



International
Labour
Organization



INTRODUCTION TO UNEMPLOYMENT BENEFIT

Jakarta, March 2020

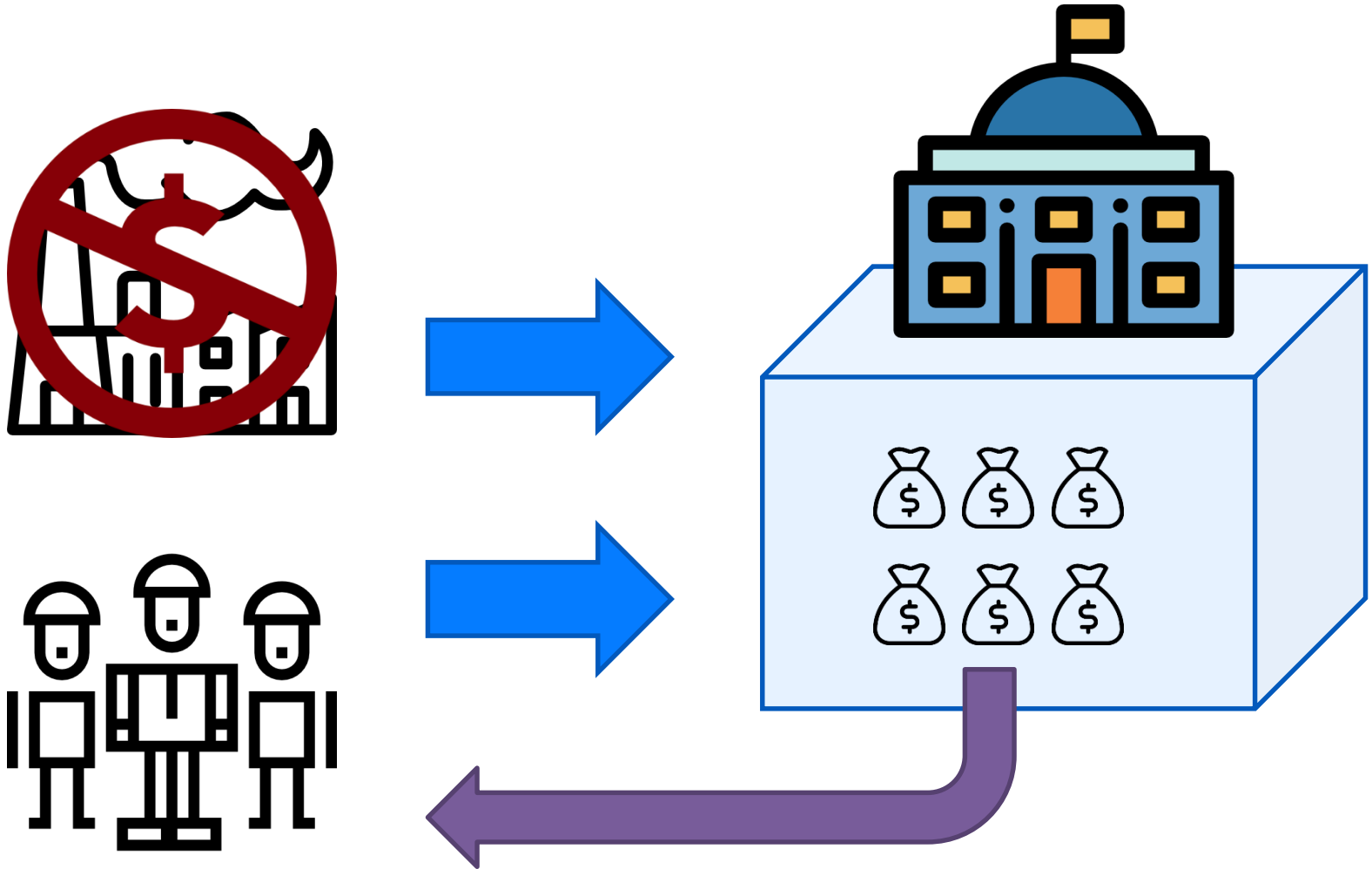
Ippei Tsuruga, Manager, ILO/UNIQLO project
Country Office for the Indonesia and Timor-Leste
International Labour Organization

BASIC CONCEPT

WHO IS UNEMPLOYED?



EMPLOYMENT INSURANCE



PUBLIC EMPLOYMENT SERVICES



HOW CAN SOCIAL SECURITY STANDARDS HELP?

INTERNATIONAL LABOUR STANDARDS

C102

- Convention concerning Minimum Standards of Social Security, 1952 (Part IV – Unemployment Benefit)

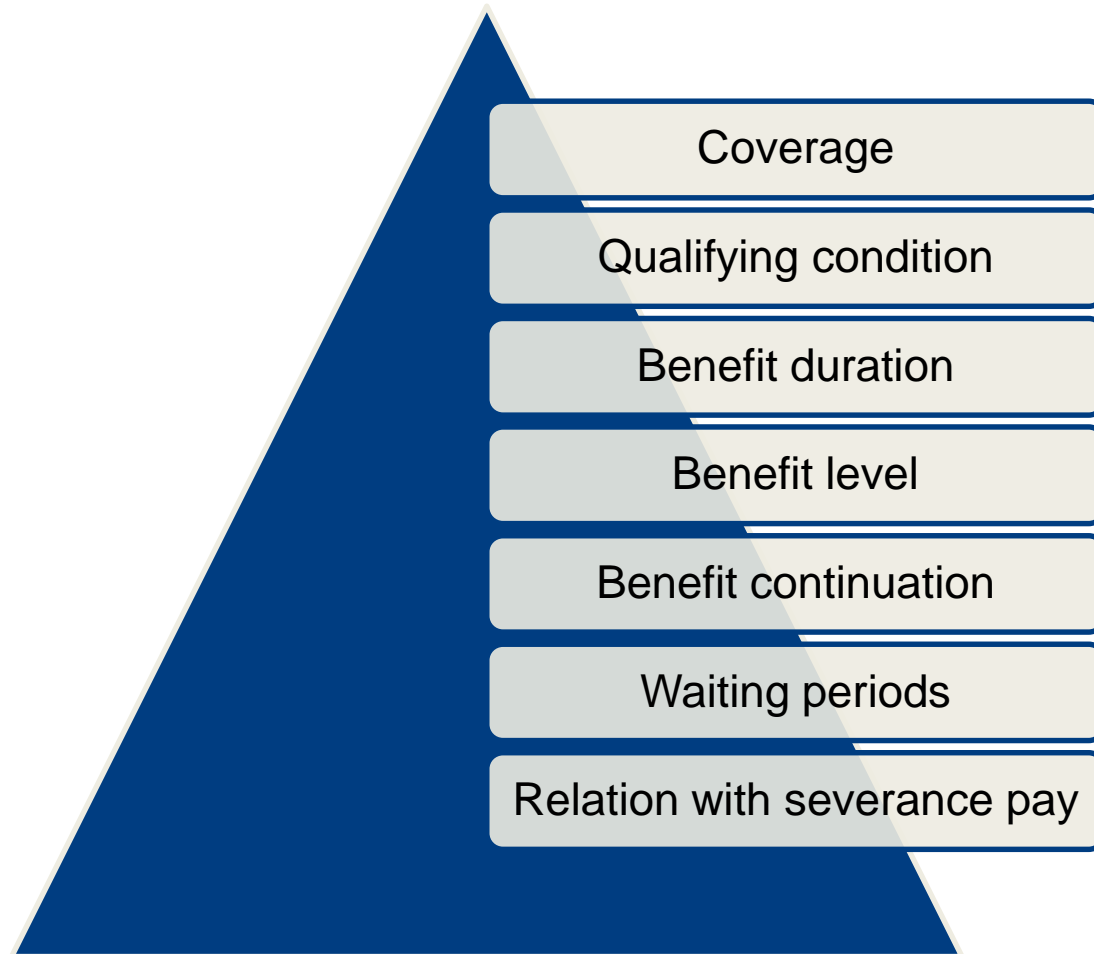
C168

- Convention concerning Employment Promotion and Protection against Unemployment, 1988

R176

- Employment Promotion and Protection against Unemployment Recommendation, 1988

DESIGN OF EMPLOYMENT INSURANCE



COVERAGE

Convention 102	Convention 168
<p>< 50% of all employees</p>	<p>< 85% of all employees (public/private) & apprentices</p> <p>Provisions for seasonal workers and new entrants</p>

BENEFIT LEVEL

Convention 102	Convention 168
<p>Periodical and temporary</p> <p>At least 45% of previous wage</p>	<p>Periodical and temporary</p> <p>At least 50% of previous wage</p>

BENEFIT DURATION

Convention 102

13 weeks
within **12 months**

Convention 168

26 weeks
in each spell of unemployment

Or

39 weeks over any period
of **24 months**

QUALIFYING CONDITION

Convention 102	Convention 168
Aim to prevent abuse	<p>Can exclude:</p> <p>Laid-off for miss-conduct</p> <p>Voluntary termination without just cause</p>

CONTINUATION OF BENEFITS

Maintain their status in order to receive compensation on a regular basis

Report regularly to the local employment office (e.g. Did you apply for a job?)

Normally linked with the **frequency of payments**

Have to accept any **suitable employment offered** to them

CONTINUATION OF BENEFITS

Referrals to training and employment measures should also be followed up

Lump-sum reemployment bonuses

WAITING PERIOD

Convention 102	Convention 168
Maximum 7 days	Maximum 7 days

CONTRIBUTION

Convention 102

Employees' contributions should not exceed **50%** of the financial resources allocated

Determined by **actuarial studies** and calculations

Convention 168

RELATION WITH SEVERANCE PAY

Convention 102	Convention 168
	<p>Possible to reduce the unemployment benefit, if severance pay is also granted</p>

Thank you

Ippei Tsuruga – tsuruga@ilo.org