Statement of Principle
Independent Media Workers Union Federation
Condemns Luviana's Layoff by Metro TV

Nomor: 25/FSPMI-Ext/IV/2012

Luviana, member of the Alliance of Independent Journalists (AJI) Jakarta, has been relieved from duty by a Jakarta-based television station, Metro TV as of February 2012. The measure was taken following questions Luviana and some of her co-workers posed on several issues concerning the company's management. Some of the addressed problems were concerned with failed communication between the company and its employees as well as unsettled appraisal over workers which resulted in uncertain career path and employees' well-being.

In a meeting, the company's management had vowed to make improvements. It was obvious that Luviana and her colleagues had initiated to set up a workers' alliance to solve the surfaced problems. In addition, those working in the editorial office are not the only ones subjected to unclear system of appraisal and lack of security.

Despite a reform, the management in fact called for Luviana and her two colleagues who had been actively involved in the matter to propose a resignation. Luviana's co-workers chose to leave Metro TV and severance pay while Luviana without a doubt questioned the request. Moreover, the company could not find any mistake Luviana ever committed. Earlier, around 30 workers of the TV station decided to quit their jobs.

Luviana then filed a complaint of the issue to AJI Jakarta. Afterwards, the press organization initiated several meetings with Metro TV. Nonetheless, until early April 2012, the company stood firm on its ground on the unemployment decision over Luviana, who had been working for 10 years for the TV station. Finally, on 13 April 2012, Luviana was no longer allowed to gain access to the office as she was hampered by the company's security officers.

As an organization which shares concerns on the employment issues in the media, the Independent Media Workers Union Federation (FSPMI) sees the Luviana case as a result of a media management's irregularity in dealing with criticism sent off by the employees. Metro TV has displayed an inconsistency over the values it has always forwarded in promoting human rights and democracy through which principles the freedom of expression and association must be given credit to. Therefore, FSPMI presents its statements of principle as follows:

1. Condemning the management of Metro TV for laying off Luviana following her criticism against the company's internal matters.
2. Demanding the management of Metro TV to call off the dismissal letter over Luviana and to resume her position as producer assistant. Metro TV proves unable to find any mistake in which Luviana had been blamed for.

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3. Pleading Metro TV to look up to the employees' human rights in which some of the basic issues are the freedom of expression and right to set up workers' union.

4. Urging Ministry of Manpower or Manpower Agency of West Jakarta to monitor media's compliance with – especially Metro TV – the employees' rights. It is the right of the employees to get a fair security as well as to organize and set up workers' union. Freedom of association is specified in Law No.21/2001 on Workers/Labors' Union. Any attempt set out by any company to hamper the exercising of the right is categorized a crime with possible imprisonment.

Jakarta, 16 April 2012
Chairman,   Deputy Secretary,

Abdul Manan   **Muhammad Irham**

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Independent Media Workers Union Federation was declared on 25 July 2009 in Jakarta. FSPMI consists of 10 members: Dewan Karyawan Koran Tempo, Forum Karyawan SWA, Serikat Pekerja Smart FM, Serikat Pekerja KBR68H, Ikatan Karyawan RCTI, Serikat Pekerja Suara Pembaruan, Ikatan Karyawan Solo Pos, Serikat Karyawan Indosiar, Serikat Pekerja Pontianak Post, dan Serikat Pekerja Koresponden Tempo.