

## **Resolution No. 1**

### **REPUBLIC OF INDONESIA MINIMUM WAGE SETTING**

The 13<sup>th</sup> ITUC-AP Regional General Council in Singapore on 24 - 25 October 2015:

- CONDEMNING STRONGLY** the Government of Indonesia for its unilateral introduction of a draft regulation on minimum wage setting, without proper consultation with the stakeholders, specifically with trade unions;
- DENOUNCING** that such an action to exclude trade unions in the minimum wage negotiation process is a destruction to the promotion of social dialogue and efforts made by the unions to improve the base for the minimum wage; and contravenes the ILO Convention No. 131 (1970) on Minimum Wage Fixing which requires full consultation with trade unions and employers on the establishment, operation and modification of minimum wage machinery. Furthermore, the action clearly shows regressive attempts to deny the creation of better ASEAN labour standards in the region;
- DEPLORING** that the government draft regulation on minimum wage setting based only on inflation and economic growth defies the articles 88 and 89 of the Labour Law No. 13 / 2013 where the government shall set the minimum wage based on the needs of decent living and the Indonesian Constitution 1945 Article 28 that every citizen has the right to work and decent living for humanity;
- RECALLING** for several decades minimum wage fixing in Indonesia has been based on the established tripartism that has proven to be beneficial to the improvement of people's living standards, being compatible with strong economic growth, increase in employment, increasing investment and poverty reduction;
- FURTHER RECALING** that since October 2014, the Indonesian Government under President Joko Widodo has prioritised boosting investment to support Indonesia's economic growth with quality jobs, including better wages and workings conditions, among others;
- EXPRESSING DEEP CONCERN** that rising inequality everywhere in the region including Indonesia constitute threats to democracy and worsens social cohesion and stability. Indonesia is among the countries with the highest levels of income inequality in the world with the GINI Index of 38.1 (WB Nov. 2013);

**STRONGLY BELIEVING**

that minimum wage is crucial to increase domestic purchasing power thus leading to income led sustainable growth and a fair minimum wage is essential in determining the income security of millions of Indonesian workers and their families;

**SUPPORTS**

affiliates in Indonesia for their action to create a United Front and mobilise union members against the move of the government;

**URGES**

the Government of Indonesia:

To fully respect social dialogue based on tripartite consensus on the workers' issues including the minimum wage setting negotiation and;

- To observe the Indonesian Constitution 1945 and the Labour Law No. 13 / 2003 so that the minimum wage can fulfil the needs of workers decently; and
- To withdraw the unilaterally proposed amendment immediately.

## Resolution No. 2

### STEPPING UP JOINT EFFORTS TO CURB GENDER-BASED VIOLENCE (GBV) AT THE WORKPLACE

The 13<sup>th</sup> ITUC-AP Regional General Council in Singapore on 24 - 25 October 2015:

- RECOGNISES** the significant negative impact of GBV on national economies, workplaces, enterprises and workers, affecting mostly women, in terms of safety hazards, decreased well-being, productivity, health, economic and social costs, among others;
- APPRECIATES** the diversity of actions taken by affiliates, working with parties and allies, to address GBV at work, including pioneering workplace surveys which bring together solid evidence of the link between GBV and the world of work, and the potential gains for workplaces as unique settings for promoting GBV prevention, workers' safety and protecting and assisting affected workers;
- RECOGNISES FURTHER** that preventing and dealing with the impact of GBV at work is not just a "women's issue" but a gender equality and human rights challenge that concerns and affects all, including men;
- REITERATES** that work towards equality, in particular, economic empowerment and equal participation of women in decision-making, is the lasting and sustainable solution to eradicating GBV;
- REAFFIRMS** its commitment to the continuing and full implementation of previous related resolutions in 2010<sup>1</sup>, 2012<sup>2</sup>, and 2014<sup>3</sup> which called for, among others, a specific ILO instrument on gender-based violence and implementation of strategies to prevent and eradicate GBV at work;
- CALLS ON AFFILIATES**
1. To deepen the understanding of GBV, contribute to the international knowledge base and support evidence-informed union work on this issue by replicating workplace surveys on GBV and its impact on workers and workplaces;
  2. To continue to push the GBV agenda at the forefront of debates with employers and governments at various levels;

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<sup>1</sup> Elimination and Prevention of Violence Against Women (4<sup>th</sup> ITUC-AP RGC Meeting, 23 - 25 November 2010)

<sup>2</sup> Trade Union Action Against Sexual Harassment (8<sup>th</sup> ITUC-AP RGC Meeting, 2-3 November 2012)

<sup>3</sup> Supporting an ILO Instrument for Gender-Based Violence at the Workplace (10<sup>th</sup> ITUC-AP RGC Meeting, 27 - 28 October 2014)

3. To continue to build and share knowledge and best practices; raise awareness among workers, employers and communities; collaborate on prevention and joint work to stop GBV at work and assist victims;
4. To intensify actions at every level to get more men involved as partners and advocates in advancing gender equality and GBV prevention and sustain dialogues within our own organisations and between men and women on these issues; and
5. To demonstrate and translate sustained leadership, commitment and support for gender equality, women's empowerment and leadership into tangible concrete actions and resources to carry out this work.

## **Resolution No. 3**

### **ECONOMIC BLOCKADE IN NEPAL**

The 13<sup>th</sup> ITUC-AP Regional General Council in Singapore on 24 - 25 October 2015:

#### **EXPRESSES**

deep concern over the un-declared blockade at the Nepal-India border. The five-week long blockade has led to shortage of the essential supplies including medicines, fuel and gasoline and serious negative impact on the landlocked country. It has particularly worsened the plight of the working families in Nepal which are yet to recover from the devastating earthquake of April 2015;

#### **NOTES**

the reported loss of hundreds of thousands jobs, large number of business closures and increasing frustration of the general public with the blockade supported by the regional political parties in the country;

#### **RECALLS**

that the ITUC-AP had congratulated the people of Nepal and our affiliates for the adoption of the new constitution by the Constituent Assembly on 20 September 2015 to end the decade-long constitutional deadlock;

#### **IS OF THE VIEW**

that the autonomy of the people and government of Nepal to decide their constitution and democratic system should be recognised and respected;

#### **APPEALS**

to the Indian government to support the constitution process in Nepal and create the necessary conditions by ensuring that the regular supply of the essentials and goods, and the everyday life of the people in Nepal are back to normal by keeping the border trade open.

#### **REITERATES**

its support to our affiliates and the workers of Nepal in their struggle for restoring the democratic process.