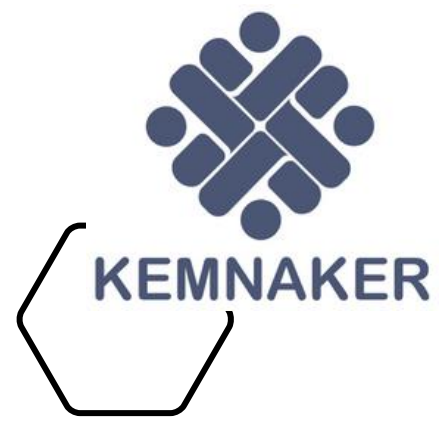


“MENTAL WELL BEING UNDER COVID-19 (INDONESIAN WORKERS)”



NELY JUMALIAH & RITA ZAHARA

19th ASEAN & Japan High Level Officials Meeting on Caring Societies
9 - 10 Desember 2021



OUTLINE

I. INTRODUCTION

II. IMPACT OF COVID-19 ON THE EMPLOYMENT SECTOR

III. MoM : PROTECT WORKERS MENTAL HEALTH DURING THE PANDEMIC COVID-19

IV. CLOSING

- Mental health problems are an unavoidable issue in Covid-19 pandemic
- This paper aims to describe the problem mental health of workers in Indonesia due to the Covid-19 pandemic and the efforts of the MoM in preventing and overcoming them.
- Mental health problems such as anxiety, depression, and trauma due to Covid-19 are felt by the workforce Indonesia.
- Against this problem, the MoM has a service action program to help the workforce overcome the psychological threat caused by the pandemic Covid-19.

II. IMPACT OF COVID-19



Social



Economic



Health



Employment

IMPACT OF COVID-19 ON THE EMPLOYMENT SECTOR

STRESSOR, MENTAL HEALTH



Significant Absence of Worker/Labourer.



Decrease in Logistics and Service Inventory.



Delay in the Mobilization of People and Goods.



Productivity Decreases.



Service Disruption.



Changes in the Level of Demand for Goods and Services



Company Closing.

COMPANIES MUST BE PRODUCTIVE BUT KEEP SAFE Adapting to COVID-19 THROUGH BUSINESS CONTINUITY PLANNING

Business Continuity Planning is made by the company in order to:



Maintaining Business Continuity
(Productivity)



Reducing the Spread of Diseases That
Cause Pandemic

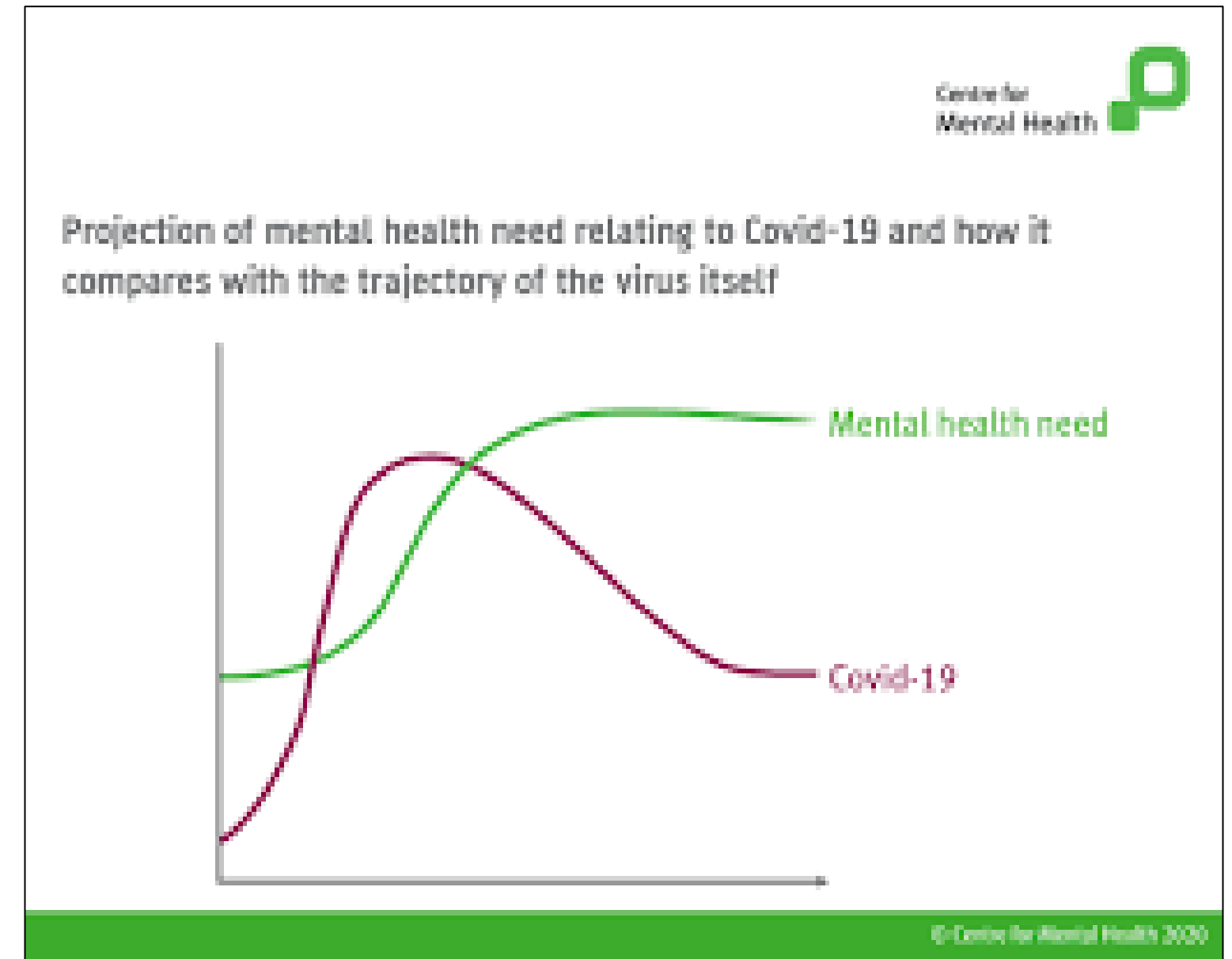


KEMNAKER

HOW WILL COVID-19 AFFECT OUR MENTAL HEALTH:


Work can have huge impact on mental health – it can promote wellbeing or alternatively it can trigger problems

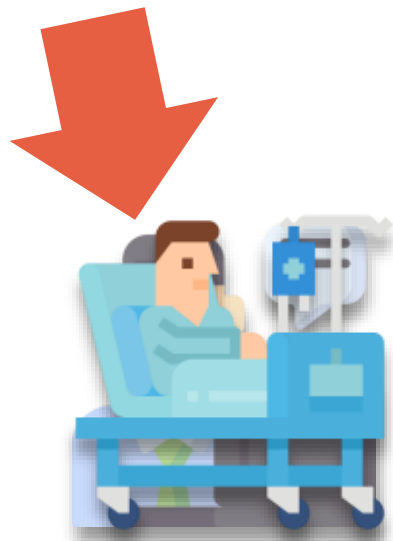
- Health impacts include:
 - Fatigue
 - Musculoskeletal conditions
 - Poor work life balance
 - Reduced exercise
 - Increased substance misuse
- Employees have been reporting:
 - Reduced motivation and
 - Loss of purpose
 - Anxiety and isolation
- Evidence from previous quarantine situations suggests there are long term effects on mental health.



Distress Impact

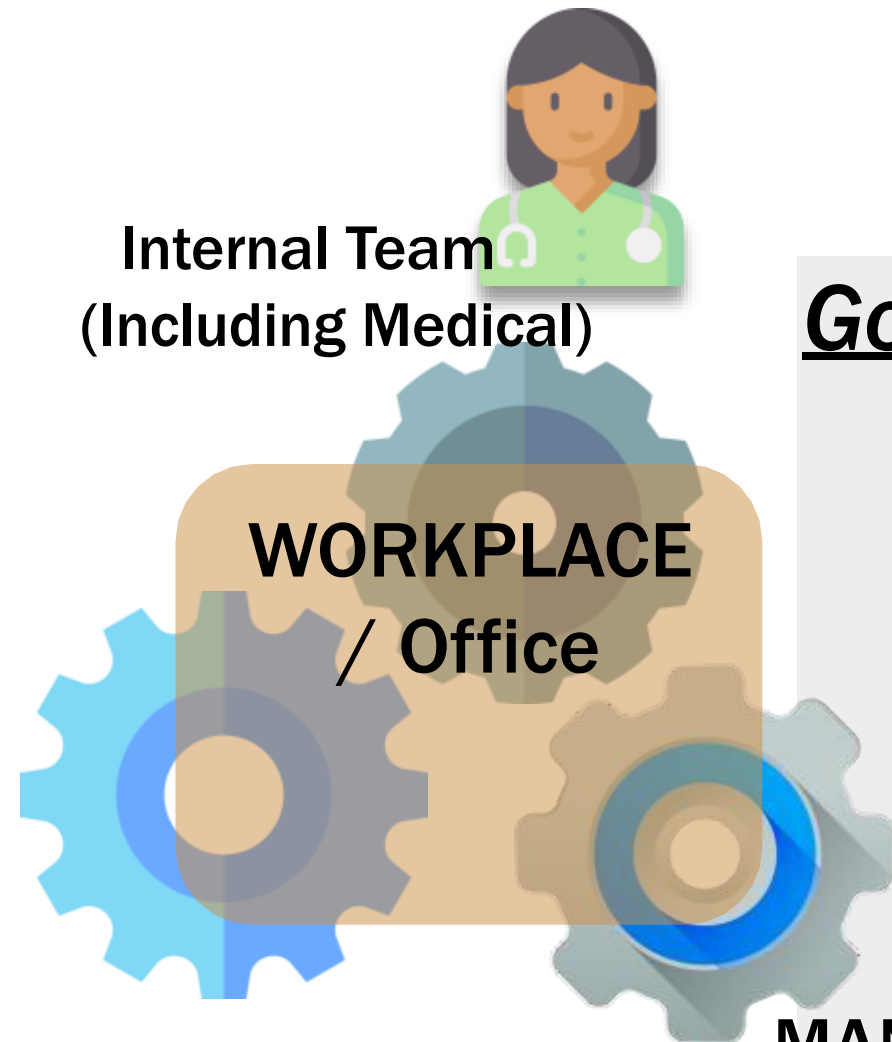



*Physical/
Emotional
Disturbance*

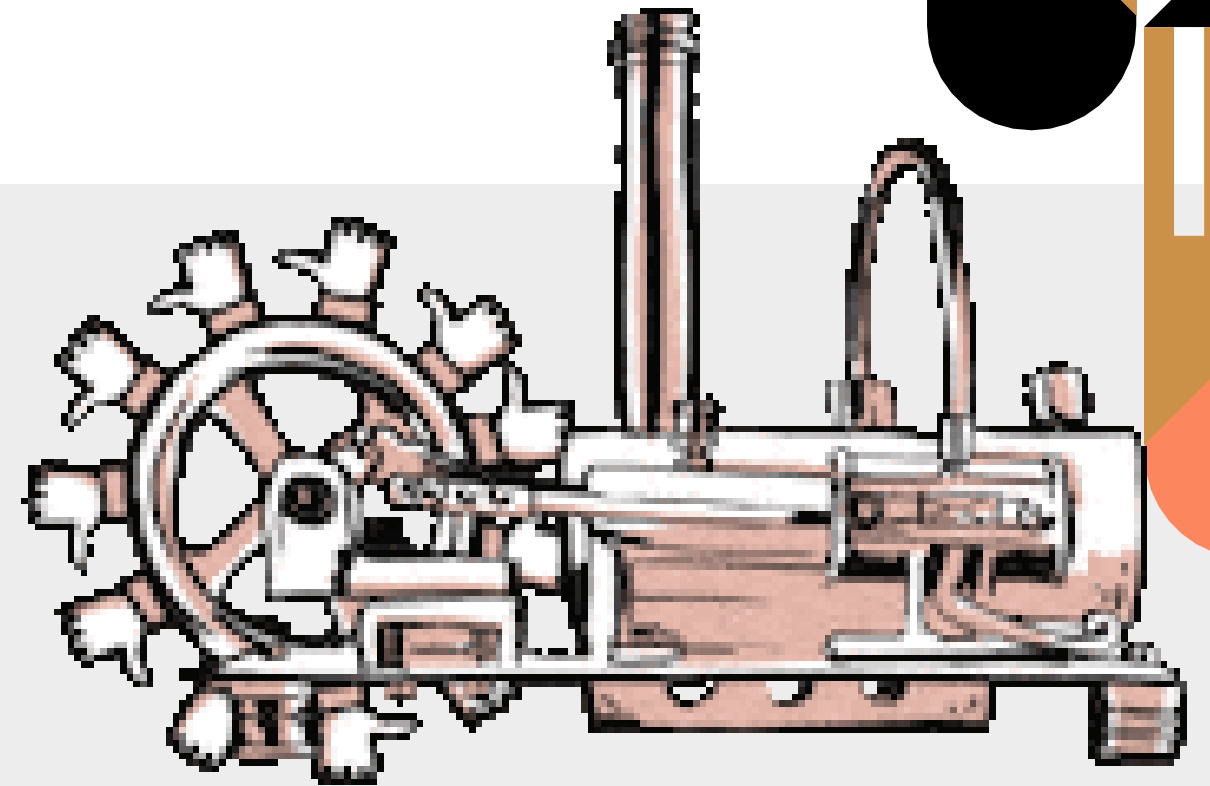


Workers

Internal Team
(Including Medical)



Good Collaboration



Productive, health and Safety

Imbalance



Disfunction



Job delay → bankruptcy



III. PROTECT WORKERS MENTAL HEALTH DURING THE PANDEMIC COVID-19

UU No. 1/1970 Pasal 3 :
Safety at Workplace

UU No. 13/2003 Pasal 86 :

Occupational health and safety is to maintain and improve workers health :

- Prevention of accident and illness at work
- Controlling hazard in workplace
- Health promotion
- Rehabilitation : return to work program

Permenaker 3 Tahun 1982 :

Occupational Medical Services at Work must be held by Certified Company Doctor

Permenaker 5 Tahun 2018 :

Occupational Health and Safety at Workplace



EMPLOYMENT POLICY DURING THE COVID-19 PANDEMIC

-  SE Menaker No. M/3/HK.04/III/2020 tentang Perlindungan Pekerja/Buruh dan Kelangsungan Usaha dalam Rangka Pencegahan dan Penanggulangan Covid-19.
-  SE Menaker No. M/7/AS.02.02/V/2020 tentang Rencana Keberlangsungan Usaha Dalam Menghadapi Pandemi Corona Virus Disease 2019 (Covid-19) di Perusahaan
-  SE Menaker No. M/8/HK.04/V/2020 tentang Perlindungan Pekerja/Buruh dalam Program JKK pada Kasus PAK karena Corona Virus Disease 2019 (Covid-19)
-  Kepdirjen No. 5/36/HM.01/IV/2020 tentang Pedoman Penyusunan Perencanaan Keberlangsungan Usaha Dalam Menghadapi Pandemi Covid-19
-  Kepdirjen No. 5/76/HM.01/VII/2020 tentang Protokol Keselamatan dan Kesehatan Kerja (K3) Kembali Bekerja dalam Pencegahan Penularan Covid-19
-  Kepdirjen No. 5/77/HM.01/VII/2020 tentang Pedoman Penyusunan Perencanaan Keberlangsungan Usaha Dalam Menghadapi Pandemi Corona Virus Disease 2019 (Covid-19) bagi Usaha Kecil dan Menengah (UKM)
-  **KEPMENAKER No. 312 Tahun 2020** tentang Pedoman Penyusunan Perencanaan Keberlangsungan Usaha dalam Menghadapi Pandemi Penyakit
-  **KEPMENAKER No. 317 Tahun 2020** tentang Senam Pekerja Sehat
-  Kepdirjen No. 5/151/AS.02/XI/2020 tentang Pedoman Keselamatan dan Kesehatan Kerja (K3) Pelaksanaan Pemeriksaan Kesehatan Tenaga Kerja Pada Masa Pandemi Covid-19
-  SE Menaker No. M/9/HK.04/VII/2021 tentang Optimalisasi Penerapan Protokol Kesehatan di Tempat Kerja Dan Penyediaan Perlengkapan Serta Sarana Kesehatan Bagi Pekerja/Buruh oleh Perusahaan Selama Pandemi Corona Virus Disease 2019 (Covid-19)

7,193,115 Worker/Labourer Already Feel the Benefits SUBSIDIARIES OF STEEL/WAGES (BSU)

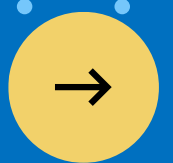
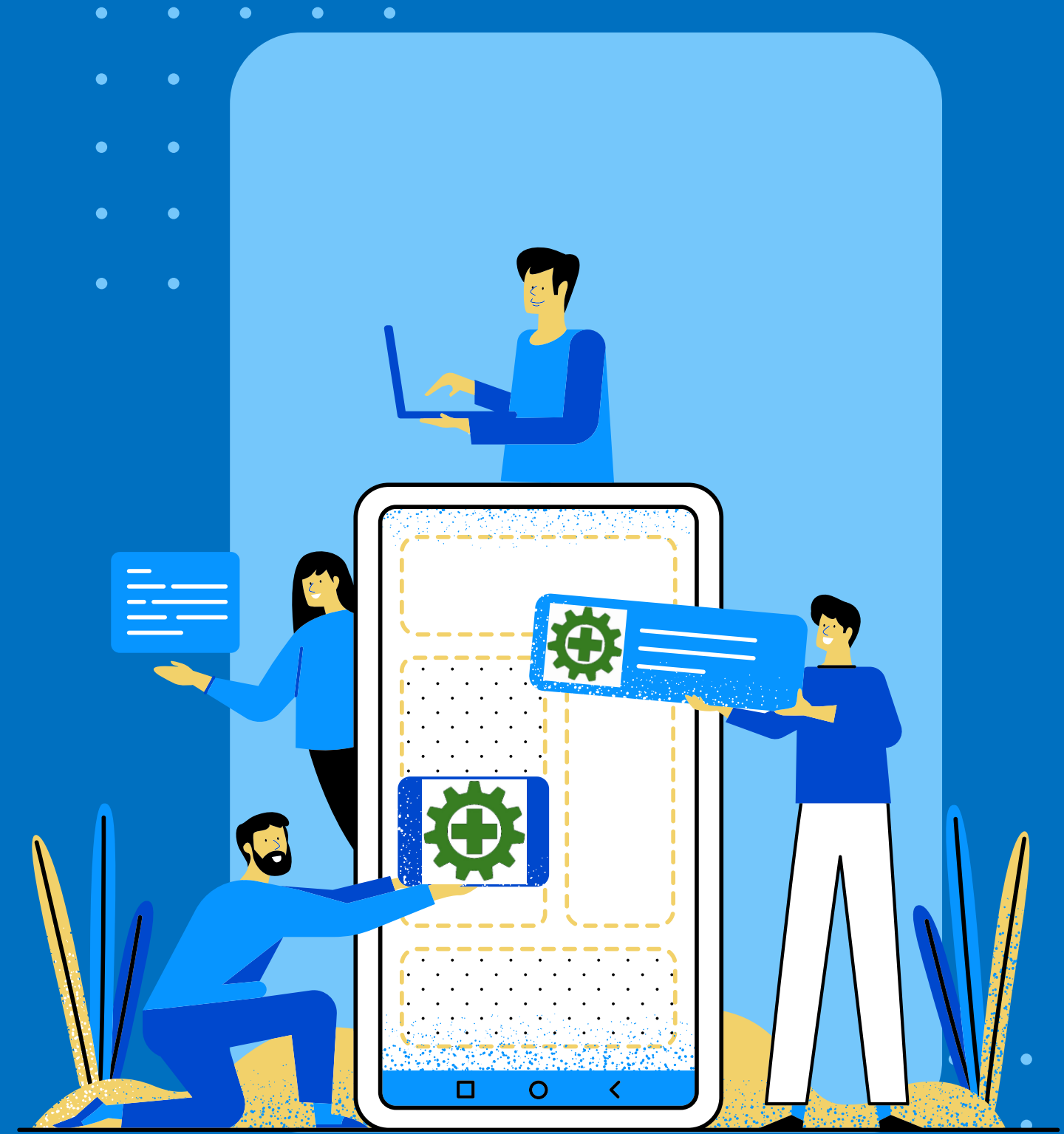


- Phase I : 947,436
- Phase II : 1,145,598
- Phase III : 1,301,108
- Stage IV : 1,516,389
- Stage V : 1,771,407
- Stage VI : 14,100
- Expansion Stage : 497,077

Comprehensive OHS Implementation



Mental Health issues in the
workplace (causes of a pandemic)





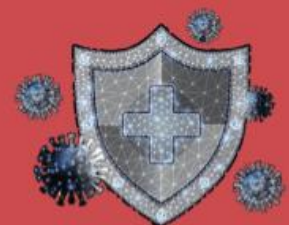
International
Labour
Organization



KEMAKER



KEMNAKER



▶ PEDOMAN

Pencegahan dan Penanggulangan COVID-19

di Tempat Kerja

Company

- Supporting the mental health and wellbeing of those employees who continue to work with 'new normal'
- Supporting those who are working from home, especially those with comorbidity
- Maintaining contact and supporting those who are currently self isolating

Integrated OHS Program in Mental Health Issues due to Covid-19 Pandemic at workplace



Organization :

- P2K3 (HSE Committe), Medical Services (Company doctor and nurse) at work and Covid-19 Technical Lead at workplace (Satgas)
- Collaborating programme with Manager / HRD
- Promotion and education
- Return to work

The Implementation must be integrated in OHS Programme

- Promotion and Education about awareness of mental issues at work
- Prevention: Screening and Early diagnosis
- Return to work program

Mental Health Program



Company Doctor in Occupational Health Services :

- Screening the stress level of the workers
- Early diagnosis and prompt treatment
- Refer the specific case to Occupational Medicine Specialist or Psychiatrist for further evaluation and treatment
- Rehabilitation : Return to work program

Manager

- Looking for potential signs and symptoms of poor mental health and wellbeing
- Refer to the company doctor if necessary
- Supporting return to work

Labour Inspector :

Fostering and supervising company to take action in risk management.
Including Psychosocial Hazard

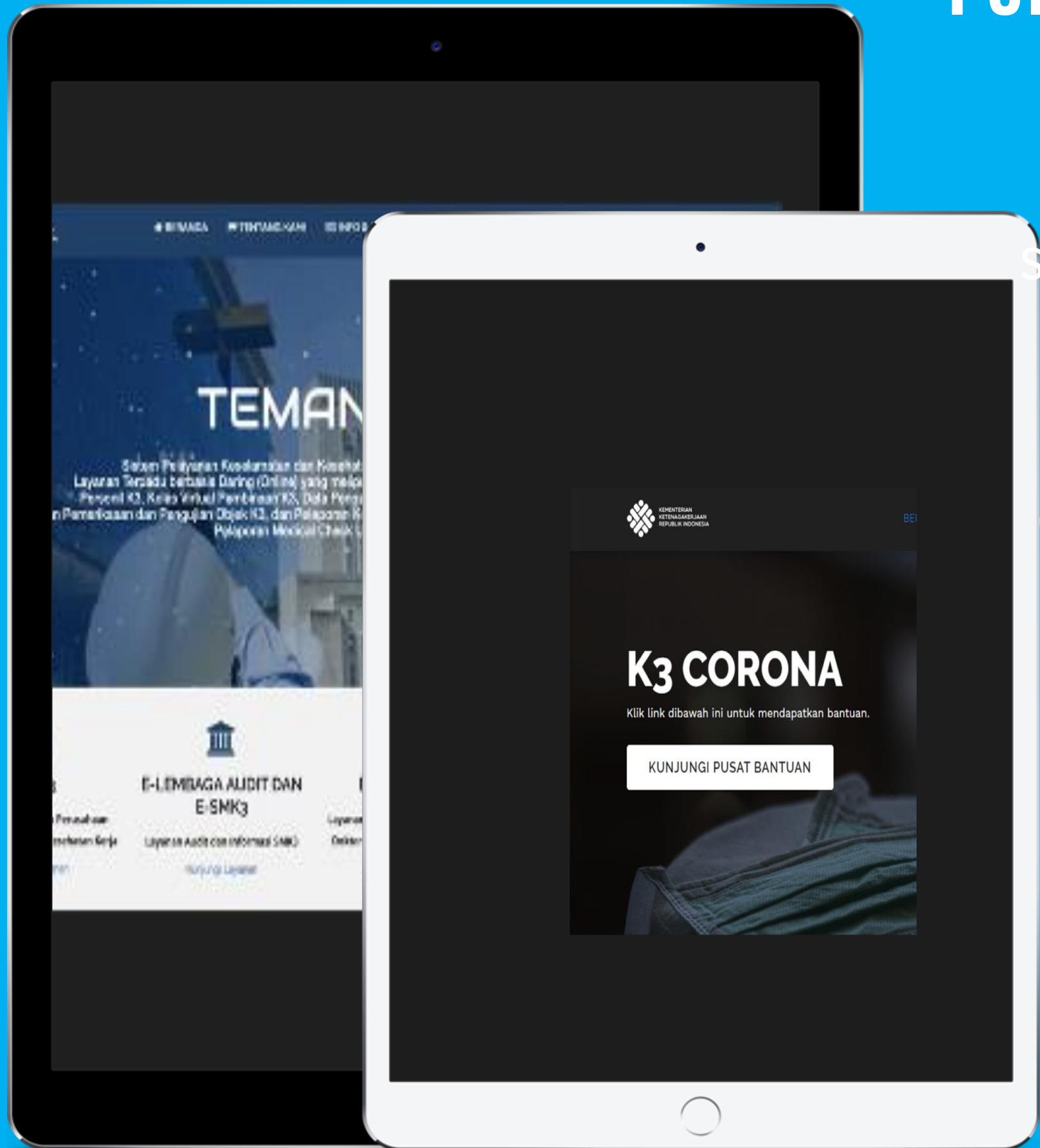
EMPLOYMENT INSPECTION AND PUBLICATION SERVICES



Developing social media : Application of “K3 CORONA”
SISNAKER Kemnaker : information, consultation, reporting
Covid-19 problem in workplace
(<https://k3corona.kemnaker.go.id>)

&

OHS Web : TEMAN K3
Online system : PJK3, Virtual Class OHS, OHS Supervisor, OHS
Specialist, Examination data, Reporting Accident and
Occupational Diseases at Work, Medical Check Up, Film and
Animation. (<https://temank3.id>)





KEMNAKER

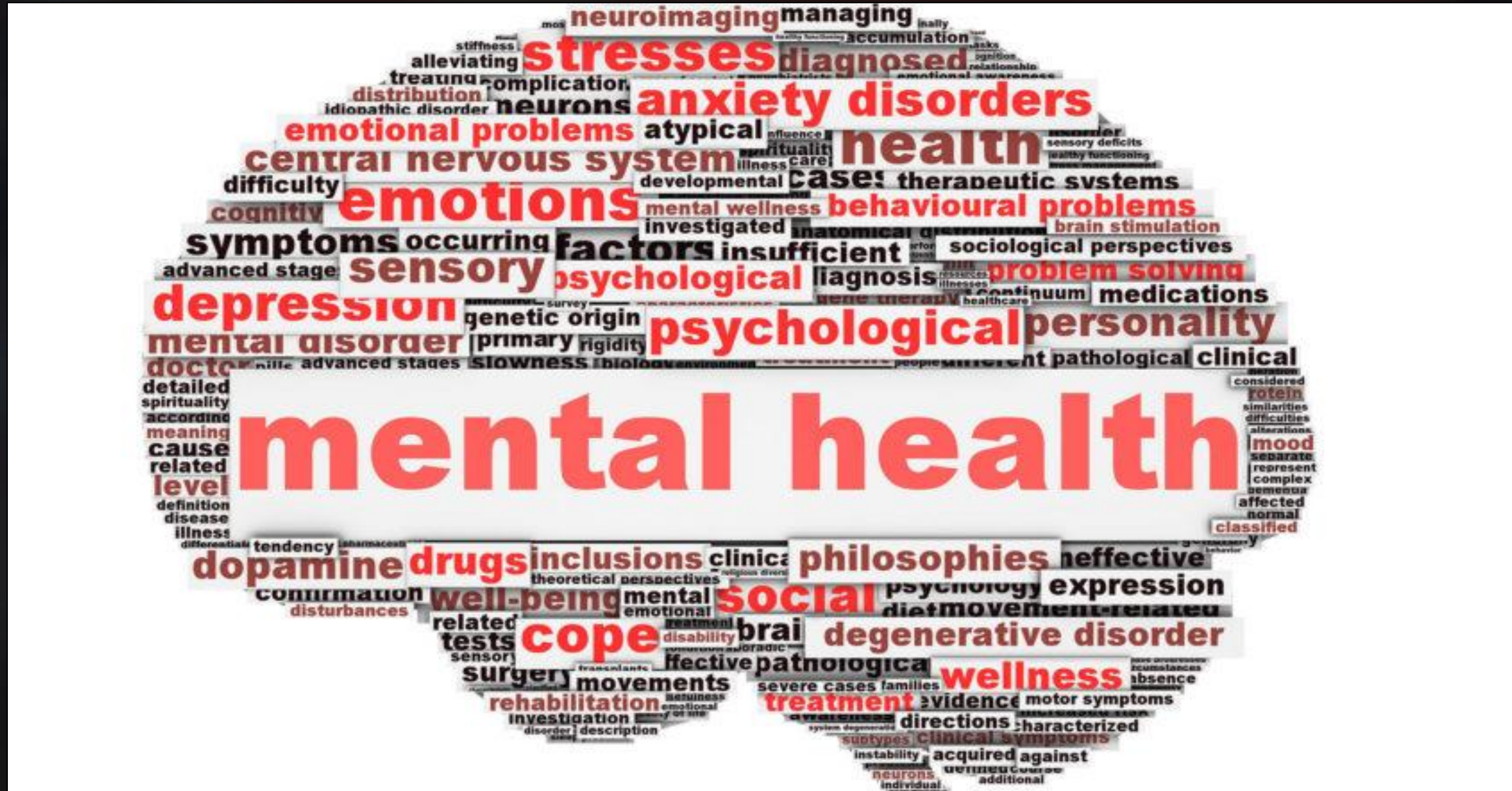


IV. CLOSING

- The Covid-19 pandemic has an impact on the Employment sector
- Implementing Occupational safety and health is important to increase awareness mental health issues at workplace
- Ministry of Manpower has responded mental health issue in the workplace due to Covid-19 pandemic, by providing guidance and supervision as well as formulating policies.
- Collaboration between government, company and workers will give benefit in protecting Workers/Labourers from mental health issues due to pandemic Covid-19



KEMENTERIAN
KETENAGAKERJAAN
REPUBLIK INDONESIA



Terima Kasih