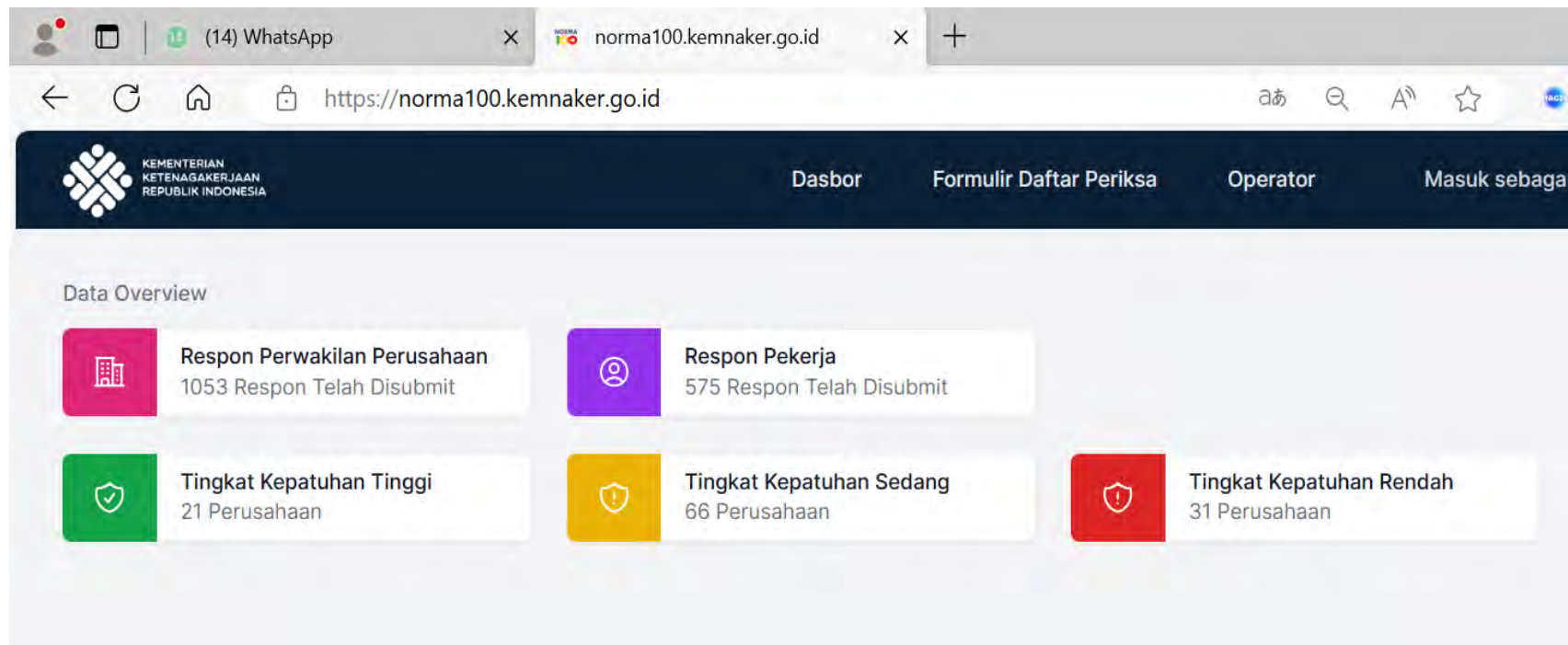
Figure 26. Chart of Companies Receiving Zero Accident Program Award as of 2022
(Source: Dit. Of OSH Institution of Dit. Gen. of Labour Inspection and OSH of MoM, 2022)

Digital innovations in the labour inspection and Occupational; Safety and Health (OSH)

1. Online System for Mandatory Manpower Reporting for Enterprises;
2. *E-Learning / Hybrid training model for Labour Inspector and OSH Examiner Courses;*
3. **Self assessment for labour norm compliances based on web (NORMA100);**
4. Virtual class for OSH Training and Education (TemanK3);
5. Virtual reporting system for Holiday Allowance (Posko THR);
6. Virtual reporting system for complaints of violence or harassment against women workers



Norma100 () is the branding for a virtual method of self assessment labor norms implementation at the workplace, digital web based system, by filling in a Checklist which is carried out independently by employer representatives and employee representatives, later be verified by the Labour Inspector to assess the company's level of compliance with the fulfillment of labour norms.





KEMENTERIAN KETENAGAKERJAAN RI
DITJEN PEMBINAAN PENGAWASAN KETENAGAKERJAAN & K3
DIREKTORAT BINA PEMERIKSAAN NORMA KETENAGAKERJAAN
Jl. Jend. Gatot Subroto Kav. 51 Telp. (021) 5255733 Pes. 269

**LAPORAN HASIL VERIFIKASI
PEMERIKSAAN NORMA KETENAGAKERJAAN SECARA VIRTUAL (NORMA 100)**

— Pada Hari Rabu tanggal 17 Oktober 2023 telah dilakukan verifikasi pemeriksaan norma ketenagakerjaan secara virtual terhadap seorang bernama Miki Mahfud Jabatan Direktur Nama Perusahaan PT. Kreasi Edukasi Manajemen Indonesia Bidang usaha Pelatihan Kerja Swasta Lainnya Nomor Induk Berusaha (NIB) Alamat Perusahaan Gedung Menara 165 Lantai 4, Jl TB Simatupang Kav 1, RT 009 RW 003 Kelurahan Cilandak Timur Kecamatan Pasar Minggu, Jakarta Selatan —

— Setelah dilakukan verifikasi oleh Pengawas Ketenagakerjaan atas jawaban dan penjelasan Saudara dalam Formulir Daftar Periksa Norma Ketenagakerjaan, maka diberikan penilaian kepatuhan sebagai berikut : —

| NO. | NORMA KETENAGAKERJAAN | PERTANYAAN BERNILAI KEPATUHAN | PERTANYAAN WAJIB DIJAWAB |
|-----|--|-------------------------------------|--------------------------------|
| 1 | Norma Wajib Lapor Ketenagakerjaan Perusahaan (WLKP) berdasarkan UU No.7 Tahun 1981 tentang Wajib Lapor Ketenagakerjaan di Perusahaan dan Permenaker No. 18 Tahun 2018 tentang Tata Cara WLKP Dalam Jaringan. | 2 | 2 |
| 2 | Norma Waktu Kerja dan Waktu Istirahat (WKWI) berdasarkan UU No.13 Tahun 2003 tentang Ketenagakerjaan, UU No.11 Tahun 2020 tentang Cipta Kerja, PP No.35 Tahun 2021 tentang Perjanjian Kerja Waktu Tertentu, Alih Daya, Waktu Kerja dan Waktu Istirahat dan Pemutusan Hubungan Kerja. | 4 | 5 |
| 3 | Norma Perlindungan Upah berdasarkan dengan UU No.13 Tahun 2003 tentang Ketenagakerjaan, UU No.11 Tahun 2020 tentang Cipta Kerja, PP No.36 Tahun 2021 tentang Pengupahan. | 2 | 5 |
| 4 | Norma Hubungan Kerja berdasarkan dengan UU No.13 Tahun 2003 tentang Ketenagakerjaan, UU No.11 Tahun 2020 tentang Cipta Kerja, PP No.35 Tahun 2021 tentang Perjanjian Kerja Waktu Tertentu, Alih Daya, Waktu Kerja dan Waktu Istirahat dan Pemutusan Hubungan Kerja. | 2 | 4 |
| 5 | Norma Kebebasan Berserikat berdasarkan dengan UU No.13 Tahun 2003 tentang Ketenagakerjaan, UU No.21 Tahun 2000 tentang Serikat Pekerja Serikat Buruh. | 0 | 0 |





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TERIMA KASIH