



International
Labour
Organization

Project Brief

PROMOTE: Decent Work for Domestic Workers to End Child Domestic Work



Objective

To reduce child domestic workers significantly by building institutional capacities of domestic worker organisations to promote decent work for domestic workers effectively.

Key Partners

National

- Ministry of Manpower
- Trade Union Confederations
- Indonesian National Network for Domestic Workers advocacy (JALA PRT)
- Action Committee for Protection of Domestic Workers and Migrant Workers (KAPPRT – BM)
- Elimination of Child Labour Network (JARAK)

Regional

- International Domestic Workers Federation (IDWF)
- ILO Regional Office for Asia Pacific, Bangkok

Duration

2 years (2014 – 2016)

Geographical Coverage

National, Regional

Country Programme Reference:

Effective Progress on the Implementation of the Indonesian National Plan of Action on the Worst Forms of Child Labour Indonesia Decent Work Country Programme 2012 - 2015.

Donor



United States
Department of Labor
(USDOL)

Budget

USD 4,999,970

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Project Background

In June 2011, the ILO adopted the ILO Convention No. 189 on Decent Work for Domestic Workers (DWDWs) that, in ratifying Member states, will extend key labour protection to millions of workers, mostly women and children, whose basic rights are not assured. This Convention constitutes the first global standard for the 52.6 million¹ domestic workers (DWs) worldwide. Through its adoption, the International Labor Conference gave a clear message: DWs, like other workers, have the right to decent working and living conditions. The Convention makes clear that children above the minimum age for employment must be given special protection when employed in domestic work. "PROMOTE" Project promotes the realization of DWDWs as a means

¹ ILO, Global and regional estimates on domestic workers, Domestic Work Policy Brief No. 4 (Geneva).

to reduce child domestic labour.

Emerging as a middle-income country, with high growth and a growing middle class, the demand for DWs in Indonesia is increasing. The ILO estimates a minimum of 2.6 million DWs (90 per cent female) in Indonesia, many of these being children below 18 years. DWs in Indonesia lack basic labour rights protection under the Manpower Act of 2003 as their - largely informal - work is not covered under the law. They are, therefore,

vulnerable to a wide range of abuses and exploitation, such as excessive working hours, unpaid wages, physical and/or sexual abuse, forced labor and trafficking.

DWs are commonly not considered employees, but rather "helpers," and consequently employers do not recognize obligations that typically arise from an employment relationship. Housework, especially by live-in DWs, is commonly perceived as a 24-hour-a-day activity, hindering the regulation of working hours and allowing rest days.

In addressing the issue, domestic workers Organisations (DWOs) have been advocating for legal reform and better protections. They have begun to forge alliances around a common platform. Nonetheless, the capacity of DWOs to raise public awareness of the rights of DWs, to empower DWs to improve their working conditions, report abuse and refer child domestic

"I believe that this Convention can provide guidance to the sending and host governments to protect migrant domestic workers. [...] Those domestic workers who work within their own countries must also be given the same protection. Thus, this Convention will help us formulate effective national legislation and regulations for this purpose."

President of the Republic of Indonesia, at the 100th Session of the International Labor Conference, 14 June 2011

workers (CDWs) to appropriate services, and to advocate effectively for legal protection needs to be enhanced.

Human resource constraints abound, coupled with limited knowledge of mechanisms to address DWDWs and CDWs, and few intervention models that can bring action to scale. Despite these gaps and challenges, there is also significant ILO supported experience to build on, and opportunities, not least the commitment of the Government of Indonesia to improve the working and living condition of domestic workers and growing public awareness on the issue.

PROMOTE Project aims at reducing CDWs significantly by building institutional capacities of DWOs to promote DWDWs effectively. The Project works to increase the knowledge, skills and expertise on reducing CDW and promote DWDWs of the DWOs, with a main focus on Indonesia, the world's fourth most populous country and home to millions of child and adult domestic workers. Effectiveness in Indonesia will undoubtedly reach large numbers and have a ripple effect on policy development in the region, especially in ASEAN.

Project Strategies

National and Provincial Strategy:

PROMOTE works in partnership with three strategic coalitions/networks, namely: JALA PRT, KAPPRT-BM and JARAK, which will genuinely influence public discourse and action on the reduction of CDWs and the promotion of DWDWs. The three DWO coalitions bring more than 150 member organizations active at national, provincial and local levels throughout Indonesia. The project will build the capacity of the partnering DWOs to address CDWs and promote DWDWs in line with ILO Conventions Nos. 189 on DWDWs, 138 on Working Minimum Age, and 182 on the Elimination of the Worst Forms of Child Labour.

Regional strategy:

In partnership with regional organizations, PROMOTE will promote capacity building and knowledge sharing, and mobilize trade unions to advance protection and recognition of DWDWs and CDWs prevention. Linkages will result in enhanced regional capacity through the development of a training manual, establishment of training capacity and development of a promising practices report; and enhanced regional alliances through regional workshops and knowledge sharing between actors concerned with reducing CDWs and promoting DWDWs.

National Project Components

- **Awareness Raising on DWDWs and Elimination of CDWs**

PROMOTE Project will capacitate its partners to raise awareness on DWDWs and on elimination of child domestic labour to the public at large, including DWs and

their employers. PROMOTE will also foster innovative partnerships with a variety of actors and institutions such as trade unions (including teachers union), recruitment agencies, journalists, mass media and telecommunication firms, youth, community groups and so forth. Each of which will offer a unique entry point for reducing CDWs and promoting DWDWs in Indonesia. By reaching out to a wide cross-section of society these partnerships will also help to nurture a societal shift in culturally ingrained attitudes, practices toward CDWs and DWs.

- **Capacity Building of DWOs**

To enhance the capacity of the partnering DWOs to take action in a range of areas aimed to reduce CDWs by promoting DWDWs, PROMOTE will design and implement Action Plan (AP) with the partnering DWOs. Core elements of the AP and capacity building strategies that ensure the DWOs are well equipped to, among others, empower DWs, report cases of exploitations, refer cases of DWs, including CDWs, to the appropriate authorities and social service providers and advocate for increased legal protection for DWs and effective enforcement of relevant laws.

- **Use of Information and Communication Technology (ICT)**

PROMOTE will **develop a model and initial pilot of an ICT system** that allows DWs to link with educational, social and legal services they might need, and to document and report instances of exploitation. The systems can also be used for information collection, rapid assessments and attitudinal polls. The channels and methods of communication will take into consideration all types

of mobile phones and phone operators.

- **Supporting Research and Evaluation on DWDWs and Reduction of CDWs**

PROMOTE will support a number of research in the following areas:

- a) Knowledge generation as part of the substantive strategy;
- b) Documentation and outcome based research;
- c) Documentation of promising practices; and
- d) Outcome based research addressing national and provincial level policy changes.

- **Promoting Transparency and Accountability**

Transparency and accountability are underlying principles of PROMOTE's strategy and will be promoted by all its components to ensure sharing of knowledge and information and to contribute to long-term sustainability of project efforts..

Regional Project Components

- **Enhancing Regional Capacity: Training Manual and Promising Practices Report**

South-south knowledge sharing and cross fertilization between DWOs in various countries in the region to increase their capacity to address CDWs and promote DWDWs is a core project strategy and IDWF will be a key partner in this respect.

- **Enhancing Regional Alliances: Workshops and Knowledge Sharing**

Two major regional workshops will be held during the project.

The ILO's Bureau for Workers Activities will take a leading role in these workshops, which will provide a forum for trade unions, DWOs, and other key stakeholders to discuss and share innovative approaches to address the needs of CDWs through promoting DWDWs, and discuss strategies for supporting the implementation of ILO Convention No.189.

Achievements to Date

- Signing of the Memorandum of Understanding for the implementation of PROMOTE Project by ILO and the Ministry of Manpower in June 2014.
- Gained supports from local level stakeholders, particularly in targeted provinces, through socialisation of the Project to local stakeholders in the target provinces (DKI Jakarta, East Java, Lampung, and South Sulawesi).
- Development of a refined methodology to estimate number of DWs and CDWs using data from existing surveys (National Labour Forced Survey and National Socio Economic Survey). The estimation has been used by the Project for various works, including awareness raising and information to the public.
- Raised the awareness on DWDWs and elimination of CDWs through various media and social media channels. Media engagement was actively conducted through talk shows and public service announcement programmes. Through social media, the facebook account has been liked by more than 7,100 facebookers and the twitter account has reached 2,800 followers.

- Formulation of a Code of Conduct for the Indonesian Association of the Domestic Workers Placement (APPSI) with support from the ILO. The Conduct provides guidelines for the APPSI members in the application of minimum age (18 years old) in recruiting and placement of DWs and in protecting them through monitoring after placement activities.
- Implementation of a survey on Knowledge, Attitude and Behaviour towards the Legal Protection of Domestic Workers, in collaboration with the Laboratory of Sociology, University of Indonesia. The survey results will be used to raise the awareness on DWDWs and elimination of CDWs.
- Mobilization of youth to promote DWDWs and elimination of CDWs using video diaries and photo stories, in collaboration with Yayasan Kampung Halaman.
- Development of information and communication technology based system to provide DWs and employers with access to information. It is expected that through this system, around 10,000 DWs will be reached out and receive educational information with regards to DWDWs and elimination of CDWs.
- Development of action programmes by main partners (KAPPRT BM, JALA PRT and JARAK). The programmes will be implemented after the ILO's approval. In addition, as part of the partners' capacity building, various capacity building trainings, such as training on DWs and CDWs, advocacy, mobilizing and organizing with mobile phones have been developed.



- Organization of a Trade Union Regional Workshop on Capacity Building of Domestic Workers Organizations and Elimination of Child Domestic Labour, with support from the ILO's Workers Activities Bureau (ACTRAV), in December 2014. Around 40 representatives from trade unions and domestic workers organizations from Indonesia, China, Hongkong, India, Pakistan, Sri Lanka Vietnam, Cambodia, and the Philippines participated in the workshop and developed an action plan to advocate policies and action programmes for each country.
- Supported the International Domestic Workers Federation to establish a web-based communication network among DWs and DWOs in the Asia region.

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