

## **TRAINING WORKSHOP ON INTERNATIONAL LABOUR STANDARDS ON SOCIAL SECURITY AND EMPLOYMENT INSURANCE**

### **Background**

- Indonesia is working on promoting unemployment protection system.
- Request by Ministry of Manpower (MOM) for a comprehensive training on ILO Standards on (un)employment insurance as part of social security system and how it is implemented.
- Part of activities of the ILO-UNIQLO Project on promoting employment insurance system in Indonesia

### **Objectives**

1. Understand the position of unemployment protection as part of a comprehensive social security system.
2. Understand the ILO principles and standards on social security floor and unemployment protection.
3. Learn how these principles and standards are applied and implemented in a comprehensive (un)employment insurance system of a country.
4. Envisage linkages between unemployment benefit, employment services (active labour market policy), and skills training in an effective (un)employment insurance system.
5. Able to provide inputs on promotion of a comprehensive (un)employment insurance system in Indonesia.

### **Participants**

- Members of policy review team of the Ministry of Manpower (15)
- Directors of social protection, domestic placement, vocational training, and planning and development (4)
- Staff Directorate of Social Protection (2)
- Head and staff of legal bureaus (3)
- Special staff (1)
- Total participants: 25-30

### **Tentative venue and dates**

- Place: Aryaduta Hotel, Jakarta (<https://g.page/aryadutajakarta?share>)
- Dates: 20-23 January 2020

### **Proposed programme**

Date/Time	Programme	Remarks
20/01/2020		
08.00	Registration	
08.30	Opening Remarks <ul style="list-style-type: none"><li>▪ Ms. Michiko Miyamoto, ILO Country Director for Indonesia and Timor Leste</li></ul>	

	<ul style="list-style-type: none"> <li>Ms. Haiyani Rumondang, Director General of Industrial Relations and Social Protection, MOM</li> </ul>	
09.00	<b>Introduction to social protection</b>  Mr. Ippei Tsuruga, Senior Technical Officer, ILO Bangkok	Topics: <ul style="list-style-type: none"> <li>What is social security</li> <li>What is social protection</li> <li>Social protection floor</li> <li>Unemployment protection</li> </ul> Session plan: 20' presentation; 10' discussions.
09.30	<b>ILO standards on social protection</b> Mr. Kroum Markov, Social Protection Policy Specialist, ILO Geneva	Topics: <ul style="list-style-type: none"> <li>ILO instruments on social protection: C102 &amp; R202</li> <li>Purpose of C102 &amp; R202</li> <li>Principles in development and governance of a comprehensive social protection system</li> <li>Flexibility clauses</li> </ul> Session Plan: 40' presentation; 20' discussions.  Reference to articles in the convention or recommendation should be made for subject matters discussed in each topic.
10.30	Coffee break	
11.00	<b>ILO standards on social protection (Continued)</b> Mr. Kroum Markov, Social Protection Policy Specialist, ILO Geneva	Topics: <ul style="list-style-type: none"> <li>The 9 branches of social protection (Medical care, employment injury, sickness, invalidity, maternity benefit)</li> </ul> Session Plan: 40' presentation; 20' discussions.  Reference to articles in the convention or recommendation should be made for subject matters discussed in each topic.
12.00	Lunch break	
13.00	<b>ILO standards on social protection (Continued)</b> Mr. Kroum Markov, Social Protection Policy Specialist, ILO Geneva	Topics: <ul style="list-style-type: none"> <li>The 9 branches of social protection (Survivors' benefit, unemployment, old-age, and family benefit)</li> </ul>

		<p>Session Plan: 40' presentation; 20' discussions.</p> <p>Reference to articles in the convention or recommendation should be made for subject matters discussed in each topic.</p>
14.00	<p><b>Group Activity:</b>  <b>Comparison of existing social protection programmes in Indonesia with ILO standards:</b></p> <ol style="list-style-type: none"> <li>1. Medical care</li> <li>2. Employment injury</li> <li>3. Sickness benefit</li> <li>4. Family benefit</li> <li>5. Old-age protection</li> <li>6. Unemployment benefit</li> </ol> <p>Mr. Christianus Panjaitan, National Project Coordinator, ILO Jakarta</p>	<p>Session Plan:</p> <ul style="list-style-type: none"> <li>▪ Participants will be divided into 6 groups of 4 or 5.</li> <li>▪ Each group will discuss and prepare presentation on each topic assigned to them.</li> <li>▪ Groups will be encouraged to present their answers in matrix format.</li> <li>▪ Resource persons will provide information and answers requested by participants.</li> </ul>
14.50	<p><b>Group Presentation:</b></p> <ol style="list-style-type: none"> <li>1. Medical care</li> <li>2. Employment injury</li> </ol>	<p>Session Plan:</p> <ul style="list-style-type: none"> <li>▪ Each group will have 10' presentation and 10' discussions.</li> <li>▪ Resource persons will sit as a panel.</li> <li>▪ Moderator will lead the sessions.</li> </ul>
15.30	Coffee break	
16.00	<p><b>Group Presentation (Continued):</b></p> <ol style="list-style-type: none"> <li>3. Sickness benefit</li> <li>4. Family benefit</li> </ol>	
16.40	<p><b>Group Presentation (Continued):</b></p> <ol style="list-style-type: none"> <li>5. Old-age protection</li> <li>6. Unemployment benefit</li> </ol>	
17.20	End of programme	
<b>21/01/2020</b>		
08.30	Registration	
09.00	Review of yesterday's topics	
09.30	<p><b>ILO Standards on Unemployment Protection</b>  Mr. Kroum Markov, Social Protection Policy Specialist, ILO Geneva</p>	<p>Topics</p> <ul style="list-style-type: none"> <li>▪ ILO instruments on employment protection: C168 &amp; R176</li> <li>▪ Purpose of C168 &amp; R176</li> <li>▪ Principles in development and governance of an (un)employment insurance system</li> <li>▪ Flexibility clauses</li> </ul>

		<p>Session Plan: 40' presentation; 20' discussions.</p> <p>Reference to articles in the convention or recommendation should be made for subject matters discussed in each topic.</p>
10.30	Coffee break	
11.00	<b>ILO Standards on Unemployment Protection</b> Mr. Kroum Markov, Social Protection Policy Specialist, ILO Geneva	<p>Topics:</p> <ul style="list-style-type: none"> <li>▪ Design of (un)employment insurance: <ul style="list-style-type: none"> <li>- Coverage</li> <li>- Benefit level</li> <li>- Benefit duration</li> <li>- Qualifying conditions</li> <li>- Benefit continuation</li> <li>- Waiting period</li> <li>- Contribution</li> <li>- Relation with severance pay</li> </ul> </li> </ul> <p>Session Plan: 40' presentation; 20' discussions.</p> <p>Reference to articles in the convention or recommendation should be made for subject matters discussed in each topic</p>
12.00	Lunch break	
13.00	<b>ILO Standards on Unemployment Protection</b> Mr. Kroum Markov, Social Protection Policy Specialist, ILO Geneva	<p>Topics:</p> <ul style="list-style-type: none"> <li>▪ Design of (un)employment insurance (Continued): <ul style="list-style-type: none"> <li>- Linkages between unemployment benefit, employment service, and skills development training (ALMP).</li> <li>- Legal framework</li> <li>- Institutional set up</li> <li>- Enforcement mechanism</li> </ul> </li> </ul> <p>Session Plan: 40' presentation; 20' discussions.</p> <p>Reference to articles in the convention or recommendation should be made for subject matters discussed in each topic</p>
14.00	<b>Group Activity:</b>	Session Plan:

	<b>Putting the ILO standards on unemployment protection into Indonesian context.</b> <b>1. Coverage</b> <b>2. Benefit level and duration</b> <b>3. Qualifying conditions</b> <b>4. Linkages between unemployment benefit and ALMP</b> <b>5. Institutional set up</b> <b>6. Enforcement mechanism</b>  Mr. Christianus Panjaitan, National Project Coordinator, ILO Jakarta	<ul style="list-style-type: none"> <li>▪ Participants will be divided into 6 groups of 4 or 5.</li> <li>▪ Each group will discuss and prepare presentation on each topic assigned to them.</li> <li>▪ Groups will be encouraged to present their answers in matrix format.</li> </ul> Resource persons will provide information and answers requested by participants.
14.50	<b>Group presentation:</b> <b>1. Coverage</b> <b>2. Benefit level and duration</b>	Session Plan: <ul style="list-style-type: none"> <li>▪ Each group will have 10' presentation and 10' discussions.</li> <li>▪ Resource persons will sit as a panel.</li> <li>▪ Moderator will facilitate discussion.</li> </ul>
15.30	Coffee break	
16.00	<b>Group presentation (Continued):</b> <b>3. Qualifying conditions</b> <b>4. Linkages between unemployment benefit and ALMP</b>	
16.40	<b>Group presentations (Continued):</b> <b>5. Institutional set up</b> <b>6. Enforcement mechanism</b>	
<b>22/01/2020</b>		
08.30	Registration	
09.00	<b>Review of yesterday's topics</b>	
09.20	<b>Employment insurance scheme in Japan</b> Mr. Satoshi Ushijima, Labor Policy Advisor for MOM, JICA	Topics: <ul style="list-style-type: none"> <li>▪ Introduction to social protection system in Japan</li> <li>▪ Unemployment benefits <ul style="list-style-type: none"> <li>- Benefits for general employees and specific types of employees</li> <li>- Allowances for employment promotion, relocation, training etc.</li> </ul> </li> <li>▪ Two services: Linking benefits to ALMPs</li> <li>▪ Financing mechanisms (contribution and tax)</li> <li>▪ Legal frameworks</li> </ul>
11.00	Question and answer	
12.00	Lunch break	
13.00	<b>Public employment service and vocational training in Japan</b>	Topics: <ul style="list-style-type: none"> <li>▪ Contents of services</li> </ul>

	Mr. Yuichi Kuwabara, Section Chief, International Affairs Division, MHLW, Japan	<ul style="list-style-type: none"> <li>▪ Matching method</li> <li>▪ Linkage between PES and vocational training</li> <li>▪ Job vacancies and update</li> </ul>
14.00	Question and answer	
14.30	Coffee break	
15.00	<b>Operation of unemployment benefits in Japan</b> Mr. Satoshi Ushijima, Labor Policy Advisor for MOM, JICA Mr. Yuichi Kuwabara, Section Chief, International Affairs Division, MHLW, Japan	Topics: <ul style="list-style-type: none"> <li>▪ Workflow of payment</li> <li>▪ Application and premium collection</li> <li>▪ Status of unemployment</li> <li>▪ Prevention for fraudulence</li> <li>▪ Data management</li> </ul>
16.00	Question and answer	
<b>23/01/2020</b>		
08.30	Registration	
09.00	<b>Review of yesterday's topics</b>	
09.30	<b>Group activity:</b> <b>Development of an ideal model of (un)employment insurance system in Indonesia</b> <ol style="list-style-type: none"> <li>1. Coverage &amp; qualifying conditions</li> <li>2. Benefit level and duration</li> <li>3. Contribution &amp; relation with severance pay</li> <li>4. Linkage between unemployment benefit and ALMP</li> <li>5. Institutional set up</li> <li>6. Enforcement mechanism</li> </ol> Mr. Christianus Panjaitan, National Project Coordinator, ILO Jakarta	Session Plan: <ul style="list-style-type: none"> <li>▪ Participants will be divided into 6 groups of 4 or 5.</li> <li>▪ Each group will discuss and prepare presentation on each topic assigned to them.</li> <li>▪ Groups will be encouraged to present their answers in matrix format.</li> </ul> Resource persons will provide information and answers requested by participants.
10.30	Coffee break	
11.00	<b>Group activity (Continued):</b> <b>Consolidation of group reports.</b>	Session plan: <ul style="list-style-type: none"> <li>▪ One representative from each group will work together to consolidate respective group report into one report in a matrix format.</li> <li>▪ Other participants will arrange check out from the hotel</li> </ul> Resource person and facilitator will facilitate the process.
12.00	<b>Group presentation:</b> <b>An ideal model of (un)employment insurance for Indonesia</b>	Session plan: <ul style="list-style-type: none"> <li>▪ Report consolidation team will present the final report</li> <li>▪ Resource person will seat as panel</li> </ul>

		<ul style="list-style-type: none"> <li>▪ Moderator will facilitate discussion.</li> </ul>
12.45	Closing remarks: <ul style="list-style-type: none"> <li>▪ Ms. Retno, Director of Social Protection, Ministry of Manpower</li> <li>▪ Mr. Ippei Tsuruga, Senior Technical Officer, ILO Bangkok</li> </ul>	
13.00	Lunch	