

# RESPECTING the Rights of Migrant Workers

**THAT DAY** was the 18th of December. It was not just an ordinary day, particularly for millions of migrant workers around the globe. That day was International Migrant Day, The day which acknowledges the important role of migrant workers for the development of the countries in which they work, as well as their own countries' economies.

On that same day, a throng of Indonesian migrant workers enthusiastically entered the Usmar Ismail building, Kuningan, Jakarta. After a long march, men and women, young and old joined Tjetje Al-Ansjori (General Director of Domestic Placement, Ministry of Manpower), M. Jumhur Hidayat (Head of BNP2TKI), invitees from governments, employers' and workers' organizations, goodwill ambassadors and other organizations to celebrate International Migrant Day, jointly conducted by the ILO through its Migrant Workers Project and the Indonesian Union for Migrant Workers (SBMI).

Alan Boulton, Director of the ILO in Indonesia, said that International Migrant Day 2007 marked a collaborative effort to promote basic human rights and labour protection of migrant workers. "The Day promotes the understanding of the human cost of exploitation of migrant workers through an artistic and cultural approach which highlights the voice of migrant workers," he added.

The event was also marked with the appointment of Rieke

Dyah Pitaloka, a prominent actress, as the new goodwill ambassador of Indonesian migrant workers—joining the existing ambassadors, Franky Sahilatua and Nini Carlina, two prominent singers. "She was appointed because of her great involvement and participation in defending and protecting rights and interests of workers, particularly migrant workers," explained M. Miftah Farid, Chair of Migrant Workers Union.



Rieke Dyah Pitaloka (middle) and Franky Sahilatua (right), Goodwill ambassadors for Indonesian migrant workers, promote rights of migrant workers from the recruitment to the return stage during the celebration of the 2007 International Migrant Day.

The three ambassadors will work hand-in-hand to represent and promote rights of migrant workers from the recruitment to the return stage and will work to ensure the implementation of decent services for migrant worker candidates on issues including fees, employment contracts and protections.

In her speech, Rieke read out her statement titled "Violence with No Voice." She questioned the unfair treatment and lack of protection for Indonesian migrant workers, who are ironically called the foreign exchange heroes. Indonesian migrant workers are the second largest contributor to Indonesia's foreign exchange, amounting to about USD \$2,4 billion annually.

"It is the rights of every citizen to be protected. One of the concrete forms of protection is to provide decent facilities and trainings to enhance the skills of potential migrant workers. The government should control, monitor, and give sanctions to those who are committed crimes to migrant workers, including government officials. To protect means that the rights of migrant workers from pre departure to return stage are respected," she exclaimed.





Former migrant workers from East Lombok performed a traditional drama, *Rudat*.

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Hosted by Rieke as the newly appointed ambassador, the Day also included testimonies from ex-migrant workers and their families about their sacrifices and struggles. "My mother has been missing since I was six years old. She went working as a migrant worker to Saudi Arabia. I have never heard from her again since. Can I be reunited with my mother?" said Daniari, 16 years old, devastatingly.

Yunita, 18 years old, had a different story. She was only 14 years old when working both as a domestic worker and in a factory for her employer in Malaysia. After she lost her finger in a work accident, she returned home penniless. "I never received any kind of help from the government nor was I assisted by my insurance; my rights as a migrant worker were never respected," she said.

The event also hosted a traditional theatre play, performed by former migrant workers from East Lombok. They depicted the plight of migrant workers through a traditional drama called "Rudat". The play was originally performed across villages in East Lombok, well-known for being the main sending area of migrant workers, to raise awareness of the need for safe migration and the recognition of the migrant workers' rights in order to halt exploitation and human trafficking in the migration process.

The celebration addressed the plight of migrant workers through a photo exhibition which documents the daily lives and struggles of migrant workers, as well as profiles of migrant workers who remain missing abroad. Handicrafts and local products by returnee migrant workers were also exhibited. The celebration was concluded with a warm and cheerful concert from Franky Sahilatua.

"This celebration is not only important to raise awareness by the broader audiences but also in creating alliances between the media, general public, migrant workers themselves, and politicians. I believe these alliances are vital to a successful improvement of Indonesia's Labour Migration System," concluded Lotte Kejser, the Chief Technical Adviser of the ILO's Migrant Workers Project. 🌟

## from US

**SINCE THE** last edition of the ILO Jakarta Newsletter, some important developments have taken place in Indonesia with respect to the world of work.

With respect to ILO Conventions, Indonesia is ratifying Convention 185 which deals with seafarers' identity. The ratification of the Convention and the new identity documents to be issued to Indonesian seafarers will help to ensure their continued access to job opportunities in the international shipping sector. This year is also special as it is now 10 years since Indonesia ratified Convention 87 on Freedom of Association and Protection of the Right to Organize. The ratification of this Convention led to the rewriting of Indonesia's labour laws and to new rights for workers and better representation of their interests. The ILO is planning to hold an event later in the year to mark the ratification of Convention 87 and to assess its application in Indonesia.

Another important development is the increasing attention in Indonesia to the subject of employment and employment policies. Whether through programmes to increase business investment, develop entrepreneurial

skills, improve education and training or enhance opportunities for labour migration, a greater emphasis is being given by policy makers to ensuring that more Indonesians have the chance to obtain decent and productive work.

The ILO's work in these areas will be expanded as a result of two recently started projects. One project concerns *Education and Skills Training (EAST)* and provides concrete and direct support to six Indonesian provinces to prevent and address child labour while at the same time supporting young Indonesians to find employment, including the possibility to start their own businesses. Another key new project is the second phase of the *IPEC Child Labour Programme*, which builds on the success and achievements of its first

phase in supporting the National Plan of Action on the worst forms of child labour. These activities constitute important pillars of the ILO programme in Indonesia and are funded by, respectively, the Netherlands and the United States of America.

In Timor Leste, the ILO's programme is also expanding with new projects on *Youth Employment Promotion* (funded by Australia), *Self-Employment Opportunities for Women Entrepreneurs* (with UNDP) and *Labour Market Information* (funded by Ireland). 🌟



Vice President Jusuf Kalla (right) shakes hands with International Labour Organization country director Alan Boulton (left) before the opening a forum of labour dispute mediators.

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# ILO Executive: Private sector, Source of Job Creation

**THE ILO'S** Executive Director of the Employment Sector, Mr. José Manuel Salazar-Xirinachs highlighted the critical role of the private sector in creating economic growth and employment creation, when addressing the 8<sup>th</sup> National Congress of the Employers' Association of Indonesia (Apindo), which was officially opened by President Susilo Bambang Yudhoyono on Wednesday, 26 March.

"Sustainable enterprises are the key source of growth and decent work. Sustainable enterprises in turn require a conducive environment for them to operate and flourish in, while enterprises should be guided by specific principles for them to be sustainable. Enterprises, trade unions and the government all have specific roles and responsibilities in the promotion of sustainable enterprises," said Mr. Salazar-Xirinachs, prior to his address on Thursday, 27 March.

He emphasized that economic growth and poverty reduction do not always go hand in hand. The key link between growth and poverty reduction is productive employment. "Sustainable reductions in poverty reduction occur through the labour market and employment creation.

In that regard, private enterprise and investment is the single most important source of job creation," he said.

To further discuss employment issues and policies in Indonesia and the way forward, Mr. Salazar-Xirinachs met with high-level government officials during his visit to Indonesia, including the Vice President of the Republic of Indonesia, H.E. Mr. Jusuf Kalla, the Coordinating Minister for Economic Affairs, H.E. Mr. Boediono, and the Minister of Manpower and Transmigration, H.E. Mr. Erman Suparno. He also sat down together with representatives from employers and unions, namely: Mr. Sofjan Wanandi (President of Apindo), Mr. Thamrin Mosii (General Chairman of KSPI) and Mr. Rekson Silaban (General Chairman of KSBSI).

"Indonesia, like many other countries in the world, is facing certain employment challenges, including high unemployment and underemployment, particularly for youth, and significant poverty. The ILO is keen to work with its social partners in meeting these challenges," said Mr. Salazar-Xirinachs, commenting on employment issues in Indonesia.

One key challenge, according to him, is to prioritize policy interventions and to achieve policy reform. "In this regard, a comprehensive national employment strategy and a forum on employment matters could assist in prioritization, sequencing and implementation of employment policies. The ILO's Decent Work Agenda and the Global Employment Agenda can provide the basis for the development of the strategy and Forum," he added. ❁



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José Manuel Salazar-Xirinachs, the ILO's Executive Director of the Employment Sector, (left) shakes hand with the Indonesia President Susilo Bambang Yudhoyono (right), as Sofjan Wanandi, the Chair of Indonesian Employers' Association (Apindo) (middle), looks on during the official opening of the 8<sup>th</sup> National Congress of Apindo.

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# ILO TO REVIEW Indonesian **LABOUR** **MIGRATION** policies



A panel discussion, moderated by Riwanto Tirtosudarmo from Indonesian Scientific Institute (ISI), discussed the findings of the ILO study to improve upon the labour migration system.

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and by doing so initiated and encouraged dialogue for further policy developments. The consultation consisted of several panel discussions, examining the findings of the study and focusing on concrete measures, plans of action and new legislation that should be undertaken in order to improve the current legislation and its implementation.

The members of the panel discussion consisted of representatives from the Coordinating Ministry for Economic Affairs, the Ministry of Manpower and Transmigration, the Ministry of Foreign Affairs, and the National

Migration Agency. The interactive discussion was broadcast live by SmartFM Radio, a national radio station, and relayed to ten cities.

For many Indonesian migrant workers, the exploitation and human rights violations that they experience begin at home, caused by multiple flaws in the Indonesian labour migration system.

**IN AN** attempt to provide solid recommendations to improve on current legislations and practices, the ILO, through its migrant workers programme, undertook a comprehensive study on the Indonesian laws, policies and practices concerning Indonesian Migrant Workers.

Conducted from July – August 2007, the study was aimed at reviewing all existing laws and regulations related to the placement and protection of migrant workers, identifying overlapping policies and laws on labour migration, and providing recommendations, policy revisions, law enforcement and monitoring mechanisms to be implemented by governmental institutions and relevant stakeholders.

The study was presented to stakeholders during a national consultation on 19 December 2007 organized by the ILO. This national consultation brought together relevant stakeholders

#### Key findings on the Indonesian placement system are:

- ♦ Indonesian placement system is overly bureaucratic, complicated, with many different departments involved;
- ♦ High costs through fees and 'facilitation' costs;
- ♦ Depends heavily on private agencies;
- ♦ No agency presence at local level so relies on 'middle-men'/'calos' who have no legal responsibility to the migrant workers;
- ♦ Number of agencies, choice and competition is limited by large deposits required from agencies;
- ♦ Insurance is mandatory but choice is limited to a small number of pre-selected providers; and
- ♦ Other organizations such as Trade Unions and NGOs have no role.

#### These findings have lead to key recommendations for the following improvements:

- ♦ Simplifying the Indonesian placement system;
- ♦ Bringing services closer to the user with less dependency on 'calos', 'facilitators' or 'middle-men';
- ♦ User has access to independent and reliable sources of information;
- ♦ Others outside system (trade unions, NGOs) have role in monitoring and oversight;
- ♦ Independent complaint mechanism managed by stakeholders;
- ♦ Stakeholders have a role in policy making process; and
- ♦ Signing and implement International Conventions on Labour Migration. 🌐

# Improving the capacity of BNP2TKI

To build and improve the capacity of the National Agency for the Placement and Protection of Indonesian Overseas Workers (BNP2TKI), the ILO, through its Migrant Workers Programme, in collaboration with the agency has organized three trainings of trainers (ToT) over the year of 2007.

**TARGETED TO** BNP2TKI staff, the training was focused on the placement and protection of Indonesian migrant workers, the promotion of decent work among Indonesian migrant workers, and the drafting of bilateral agreements as well as negotiation skills. The manuals were developed in accordance with roles and responsibilities of BNP2TKI.

BNP2TKI was established in 2006 as part of the major reforms to the labour migration system in Indonesia. Chaired by M. Jumhur Hidayat, the agency is mainly responsible for the placement and protection of Indonesian migrant workers. BNP2TKI consists of personnel from various ministries with diverging mandates in the sector of migrant workers.

Lotte Kejser, Chief Technical Adviser of the ILO's Migrant Workers Project, said that these trainings were expected to develop competent and skilled trainers. "These participatory trainings also combined theoretical and practical approaches, consisting of exercises, group-discussions and role plays. As the result of the trainings, the participants are expected to deliver their own trainings within their own organizations or to relevant parties as a means to widen the outreach," she added.

Thirty active participants said they found the training beneficial for their work on the ground. one participant pointed out that the training had broadened his knowledge on technical issues and improved his negotiation skills. "The knowledge and skills that I learnt are strongly relevant since mediation is part of my job," he added.



Two Indonesian migrant workers learn how to nurse a baby in the training centre while waiting for departure.

As a follow-up to the training, the ILO was requested to facilitate a high-level planning session for BNP2TKI officials. This three-day planning session included key presentations on flaws in the Indonesian migration system and best practices. It also discuss and the development of operational goals and work plans in line with the objectives of BNP2TKI. The ILO will continue to collaborate closely with BNP2TKI in order to put in practice the results of this planning session.✿

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# New Actions in Tackling The Worst Forms of Child Labour



A collage of child labourers in Indonesia

The ILO is now implementing the second phase of its support to Indonesia's National Plan of Action on the Elimination of the Worst Forms of Child Labour project through the International Programme on the Elimination of Child Labour (ILO-IPEC) in Indonesia.

**THIS FOUR** year project running from late 2007 to 2011 aims to contribute to the reduction of the overall number of children engaged in exploitive child labor in Indonesia through four immediate objectives:

- ◆ Children withdrawn from exploitive child labor or prevented from entering exploitive child labor are educated;
- ◆ Enhancement and improved enforcement of the program, policy and legislative framework for child labor;
- ◆ Improved capacity of stakeholders for implementing action against child labor;
- ◆ Increased awareness of the worst forms of child labor and the importance of education for all children.

Arum Ratnawati, National Chief Technical Adviser of the ILO's Child Labour Programme, said that the project combines creating an enabling policy environment through policy and regulatory initiatives with direct action through community approaches. "These combining strategies had been proven effective in widening the impacts and sustainability through strengthened child labour policy and program, reducing child labour through direct action, capacitating stakeholders to take concrete action as well as demonstrating models in combating worst forms of child labour that can be replicated elsewhere," she explained.

Some new and significant components under the project include a linkage with the Government's Conditional Cash Transfer programme, and partnership with a private sector Corporate Social Responsibility initiative. The project also seeks to collaborate

with Indonesia Business links, a major Corporate Social Responsibility (CSR) initiative involving both multinational and national companies to connect CSR programs with child labor programs. To support this work, assessments on current CSR practices, including capacity building for CSR managers on child labor issues, will be implemented.

Arum further explained that in coordination and partnership with tripartite and other stakeholders, project activities will be delivered in five provinces: North Sumatra, Lampung, West Java, East Java; and in the capital city, Jakarta. These areas have a combined school-aged population in the 13-15 age range of 5,852,800, representing 44% of Indonesia's 13-15 school age population. The target group of the project includes children in or at risk of exploitive work in child domestic services, plantations, trafficking for commercial sexual exploitation and street children at risk of becoming involved in the drugs trade or becoming trafficking victims.

"Withdrawal and prevention will be achieved through provision of education services that will be delivered to children based on experience of what works in tackling child labor in Indonesia, using a mix of formal education, non formal education and skills training interventions to meet the diverse needs of the target groups," Arum added.

In addition, specific non-education services will be provided, in particular to deal with working conditions of children above the minimum employment age in plantations and child domestic work. The aim of these services is to support improvements in family livelihoods and provide referral to counseling for children where required. ❀

## Snapshot on targeted sectors

### Child Domestic Labour

The first major study of the incidence of child labor by ILO/IPEC and the University of Indonesia in 2002 – 2003 revealed the number of children in this sector was higher than previously estimated. It suggested that 700,000 children below 18 were working in domestic labor nationally, with more than 90% being girls. Girls, mostly coming from rural areas, typically enter domestic work between the ages of 12 and 15 years. In many of the areas of high recruitment, education is poor or non-existent.

Children are often lured with false promises of high wages in cities, without details of where exactly they will be taken, the tasks they would perform, hours they will work or conditions. Often girls work 14 to 18 hours a day, seven days a week, with no sick leave. Employers often withhold salary until before the child returns home for the annual *Eid-ul-Fitr* holidays and then pay less than promised. Many employers forbid them from leaving the workplace or from receiving visitors, rendering them isolated from the outside world. In the worst cases, some children are physically and sexually abused.



### Trafficking for Commercial Sexual Exploitation of Children

In Indonesia, legal and illegal labour migration is extensive, from rural areas to cities, both internally and internationally. High-risk children are often poor, uneducated, unskilled, and excluded from socio-economic networks. Young girls are trafficked for a variety of purposes, but most commonly for commercial sex within Indonesia. A rapid assessment commissioned by ILO/IPEC in 2003 estimated there were 21,552 children in prostitution on Java Island. Data on the number of children and adults in prostitution recorded by the Ministry of Social Affairs showed an increase of 34% in 10 years from 65,059 in 1994 to 87,536 in 2004 for the whole of Indonesia.

In 2001, the Office of Women's Empowerment estimated that 20-30% of those in prostitution nationwide may be below the age of 18 years. Studies have identified high-risk receiving areas which are commonly urban areas as Java Island and Sumatra, and the main transit areas (also commonly urban areas) as Jakarta, Bali, Batam and North Sumatra. In most of the sending/recruitment areas which are commonly rural areas, access to and quality of education is poor.



### Agricultural Sector

It is estimated that over 1.5 million children aged between 10-17 years are working in the agricultural sector. The three provinces with the largest populations of agricultural sector child laborers are North Sumatra (155,196 children), Central Java (204,406) and East Java (224,075). Work in agriculture involves exposure to many hazards including extreme temperatures, pesticides, and organic dust. It also often requires working long hours as well as the use of heavy and dangerous machinery and tools that violate Occupational Safety and Health (OSH) standards.

Plantations are generally located near villages and soak up much of the available local labor, including child labor. The poor quality and availability of schools coupled with the general low regard for education in rural areas contributes to a steady supply of child laborers in the plantations. In a recent study in Jember, a major tobacco-producing area in East Java, 85% of child workers had attended elementary school but only 13% had gone to junior secondary school.

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### Street children at risk of trafficking and involvement in drugs trade

According to the Ministry of Social Affairs, in 2005, there were 46,800 street children across 21 provinces. Substantial numbers of street children are apparent in Jakarta and other major urban centers where they are vulnerable to involvement in the drugs trade. Various estimates suggest that between 500,000 to 1,200,000 young people below the age of 19 use drugs. The Ministry of Education has estimated that as many as 20% of drug users are involved in the sale, production, or trafficking of drugs suggesting between 100,000 and 240,000 might already be involved in the drugs trade.

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# Promoting Education through Conditional Cash Transfer programme



Indonesian school children

**THIS IS** an innovative activity under the Second Phase of Project of Support to the Indonesia's National Plan of Action on the Elimination of the Worst Forms of Child Labour to support the Government's new Conditional Cash Transfer (CCT) program (Program Keluarga Harapan). The overall objective of this programme is to reduce poverty with the following specific objectives:

- ♦ To improve socio-economic conditions of very poor households;
- ♦ To improve the education level of children from very poor households;
- ♦ To improve the health and nutritional status of pregnant women, *ibu nifas* (after childbirth), and children under 6 years in very poor households;
- ♦ To increase access to and quality of education and health services, especially for very poor households.

The CCT program is a very important initiative and its focus on addressing child labor reflects the spirit of the Time Bound

Program on the Elimination of Child Labor process, which aims to influence governments to mainstream child labor in key policies and programs. The CCT program in Indonesia is one of a very few CCT programs worldwide that has specifically identified child labor as an issue to be addressed.

The CCT has been rolled out since July 2007 starting with 49 districts in seven provinces (West Sumatra, Jakarta, West Java, East Java, Gorontalo and North Sulawesi and East Nusa Tenggara), targeting 500,000 very poor households. It is expected that within 9 years to 2015, the CCT could reach 6.5 million very poor households and each household will be provided with cash transfer for 4 years.

The link with the CCT program allows the project to provide services to 10,000 children below the age of 15. However, some challenges and difficulties are identified in returning children who are already working to school and keeping children from the poorest households in school.

To tackle these and other challenges, the program will provide educational and other complementary services including:

- ♦ Additional services (uniforms, lunch, books, school materials, or other types of incentives that enable the child to stay in education) to very poor families to increase the chances of keeping children in school.
- ♦ After school centres that provide activities for children, which help limit the time available for work, and which also help through additional non-formal learning.
- ♦ More structured transitional education (bridging and remedial) support for returning children, including trainings for teachers/tutors to deliver quality transitional education.

The project also provides various trainings to strengthen capacities of CCT staff and management on child labour issue. To assess impacts of CCT on child labor, the project will conduct studies on impacts of CCT program on child labor reduction. ❁

**THE WORLD** AIDS Day Campaign has selected 'leadership' as the 2007 World AIDS Day theme, highlighting the need for innovative and visionary leadership in response to the epidemic. It calls on all of us to renew our commitment at the individual, family, community, national and international level to support empowering leadership on AIDS.

HIV and AIDS has been a challenge not only for the world at large, but also for ILO staff and their families. ILO office for Indonesia is committed to establish a workplace free from stigma and discrimination and ensure that its staffs have access to prevention, care, treatment and support.

On World AIDS Day, the ILO invited representatives from People Living with HIV and AIDS Network to share their knowledge on HIV prevention and also initiated a discussion on HIV-related stigma and discrimination, what effects they have on behavior and what we can do to reduce them. This

## ILO Cares for Us

discussion was followed in February 2008 with an interactive session on 'Preventing HIV Transmission through Male and Female Condom' by resource persons from DKI Jakarta Provincial AIDS Commission and Indonesian Positive Women.

The ILO, in particular the ILO in Indonesia, plans to sustain the education sessions on HIV prevention, care, treatment and support as part of our commitment to the ILO Code of Practice and the 6<sup>th</sup> Millennium Development Goal, of halting and beginning to reverse the spread of AIDS. ❁





# Skills Training **providing blacksmiths with tools for success**



Manuel Gaspar (standing third from the left) together with his colleagues show agricultural and construction tools produced by the Blacksmith.

©ILO/Manuel Mesquita

**TWO YEARS** ago, Manuel Gaspar, a third generation blacksmith, in Baucau Kota, Baucau, Timor-Leste, together with one to three employees, was only able to produce seven pieces of agricultural and construction equipment per week. He is now able to produce 140 tools per day, and is employing 45 workers, 23 of whom are permanent workers. He has successfully expanded his business and established a group called "Blacksmith." To date, Blacksmith has produced a total of 6,000 tools, earning a total of \$50,000 – 60,000 dollars.

"Before participating in the skills training course organized by the ILO/UNDP STAGE Programme together with the Secretariat of State for Vocational training and Employment, in 2006, I had learnt the traditional blacksmith skills from my father, who learnt the skills from his father. The skills have been passed down for generations. Since joining the training, I have improved the quality of my products and have expanded my business," he said, smiling. Blacksmith have produced a variety of tools, ranging from shovels, hoes and harrows, to blades and machetes.

Not only is Manuel expanding his business, he has also become a dedicated trainer. As a trainer, he has conducted courses in other districts, such as Viqueque, Manatuto and

Lautem. "My ambition is to conduct training in all thirteen districts, sharing my expertise in producing tools so that others can also develop their own businesses and improve their living conditions as I am experiencing now. I am not afraid of competition. The market will decide as I have the quality and everything that matters," he remarked.

The work of Blacksmith has also been promoted to the President of Timor-Leste, Dr Jose Ramos-Horta. Impressed with their work, the President funded the establishment of a new workshop - a spacious building for a workshop and office. The new workshop will allow Blacksmith to produce more tools. "We are going to stamp all of our products with the official Blacksmith brand. After initially focusing on the production side, we are now concentrating on promotion and marketing," said Manuel, adding that he is going to put up a sign soon. 🌟

*Smart Workers* is a joint interactive talkshow of the ILO in collaboration with Smart FM, designed to raise awareness of basic rights in the workplace. For those who are interested in learning more about employment and labour issues, just tune in to 95,9 FM!

## SMART WORKERS

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# PROMISING Opportunities in Retail and Automotive Sectors

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To provide better job opportunities, particularly for young Indonesians, the Indonesian Employers' Association (Apindo) has worked closely with multinational enterprises to conduct training and internship programmes for vocational and general high schools graduates in the retail and automotive sectors.

## THE

programmes offer the chance for these young men and women to improve their skills and employability which can lead to decent work and income.

PT Astra Internasional and Indonesia Retail Employers' Association have offered apprenticeship programmes for approximately 175 graduates of vocational and general schools. Around 75 graduates of mechanical vocational schools were selected to take part in a two-month apprenticeship programme at Astra Internasional, from 1 February to 31 March, to improve their skills in three areas of automotive sector: machining, welding and mechanics. Meanwhile, the remaining 100 graduates joined the programme at Indonesia International Fashion Institute (IFI) from 25 February to 24 April, to become skilled sales

attendants in a retail business.

At the end of the programme, participants will be given an opportunity to participate in a recruitment process to obtain work in the Astra group and retail companies affiliated with Apindo and the Retail Employers' Association. Apindo will adapt training modules and the curriculum developed and implemented in the apprenticeship programme for its future youth training. Apindo will also promote and encourage the Vocational Training Centers (BLK) to adopt the modules and curriculum in their programmes.

Retail (sales attendant) and automotive (welding, machining, and mechanics) sectors were identified in a



Participants of automotive apprenticeship programme learning about machining, welding and mechanics.

study as potential sectors for providing job opportunities and absorbing high numbers of workers, particularly young workers. This joint study, *Education and Training System to Enhance Employability and Productivity of Young Men and Women*, was conducted by Apindo and the ILO through its Employers' Project on Social Dialogue and Youth Employment.

Conducted from August – October 2007, the study focused on the transition from school to work and filling gaps between the education system and the demands of labour market to identify the training needs to create job opportunities for youth. Covering the greater area of Jakarta, the study included interviews with parties related to targeted industries as well as public and private training providers.

One of the findings of the study was that the motorcycle industry has grown rapidly over the past few years. Between 2000 – 2005, the assembly of motorcycles grew at around 38% per year, followed by the growing number of motorcyclists at around 15% per year. The decline in import tax on motorcycles also supported the increased sales of motorcycles in Indonesia.

The study noted similar conditions in the retail sector. The number of employers in retail sector (retailers) increased by around 15% between 1997 – 2003. This phenomenon has been influenced by less rigid laws concerning foreign direct investment, increased urbanization, and an increase in property and real estate markets. Predictions from business actors in the retail sector are that floor space in Jakarta malls would grow by around 1.000.000 m<sup>2</sup> in 2007 and 2008. This indicates a need for around 100.000 additional sales promoters, as one sales promoter is required per 10 m<sup>2</sup>. ❁

# Better Job Opportunities for YOUTH

Nearly 2 million Indonesian young women and men enter the labour market each year. Nationwide, Indonesia's youth is six times more likely than adults to be without work, representing an alarming youth unemployment rate of 31%.

**TO ADDRESS** these challenges, the ILO in collaboration with the Provincial Development Planning Agency of East Java (Badan Perencanaan Pembangunan Provinsi/Bappeprop Jawa Timur) launched a new programme titled "Job Opportunities for Youth" (JOY) on 14 February in Surabaya. This programme is part of the ILO's efforts to further support the Government of Indonesia in addressing the challenges of youth employment.

Funded by the Government of the Netherlands, the programme will run for three years until 2010, with East Java, one of Indonesia's industrialized provinces, as the target province. With a population of 35 million and a strong industrial base, East Java has been facing various labour problems including youth unemployment, labour migration, child labour and industrial relations. The youth unemployment rate in East Java is an alarming 33% - 40%, with the majority of unemployed youth attaining only an elementary school education.

Peter van Rooij, Deputy Director of ILO in Indonesia, in his welcoming remarks said that the programme aims to contribute to poverty reduction and to the creation of income earning opportunities, especially for youth. "The programme will mainly focus on the development and implementation of national policies and local initiatives that will lead to more employment-intensive economic growth. These will, in turn, increase the employability of the youth and provide better access to decent job and income opportunities," he said.

During the discussion session, Malang and Pasuruan were selected from 14 districts attending the launch as two pilot districts because of their high youth unemployment. These two areas were also selected because of their economic potential and possibilities for replication on a wider scale.

In these two areas, local economic development (LED) initiatives are implemented in an effort to entice synergies from both private and public sectors, toward the promotion of youth employment. Matthieu Cognac, the ILO's LED Specialist, said that through the LED initiative, the programme would



Young workers working at the radio station

make available a range of tools and training materials adapted to the local context.

"These initiatives also provide ongoing technical support which could include provision of vocational skills, business management training and facilitating participants' access to financial services. They also seek to help local stakeholders to identify necessary funding mechanisms. While not a donor-based approach, the program may also allocate limited start up funds for each initiative," he explained.

As an immediate follow-up, a team comprising representatives from East Java province and the two pilot districts would be established to develop and implement a local adopted action plan. ❁

# EXAMINING Employment Conditions in INDONESIA

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THE ILO, supported by the ILO/Korea Partnership Programme, invited representatives from the Indonesian Government, employer representatives and trade unions and the Korea Labour Institute (KLI) to a workshop on 22 February to discuss employment conditions in Indonesia.

Recently published research by the ILO-Korea Partnership Programme for 2005-06 on changes in employment conditions in the Asia-Pacific region, which was introduced by Dr. Sangheon Lee of ILO/ TRAVAIL, provided a starting point for discussions. Sung Taek Kim, Senior Research Fellow of KLI, provided an overview of the challenges in employment conditions facing Korea and its implications for Indonesia. The research findings for Indonesia indicate that unemployment, particularly youth unemployment have increased along with underemployment. An increasing trend toward workers engaged in informal employment, such as self-employed or casual work was also observed.

Themes of the workshop included the challenges of reducing unemployment, particularly for youth, extending Indonesia's social security programme and creating more highly productive jobs in the formal sector.

Economic reform to attract investment in labour-intensive industries was identified as a key step to promoting job growth. On labour policy reform, participants emphasised that the gap between labour laws and their effective implementation was central to improving employment conditions in Indonesia. Informal sector growth at the expense of growth in the formal sector which denies workers access to social security, higher wages and more productive jobs was a chief concern of the social partners.

The ILO also introduced participants the Better Work programme. Implemented successfully in Cambodia, among other countries, the programme has shown capabilities to



Condition of Indonesian workers at a manufacturing company.

improve working conditions and compliance with international labour standards. By monitoring and reporting on working conditions, improving productivity and conditions at work and facilitating a dialogue between social partners and international buyers, the programme launched a cycle of improvement towards the goal of better work.

"This workshop is the just the first step in a dialogue among social partners and other stakeholders to ensure the efficient design for a social protection system that addresses some challenges in employment conditions facing Indonesia today," said Kee Beom Kim, Economist of the ILO Jakarta Office.

A tripartite meeting will be held in April with the aim of building a common understanding on the priority issues identified by the social partners for the ultimate goal of developing better policies in the area of employment conditions. ❁

## IMPROVING Employability through Strengthening BLK

THE ILO in Indonesia and the ILO's International Training Centre Turin (ILO-ITC), in collaboration with the Ministry of Manpower and Transmigration (MoMT), jointly organized a Design Workshop on Strengthening Vocational Education and Training Centre (Balai Latihan Kerja/BLK) and Implementing Competency-Based Training (CBT) in Bandung, West Java, from 25 – 27 March. The workshop was cost-shared by MoMT, the ILO-ITC, and the ILO's Netherlands funded Education and Skills Training Project (EAST) and Job Opportunities for Youth (JOY) Projects in Indonesia.

The workshop was attended by a total of 20 managers selected from BLKs of 15 provinces including Papua and Aceh Provinces as well as skills-related officials from the Ministry of Manpower. The aim was to identify challenges and propose strategies as well as make recommendations for the way forward to revitalize BLKs.

In his opening remarks, Tauvik Muhamad, the ILO's Programme Officer, pointed out that BLKs play an important role in enhancing the employability of the labour force,

# ILO-ASEAN to promote DECENT WORK

Building on the ILO-ASEAN Cooperation Agreement signed between ILO Director-General Juan Somavia and ASEAN Secretariat-General One Keng Yong in March 2007, the ILO in late 2007 supported the ASEAN Secretariat in conducting workshops on labour statistics, youth entrepreneurship and HIV/AIDS in the workplace.

**THE MALAYSIAN** Ministry of Human Resources with the support of the ILO conducted a workshop from 28 – 31 October 2007 in Putrajaya Malaysia to bring together representatives from national statistical offices, as well as labour and planning ministries from ASEAN member countries to share information on ongoing and planned activities in the area of labour market information. One of the recommendations was to establish regional cooperation on labour market information, with the aim of improved and sustainable collection, harmonization and dissemination of country labour statistics designed towards the achievement of the Millennium Development Goals, decent work, and ASEAN Community goals. This recommendation was consequently endorsed by the 8<sup>th</sup> ASEAN Heads of Statistical Offices Meeting, in Phnom Penh, Cambodia in December 2007.

On 19 – 20 November 2007, the ILO also supported an ASEAN+3 Workshop on Youth Entrepreneurship in Jakarta, Indonesia, bringing together representatives from the Labour Ministries of ASEAN Member Countries and China, representatives of the Chair and Vice-Chair of ASEAN's Senior Officials' Meeting on Youth (SOMY) and on Education (SOM-

ED), as well as representatives from employers' and workers' organizations. The workshop in particular noted the possibility of establishing a Youth Entrepreneurship Knowledge Network and the drafting an ASEAN+3 Strategic Framework on Youth Entrepreneurship

On 13 – 14 December 2007, the ILO further supported a meeting of the ASEAN Labour Ministries Focal Points on HIV Prevention and Control at the Workplace in Jakarta, Indonesia. This meeting was to follow-up to the 19<sup>th</sup> ASEAN Labour Ministers Meeting, which had identified joint work in the area of HIV/AIDS in the workplace as an area for joint ILO/ASEAN work. The meeting noted the need for a model HIV/AIDS workplace policy for ASEAN and undertook initial discussion for regional conference on HIV/AIDS in ASEAN in 2008.

The ILO office for Indonesia, as the liaison office with the ASEAN Secretariat, will in 2008 continue to build cooperation with ASEAN, including follow-up to the above areas but also in labour migration, industrial relations and other areas, with a view to building a strategic partnership for the promotion of decent work in the ASEAN region. ❁

including job seekers and youth. "It is important to strengthen the capacities of managers and instructors of BLKs so that they can better manage their BLK and implement competency-based training in the training curriculum. Skills are key factors to match the industrial demand and to increase productivity," he said.

"Improving managerial skills of the heads of BLKs and the quality of instructors to implement competency-based training is the most important aspect of revitalizing BLKs under the Ministry of Manpower's Three-in-One policy (training, certification and placement) to address unemployment issues," concluded Masri Hasyar, Director General for Skills Development and Productivity of the Ministry of Manpower.

A joint action plan was formulated at the end of the workshop, highlighting the need to create a master plan for management-related trainings targeting BLK managers and upgrading the skills of BLK instructors in implementing CBT. The action plan included the establishment of a joint MoMT-ILO working group with other relevant ministries as well as the private sector to amend existing laws and regulations to increase effectiveness and efficiency of the BLKs. The joint



Discussion sessions held during the workshop to strengthen the capacity of training centers.

action plan also included preparation of a CBT distance learning resource centre and a proposal for resource mobilization on skills development. ❁

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# Building Greater Community Self-Reliance in Papua

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## INDIGENOUS

Papuans often lament that while Papua is teeming with natural resources, they are still among poorest in the country based on national and international standards. Unemployment, lack of skills, illiteracy and inaccessible opportunities for improvement are prevalent in most communities.



The ILO's Papua Indigenous Peoples Empowerment (PIPE) programme is working to contribute to this task by helping indigenous Papuans to develop greater self-reliance, individually and collectively, in overcoming poverty, promoting gender equality and strengthening peace and development mechanisms within their communities in partnership with the government.

Domingo Nayahangan, Chief Technical Adviser of PIPE Programme, explained that in assisting the indigenous Papuans to strengthen their individual and collective self-reliance as a first step to real empowerment, the PIPE programme is facing formidable challenges, including the need to reverse the continuing top-down and dole-out approaches to community development which is creating a culture of dependence at the village level. The PIPE programme is responding to this challenge by promoting, as an alternative methodology, community-driven participatory development (CDPD).

"Under CDPD, indigenous peoples are assisted to develop skills that would enable them to take greater responsibility for and leadership in their own development processes using the available resources around them, including assistance from the government and other service providers," said Domingo, adding that with entrepreneurship and local economic development as an entry point, the PIPE programme is promoting CDPD in support of the government's national program for community empowerment (PNPM) and strategic village development program (RESPEK).

## Strengthening adat-based community organizations

In spite of their potential for development, the adat (customary law)-based community organizations, which are the foundations of collective self-reliance among indigenous Papuans, have been systematically weakened and relegated to the sidelines over time. The PIPE programme is working with its partner communities to revive and strengthen the adat-based community organizations within the framework of the Papua Special Autonomy Law (OTSUS), which recognizes the important role that the adat communities play in the local development process.

Domingo further explained that to hasten their revival, the adat-based community organizations in the pilot sites were given the opportunity to serve as the implementing partners of the PIPE programme. "As the programme unfolds, they are being assisted through hands-on skills training activities to enhance their effectiveness and strengthen their capacity to continue performing their important role in the community. Slowly but surely, their revival and recognition as viable development partners is underway," he added.

## Skills development for greater income

Like many other indigenous peoples, the indigenous Papuans consider socio-economic improvement as a key indicator of individual and collective self-reliance. Their culture is entwined in their mostly land-based livelihoods. The PIPE programme, thus, has focused on helping the partner communities to develop skills for acquiring greater income and creating (self) employment opportunities for themselves.

More than 2,000 community members have already received hands-on training and assistance in improved production related to agriculture, fishing, horticulture, animal husbandry and fruit processing, along with cooperatives management and entrepreneurship. The resulting actual and potential increase in income ranged from 15-35 percent and the number of improved (self) employment opportunities generated correspond at least to the number of participating family representatives. More importantly, the partner communities are now reinforcing their collective self-reliance in poverty reduction through the setting up of community livelihood support mechanisms, e.g. community seed nurseries, pest control strategies and marketing systems.

## Greater involvement of women



Through all the income and (self) employment generating activities, a conscious effort to create conditions that allow the spontaneous mainstreaming of gender issues in the development process has been undertaken. As a result, at least 273 women have been involved significantly in the poverty reduction

activities, despite the highly paternalistic social structure in the villages. All women groups have emerged in specific income generating and (self) employment activities in the project sites, including taking the lead in the promotion of entrepreneurship through the Gender and Entrepreneurship Together (GET Ahead) training of trainers and potential entrepreneurs.

The emerging community initiatives to expand the traditional leadership structures from the village to the district level are likewise contributing significantly to the enhancement of individual and collective self-reliance. Through this initiative, the adat community leaders have greater opportunity to work together more closely, thereby strengthening the existing peace and development mechanisms. ❀

# RESOURCE BASED Rural Infrastructure for Job Creation

**THE ILO** in collaboration with the ILO's Advisory Support, Information Services and Training Programme- Asia Pacific (ASSIST – AP) organized a one-day seminar on local resources-based rural infrastructure in Jayapura, Papua, on 31 January. The seminar's aim was to introduce a resources-based rural infrastructure approach and to finalize a draft report on the role of rural infrastructure in generating more jobs.

The seminar was attended by relevant local officials who discussed proposed recommendations with participants, including training of trainers on resources-based infrastructure, capacity building for government officials and contractors, the replication of road projects in Aceh and Nias and the development of a technical concept in the rural infrastructure for resource mobilization.

Tauvik Muhamad, the ILO's Programme Officer, said that in order to reduce unemployment at villages, the infrastructure development must involve as much local manpower as possible in the villages where the project is located. He was quoted by the *Cendrawasih Post* as saying, "We observe the needs for integrating a local resource infrastructure approach with the implementation of current local government scheme of RESPEK (Kampong Strategic Development Plan)". ❀



Local community built a road in one of the ILO's local resources-based rural infrastructure in Aceh.

# Employment Creation to Protect Lives in a Post-Disaster Setting

What lessons can enterprise development efforts offer in a post-disaster setting such as Aceh? One lesson the ILO learned is the use of an integrated approach can stimulate employment creation through micro and small enterprise development.

**THE INTEGRATED** approach in Aceh demonstrated that employment creation is most likely when people have basic skills development, entrepreneurship skills and access to finance within an enabling business environment supported by Business Development Service (BDS) providers (see diagram).

Practically, this integrated approach was implemented through the cooperation among various ILO projects in Aceh: Local Economic Development (LED), Women’s Entrepreneurship Development (WED), Microfinance (MF) and Entrepreneurship Culture and Business Creation (ECBC) for Youth Employment.

Sergei Muzyka, Chief Technical Advisor of the ECBC Project, said selected community members with basic skills were provided a business space adjacent to their house by LED. “ECBC provided these beneficiaries with an entrepreneurship training programme, Start and Improve Your Business (SIYB), whereas MF’s partner assessed them to have access to micro credit. WED beneficiaries who had developed a paving block business contributed to the building of the business space,” he explained.

Seeing that the integrated approach worked for internal ILO cooperation, the ECBC project attempted to apply the same approach to other partner organisations, including the Red Cross agencies. Cooperation was initially built between ECBC Project and the British Red Cross (BRC). The cooperation was established at two levels: a) to build the capacity of potential and existing entrepreneurs and b) to build the capacity of field facilitators.

On the entrepreneur level, BRC provided community members with basic skills development and capital to start a business or an income generating activity while ECBC provided them with the SIYB business management training.



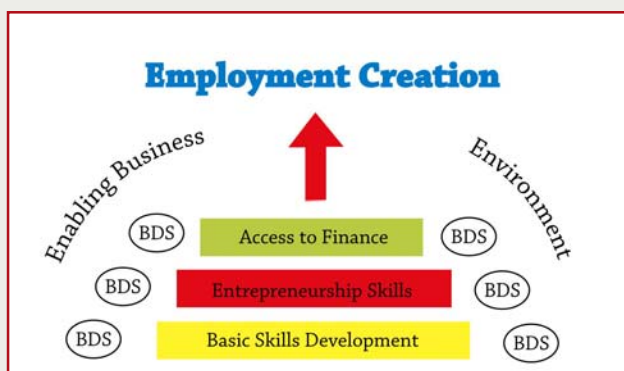
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Building local trust is an important element in implementing activities with the community. Thus, field facilitators have relatively strong capacity in forging communication and strengthening relationships with the local communities. “When BRC started a livelihood project, the field facilitators were asked to appraise and select business plans submitted by community members,” observed Joy Singhal, Livelihood Division of BRC.

However, he added that many facilitators did not have sufficient business knowledge. To address this need, the ECBC Project developed special training sessions to equip field facilitators with the capacity to assess business plans and advise beneficiaries about appropriate business development services.

Following the cooperation with BRC, the Australian Red Cross approached the ECBC Project to carry out a similar cooperative scheme. Facilitators from Help Age International, Handicap International and Indonesian Red Cross also took part in the business management training for facilitators. To date, cooperation with these Red Cross agencies has capacitated 92 facilitators and 755 potential and existing entrepreneurs.

The unique post-disaster setting in Aceh provided an opportunity for the ILO to cooperate with Red Cross agencies. This cooperation has brought fruitful results and a wider impact to the community because building local capacity often has a more lasting impact than simply providing finances. ❁





# Celebrating Livelihoods in Sampoiniet

**IT WAS** a festive day in Gompong Baru, Sampoiniet on 3 December 2007. Children were running around and watching their friends perform Acehese dances on the stage set up in the middle of an open field. Men and women were sitting, chatting and watching the performances. A group of young men performed Rapa'i, a very lively Acehese dance with chanting and Acehese percussion, their first performance after the tsunami. Almost 500 people from surrounding villages joined the celebration.

The celebration marked the completion of a livelihood project in eight villages in Sampoiniet, Aceh Jaya, implemented by Premiere Urgence in cooperation with the ILO. The project was a combination of two programmes: the Professional Kit programme and the Start and Improve Your Business (SIYB) programme.

The Professional Kit programme aims to revive economic conditions of tsunami-affected populations by helping them create micro enterprises, run income generating activities and recover their self-sufficiency. The SIYB programme is a business management training programme for micro and small entrepreneurs who want to start or improve their business.

Two main lessons emerged from the successful completion of the project: the importance of building community trust and the significance of capacity building schemes for the local people. Realising that many projects in Aceh faced grave difficulties because of soured relationships with the community, this project focused on building relationships with the local people in Sampoiniet before implementing any activities. The office and staff residence was located in the village so people could easily meet and interact with the staff.

From the outset, it was made clear that the project could not provide assistance to everyone in the villages and that there would be a selection process.

"In the beginning it was a challenge to make the community understand and accept the selection. But, we continuously communicated with them and explained why the selection process is needed," said Gerfault Benoit, Premiere Urgence Project Manager. Selection of beneficiaries is necessary not only because the organisation has limited resources, but also because not everyone can run entrepreneurial activities.

"Beneficiaries were selected based on their motivation, entrepreneurship skills and experience, as well as vulnerability (size of family, financial capacity, etc). Intense communication and openness with the community were done mainly through the weekly meetings between Premiere Urgence Staff, head of villages and community members," he added.

The second lesson relates to the capacity building component of the project. Selected community members who received start-up kits to regain their livelihood were offered the opportunity to participate in the SIYB training, which

equipped participants with practical skills and knowledge on how to run a business and develop a simple business plan.

SIYB training covers topics on simple financial management, record keeping and marketing. It also integrates gender and environmental issues in the materials and training sessions. Nearly 85% of the total 211 beneficiaries (59 women, 152 men) voluntarily enrolled in the SIYB training with relatively full attendance during all 5 days of the training.

Sergei Muzyka, ILO Chief Technical Advisor, noted that the provision of start-up kits was independent from attendance in the training. "This way, we know people came to the training because they received something useful, not because they wanted ...

A joint cooperation between Premiere Urgence and the ILO to focus in improving micro and small businesses for employment creation and income generation.

©ILO/ILO Aceh Programme



A group of young men performed Rapa'i, a lively Acehese dance with chanting and percussion.

## Celebrating Livelihoods...

to get capital. Facilitators who monitored the beneficiaries' progress also noticed that most of them showed significant improvements in the way they managed their businesses after the training, which contributed to increased profit," he said.

As a consequence, in the second phase of cooperation between Premiere Urgence and the ILO, the SIYB training will be offered before start-up kits are distributed to the selected beneficiaries. The second phase is planned to cover another 9 villages in Sampoiniet.

During the celebration, Tgk. Muhammad, Head of the Gompong Baru Village, gave a speech that encouraged those who have received benefits from the project to also support other people in the community improve their livelihood. Currently, 28% of the 211 new business holders have recruited at least one employee and 65% have invested either to develop their activity or to improve their family's living conditions.

Most beneficiaries have increased their revenues from less than Rp 250,000 to Rp 1,400,000 per month. Ten percent of the Professional Kit value is reinvested into community projects such as road or bridge rehabilitation. It is also used to support PKK, the community women's association. Ahmed Fadel, Premiere Urgence Country Director, remarked that "Our goal is to restore hope and dignity not only for the beneficiary alone but for the whole community."

The Professional Kit programme is implemented with the support of Fondation de France and the French Ministry for Foreign Affairs. The SIYB programme is implemented under the ILO Entrepreneurship Culture and Business Creation for Youth Employment Project in Aceh, supported by the Canadian International Development Agency (CIDA). ❁

## SOCIAL DIALOGUE

# Workers' Views on Youth Employment and Outsourcing

**YOUTH EMPLOYMENT** and outsourcing of workers have become major employment issues in recent years. To further discuss these two issues, the ILO in collaboration with the Indonesian Labour Research and Training Institute (ILRTI) conducted surveys on youth employment and outsourced workers, covering the greater Jakarta area.

Conducted in October 2007, the study on conditions of young workers between the ages of 18 – 34 years old examined the level of knowledge and skills of young workers in companies from various sectors. The study found that these young workers found jobs through apprenticeships or on-job-training programmes.

The findings also showed that the majority of respondents were aware of their rights to education and training to improve their working skills and performance. Even though they emphasized a strong desire to keep improving their skills and knowledge, the majority said that neither the companies where they worked, nor unions they joined, provided any staff development or training programmes.

In addition, a study on conditions of outsourced workers was conducted in September 2007, involving 114 contracted workers in 63 companies from various sectors. The majority of respondents said they were not informed about provisions under Manpower Act 13/2003 which relate to outsourcing, such as no probationary period or working contract. However, 32.46% respondents said that they received a probation period of one to three months, or even more.

The majority also claimed that their companies did not have a collaborative working agreement, and a few said that they still received wages under the standard of minimum wages. To solve contract disputes, the majority reported that they resolved the dispute through a bipartite mechanism.

The ILRTI is a research and training institute on labour and employment, jointly established by the ILO and the three national confederations—KSBSI, KSPI and KSPSI. The goal of the Institute is to assist Indonesian trade unions to strengthen their capacity in conducting research and training on key labour issues and effective participation in national and local policy development in relation to decent work and poverty reduction. Established in April 2007, the ILRTI has finished three research projects on the topics of freedom of association, outsourcing and contract workers, and youth employment to date. Through this institution, it is expected that the major confederations in Indonesia can put forward one voice in addressing labour issues. ❁

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# Empowering **Micro and Small Entrepreneurs**

Lack of access to business development and financial services are amongst the main challenges to increasing competitiveness of micro and small entrepreneurs. To tackle this, the ILO has introduced an approach focussing on sustainable business development and on how to gain better access to financial services.

**UNDER ITS** Enterprise Development Programme, the ILO has introduced Start and Improve Your Business (SIYB), a training programme aimed at developing and strengthening the entrepreneurial skills of those who are already in business or intend to become entrepreneurs. The programme has been introduced in over 80 countries worldwide. In Indonesia, the SIYB programme was introduced by the ILO in early 2003, in collaboration with the Ministry of National Education.

The training provides a step-by-step guide on the effective organization of business. It is divided into eight steps, covering skills such as how to clarify business idea, assess the market, customers and competitors, develop a market plan, organize workers, choose a business form, estimate needed start-up capital, estimate sales revenue and make a sales and cost plan.

Some activities were conducted under the ILO's Enterprise Development Programme were as follows:

#### ✦ **A Series of SIYB Public Briefings in the Eastern part of Indonesia**

Responding to a high demand for business management training in Eastern Indonesia, the ILO conducted a series of one-day seminars in Makassar, Ambon, Jayapura and Kupang in January 2008. These seminars aimed to introduce the SIYB programme and welcome those interested to apply to join the programme as an ILO partner in implementing SIYB programmes. From these provinces, the ILO has received a total of 150 applications from public and private business development services and training providers.

#### ✦ **SIYB Training of Candidate Master Trainers**

The ILO hosted the first training of candidate master trainers in December 2007 in Jakarta in an effort to respond to the increasing demand for SIYB programmes. The training was conducted for two weeks, covering important aspects of SIYB Programme: marketing strategy, trainer development, product development as well as monitoring



ILO/OILY Jakarta

and evaluation. It was attended by selected participants—eight men and two women— from Bandung, Semarang, Aceh and Jakarta.

“The role of SIYB master trainers is very important to ensure the sustainability and the quality of the programmes,” said Rolly Damayanti, National Programme Coordinator for Enterprise Development.

#### ✦ **Training of trainers to Improve Your Business**

In cooperation with the Ministry of Cooperative and Small Medium Enterprise, the ILO organized a Training of Facilitators on Improve Your Business Programme in December 2007 in Jakarta. Designed for a limited number of participants to ensure the quality of the training, 10 male and four female facilitators joined this participatory training. They came from various business development service providers in various part of Indonesia.

“I am happy that I was given an opportunity to participate in this training. Not only good methodology, the training also taught us the whole system of SIYB Programme which will help us help achieving financial sustainability,” exclaimed Rully Kusumadi from Sampang Business Consultancy Clinic, Madura. ✨



ILO in Indonesia: A Glimpse



Publication Catalogue



Project Briefs



Audio Video Catalogue

## Publications



PIC Booklet

The ILO estimates that some 650 million people—or one out of every 10 people in the world—has a disability, and that of these, approximately 470 million are of working age. While many are successfully employed and fully integrated into society, people with disabilities as a group often face disproportionate levels of poverty

## International Day of Disabled Persons People with Disabilities still Face Many Challenges in the World of Work

Benjamin Tan mouth-painted a sketched landscape. Both are known artists organised under the Association of Mouth and Foot Painting Artists.

Sabar also presented a painting featuring a workplace with disabled workers, working diligently. “The painting showed that people with disabilities are capable of working. We have the skills and talents needed. We only need an opportunity,” he said. The replica of his painting was then reproduced into a poster to be widely distributed, in particular to companies.

Along with the mouth and foot paintings, the event titled “Moving towards Decent Work for People with Disabilities” also demonstrated skills and talents of people with physical disabilities and non-physical disabilities (physical, intellectual, sensory or psychosocial (psychological or psychiatric) disabilities). Some demonstrations, for example, dealt with the use of technological information for the blind and art performances.

The ILO estimates that some 650 million people—or one out of every 10 people in the world—has a disability, and that of these, approximately 470 million are of working age. While many are successfully employed and fully integrated into society, people with disabilities as a group often face disproportionate levels of poverty and unemployment.

“Decent work is the ILO’s primary goal for everyone, including people with disabilities. People with disabilities still face many challenges in the world of work. They tend to experience higher unemployment and have lower earnings than persons without disabilities, or are often underemployed,” said Alan Boulton, Country Director of the ILO in Indonesia.

This year’s International Day marked a new effort by the ILO to promote the principle of decent work among people with disabilities. The event aimed to foster greater understanding of issues affecting people with disabilities in the world of work and help mobilize new support for their rights at work.

In addition, special attention was given to the issue of occupational accidents and

disabilities. An interactive dialogue titled “Managing People with Disabilities from Occupational Accidents” was held after the demonstrations, featuring representatives from the

### TWENTY-EIGHT

year old Sabar Subadri was born armless. Yet, he is a prolific painter. He adeptly sketched, using his foot to stroke a brush on canvas. Less than fifteen minutes later, he had painted a sketched tree in a demonstration during a commemoration of the International Day of Disabled Persons, jointly organized by the ILO and the Ministry of Manpower and Transmigration on 3 December 2007. At the same time, in his wheel chair,



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Alan Boulton, Country Director of the ILO, and I Gusti Made Arka, Director General on Labour Inspection Development of the Manpower Ministry (third and fourth from the left) together with Benjamin Tan (far left) and Sabar Subadri (fifth from the left) during the commemoration of the International Day of Disabled Persons.

# Journalism Labour Award

**THE JAKARTA** Post's Ridwan Max Sijabat and Dian Kuswandini took first and third place respectively Wednesday, 26/3, in a reporting competition on labor issues, sponsored by the Association of Independent Journalists (AJI), the American Center for International Labor Solidarity (ACILS) and Friedrich Ebert Stiftung (FES). Fransisca Susanti, a freelancer, won second prize, for illustrating Indonesian migrant workers' woes.

Monique Rijkers from 68H radio in Jakarta, Sulistiono of Radio Idola in Semarang and Andy Lala from Trijaya FM in Jakarta won first, second and third place respectively in the radio category. For the TV category, Bhayu Sugarda of Astro Awani, Widyaningsih of SCTV and Nima Grafina Sirait of DAAI TV won the first, second and third prize respectively.

The ILO participated in the competition, the first of its kind, as one of the judges together with representatives from AJI, ACILS and FES. The judges short-listed 101 stories from print, online, TV and radio. The winners received awards and cash prizes and their reports were published in a book titled *Laborers Media Reports*, which was launched after the announcement.

"The ILO has greatly welcomed this initiative. It is an important initiative to pay tribute to the contributions given by the journalists and the media in promoting employment related issues and in educating as well as increasing awareness of workers, employers, governments and the public at large about issues on employment and labour," said Lotte Kejsjer, the ILO's Chief Technical Advisor on the Migrant Workers Project, on behalf of the ILO in Indonesia, in her opening remarks. 🌐

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Lotte Kejsjer, the ILO's Technical Advisor on the Migrant Workers Project



## Menuju Pekerjaan yang Layak bagi Penyandang Cacat Towards Decent Work for People with Disabilities

Mereka MAMPU • Mereka PRODUKTIF • Mereka ingin BEKERJA • Mereka bisa BERSAING • Mereka hanya butuh KESEMPATAN  
They are COMPETENT • They are PRODUCTIVE • They want to WORK • They can COMPETE • They just need OPPORTUNITIES

Ministry of Manpower, the Indonesian Employers' Association (Apindo), KSBI and disabled workers. It is estimated that about 2.2 million people worldwide die every year from work-related accidents and diseases. Another 270 million others suffer serious injuries and 160 million endure short or long term illness related to their work each year. 🌐

## Breaking down the Barriers

The new ILO report released for the International Day, *"The right to decent work of persons with disabilities"*, said that despite significant progress in recent years in improving their livelihoods, new efforts are needed to break down barriers that still prevent millions of people with disabilities from working and contributing to the economic growth of their societies.

The new report also highlights many challenges faced by people with disabilities in the world of work, including: concentration in low-level, low-paid jobs; lack of adequate representation at higher levels; problems of access to workplace areas, transportation and housing; the risk of losing benefits on starting work; and prejudices among co-workers, employers and the general public.

What's more, the new report says significant and sustained efforts are vital, not only to promoting the inclusion of people with disabilities in employment, rural development and poverty reduction programmes, but also in moving toward achieving the Millennium Development Goals for halving poverty by the year 2015.

Citing World Bank studies estimating that social exclusion from the workplace costs the global economy between US\$ 1.37 to \$1.94 trillion in estimated annual loss in GDP, the ILO Skills and Employability Department added that "providing decent work for people with disabilities thus makes social as well as economic sense.



## WOMEN STILL SUFFER from unequal treatment in employment

To commemorate the International Women's Day, around hundred of women workers under the Indonesian Confederation of Workers Union (KSPI), supported by the ILO, conducted a rally on 13 March, demanded gender equality in the workplace and in the society, including maternity protection. Many women still suffer from unequal treatment in employment, specifically in relation to their reproductive role.

The ILO's latest report revealed that more women are working than ever before, but they are also more likely than men to get low-productivity, low-paid and vulnerable jobs, with no social protection, basic rights nor voice at work. "Global employment trends for women – March 2008" says that the number of employed women grew by almost 200 million over the last decade, to reach 1.2 billion in 2007 compared to 1.8 billion men. However, the number of unemployed women also grew from 70.2 to 81.6 million over the same period.



"On the 4th February, Abraham Octavianus Atururi, the Governor of the Province of West Papua visited the ILO Jakarta Office, and met with the ILO's Deputy Director in Indonesia, Peter van Rooij. The meeting discussed ILO EAST project activities in West Papua as well as possibilities for the

ILO to expand its support to the province such as the development of the tourist sector."

The Association of Independent Journalist (AJI) Jakarta proposed a standard minimum wage for journalists \* Rp 4,1 million.



The aims were to improve the welfare of journalists and to strongly support the anti-envelope movement. The standard minimum wage was launched on 18 March, attended by more than 100 journalists, including the prominent actor who was also a former journalist, Sujiwo Tejo.

## Agenda

Ministry of Foreign Affairs' Service Centers in Main Destination Countries Standard Training, Jakarta, 21 – 25 April

Training Workshop on Employer Guidelines for Safe Youth Employment in Furniture Making, Jepara and Semarang, Central Java, 21 – 22 April

The Commemoration of the World Day for Safety and Health at Work, Pangandaran, West Java, 28 April\*

Training of Trainers on Start and Improve Your Business, Bandung, 6 – 16 May

Training of Trainers on Decent Work Based Promotion of Migrant Workers for Ministry of Foreign Affairs, Jakarta, 6 – 8 May and 14 – 16 May

The Launch of Results of Research on Implementation of the Ministerial Decree No. 68/2004 on HIV/AIDS Prevention, Jakarta, 7 May\*

The Launch of Global Report on Freedom of Association, Jakarta, 8 May.

Results of Workplace Activities towards Behaviour Change, Jakarta 12 May\*

National Training on Child Labour Monitoring System, Jakarta, 12 – 15 May

The Launch of ILO's Child Labour Programme – Second Phase, Jakarta, 29 May

The Launch of Workplaces with Young Workers Guideline, Jakarta, May\*

Public Private Partnership, Jakarta, April – May\*

The Presentation of the Evaluation of the Indonesian Youth Employment Action Plan, April – May\*

Joint ILO/Jamsostek National Workshop on Social Security for All, Jakarta, 4 June\*

The Commemoration of the World Day against Child Labour, Jakarta, 12 June

Workshop on International Labour Standards and Freedom of Association for Judges of Indonesia, Sri Lanka, and the Philippines, Jakarta, 17 – 20 June\*

Dutch Employers Cooperation Programme/ILO/Apindo on Strengthening Employers' Organization, Jakarta, 7 – 10 July\*

Labour Forum on Freedom of Association, Jakarta, August

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