

RESOLUTION #8: CALLING FOR A WORKER-CENTRED NEW LABOUR LAW IN INDONESIA

The 15th Asia Pacific Regional Conference (APRECON) Meeting in Kathmandu, Nepal, 8 - 11 September 2025

ALARMED that the Indonesian Job Creation Law has created legal uncertainty, increased labour market flexibility, and weakened protection of workers' fundamental rights;

NOTING that a separate process is currently underway to formulate a new Labour Law, independent of the Job Creation Law, which will determine the future direction of employment relations, labour standards and workers' rights.:

INSIST that the entire process of forming the new Labour Law must ensure meaningful social dialogue with trade unions. This dialogue must go beyond symbolic involvement—trade unions must have an active, substantive role in drafting the law.

DEMAND that the new Labour Law refers to a number of previous Constitutional Court Decisions on Law No. 13 of 2003 on Manpower and explicitly include and make legally binding the following:

1. Strict regulation of outsourcing by setting clear limits on contract duration, joint accountability of both labour-supplying and labour-receiving companies, and protection of outsourced workers' rights to fair wages, social security, decent working conditions, freedom of association and collective bargaining;
2. Comprehensive protection for all platforms, informal, and digital economy workers, ensuring they enjoy their rights to decent work, including freedom of association, job security and social protection;
3. Respect and protect the rights of all women workers and advance gender equality, by including prohibition of discrimination, obligations to provide facilities that advance gender equality (lactation room, separate toilets, menstruation and maternity leave). Protection from all forms of violence and harassment in the world of work as mandated by the ILO Convention No. 190;
4. A just and equitable transition for any workers impacted by industrial, digital, technological or energy transition that guarantees impacted workers secure, unionised jobs;
5. Fair and transparent pay setting mechanisms, including adequate minimum wages;
6. Strengthening of social security systems, protection against termination, and the provision of fair severance pay;
7. Effective labour law enforcement mechanisms

REMIND the government of Indonesia that failure to incorporate the abovementioned provisions into the new Labour Law will lead to widening inequality; increased vulnerability of workers to unilateral termination; greater pressure on wages and quality of life due to labour market flexibilization and exploitative employment practices; legitimization of discrimination against women and informal workers; the risk of digitalization and energy transition triggering new social crises; and a rise in industrial relations disputes as well as erosion of public trust in the Labour Law.

APRECON 2025, RESOLUTIONS SUBMITTED BY THE AFFILIATES

RESOLVES that Public Services International (PSI) will fully support Indonesian affiliates in their campaign for fair and pro-worker employment policies in Indonesia and use our voice to advocate internationally for strong employment protections in Indonesia and help build global solidarity to ensure that workers' rights are upheld under the new employment framework.

FURTHER RESOLVES to extend global solidarity to Indonesian affiliates as they continue their fight for a just and fair Labour Law that upholds the rights and dignity of all workers, protects their public services and guarantees a future of decent work and social justice in Indonesia.

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