

## **Trade Union Training and Bipartite Discussion on Social Security**

### **TERMS OF REFERENCE**

#### **Background**

The Social Protection Programme at the ILO Country Office for Indonesia and Timor-Leste assists Indonesia in improving social protection policies and its implementation in Indonesia. The recent crisis reinforced the perception by national stakeholders of the necessity of comprehensive social protection reforms, a position reinforced by the observation of the current system challenges to effectively protect people in time of crisis. Among the stakeholders' priorities two deserve a particular emphasis: unemployment protection and the extension of social protection to workers in informal employment.

Discussions on the establishment of an employment insurance has triggered stakeholders' willingness to overhaul the entire social protection system. On 4 December 2018, the National Tripartite Committee members requested the ILO to conduct a comprehensive assessment of the social security system; and more recently in the wake of the COVID-19 crisis, the government's stakeholders did so too.

There are a number of issues that need improvement. For example, an old-age individual saving account scheme (JHT) collects the largest contributions of BPJS Employment and plays an overlapping function with the incoming employment insurance (JKP) and the existing old-age pension (JP). The old-age pension legally excludes a large majority of workers (i.e., wage earners who work at micro-enterprises and non-wage earners) and offers inadequate benefits compared to the requirement of the ILO's social security minimum standards, while means-tested old-age benefit narrowly targets extremely limited beneficiaries without linkage to the BPJS's old-age pension. Moreover, adding maternity and sickness benefits to the existing range of benefits would attract working age populations to participate in the BPJS Employment schemes; and as a consequence, would contribute to the formalisation of the informal economy.

Representing workers in the tripartite bodies, trade unions need to engage in discussions in reforming the entire social security system in an informed and evidence-based manner. Furthermore, they need to be actively involved in the overall governance of the system to ensure adequate and sustainable protection for workers is provided. In that regard, trade unions need to enhance their knowledge about social security system through training and institutionalization of such knowledge.

As part of ILO's contributions to enhancement and institutionalization of knowledge on social security for workers and trade unions in Indonesia, the Social Protection Programme conducting training for trade unions and bipartite discussions on social security.

#### **Objective and Expected Outputs**

##### ***Objective***

The activities aim to enhance workers' knowledge on social security and to encourage bipartite dialogues on social security issues among workers and employers at enterprise level and beyond.

### **Expected Outputs**

- 1) Training for trade unions and bipartite discussions on social security conducted;
- 2) Ninety trade union members and officials and forty-five management representatives from 45 enterprises are trained and engaged in bipartite dialogues on social security.

### **Approach**

In each training and discussion group of 45 people consisted of trade union (30 persons) and management representatives from enterprises / manufactures (15 persons) from 15 enterprises in selected provinces will participate in training and bipartite discussions, respectively. ILO official(s) and external collaborator will be the main resource persons and facilitators in the training. Officials of trade union confederation and APINDO will be invited as resource persons in the bipartite discussion.

### **Participants**

30 trade union committee members from selected enterprises will participate in the training and bipartite discussions, 15 management representatives of the same enterprises as the trade unions will participate in the bipartite discussions following the training.

### **Training Method**

The training will be delivered using interactive lecture, and group work and presentation activities. This method is expected to enhance participants' knowledge and understanding of the subject matters. Indonesian language will be used in delivering the training.

### **Trainers and Facilitators**

The training will be delivered and facilitated by all or some of the following individuals:

- ILO consultant
- ILO official(s)
- Representatives of national trade union confederation
- Representatives of APINDO

### **Time and Venue**

April: 2 2-day training and bipartite discussions in East Java and Central Java Provinces (Venue TBC)

- Semarang, 21-23 April 2022
- Surabaya, 25-27 April 2022

May: 2 2-day training and bipartite discussions in West Java and Banten Provinces (Venue TBC)

- Karawaci, 9-11 May 2022
- Bandung, 20-22 May 2022

## Proposed Programme of Activities

Time	Activity
<b>Day -1:</b>	
15.00	Hotel Check-in
17.00	Opening, introduction of participants and Ground rules
17.30	Fasting break
19.30	Pre-training Quiz
20.00	Introduction to social protection and training programme
20.30	End of Activity
<b>Day 1:</b>	
09.00	Session 1: Introduction to ILO and ILS (International Labour Standard)
10.30	Break
10.40	Session 2: ILO Standards on Social protection
12.00	Break
13.00	Session 3 : ILO Standards on social protection (cont'd)
14.30	Group work: Parameters of sickness & maternity, employment, work injury, and old age protection
15.30	Break
16.00	Group presentations
17.30	End of Activity
<b>Day 2:</b>	
09.00	Session 4: Social security system in Indonesia
10.30	Break
11.00	Group Work: Parameters of sickness & maternity, work injury, job loss, and old age pension & saving benefits in Indonesia vs ILO standards
12.00	Break
13.00	Group presentations
14.00	Session 5: The role of social partners in governance of social security system
15.00	Group Work: The role of trade unions in governance of social security system
15.30	Break
16.00	Group Work: The role of trade unions in governance of social security system (cont'd)
16.30	Group Presentations
17.30	Fasting Break
19.00	Post-training quiz
19.30	Coffee talks
20.00	Presentation of training result
20.30	End of Activity
<b>Day 3:</b>	
08.00	Check out
09.00	Opening
09.10	Presentations: The roles of social partners in strengthening social security system in Indonesia: Workers & Employers Perspectives
10.30	Break

Time	Activity
11.00	Panel discussions: The roles of social partners in strengthening social security system in Indonesia: Workers & Employers Perspectives
12.00	Workshop evaluation
12.30	Closing
13.00	End of activity