



Women in STEM Workforce Readiness and Development Programme – Indonesia

Project Brief

The ILO's Women in Science, Technology, Engineering and Mathematic (STEM) Programme aims to empower, connect and support career development of: 1) Underprivileged female secondary or post-secondary Technical and Vocational Education and Training (TVET) graduates into sustainable entry-level STEM positions with career prospects; 2) Under-employed women in STEM-related fields upgrade their skills to move up to mid-level STEM employment; and 3) Mid-level women working in STEM fields into leadership/managerial roles.

OBJECTIVE



KEY PARTNERS



- ◆ Ministry of Manpower
- ◆ Indonesia Employers' Association (Apindo)
- ◆ Trade Union Confederations
- ◆ Private sector firms
- ◆ Technical and Vocational Education and Training (TVET) institutions
- ◆ Private training providers

GEOGRAPHICAL COVERAGE



Indonesia, Thailand, the Philippines

DURATION



3 years (2017-2020)

CONTACT



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DONOR



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BUDGET



USD 750,000 (Year 1, three countries)

Background

Advances in technology including automation and robotics will bring significant changes to employment in Indonesia in the next two decades. The ILO estimates that 56 percent of employment (about 60 million jobs) face a risk of automation in Indonesia. Females are employed predominantly in jobs requiring low STEM skills and females in Indonesia are 1.2 times more likely than men to be employed in an occupation at high risk of automation across all industries.

Indonesia is the second biggest car manufacturer in ASEAN after Thailand. The Indonesian automotive industry market grew at an average of 10.7 percent per year between 2005 and 2015 and is expected to grow at 12 percent per year over the next decade, spurred by increased demand created by a growing middle class. Although the automotive industry's direct contribution to GDP is only 2 percent, the contribution of the whole value chain from production to distribution could be as high as 7 percent.

While robust economic growth in recent years has brought down overall unemployment rates, youth (aged 15 to 24) unemployment remains a serious problem. At 18.3 percent, Indonesia has the highest youth unemployment rate among the ASEAN-5 countries. Further to this, **women participation in the automotive sector is very low, around 15 percent only, and mostly not in the technical position.**

To address these issues, the ILO identified the automotive industry as high-growth in Indonesia, presenting significant projected STEM-related skills gaps but also opportunities for growth for women over the next decades. Facilitating training and ensuring adoption of STEM-related knowledge and skills to real workplace issues will reduce skills mismatches that are affecting workers' productivity and enterprises' competitiveness and expansion.

Therefore, the ILO program offers both core employability (soft) and industry-specific technical (hard) skills; and will seek to strengthen linkages between private sector firms, social partner institutions and vocational training centres to ensure greater opportunity through higher entry, retention and advancement of women in STEM jobs in the automotive sector.

Project Strategy

1. Skills gap identification

Consultation with key private sector firms and sectoral business associations to prioritize industry specific skills needs and develop an action plan for skills development in the automotive sector. The design of the skills curriculum will be demand-oriented and include industry-specific STEM skills development and employability plans for women.

2. Skills upgrading

Skills training include both technical vocational skills and core employability (soft) skills, targeting three categories of women, with each category offered a different type of training:

- (a) Pre-employment technical and employability skills for TVET graduates to facilitate their entry into full-time jobs;
- (b) Skills upgrading for those who are already in employment but in low-skilled jobs with limited mobility to expand their career prospects;
- (c) High-end technical skills; or leadership and managerial training for those who are already in supervisory or mid-skilled positions.

3. Job placement

Maximize job placement through continuous collaboration with private sector firms throughout program implementation.

4. In-company developing and mentoring

Develop company-level peer support groups and mentorship programs organized by and within participating firms. The in-company support groups will strengthen retention and advancement for women workers, including continued development of critical soft skills.

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