



**Vision, Mission, Policy,  
Strategy and Program of  
National Occupational  
Safety and Health (OSH)**

**2007-2010**



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**The National Occupational Safety and Health Council  
(DK3N)**





# FOREWORD

## The Minister of Manpower and Transmigration of The Republic of Indonesia

First of all I welcome the preparation of Vision, Mission, Policy, Strategy and Program of National Occupational Safety and Health (OSH) by the National Occupational Safety and Health Council (DK3N) which was facilitated by the ILO and supported by the National Executive Board of the Association of Indonesian Employers (DPN APINDO). I hope that this can become a basic guideline for all concerned in building an Indonesian society with culturally OSH compliance.

Occupational safety and health application is one of the efforts to create a safe, healthy and efficient working environment, free of occupational accidents, disease, and pollution. Improved productivity regarding occupational safety as stipulated in Law No.1 of 1970 is also a goal. As we know, occupational accidents could cause not only casualties but also a loss for the workers and employers and disturbance in the overall production process. These factors could damage the environment and affect the broader scope of a community. It is necessary to apply concrete efforts in order to optimally prevent and reduce the risks of occupational accident and disease in the workplace. In-depth analyses would reveal that accidents due to explosion, fire and occupational disease are generally caused by ignorance of good and appropriate OSH compliance.

The endeavors that we have attended to so far, including formulation and revision of regulations, technical standards, inspection, consultation, training and socialization, gave impact to awareness about the corporate management and employees in general on the importance of occupational safety and health application, which will eventually improve working efficiency and productivity. However, it is not complete if the coordination within each sector is not appropriately managed. Thus, each sector is running according to each sector's interest.



Since the enactment of Law No. 22 of 1999, then amended by Law No. 32 of 2004 and Government Regulation No. 25 of 2000, which gives full operational authorization to the region, many interpretations of its implementation were established. This caused disturbance to the inspection of OSH application intended by the Occupational Safety Law No. 1 of 1970.

Therefore it is expected that the issuance of the Vision, Mission, Policy, Strategy and Program of National Occupational Safety and Health will unify differing perceptions and facilitate OSH compliance in Indonesia. Those responsible for OSH standards should refer to the respective regulation, i.e. Law No. 1 of 1970 concerning occupational safety.

I would like to express my appreciation and gratitude to all parties involved in the preparation of the Vision, Mission, Policy, Strategy and Program of National Occupational Safety and Health.

MINISTER  
MANPOWER AND TRANSMIGRATION  
REPUBLIC OF INDONESIA

ERMAN SUPARNO



# INTRODUCTION

## The National Occupational Safety And Health Council (DK3N)

Today's national development is highly dependent on the quality, competence and professionalism of human resources including those of occupational safety and health practitioners. From the viewpoint of the world of business, good productivity and competitiveness are needed in order to be able to participate in international and domestic business. One factor that must be guarded and maintained to the best of one's ability is the implementation of occupational safety and health in various activities of society, especially in the world of work.

Every year, all over the world, there are 270 million occupational accidents, 160 million workers suffering from occupational diseases, 2.2 million occupational deaths and OSH-related financial losses of US\$1.25 trillion.

There were more than 300,000 occupational accidents, more than 5,000 deaths, more than 500 permanent disabilities, and more than IDR 550 billion in OSH-related compensation that had been paid in Indonesia from 2002 to 2005, according to the data of PT. Jamsostek (a state-owned limited liability company in the business of social security of workers). This compensation was part of OSH-related direct losses incurred by 7.5 million formal sector workers who were active participants of Jamsostek (social security programs for workers).

It is estimated that the indirect losses of the entire formal sector are more than IDR 2 trillion, most of which are the losses of the business world. In other words, this is the loss of productivity on the part of the business world because of the OSH factor.

Likewise, an ILO survey states that of 100 countries surveyed, Indonesia ranks second from bottom in terms of competitiveness because of the OSH factor.

The international community demands today's business world to perform "decent work", "global compact", [and] "Corporate Social Responsibility" in which OSH is one of the important factors.



The Vision, Mission, Policy, Strategy, and Program of this National Occupational Safety and Health plan are intended to encourage the world of business and the world of work in Indonesia to base its operation on OSH culture in compliance with both national and international laws and regulations.

The implementation requires coordination and harmonization between and among related sectors, especially within the government's authorities.

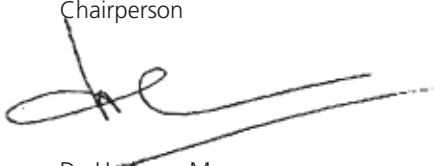
Hopefully all related sectors are able to implement OSH programs in an integrated and coordinated manner and harmonization [among such programs] take place so that OSH culture in the life of the nation and in the arena of work can flourish as well as possible.

To reach OSH friendly business world and workplaces and to implement national regulation on OSH in Indonesia, the National Occupational Safety and Health Council (DK3N) as a tripartite institution initiated the development of Vision, Mission, Policy, Strategy and Program of National OSH. DK3N was established by the Government of Indonesia through the Manpower and Transmigration Ministerial Decree every two years, which is comprised of ten members from several ministries of the government, ten members from various sectors of the employers' association, and ten members from various trade unions.

We would like to express our appreciation to all parties involved, especially to the DPN APINDO and the ILO Jakarta Office.

May The One and Only God always guide our nation towards a just and prosperous society based on the Pancasila, Amen.

National Occupational Safety and Health Council  
Chairperson



Dr. Harjono, Msc.



## VISION – MISSION

### **Vision:**

The coming into being of Occupational Safety and Health (OSH) culture in Indonesia

### **Missions:**

1. Enhancing synergistic coordination among stakeholders in occupational safety and health
2. Improving the independence of the world of business in applying occupational safety and health
3. Increasing competition among and the competitiveness of OSH workers





# POLICIES, STRATEGIES

## Policies

1. Enhancing coordination based on mutually supportive partnership.
2. Empowering entrepreneurs, workers and the government so that they are able to apply and enhance occupational safety and health culture.
3. The government plays a role as both facilitator and regulator [Urging the government to serve as facilitator and regulator of occupational safety and health].
4. The application of occupational safety and health management system (SMK3) as an inseparable part of the company's management. [Incorporating occupational safety and health management system into and making it part of the company's management]
5. Understanding and application of sustainable occupational safety and health norms.

## Strategies

1. Increasing the commitment of employers and workers in the field of occupational safety and health.



2. Enhancing the roles and functions of all sectors in the implementation of occupational safety and health.
3. Enhancing the employer and the worker's ability, understanding, attitude, and behavior in relation to occupational safety and health culture.
4. Implementing occupational safety and health through risk management and the management of risky behavior.
5. Developing occupational safety and health assessment system (OSH system audit) in the world of business.
6. Accompanying and strengthening micro, small and medium enterprises (UMKM) in applying and enhancing occupational safety and health culture.
7. Improving the application of an integrated occupational safety and health information system.
8. Instilling understanding on occupational safety and health from early age to higher education.
9. Enhancing the role of professional organizations, universities, practitioners and other components in society in improving the understanding, ability, attitude, [and] behavior associated with occupational safety and health culture.
10. Enhancing the integration of occupational safety and health in all scientific disciplines.



## NATIONAL OCCUPATIONAL SAFETY AND HEALTH WORK PROGRAM 2007 - 2010

Main Program	Sub Program	Implementing Strategies	Responsible Institutions	Target	Indicators	Source of funding
<b>1. Coordination and synergy among stakeholders</b>	1.1 Improving national OSH coordination	<ol style="list-style-type: none"><li>i. Revitalization of independent National OSH Council with a Presidential Decree.</li><li>ii. Establishment of independent OSH councils at provincial and district/ city level with Governor/ District Chief decrees.</li><li>iii. Improving cooperation among government ministries/ departments.</li><li>iv. Structure of duties, competence and responsibilities of members of National, Provincial, District/ City OSH Councils.</li></ol>	National OSH Council, Ministry of Manpower and Transmigration and other related technical government agencies.		<ul style="list-style-type: none"><li>• The issuance of a Presidential Decree on the National OSH Council.</li><li>• The flow and order of work, duties, responsibilities &amp; competence of members of National/ Provincial/ District/ City OSH Councils having been drawn up.</li></ul>	State budget

Main Program	Sub Program	Implementing Strategies	Responsible Institutions	Target	Indicators	Source of funding
	1.2 Improvement of OSH coordination among Central, Provincial, District/ City-level entities	[Providing] OSH advocacy to policymakers from central government to local governments.	National OSH Council, Ministry of Manpower & Transmigration and other related technical government agencies.		There is communication between National OSH Council and policy makers at central, provincial, district/ city governments all over Indonesia.	State budget
<b>2. Harmonization of laws and regulations, standards &amp; guidelines on OSH</b>	2.1 Evaluation of all OSH laws and regulations	Studying and analyzing all OSH laws and regulations that are no longer in alignment.	Ministry of Manpower & Transmigration and other related technical government agencies, academicians, professional associations, NGO [self-help organizations/ non-government organizations], APINDO, trade/ labor unions.		Completion of the stocktaking of OSH laws and regulations that are out of alignment.	State budget
	2.2 Formulation of OSH laws and regulations that are harmonious and integrated	<ul style="list-style-type: none"> <li>i. Amendment to Act No. 1 of the year 1970, and other laws and regulations</li> <li>ii. Improvement [revision] of</li> </ul>	Ministry of Manpower and Transmigration and other related technical government agencies.		The issuance of OSH laws and regulations that are in alignment with current conditions.	State budget





Main Program	Sub Program	Implementing Strategies	Responsible Institutions	Target	Indicators	Source of funding
		regulations that are not in line with tripartite mechanisms iii. So that attention be paid to ILO conventions on OSH, that is, C187, C155, C161, and C81.				
	2.3 Formulation of implementing guidelines on OSH	Formulation of implementing guidelines on OSH by involving related technical departments (in an integrated manner) and by giving priority to industrial, agriculture, forestry, fishery, transportation, mining and service sectors.	Ministry of Manpower & Transmigration and other related technical government agencies/ departments, academicians, and professional associations.		Implementing guidelines on OSH in priority sectors developed.	State budget
	2.4 Developing OSH standards	Developing OSH standards [and putting them] into SNI [Indonesia National Standards] by involving related	National OSH Council, Ministry of Manpower & Transmigration, BSN [National Certification		Five SNI (Indonesia National Standard] in the field of OSH are developed every year.	State budget

Main Program	Sub Program	Implementing Strategies	Responsible Institutions	Target	Indicators	Source of funding
		technical departments (in an integrated manner).	Board], related technical agencies/ departments, academicians, and professional associations.			
<b>3. Improving the roles &amp; functions of OSH inspection</b>	3.1 Strengthening the roles and functions of OSH inspecting agencies	<ul style="list-style-type: none"> <li>i. Improving coordination among inter-departmental inspectors.</li> <li>ii. Annual report on inspection results &amp; analyses is published and used as indicator of compliance in the implementation of OSH.</li> </ul>	Ministry of Manpower & Transmigration and other related technical government agencies.		50% of companies complying with OSH laws and regulations in 2010.	State budget
	3.2 Strengthening the roles and functions of human resources involved in OSH inspection	<ul style="list-style-type: none"> <li>i. Stocktaking of OSH inspectors, improving their quality &amp; quantity at national, provincial, district/ city and enterprise levels.</li> </ul>				





Main Program	Sub Program	Implementing Strategies	Responsible Institutions	Target	Indicators	Source of funding
		ii. Inspectors function as OSH inspectors, partners and tutors in companies.				
<b>4. OSH implementation in the world of business</b>	4.1 Improving the employer and the worker's commitments to the implementation of OSH.	Encouraging companies to develop OSH policies and establishing OSH Supervising Committees (P2K3).	National OSH Council, Ministry of Manpower & Transmigration, APINDO, trade/ labor unions.		50% of companies having written OSH policy in 2010	Self-funding
	4.2 Empowering OSH institutions and human resources in the world of business	i. Establishing and training P2K3. ii. The establishment of P2K3 is linked [or set as a prerequisite] to [obtain] business permit. iii. The integration of SMK3 [OSH management system] in the organization and management of the	National OSH Council, Ministry of Manpower & Transmigration and other related technical government agencies, professional associations, Ministry of Trade, trade/ labor unions.		<ul style="list-style-type: none"> <li>50% of companies already established P2K3 in 2010.</li> <li>50% of big companies implementing OSH that is integrated into the management in 2010.</li> </ul>	State budget– and Self-funding

Main Program	Sub Program	Implementing Strategies	Responsible Institutions	Target	Indicators	Source of funding
		<p>company is linked [or set as a prerequisite] to [obtain] permits.</p> <p>iv. Providing close assistance/ coaching to companies that need assistance in implementing OSH.</p>			<ul style="list-style-type: none"> <li>50% of companies implementing OSH in 2010.</li> </ul>	
	4.3 Awards for the application of OSH implementation	The granting of awards and incentives (such as tax relief, discounted insurance premiums) to companies that have succeeded in implementing OSH properly.	National OSH Council, Ministry of Manpower & Transmigration, Ministry of Finance, PT Jamsostek, trade/ labor unions.	Implemented in 2008	10% of companies in Indonesia receiving zero accident awards in 2010.	State budget and self-funding
	4.4 Implementation of OSH in high-risk sectors or labor-intensive sectors.	<p>i. Drawing up OSH guidelines.</p> <p>ii. Providing OSH training to employers and workers.</p> <p>iii. Drawing up regional emergency response plans.</p>	National OSH Council, Ministry of Manpower & Transmigration, Local governments, related technical departments, academicians, and professional associations.			State budget and self-funding







Main Program	Sub Program	Implementing Strategies	Responsible Institutions	Target	Indicators	Source of funding
	4.5 Implementation of OSH in micro, small and medium enterprises (UMKM).	<ul style="list-style-type: none"><li>i. Implementation of OSH in micro, small and medium enterprises by involving available public health facilities (such as puskesmas [public health centers], Pos UKK [public health undertaking posts) and groups of micro, small and medium enterprises (such as groups of farmers, craftsmen/ artisans, mobile street vendors/ hawkers/ peddlers/ sidewalk vendors).</li><li>ii. Disseminating OSH information to employers/ workers.</li><li>iii. Drawing up OSH guidelines for</li></ul>	National OSH Council, Ministry of Manpower & Transmigration, Ministry of Health, professional associations, Jamsostek , Ministry of Small & Medium Enterprises & Cooperatives, Ministry of Communication and Information .		25% groups of micro, small and medium enterprises (UMKM) implementing OSH in 2010.	State budget and self-funding

Main Program	Sub Program	Implementing Strategies	Responsible Institutions	Target	Indicators	Source of funding
		<p>each group of micro, small and medium enterprises.</p> <p>iv . Providing OSH training to employers and workers.</p> <p>v. Including micro, small, &amp; medium enterprise workers into workers insurance system.</p>				
	4.6 Implementing OSH in the government sector	<p>i. Drawing up OSH guidelines for government agencies</p> <p>ii. Providing OSH training to government employees.</p> <p>iii. Including government employees into a workers insurance system [making them join workers' compensation insurance scheme].</p>	National OSH Council, KORPRI (Corp of Civil Servants of the Republic of Indonesia), Ministry of Manpower & Transmigration, Ministry of Health, BKN [National Civil Servant Personnel Agency], Askes [Health Insurance], Jamsostek.		<ul style="list-style-type: none"> <li>• 50% of ministerial departments implementing OSH in 2010.</li> <li>• 75% of government employees becoming participants of occupational accidents insurance program in 2010.</li> </ul>	State budget





Main Program	Sub Program	Implementing Strategies	Responsible Institutions	Target	Indicators	Source of funding
<b>5. OSH maintenance and enhancing OSH competence</b>	5.1 Dissemination of information on OSH	Organizing OSH Day every Monday & filling it with activities aimed at disseminating and informing the general public on OSH.	National OSH Council, Ministry of Manpower & Transmigration, Ministry of Home Affairs, Ministry of Health, APINDO, trade/ labor unions.		A drop in the rate of occupational accidents by 50% from 2006 to 2010.	Self-funding
		All effort made to encourage all the media to have a [special] section/ column on OSH.	National OSH Council, Ministry of Manpower & Transmigration, Ministry of Communication & Information, Ministry of Health, academicians, professional associations.		50% of the media have an OSH column/ section in 2010.	Self-funding
	5.2 Establishment of OSH competence standards & OSH training institutions	i. Establishing OSH Professional Certification Institution (OSH LSP). ii. Establishing OSH Professional Education & Training Institution (OSH LDP).	National OSH Council, Professional associations, Universities, BNSP [National Professional Certification Board].	<ul style="list-style-type: none"> <li>• OSH LSP realized in 2007.</li> <li>• OSH LDP realized in 2007.</li> </ul>	10,000 OSH workers certified in 2010.	State budget and self-funding

Main Program	Sub Program	Implementing Strategies	Responsible Institutions	Target	Indicators	Source of funding
		iii. Developing Indonesia National Standards of Occupational Competence (SKKNI) in OSH.				
	5.3 Introduction of OSH in all sectors through websites, books, and other mediums	i. Introduction of OSH to government.	National OSH Council, Ministry of Manpower & Transmigration, related technical departments / agencies & BKN [National Civil Servant Personnel Agency].		50% of government ministries implementing OSH in 2010.	State budget
		ii. Introduction of OSH to employers & workers.	National OSH Council, Ministry of Manpower & Transmigration, sectors, professional associations, academicians, APINDO, trade/ labor unions.		50% of companies implementing OSH in 2010.	State budget and self-funding
		iii. Introduction to OSH from early age, school age until university.	National OSH Council, Ministry of Manpower & Transmigration,		<ul style="list-style-type: none"> <li>50% of schools and universities applying OSH</li> </ul>	State budget and self-funding





Main Program	Sub Program	Implementing Strategies	Responsible Institutions	Target	Indicators	Source of funding
		<ul style="list-style-type: none"> <li>iv. Improving the role of professional organizations.</li> <li>v. Improving the competence of OSH practitioners.</li> </ul>	Ministry of National Education, sectors, professional associations, academicians.		<p>materials to educational curricula in the year 2010.</p> <ul style="list-style-type: none"> <li>• 10.000 OSH practitioners are certified.</li> </ul>	
<b>6. Implementation of integrated OSH information system</b>	6.1 Establishment of integrated national OSH information system	<ul style="list-style-type: none"> <li>i. Establishing the flow of OSH reporting from companies/ workplaces to district/ city, provincial, central OSH agencies.</li> <li>ii. Developing simple and easy to implement forms and procedures of formalized reporting by involving all sectors</li> </ul>	National OSH Council, Ministry of Manpower & Transmigration, related technical departments, professional associations.		<ul style="list-style-type: none"> <li>• Systematic arrangement and structuring of OSH data in 2010.</li> <li>• 50% of companies making reports using forms and formalized procedures in 2010.</li> </ul>	State budget
	6.2 Establishment of National OSH Information Center	<ul style="list-style-type: none"> <li>i. Establishment of National OSH Information Center as an institution under the National OSH Council.</li> </ul>	National OSH Council, Ministry of Communication & Information, Ministry of Manpower & Transmigration, Ministry of Health, professional associations.		Improvement of OSH communication and information activities by 50% in 2010.	