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SASK-PSI 4617 Project: Advancing Trade Union Rights in Indonesia & Philippines

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SASK in a Nutshell

- **SASK is a solidarity support organization** promoting decent work and core labour standards in the Global South.
- **36 Finnish trade union organizations members**
 - 2 national confederations SAK and STTK
 - 34 trade unions
- Partners with **Global Union Federation (GUFs) and trade union organisations** in the Global South.

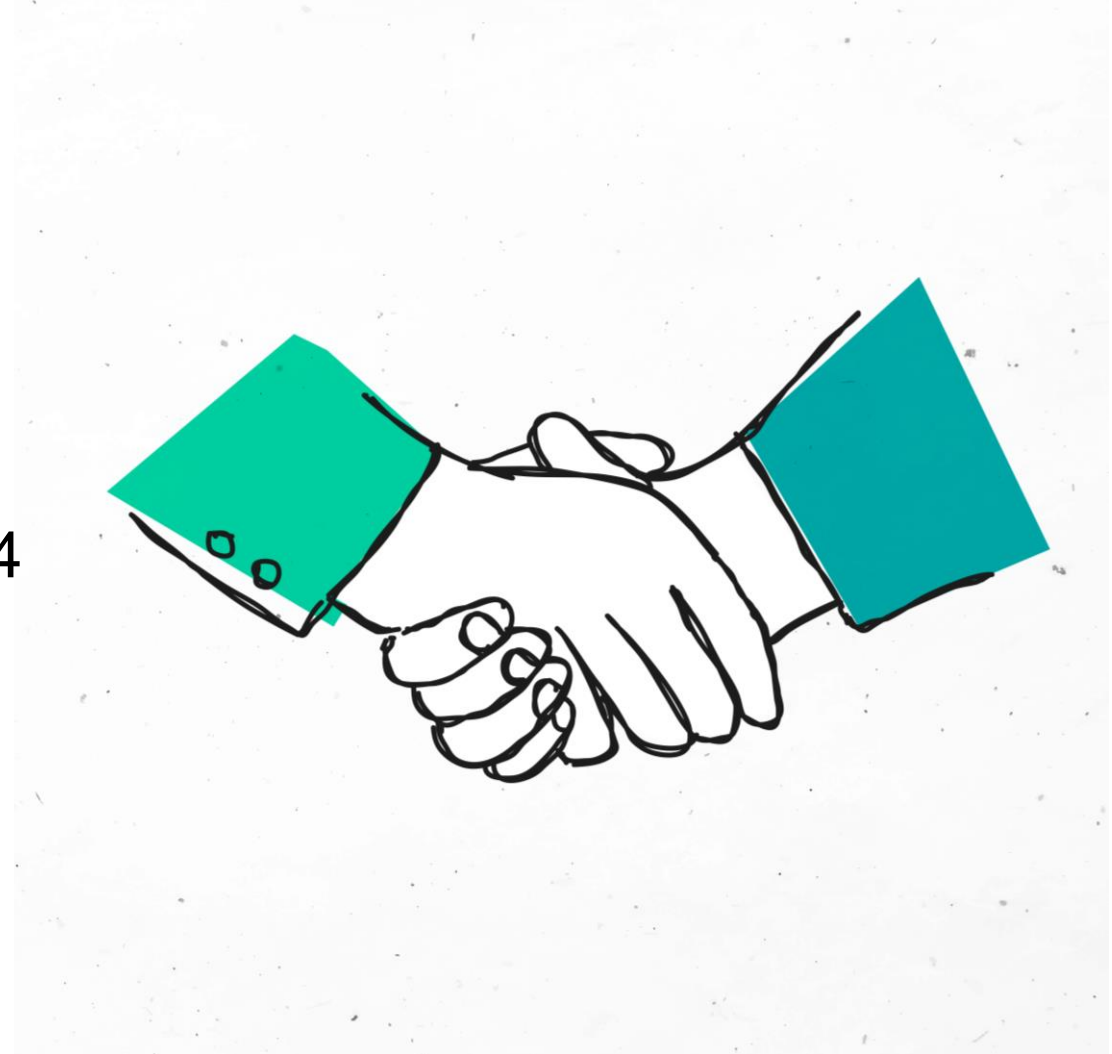


SASK on the Map



SASK in Figure

- **Annual budget of 5.5 million Euro**
 - 81% for international operation
 - 8% for communication and advocacy
 - 11% for administration
- **SASK structure:** Board members and 14 staffs, including 3 in the Global South
- **Source of funding**
 - 78% from ministry of foreign affairs
 - 17% from SASK affiliates
 - 5% from other sources



SASK's Way of Working

- Projects cooperation with **GUFs, national centres, federations, or local unions**
- **Length of a project: 4 years**
- Possibility for **quick action support**
- **Objective: Building the capacity** of the local actors to accomplish long term change
 - Organizing
 - Capacity building
 - Social dialogue
 - Advocacy
 - Campaign
 - Research

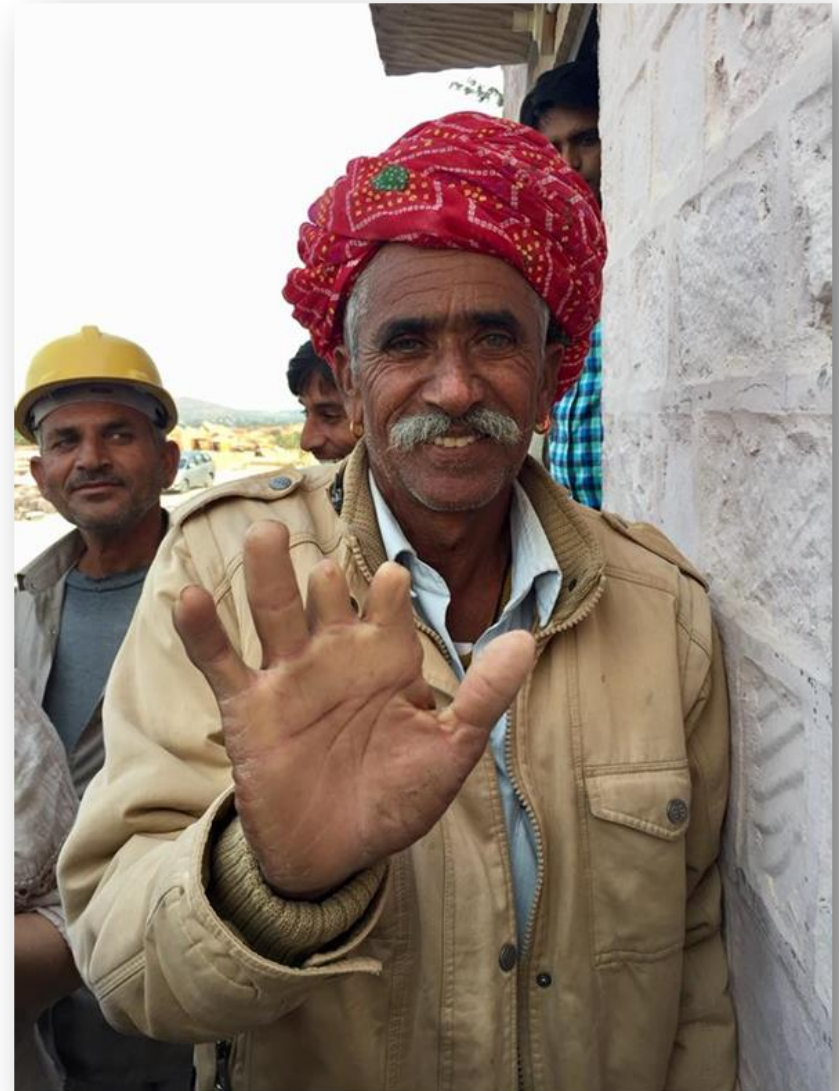


SASK's Themes

- Worker representation and right to organise
- Occupational health and safety
- Migrant work
- Equality and non-discrimination
- Just transition
- Digitalisation and new forms of work

Focus on changing the structures and legislation

Based on the principle of decent work



SASK's Affiliates



pro



Yhteiskunta-alan
korkeakoulutetut ry



Suomen Laivanpäälystöliitto -
Finlands Skeppsbefälsförbund r.y.

Merimies-Unioni



SÄHKÖLIITTO
Enemmän voimaa yhdessä

Teme



Suomen Sosialidemokraattinen Sanomalehtimiesliitto



TIETEEN TEKIJÖIDEN LIITTO
FORSKARFÖRBUNDET
The Finnish Union of University Researchers and Teachers



Insinööriiliitto



aki

Kirkon akateemiset —
Kyrkans akademiker AKI r.y.



KASVATUKSEN
JA NUORISOTYÖN
ASiantuntijat KNT ry.



Jyty



LOIMU



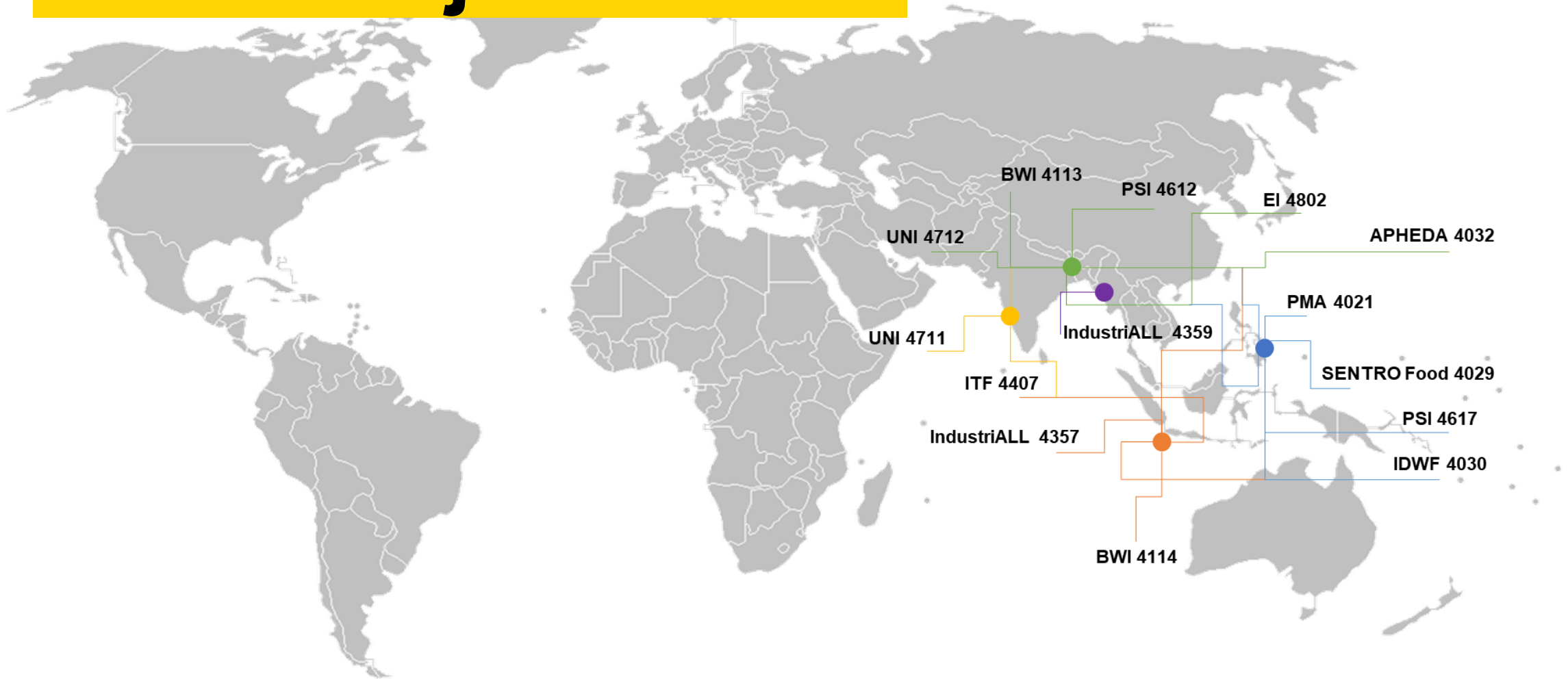
Talentia

SASK's Project Partners

- **International Trade Union Congress (ITUC)** and its regional organisations with 175 million members in 325 affiliates in 161 countries and territories.
- **ILO Actrav and Apheda (Union Aid Abroad)** from Australia and **GLU-WITS** in South Africa
- **Building and Woodworkers' International (BWI)** with 351 trade unions from 127 countries represents 12 million members.
- **Education International (EI)** with 383 trade unions in more than 178 countries represents 33 million teachers.
- **IndustriALL Global Union** in 140 countries represents 50 million workers .
- **International Transport Workers' Federation (ITF)** with nearly 700 trade unions representing 20 million transport workers from 150 countries.
- **UNI Global Union** represents 20 million members in 150 countries
- **PSI Public Services International** with 700 affiliates represents 30 million workers in 54 countries.
- **International Domestic Workers' Federation** with 83 affiliates in 65 countries represents 590 000 members.



SASK Project in Asia



Country: Indonesia (6), Philippines (6), Nepal (5), India (3), Myanmar (1)

Sector: Industry (3), Private (2), Public (2), Wood (2), Food (1), Domestic (1), Transport (1), Central org (1)

Indonesia & Philippines: In Comparison

	Indonesia	Philippines
Population	284.9 million (#4)	114.1 million (#12)
Area	1.905 million km2 (#14)	300 thousand km2 (#72)
GDP	\$1,430 trillion (#16)	\$497.05 trillion (#32)
Government	Unitary presidential republic	Unitary presidential republic
Biggest Sector	<ul style="list-style-type: none"> - Manufacturing (18.7%) - Wholesale and Retail Trade (12.9%) - Agriculture, Forestry, and Fishing (12.5%) 	<ul style="list-style-type: none"> - Services (62.9%) - Manufacturing (29.1%) - Agriculture (8%)
Trade Union System & Density	Minimum 10 people to form union CBA in plant level 7% density	Certification election to form recognize union CBA in plan level 6% density

Indonesia: Contextual Update

- **Historical win for labor movement against Omnibus Law on Job Creation**
 - The win in constitutional court, normalizing the provision on contractual, outsourcing, annual leave, severance pay.
- **6.5% annual wage increase** for all provinces
- **The rise of military influence**
 - Introduction of new military law, allowing them to enter key government position
- **The biggest corruption in Indonesia history**
 - Corruption in Pertamina (oil & gas), almost reached IDR 1 quadrillion (or US\$ 58.96 billion)
- **Exploitation of nickel mining** and its impact to indigenous people & environment



Philippines: Contextual Update

- **President vs Vice President**, feud to determine the future
 - The fight between President Marcos Jr. And Vice President Sara Duterte
- **Former President, Rodrigo Duterte, captured by ICC** for past crimes on war on drugs
- **Historical win for Akbayan Party** (workers party), winning 3 seats in lower house

HEADLINES

Akbayan clinches 3 House seats, tops 2025 party-list race for first time

[Dominique Nicole Flores](#) - Philstar.com

May 16, 2025 | 9:45am



Background of the Project

- **Weak internal capacity of unions**
 - Trade unions lack awareness and capacities.
- **Poor working Environment**
 - Though core ILO Conventions are being ratified in both countries, still the national policies and legislation are not yet enacted to support implementation of the conventions (example: C151, C190).
- **Low Union Membership**
 - Efforts to increase union membership in Indonesia and in the Philippines, which are still low.
- **Gender awareness and appreciation is a work in progress**
 - Though gender awareness and education are continuously promoted among workers organizations, the level of comprehension and understanding of gender are still low especially at the workplace level.

Objective of the Project

- **Impact (2030)**

- By 2030, public service trade unions in Indonesia and in the Philippines are **exercising full political, economic, and social rights.**

- **Outcome (2026)**

- By 2025, public service trade unions are strong and able to **successfully protect and advancing trade union rights in Indonesia and in the Philippines.**

- **Output (2025)**

- By 2025, **capacitated and strong public sector unions** in Indonesia and in the Philippines can act, engage, and take actions.
- By 2025, **the legislative, executive & key influencers are supporting & endorsing** the proposed measures that promote and advance trade union rights
- By 2025, **membership to public services trade unions have significantly increased and consolidated**
- By 2025, **empowered women leaders have taken key role** to advancing trade union rights and promoting violence-free workplaces

Activities of the Project

- **Output 1**
 - **Activity 1.1: Forum on green energy and renewables** (Indonesia)
 - **Activity 1.2: Forum on the Human Rights to Water and Sanitation and Climate Finance** especially on the Impacts of Programs of Public Banks on Public Water and Sanitation Service Delivery and on Public Climate Change Adaptation and Mitigation Initiatives (Philippines)
 - **Activity 1.3: Trade Union Leadership and Collective Bargaining Training**
 - **Activity 1.4: Material development/** (Education, Information and Campaign Materials)
 - **Activity 1.5: Research on the Potential Impact of the Termination of Concession Agreements** on labor rights of workers in the water sector in Indonesia
 - **Activity 1.6: Popularization of Climate Mitigation** and Adaptation Strategies that Involve the Improvement of watershed and water management

Activities of the Project (2)

- **Output 2**

- **Activity 2.1:** Lobbying activities (Pro-worker Legislations)
- **Activity 2.2: Mobilization** (ILO C151 Enabling Law, Human Rights to Water and Sanitation, Nursing Act, Publicly Owned Renewables)
- **Activity 2.3: Multi-stakeholder dialogue** with CSC, DOLE, and Unions on ways forward to ILO C15 enabling law (Philippines)
- **Activity 2.4: Social Dialogue** with relevant government agencies on trade union issues (e.g., red tagging and labor rights)

- **Output 3**

- **Activity 3.1:** Field organizing
- **Activity 3.2: Developing Organizing Strategy** Review of Strategy (2024)
- **Activity 3.3: Network meeting** to strengthen coordination, joint advocacy, and campaign

Activities of the Project (3)

- **Output 4**

- o **Activity 4.1: Joint workshop on ILO C190** toolkits for female leaders and activists
- o **Activity 4.2: Joint campaign and advocacy work** to promoting violence-free workplace and advancing trade union rights
- o **Activity 4.3: Multi-stakeholder Dialogue** on the Ratification of ILO C 190 (Indonesia and Philippines)

Main Achievements of the Project

Indonesia

- Historical win against Omnibus Law (Job Creation & Electricity), part of the alliance.
- Advancing the issue of Just Transition nationally, uniting energy union alliances in the process
- First CBA for SP PLN (biggest electric company) after 10 years of deadlock
- First CBA for SP PDAM (biggest water company)

Philippines

- Ratification of ILO 190, first Asia country to do it
- Passing of Omnibus Guidelines in the Exercise of the Freedom of Association and Civil Liberties
- The draft bill of C151 has been ready to be passed
- Positive progress of Nursing Act and approval of Bill No. 2838 on Barangay Health Workers (Community health workers)
- 40 new CBAs (of 65 CBAs in total)



Start Up and Planning Meeting



Joint Workshop on the ILO C190 Strategy meeting and Capacity Building on Toolkit



Capacity Building on ILO C190 with Youth Network



Train the Trainer Course for Female Leader and Activities on the ILO C 190 Eliminating Violence and Harassment at the World of Work



Field Organising: Serbuk Indonesia



Field Organising: PP Indonesia Power



Field Organising: SP PDAM



Field Organising: SPEE-FSPMI

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