



On the Conclusions of the Closed-Door Tripartite Roundtable: Strengthening the Protection of Workers' Human Rights in the Critical Minerals Industry in Indonesia

(Jakarta, 16 December 2025)

The closed-door tripartite roundtable convened by the Djokosoetono Research Center, Faculty of Law, Universitas Indonesia, in collaboration with CNV Internationaal, brought together representatives of government institutions, companies, and trade unions to engage in an open and constructive dialogue on the protection of workers' human rights in Indonesia's critical minerals industry.

The discussion highlighted a shared recognition that the industry plays a strategic role in national economic development, while simultaneously presenting complex and high-risk human rights challenges. Participants broadly agreed that occupational safety and health (K3), working conditions and wages, and freedom of association remain the most pressing labour-related risks, particularly in high-risk industrial zones such as mining and smelting areas and thus require immediate and coordinated actions.

From a Business and Human Rights perspective, this forum underscored the practical relevance of the UN Guiding Principles (UNGPs) on Business and Human Rights, particularly the interconnected roles of the State Duty to Protect, the Corporate Responsibility to Respect, and Access to Remedy. The roundtable demonstrated that meaningful social dialogue



and accessible grievance mechanisms are not merely normative expectations but operational tools that allow the prevention of harm, the reduction of systemic risks, and the strengthening of legitimacy and trust across stakeholders. In this sense, the dialogue serves as a foundational step toward embedding a rights-based approach within Indonesia's industrial and green transition.

CNV Internationaal also presented the findings of its Gender Analysis in the Nickel Industry. The analysis reveals that women – affected by the nickel industry in their work and livelihoods – are increasingly struggling to meet their practical needs, such as access to clean water, safe housing, healthcare, and childcare. Maternal and reproductive healthcare services are still inadequate, and workplace support mechanisms—such as lactation rooms and menstrual leave—are often denied. Furthermore, access to formal employment in the nickel industry remains extremely limited for women. Recruitment practices are influenced by age, appearance, and gender-based assumptions about physical capabilities, which restrict women's opportunities to secure higher-wage or technical positions.

The dialogue also underscored structural challenges that continue to hinder adequate protection, including limited labor inspection capacity, fragmented regulatory frameworks, overlapping mandates among institutions, weak local-level enforcement, and insufficient social dialogue mechanisms. Participants noted that the lack of precise coordination between central and regional authorities often creates accountability gaps, while workers and affected communities struggle to access remedies, information, and justice.



Despite differing perspectives, the roundtable revealed important areas of convergence. There was broad agreement that preventive approaches, grounded in human rights due diligence, are essential to reducing risks before harm occurs. Strengthening institutional capacity, both within government oversight bodies and among companies and trade unions, was identified as a necessary foundation for sustainable improvement. Participants also emphasized the importance of meaningful, continuous social dialogue among management, workers, and public authorities as a key mechanism to addressing grievances, building trust, and preventing the escalation of conflicts.

The gender study recommends that integrating gender equality and social inclusion into Indonesia's green and industrial transition is not merely a technical matter but a political and ethical imperative. The nickel sector's expansion, if not accompanied by a rights-based, feminist, and inclusive approach, risks reproducing and exacerbating the very inequalities it claims to overcome. By recognizing women as agents of change, not just victims of disruption, stakeholders can build pathways toward an extractive economy that is equitable, sustainable, and just.

As a way forward, the roundtable concluded with several shared action items. These include clarifying and harmonizing regulatory frameworks, strengthening regional-level labor inspection and monitoring mechanisms, improving access to grievance and remediation pathways, and intensifying tripartite dialogue in industrial zones. Participants emphasised that cross-stakeholder collaboration is essential to translate these commitments into tangible improvements in workers' rights protection and workplace safety.

Looking ahead, Djokosoetono Research Center and CNV Internationaal expressed their commitment to sustaining momentum through follow-up research, technical exchanges, and continued facilitation of social dialogue platforms. Concrete opportunities for collaboration include coordinating with the Ministry of Manpower on capacity-building for labor inspectors and social partners, and strengthening trade union leadership on gender and HSE issues in industrial zones. These steps aim to bridge global standards with national policy processes while reinforcing Indonesia's broader commitments to decent work, responsible business conduct, and just energy transition.

This roundtable marked an essential initial step in fostering a safe and trusted space for dialogue among key stakeholders. The insights generated will inform further research, policy engagement, and follow-up initiatives to strengthen the protection of human rights in Indonesia's critical minerals industry.

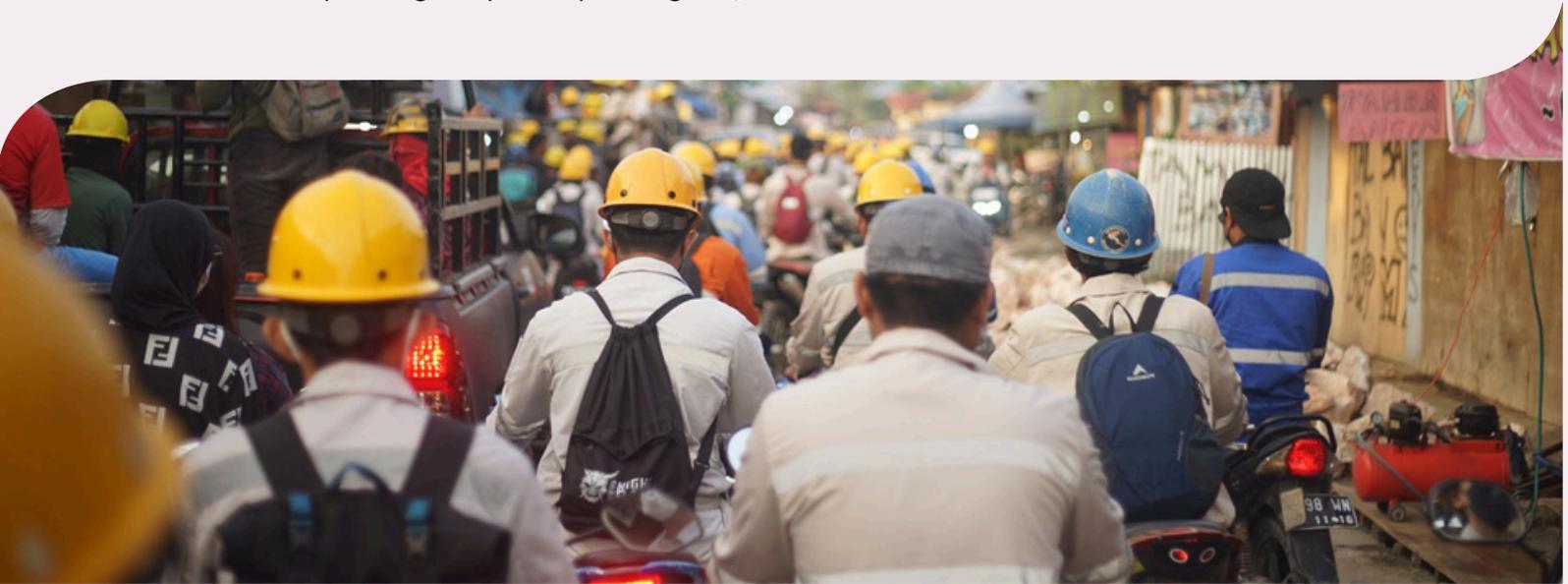
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Also available in Bahasa Indonesia on our website

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Who we are and what we do

CNV Internationaal, for 100% fair work

100% Fair work, that is what CNV Internationaal is working for every day in Africa, Asia and Latin America. We do this by working together closely with local partner trade unions and by investing in good cooperation with other partners, such as companies and governments. Fair work means that people can work safely and in all freedom, earning a living wage. Freedom of association (FoA) and social dialogue are important conditions for achieving this.

100% Fair Work means that women and young people have the same opportunities on the labour market as everyone else: no discrimination in working conditions (e.g. wages, holidays, etc.)

100% Fair Work also entails that we investigate the safety, health and freedom of workers. For this, CNV Internationaal and its partner trade unions make use of innovative tools such as accessible, digital surveys. To know exactly what is going on with workers strengthens our position at the negotiating tables. Moreover, it enables us to measure improvements and the impact of our work.

This document is also available in Bahasa Indonesian on www.cnvinternationaal.nl/nickel

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