



File: PSI/APRO/Indonesia/FSPFARKESR2018

3 September 2018

Contact Name: kate.lappin@world-psi.org (Cc ian.mariano@world-psi.org)

His Excellency Hanif Dhakiri

Minister of Manpower, Republic of Indonesia
Kementerian Ketenagakerjaan Republik Indonesia
Jl. Jendral Gatot Subroto Kav. 51,
Daerah Khusus Ibukota Jakarta 12750, Indonesia

Subject: Dismissal of Idris Idham, President FSP FARKES Reformasi

Dear Minister Dhakiri,

Public Service International (PSI), the global union federation for more than 20 million workers delivering public services worldwide, is deeply concerned about the dismissal of Idris Idham, President of Federasi Serikat Pekerja Farmasi dan Kesehatan Reformasi (FSP FARKES R). The facts of this matter point to an unlawful dismissal of an elected union leader in direct contravention of international law and Indonesia's obligations.

Idris Idham is elected National President of FSP FARKES Reformasi and mandated to serve from 2017 to 2022. He is also the Vice President of the national union center Konfederasi Serikat Pekerja Indonesia (KSPI).

A collective bargaining agreement (Perjanjian Kerja Bersama or PKB) was agreed by Rumah Sakit Islam Jakarta (RSIJ) Pondok Kopi and PUK FSP FARKES Reformasi RSIJ and governs labour conditions of employment. As President he is entitled to union leave and has honoured the agreed processes to undertake external obligations. He was dismissed for allegedly failing to use the finger scanning equipment. This incursion, if proven, is not a justifiable reason for dismissal. Instead this minor oversight has been used as a thinly veiled attempt at union busting.

PSI is demanding the immediate reinstatement of President Idris Idham.

Indonesia has ratified all 8 core Conventions of the International Labour Organisation in June 1998, including ILO Convention No. 87 on Freedom of Association and Protection of Rights to Organize. Indonesian Law no. 21/2000 on Trade Union/Labour Union provides that:

1. Workers have the right to establish a union and become a member of a union;
2. Unions have the right to protect, defend and increase workers welfare along with their families;
3. Workers from any anti-union discrimination and unjust dismissal.

PSI urges the Government of the Republic of Indonesia to:

1. Take immediate and firm action to ensure intimidation and threats against union leaders and members in RSIJ cease, and that management is held accountable for unlawful actions;

2. Intervene to ensure President Idris Idham is reinstated to his position within RSIJ and provided with compensation for the unlawful dismissal.

PSI stands willing to cooperate with your ministry, together with our affiliates in Indonesia, to ensure that ILO obligations are fulfilled and that social dialogue, rather than conflictual industrial relations, is used to address any conflicts.

Yours sincerely,



Kate Lappin
Regional Secretary

Cc

1. Direktorat Jenderal Pembinaan Hubungan Industrial dan Jaminan Sosial Tenaga Kerja
2. Direktorat Jenderal Pembinaan Pengawasan Ketenagakerjaan dan Keselamatan dan Kesehatan Kerja
3. Direksi and Yayasan RSIJ
4. KSPI
5. ILO Country Office for Indonesia and Timor-Leste
6. IndustriAll Global
7. IndustriAll Indonesia
8. IndustriAll Southeast Asia Office
9. DPP FSP FARKES Reformasi
10. All PSI Indonesia affiliates
11. Rosa Pavanelli, PSI General Secretary