

**STATEMENT OF INTENT**  
**BETWEEN IOA-ABADI, ASPEK INDONESIA AND UNI GLOBAL UNION**  
**ON TEMPORARY AGENCY WORK**

This Statement of Intent aims at creating a partnership between IOA-ABADI, ASPEK Indonesia and UNI Global Union, in order to achieve fair conditions for the temporary agency work industry and temporary agency workers through global social dialogue.

The signatories to this Statement of Intent recognize:

- That the ILO Convention 181 on private employment agencies and its accompanying Recommendation 188 provide a framework that allows for the improved functioning of private employment agencies;
- The ILO Declaration on Fundamental Principles and Rights at Work, namely freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labor, the effective abolition of child labor, and the elimination of discrimination in respect of employment and occupation as a means to ensure decent working conditions for temporary agency workers;
- That temporary agency work contributes to improve the function of labor markets and fulfils specific needs for both companies and workers and aims at complementing other forms of employment;
- The need for further discussion and elaboration on a large number of issues including the agreement between UNI and CIETT. They shall seek to develop joint actions falling within the framework of their respective areas of responsibility.

**About IOA-ABADI**

Indonesia Outsourcing Association (IOA) – *Asosiasi Bisnis Alih Daya Indonesia* (ABADI) is the only association representing temporary agency work business in Indonesia. IOA-ABADI founded on December 2007 in Jakarta. Our vision is improving country productivity and absorption of million Indonesian workforces by expansions of job opportunity through outsourcing concept.

The objectives of IOA-ABADI are:

- Development and setting standard quality of Outsourcing company in Indonesia to be able to contribute higher value both locally and internationally.
- Actively support in creation of industry infrastructure needs of outsourcing includes policies regulations.
- Develop communication to improve the image of outsourcing industry to all stakeholders.
- Contribute in improvement of productivity of both employees and the outsourcing companies for global competition.
- Provide legal assistant for members of the association and its stakeholders.
- Create highly ethical and fair business environment.

With 62 company members of IOA-ABADI comprises of more than 80,000 employees, covered by members in all major cities in Indonesia.

## About ASPEK Indonesia

ASPEK Indonesia is the national federation for the trade unions in the service sector. ASPEK Indonesia has 55 union affiliates comprises of more than 65,000 members. The organization aimed at promoting decent work, protecting employees' rights and campaigning for partnership industrial relation between the management and the union in Indonesia. Such a good relationship will enable the company to secure sustainable growth, increase productivity and profitability. For the employees, this would enhance employment security, career development and better terms and conditions of employment in a conducive workplace.

## About UNI GLOBAL UNION

UNI Global Union is the global union for skills and services in the 21<sup>st</sup> Century and it is the largest amalgamation of unions globally uniting about 1,000 national affiliates with 15 million members from 150 countries. UNI Global Union is a union innovation to address global challenges. UNI as a global union is also a key part of the trade union movement adapting to and providing new responses in these new times. UNI is recognized by organizations such as the ILO, the European Union and the OECD. In Europe, we have social dialogue in ten different sectors where we are recognized by the Commission and our employer counterparts. The aim of UNI is to make our members global players, able to confront the forces of globalization and determined to put a human face to the globalization process.

Jakarta, March 26, 2010



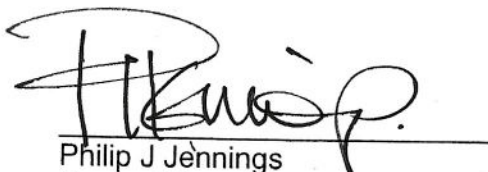
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Wisnu Wibowo  
General Secretary  
IOA-ABADI



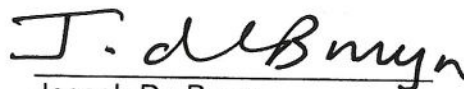
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Muhamad Hakim  
General Chairman  
ASPEK Indonesia



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Philip J Jennings  
General Secretary  
UNI Global Union



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Joseph De Bruyn  
Regional President  
UNI Global Union Asia Pacific