

ILO Jakarta Newsletter

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Swiss President launches ILO SCORE Project in Indonesia



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The President of the Swiss Confederation, Mdm. Doris Leuthard, together with the Indonesian Minister of Manpower and Transmigration, Muhaimin Iskandar, officially launched the ILO's Project on Sustaining Competitive and Responsible Enterprise (SCORE) in Jakarta on 6 July 2010. Funded by the Swiss State Secretariat for Economic Affairs (SECO) and the Norwegian Agency for Development Cooperation (NORAD) in partnership with the ILO, the project is supported by the Indonesia's Manpower Ministry, the Indonesian Employers' Association (Apindo), national confederations and the Dharma Bhakti Astra Foundation.

The SCORE programme assists Indonesia's small and medium-sized enterprises (SMEs) boosting quality and productivity, improving working conditions, reducing their environmental footprints by strengthening collaboration and communication between employers and workers. This helps enterprises to

The President of the Swiss Confederation, Mdm. Doris Leuthard together with the Indonesian Minister of Manpower and Transmigration, Muhaimin Iskandar (sixth and seventh from the left) during the launch of the ILO SCORE Project in Jakarta, accompanied by the representatives of workers' and employers' organizations and Peter van Rooij, the then Officer-in-Charge of ILO-Jakarta (second from the right).

be more competitive internationally, thus creating jobs. In Indonesia, the SCORE programme has started pilot activities in the auto parts sector, and will soon expand to include two other clusters.

President Leuthard said that Indonesia and Switzerland have 58 year old diplomatic relations and close cooperation in the economic, trade, investment, and developmental fields. Indonesia was chosen to host the project as the country has many SMEs, most of which need programmes to improve their productivity and competitiveness at national and international levels. Besides Indonesia, the SCORE programme is active in China, Colombia, Ghana, India, Viet Nam and South Africa. ●●●

“Improving the productivity of a business is not solely a matter of new technologies or revolutionary production methods; it can only be accomplished with the full and comprehensive participation of the workforce and through the dialogue they are able to have with the head of the company,” the President stated, adding that she hoped the SCORE Indonesia could set an example for other SMEs throughout the country and elsewhere.

Most SMEs in Indonesia are vulnerable to external shocks. They have found it difficult to sustain operations in the context of the global financial crisis and the quality of their jobs is at risk of being compromised as a result. However, most people, more than 60 per cent, are employed in SMEs so the key to sustainable economic development leading to effective poverty reduction lies in a successful, competitive SME sector.

Peter van Rooij, the then Officer-in-Charge of ILO in Indonesia, said that in many countries, including Indonesia, SMEs serve as the engine of economic growth but they face various challenges. “SMEs are key to creating and sustaining decent work for all. The new SCORE programme will play an important role in improving and sustaining productivity and working conditions of SMEs through better people management and workplace practices. It is also a practical contribution to the realization of Decent Work,” he stated.

Meanwhile, Minister Muhaimin greatly welcomed the appointment of Indonesia as the host country to the SCORE programme. “The SCORE Indonesia will definitely support the Strategic Working Plan of the Ministry of Manpower and Transmigration in promoting the creation of opportunities for decent employment and the creation of employment opportunities to the broadest and most even possible extent in sectors of development. The programme will also assist the improvement of industrial relations condition as well as labour competency and productivity.”

SCORE Programme in Indonesia: What It Is, What It Does

supply their products to the Astra’s group network. “I am pleased with the result of the initial meeting. Out of 15 participating SMEs, 11 have registered and expressed their strong commitments to join and participate in the SCORE training programmes. This is also in line with the project’s ultimate beneficiaries who are workers and employers in small and medium sized auto parts manufactures that have between 50 – 200 employees,” said Januar.

Currently, the Ministry of Manpower and Transmigration supported by Apindo and the trade unions are conducting the SCORE programme to selected enterprises and plan to expand the program in 2011 through the local productivity training centers in several provinces in Indonesia.



Working environment in one of the SMEs

In Indonesia, after a series of consultations with relevant stakeholders, the SCORE programme covers the automotive sector. The project has started in 2009 for three years until the year of 2012, covering the Greater Area of Jakarta. “The ILO closely works with other national and international agencies to implement capacity building interventions on productivity and environmental management,” explained Januar Rustandie, the SCORE Project Manager in Indonesia.

Its training programmes consist of a two-day comprehensive workshop with SCORE experts and three site visits to each enterprise per training module. Five training modules cover issues related to workplace cooperation, quality, productivity and cleaner production, human resources management and safety, health and workplace relations.

Prior to the official launch of the Project in July 2010, an initial sensitization meeting was held in January 2010, aiming to socialize the SCORE modules and programmes and to gain commitments from small medium enterprises (SMEs) that



Jürg Schneider, Head of Economic Development Cooperation (SECO)
“Switzerland and the Swiss State Secretariat for Economic Affairs are funding and supporting the SCORE programme because we believe that through this programme we can help to improve labour and working conditions in Indonesia.”



Sofjan Wanandi, Chairman of Apindo
“The SCORE programme will help Indonesia’s SMEs competing in national and international markets. It is urgently needed by the SMEs as they need to improve productivity, efficiency and competitiveness as well as collaboration between employers and workers in order to create better working conditions.”

welcoming notes

By Peter van Rooij,
New Director of ILO in
Indonesia



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Taking up the job of Country Director in Indonesia is a true privilege and important responsibility. Having spent three years as the Deputy Director in Jakarta ensures I am familiar with the country, the situation and needs of our constituents: the government represented by the Ministry of Manpower and Transmigration, workers’ representatives through the different trade union Confederations, and employers’ representatives through Apindo.

To work for the ILO in Indonesia now is timely and interesting: important progress has been made in general, including with respect to Decent Work while at the same time there are sufficient challenges ahead. There is work to be done. In addition to a great Team of colleagues in the Office in Jakarta and elsewhere in Indonesia (and Timor-Leste), we have many partners we work with to support our Constituents, including other international organizations and, of course, our donors who provided generous support over many years.

Indonesia is an important country and a rising star. It is, for example, a member of the G20. It is now a middle-income country with increasing international importance and economic development to the benefit of its citizens.

The Government’s mid-term development plan (RPJM), the workers’ vision through a joint position paper similarly to

With respect to Decent Work, important progress has been made over the last 12 years. Indonesia is the first country in Asia and the Pacific region that has ratified all eight ILO Core Conventions covering:

- freedom of association and the effective recognition of the right to collective bargaining;
- the elimination of all forms of forced or compulsory labour;
- the effective abolition of child labour; and,
- the elimination of discrimination in respect of employment and occupation.

Apindo all presented this year provide a planning framework to enable the ILO to support in the coming years. While each of these plans and visions have merit on their own, the fact that Indonesia is currently pursuing a national adaptation of the Global Jobs Pact, allows for joint prioritisation, ownership, commitment and synergies. Indeed, Indonesia is setting an example for other countries.

The planning and foundation for the work to be undertaken in the years to come is further enhanced by the United Nations family in Indonesia teaming up to support Indonesia in the form of a United Nations Partnership for Development Framework for the period 2011 – 2015. Inspired by the RPJM, it showcases our commitment to work together strategically and support Indonesia in its further development.

Timor-Leste, the ASEAN Secretariat and Indonesia are whom we support. The time is right. Much is in place for realising significant progress in achieving decent work for all in the coming years. ILO-Jakarta is ready and looks forward to doing our part. **Indonesia, bersama BISA.**

What They Say...



Syukur Sarto, Chairman of the Confederation of All Indonesia Trade Unions (KSPSI)
“As the large majority of employment for both women and man is found in SMEs, it is important to promote good workplace practices in SMEs. This programme should be implemented throughout Indonesia.

I believe that the increase in labour productivity will also increase the company’s productivity which will lead to an increase in national’s productivity.”



H. Suwarno, Director of PT Laksamana Teknik Makmur
“Prior to the existence of SCORE, the communication between workers and the management were not smooth. The workers had no understanding

of the company’s targets, while the management did not understand the needs of workers. Now, it has changed. After implementing the SCORE programme, the communication between employees and management has improved significantly. It also boots our productivity.”

Yayat Supriyatna, Director of Mitrakarsa

“Before the existence of the SCORE programme, we took very little responsibility for the safety and health of workers, which at one point contributed to one of our workers having an accident. After the implementation of SCORE, we are more educated and aware of worker’s health and safety. We now equip our workers with necessary equipments such as gloves, masker, and shoes.”



Commemoration of the 60th Anniversary of Indonesian Membership of the ILO:

A Reflection and Looking Forward

The commemoration of the 60th year of Indonesia's membership in the ILO was captured with photo exhibitions under the banner of "A Reflection and Looking Forward for the Indonesian World of Work" from 8 – 15 July 2010 at the Italian Cultural Centre and from 16 – 22 July 2010 at the Main Lobby of the Manpower and Transmigration Ministerial Office.



The exhibited photos documented the journey of Indonesia as a member of the ILO from 1950 to the present, picturing the world of work and the ways in which it had developed in the past 60 years. The exhibitions were conducted by the ILO in collaboration with the Ministry of Manpower and Transmigration and the Istituto Italiano di Cultura Jakarta.

Indonesia in the Conference

With the approach of the 100th International Labour Conference (ILC) next June, various workers' organizations and domestic workers' unions from 15 countries convened in Jakarta from 7-9 October 2010 to develop their joint position for the landmark convention and recommendation on domestic work. The international instrument will be voted upon in June 2011 and groups in this tripartite constituency gathered to coordinate their approach for campaigning and advocacy at the national, regional and international level.

Besides the ILO through its Migration Project, the conference also involved several organizers from national, regional and global levels. Jala PRT, the three national confederations (KSBSI, KSPSI, KSPI), and Jakerla PRT were organizers from Indonesia; while the international and regional organizers included Global Network, ITUC, International Domestic Workers Network (IDWN), HKCTU, WSM and MFA. They supported the critical consultations as part of the input for the international standards setting process

Minister of Manpower and Transmigration, Muhaimin Iskandar, opened the conference by expressing support for the general purpose of the convention and decent work conditions, presented in the ILO's Third Report on Decent Work for Domestic Workers, known as the Brown Report. One of main issues discussed was how best to work together to build a stronger coalition of trade unions and domestic workers' organizations. "We need to build our common position so we can reach our common goal," explained Elizabeth Tang, Chairman of IDWN. That goal being to promote decent work conditions for domestic workers whose position in the informal sector and within households creates disproportionate vulnerabilities to poor working conditions and exploitation.

The participating organizations contributed with substantive input to the conference. Tunas Mulia, the Domestic Workers' Union in Indonesia, advocated for improved working conditions and salary, freedom of association, stronger laws against child labour and stressed the importance of a written

Spotlight for on Domestic Workers

contract. In the current draft of the Convention written contracts are mandatory for migrant domestic workers, but not for local domestic workers.

The Migrant Forum Asia had many points to contribute to the discussion as well, such as the scope of the definition and advocating for accident benefits in the case where domestic workers are hurt on the job.

Meanwhile, international guest speaker from South Africa, Myrtle Witbooi, who is now the Chair of IDWN and Secretary General of SADSAWU (South African Domestic Service and



Candidates of migrant domestic workers in the training centre.

"In article 27 of the Constitution, each citizen has the right to decent work and life. Each citizen, whether woman or man has the same opportunity. We need a high level of commitment from all of us especially those responsible for protecting domestic workers."

Muhaimin Iskandar, Minister of Manpower and Transmigration

Allied Workers Union), shared important lessons of her life. She depicted her experiences in dealing with challenges of organizing domestic workers and negotiating legislation for domestic workers with employers and government representatives.

The outcome of these consultations was a joint consolidated position regarding the proposed Recommendation and Convention which will be finalized by the end of October. The group also compiled a regional action plan for campaigning and promotion of decent work conditions for domestic workers. This joint action plan will inform national consultations on the Brown report in the region during October and November and form the basis of national positions.

The comments and positions emanating from the national consultations are to be submitted to ILO Geneva before the 18th of November. Likewise, the regional action plan will form the basis for national activities by trade unions and domestic workers' organizations towards campaigning and awareness-raising.

Important Dates in the Standards-Setting Process



The ILO's Brown Report: Towards International Labour Standards for Domestic Workers



and maternity leave progressively, reflecting the situation in member countries. The Instruments also recommend that a minimum wage be established for domestic workers. In-kind allowances may constitute a (minor) part of the enumeration for domestic workers, with the size and maximum amount in accordance with general national practice.

The results of the regional and national consultations regarding the Brown report, taking place October to November 2010, will be the basis for amendment of the proposed instruments, which will be publicized and circulated in March 2011 in the fourth report, also known as the Blue Report. This will be discussed, amended and ultimately finalized to be put to a vote at the 2011 ILC. The Adopted Instruments will constitute the finalized Convention and Recommendation on Decent Work for Domestic Workers (2011).



In the upcoming months the road to achieving decent work standards for domestic workers will be an eventful one. Consultations are taking place across the globe as constituents prepare for the vote at the landmark 100th ILC in June 2011 on the proposed international instruments for decent work conditions for domestic workers. This is contained in the ILO's Third Report on Decent Work for Domestic Workers, referred as the Brown Report.

Released in August this year, the Proposed Instruments consists of a Convention which would hold binding provisions under international law, and a Recommendation, which provides further details and guidelines for provision in the Convention. The Instruments address the main issues of concern to domestic workers.

The provisions regarding employment contracts, for example, recommend and outline the contents of a written contract for domestic workers, which is mandatory for migrant domestic workers and optional for other domestic workers. The subject of working time is addressed in response to the long working days domestic workers often endure.

The convention furthermore mandates one day off in a seven-day period. Implementation of provisions on social protection allows for members to implement measures for safety, health

Lotte Keijser, Chief Technical Adviser of the ILO's Migrant Workers Programme, said that for Indonesia the contents and timing of the development of these Instruments is fortuitous. Firstly, Indonesia is amending and deliberating drafts of a national law regulating the working conditions and protection of its domestic workers, and the contents of the draft instruments have informed the amendment process.

Secondly, Indonesia is on a regular basis negotiating bilateral MoUs for employment conditions and protection for Indonesian migrant domestic workers with destination countries in the Middle East and East and South East Asia. Currently Indonesia is the main source country for migrant domestic workers in almost all of these destination countries.

"The Indonesian tripartite delegation's position will therefore be subject to particular scrutiny from the International Community, in particular from other destination countries which will look to Indonesia to gauge its commitment to protect its citizens in Indonesia and abroad," Lotte said.

Empowering Migrant Workers and Their Families:

Lessons from East Java

Migrant Cooperatives: A New Channel for Productive Use of Remittances



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Waniti, the leader of a successful migrant cooperative.

The ILO/Japan Labour Migration Project currently supports cooperative development of migrant communities in several districts in East Java. The cooperatives have developed tools on knowledge sharing, capacity-building, income generating activities, self-help and solidarity. The majority of migrant cooperatives still run

humble administration and management operations. They often do not know how to access micro-credit facilities.

To facilitate direct interaction between migrant cooperatives and micro finance providers as well as relevant government offices, the project organized a training workshop from 21 – 22 July 2010 in Surabaya. The workshop was attended by Bank Rakyat Indonesia, Bank Bukopin, Cooperative Office, Manpower Office, and Permodalan Nasional Madani.

In addition, the project also collaborated with SME Clinic East Java to improve management and administration of cooperatives. One of the participants was Waniti, former migrant worker in Hong Kong who is also Chairperson of Citra Bumi Mandiri Cooperative in Malang. She established a cooperative specifically designed and targeted at migrant workers and their families.

“I want to prove that migrant cooperatives also have the power to contribute the well being of humanity. We also gain so much from cooperating with the ILO project. We have now increased membership, improved administration, and many of our members working overseas invest their remittances in my cooperative,” Waniti said. ❀

Financial Education for Migrant Workers and Their Families

Labour migration mobility in East Java has the potential to be most important driver of sustainable economic growth and development especially at the local level. Unfortunately, according to research on remittances in sending communities, the productive use of remittances remains rare.

Available statistics from provincial office of Overseas Employment of East Java, or locally named UPTP3TKI, shows that in the past five years, between 2004 and 2009, the total number of migrant workers increased from 30,747 to nearly 60,000. In the same period, revenues generated by the remittances were approximately Rp. 4.5 trillion or USD 450 million per year.

As part of the efforts to build the capacities of the migrant workers and their families, the ILO/Japan Labour Migration Project in collaboration with the Migration Office and Manpower Officer in East Java conducted financial education trainings in two regencies: Tulungagung from 1 – 2 July and in Malang from 2 – 3 July 2010. Both areas are the main sending areas of Indonesian migrant workers.



Three Indonesian migrant workers at the small, local bank in Hong Kong.

Organizing Migrant Workers: Creating Synergies

Teaming up with FC Persebaya & PERADI

The key success and good practice of the ILO/Japan Project in East Java come from the ability to link its activity with other stakeholders for in-kind contributions. The project has successfully collaborated with PERADI Malang, a lawyers' association, to organize a direct dialogue with migrant communities in Turen sub-District on 27 May 2010 and in Dampit sub-District on 25 August 2010 in Malang District. The key topics of discussion were access to justice, defense of migrant worker, and insurance rights. PERADI Malang is committed to helping migrant families and unions, particularly in the Malang area, by giving legal aid and services on a voluntary basis.



The project has collaborated with FC PERSEBAYA, a popular football club from Surabaya, Indonesia. A banner, “Protect Foreign Exchange Heroes, Stop Exploiting Migrant Workers”, was displayed in VIP Tribune of PERSEBAYA Stadium during Indonesian Super League Football Season 2009/2010 in Surabaya for public awareness. FC PERSEBAYA Magazine also published an article about migrant worker protection, with 2000 copies distributed during a match between PERSEBAYA and PERSIWA Wamena on 15 November 2009. ❀

These trainings aim to improve the capacities of the migrant workers and their families regarding working contract, insurance claim, money management and migration plan. A total of 60 former migrant workers and their families participated in these trainings. The trainings also provide guidelines on how to build smart money habits, such as setting-up the migration goal, understanding the working contract, smartly managing the money, utilizing insurance, and so forth.

“This kind of training is very relevant for Indonesian migrant workers. When deciding to work overseas, many Indonesian migrant workers do not have adequate information about the overall migration process. Through this training, they learn about the importance of setting-up migration goals and what kinds of targets that they plan for their future. By having goals and targets, migrant workers also learn to wisely manage their income,” explained Muhamad Nour, the ILO/Japan Project Coordinator in East Java. ❀

Supporting the Migrant Working Group

The ILO/Japan Project also supports the establishment of Migrant Working Group in East Java, launched in August 2010. The Group is a network of non-government organizations, migrant unions, academics, researchers, media, concerned individuals, and advocate associations in East Java to promote, protect and defend the rights of migrant workers and the migrant communities.

The Group aims to strengthen documentation and knowledge-sharing of good practices in labour migration, foster exchange of views, and provide advice on sustainable economic development in migrant communities.



Indonesian migrant workers waiting for departure.

“This Group also carries out lobbying, workshops, training, petitions, dialogue, and mass action. Membership of the Migrant Working Group is open to migrant unions, trade unions, individuals, practitioners, and community-based organizations.”

Muhamad Nour,
the ILO/Japan Project Coordinator in East Java

Current members include Migrant Workers Union (SBMI), Women and Gender NGOs (Sapulidi Surabaya and KPPD Surabaya), Human Rights Centre of Surabaya University (PUSHAM UBAYA), PPHG UNIBRAW Malang, Malang Lawyers' Association (PERADI Malang), Surabaya Legal Aid Institution (LBH Surabaya), Surabaya Independent Alliance of Journalists (AJI Surabaya), Communications Centre of Airlangga University (PUSKAKOM UNAIR), a poet (Bonari Nabonenar), a young advocate (Athoillah), Human Rights Commission of Airlangga University (Komisi HAM LPPM UNAIR), and Java Church Mariam Foundation. ❀

Industrial Democracy, Partnership, and Decent Work in Responding to Global Financial Crisis

Indonesia hosted the 7th Asian Regional Congress of International Industrial Relations Associations (IIRA/ILERA) in Bali on 20-23 September 2010. The Congress served as a platform for tripartite and other stakeholders to discuss most recent employment relations phenomena and dynamics in the Asia region. The main theme of the Congress is industrial democracy, partnership, and decent work in responding to the global financial crisis.

The ILO Jakarta was supporting the Indonesian Industrial Relations Association (AHII) in raising the awareness of the ILO's tripartite constituents regarding the existence of IIRA/ILERA, and in ensuring that the Global Job Pacts including the Indonesian Job Pacts, as the tripartite commitment in tackling global crisis, discussed in the congress.

“Social dialogue as part of the Pact is key to strengthening industrial relations, including workers, employers and government teaming up to respond to the global financial and economic crisis as well as to look forward and create and make use of opportunities to create more and better jobs,” stated Peter van Rooij, Country Director of the ILO in Indonesia. “The timing of this 7th Asian Regional Congress therefore is right to share the experiences in different countries as well as to draw lessons to be learned,” he added.

The IIRA recently changed its name into International Labour and Employment Relations Association (ILERA) during the 15th World Congress in Sydney in August 2009. The general purpose of the IIRA/ILERA is to promote the study of industrial relations throughout the world in the relevant academic disciplines, by such means as:

- encouraging the establishment and development of national associations of industrial relations specialists;
- facilitating the spread of information about significant developments in research and education in the field of industrial relations;
- organising worldwide and regional Congresses and publishing their proceedings; and
- promoting internationally planned research by organising study groups on particular topics.

“Over the years, the association has broadened the scope of subject matter to issues such as the transnational movement of labour, non-standard work, labour market regulation and trade and labour standards, and discrimination in employment. Many felt that there was a need for our name to reflect this new world of work, the broader subject matter and the reality of developing country labour markets,” said Tayo Fashoyin, Secretary General of IIRA/ILERA and the Director of Industrial and Employment Relations Department (DIALOGUE) of ILO explaining about the name change.



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Tayo Fashoyin, Secretary General of IIRA/ILERA (third from the left), during the Congress together with the representatives from Indonesia and China.

The new name, he added, refers to ‘labour’ to include all those who work whether in paid employment, self employment or the care economy. It covers both people and work, not only work. “It also aligns the Association more clearly with the ILO, including the very broad range of subject matter found in ILO conventions.”

The Congress consisted of three special events on topics related to best practices of decent work, green jobs, and development of labour and industrial relations in Asia Pacific; two study group meetings concerning the re-engineering of labour administration and workplace partnership; and five plenary sessions with the themes on industrial relations in a globalizing Asia.

In the closing of the Congress, Janice Bellace, the President of IIRA/ILERA, stated that the Association will continue its rich interdisciplinary tradition, linking the academic and policy making communities. “We will continue to focus on traditional issues and also ensure that we evolve and respond to new and emerging issues in the world of work,” she said. ❀

Asia Pacific Regional Workshop on Entrepreneurship Education:
**Improve Quality and Impact of
 Youth Entrepreneurship Training**

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One of the group discussions on the entrepreneurship education.

Datest ILO data indicates that 190.2 million people were unemployed across the globe in 2008, of which 75.9 million were aged between 15 and 24. Fostering employment creation has become a top priority for all policy makers. As part of the range of policy options available, entrepreneurship education is an important tool to support the creation of more and better jobs, and foster entrepreneurial, creative spirit of the new entrants on the labour market.

To address further the importance of entrepreneurship education, the ILO in collaboration with the Indonesia Youth Employment Network (JEJAKMU), and in coordination with the National Development Planning Agency (Bappenas),

ILO to Support the Indonesian SIYB Association

In order to support the development of entrepreneurship training in Indonesia, the ILO has created and supported a network of entrepreneurship training through Start and Improve Your Business (SIYB) programme called the Indonesian SIYB Association (ISA). The ISA would act as a platform to improve and mobilize the potential of all Indonesian SIYB trainers. The goal of ISA is to improve the quality, capacity, independence and sustainability of SIYB and to synergize with related stakeholders on the development of entrepreneurship and micro-small-medium enterprises in Indonesia. Elected as the first president of ISA is Ms Rini Wahyu Hariyani, certified Master Trainer of SIYB ILO. ✿

organized a three-day Regional Workshop on Entrepreneurship Education from 21 to 23 September 2010. This three-day workshop aimed to take stock of good practices from China, Lao PDR, the Philippines, Vietnam and Indonesia related to quality assurance of high-impact programmes in entrepreneurship education.

Patrick Daru, the ILO's Chief Technical Advisor of the Education and Skills Training (EAST) Project, said that quality entrepreneurship education is a challenge all across the world and knowledge sharing is crucial to ensure a successful outcome of entrepreneurship education programmes. "This seminar, thus, played an important role in providing practical recommendations on best ways to measure the impact,

and improve the quality of entrepreneurship education programmes in the region," he said.

Participants concluded the workshop with key recommendations for policy makers and concrete action plans related to entrepreneurship education. They recommended in particular that entrepreneurship education programmes should apply a life-long approach, i.e. start with junior high school all through to university and later professional training.

The idea being that entrepreneurship training should not be the limited to supporting micro-businesses on the informal economy, but provide support at all stages of the business development, in order to create conditions for decent work. They also recommended for entrepreneurship education programmes to be learner centred, i.e. to include the entrepreneurship experiences of the students, and to facilitate their interaction with the business world. ✿

In Indonesia, the ILO has so far created and supported a network of 225 trainers for the module "Start and Improve Your Business (SIYB)" across 21 provinces. The Ministry of National Education has also replicated the ILO "Know About Business (KAB)" curriculum with 10,800 teachers in more than 4,500 schools. Meanwhile, in China, Lao PDR, Vietnam, and the Philippines, the same modules have been adapted with great success.

Sharing Knowledge on Youth Employment through JEJAKMU

The International Youth Employment Network (IYEN), a partnership between the United Nations, the ILO and the World Bank, was created in 2001 to act on the commitment of the Millennium Summit to decent and productive work for young people. Realizing the significant impact of the youth on its employment trends, Indonesia voluntarily became a "leading" country in IYEN in August, 2003, re-iterating its commitment to tackling the youth employment challenge at the highest level.

After several rounds of discussion with stakeholders, held in December 2009 and January 2010, the National Development Planning Agency (Bappenas) gave its formal approval to host the IYEN secretariat and to support its development. The IYEN Secretariat was officially established in April 2010, with support from the ILO's Job Opportunities for Youth (JOY) Project.

The IYEN secretariat is also called JEJAKMU (Jejaring Lapangan Kerja untuk Kaum Muda) in Bahasa Indonesia. JEJAKMU means "footprint" in English. The main function

The programme of JEJAKMU (IYEN) would focus on:

1. Policy for youth employment
2. Skills for employability
3. Demand-based apprenticeship
4. Entrepreneurship skills development
5. Knowledge sharing

of JEJAKMU Secretariat is to coordinate activities, policies, and programmes of youth employment which are initiated by different government agencies and related stakeholders. In this regard, the JEJAKMU Secretariat, together with a consultant, and a knowledge sharing expert from the ILO Regional Office in Bangkok began the development of a Knowledge Sharing Platform in February 2010.

As a result, a knowledge sharing platform was launched in June 2010: <http://jejakmu.bappenas.go.id>. In a meeting held in Jakarta in July 2010, different government agencies, NGOs, and business associations have also agreed to establish a formal link to the secretariat. ✿

Making Microfinance Work

Microfinance has significant potential to create jobs and reduce poverty, yet it is not fulfilling that potential. Today, the microfinance industry faces the twin challenges of growth and sustainability, and needs to respond to difficult questions, like:

- How can microfinance institutions (MFIs) reduce costs for clients while meeting their institutional needs?
- How can MFIs provide better services to more low-income people?
- How can MFIs survive in increasingly competitive environments?

The answers to these questions can be summed up in one word: Management. Microfinance managers in a relatively young industry are often promoted into management positions with insufficient training. They are forced to learn on the job, through trial and error. Consequently, one of the biggest constraints to the success of MFIs around the world is the limited capacity of their managers, particularly at the middle management level.

"Making Microfinance Work" (MMW) is a participatory and intensive training curriculum for microfinance managers, developed by the ILO's Social Finance Programme and International Training Centre. The holistic and integrated nature of the curriculum helps managers translate their day-to-day activities into a larger institutional and environmental context.

Feedback from participants in training was encouraging, as they were induced to think about institutional options, re-think the vision and mission of their institutions, the strategic direction for their MFIs, and options on breadth and depth of services. "The participants were also made to understand the position of their MFIs in the market, their competitive advantage, their weaknesses and strengths compared with other types of MFIs, and how they could capitalize on these strengths," said Tenny Gunawan, the ILO's National Programme Coordinator for Enterprise Development and Youth Employment.

To date, Indonesia already has three certified trainers and three associated trainers. "From 30 candidates, six were selected through a tough selection process as the certified trainers and associated trainers to deliver the MMW module," told Tenny, adding that the selection process was conducted last year.

The first training of this module was delivered by the trainers in Bandung, from April 19-30, 2010, organized by BISMA and the trainers themselves. Around 28 representatives from all kinds of MFIs (Bank Perkreditan Rakyat, Cooperatives, Syariah Cooperatives, Credit Union, and NGOs) participated in the training. "Next training will be conducted in eastern part of Indonesia, Maluku, by end of October. The training will be targeted to assist the cooperative of the seaweed cultivation business." ✿

Improving Working Conditions with Better Work Programme

Indonesia is one of the world's leading exporters of textiles and apparel products, and the industry contributes significantly to the country's economy, providing a million jobs and a major source of earnings. Unfortunately, over the past few years the Indonesian apparel industry has been facing challenges of low investment that led to declining a technological profile and low productivity compared to competing countries like China.

The enforcement of the ASEAN-China Free Trade Agreement (ACFTA) in January 2010 may have complex implications on performance of the apparel sector in the country. At the enterprise level, the fruit of the apparel industry development has however not been shared with workers who are struggling to survive from daily job insecurity including abuse of short-term contracts and severance. In addition, mistreatment of outsourcing, noncompliance minimum wages, and lack of workplace cooperation had led to deteriorating working conditions.

At the same time, reputation-conscious international buyers/brands are becoming increasingly demanding their suppliers to integrate labour standards compliance into the production process as part of their business ethics, a practice of corporate social responsibility (CSR). Multinational corporations have been auditing working conditions in their supply chains at an individual level. As a result, each corporation is duplicating the same auditing efforts against different codes of conduct. This approach is not only expensive and inefficient but also generating confusion in interpretations of international labour standards and national labour law.

The Better Work programme is a unique partnership between the ILO and the International Finance Corporation (IFC) that is currently being implemented in Cambodia, Vietnam, Lesotho, Jordan and Haiti. The Better Work Indonesia project seeks to improve working conditions and productivity in targeted employment-intensive sectors. It will do this by improving compliance with international core labour standards and Indonesian labour law.

Everyone involved in global supply chains agrees that compliance with labour standards is vital to the way the world does business. The necessity to adopt an integral approach involving national government, workers and employers' organisations, and international buyers with a view to maintaining sustainable improvement in labour standards compliance provides justification for the Better Work programme to expand to Indonesia.

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Working environment in one of the factories.

"The project will also promote productivity and competitiveness of targeted enterprises in Indonesia that are linked to global supply chains, with an initial focus on the apparel industry in the Greater Jakarta area, and to be expanded to other industries and geographic areas, such as Bandung and Semarang districts," said Teuku Rahmatsyah, National Programme Coordinator for Better Work Indonesia, adding that the Government of Australia has officially approved funding of AUD 2.17 million for the first two years.

Three key strategies that will be implemented by the project, according to Rahmatsyah, include: Replace duplication of social audits in various codes of conduct with independent enterprise assessments that examine a single set of labour standards; Support improvements by providing enterprises with advisory and training services, as well as capacity development for stakeholders; and Ensure long-term sustainable solutions supported by the government, employers' and workers' organizations, and the sustained engagement of international buyers. 🌱

Indonesia to Participate in Green Jobs Project

Many countries in Asia and the Pacific have voluntarily committed to reducing greenhouse gas emissions or carbon intensity per unit of GDP by 2020. The transition to sustainable, low-carbon development will trigger shifts in labour markets, and create demand for new skills, re-training programs, social protection and financial schemes, in particular for the most exposed workers and businesses.

The effects on the world of work of climate change and related policies are not always fully understood, and in some cases, are considered a drain on the economy and competitiveness. Whereas, in fact, most recent studies show that climate-smart policies can bring net employment impacts as well as environmental, economic and social benefits together.

The Green Jobs in Asia project is a two-year project funded by the Australian Government that will be implemented in five countries in Asia including Indonesia, which will contribute directly to national programs and initiatives relating to climate change, environment and disaster management, and recovery from the economic crisis. The tripartite constituents will be a key group targeted by the project.

"Social dialogue will foster mainstreaming of green jobs and related policies into the Decent Work Country Program, and facilitate a just transition for enterprises and workers to a

low-carbon, environmentally friendly economy," said Muce Mochtar, National Project Coordinator of Green Jobs in Indonesia.

He added that the main activities of this project include setting-up a national tripartite task force on green jobs, training/information program addressing the particular needs of the social partners, study on the environment-employment-economy linkages in Indonesia and a demonstration project for the creation of green jobs and decent work. The economic sector where the program will take place will be decided upon the start of the project. "The participating country will also oblige to convene a national green jobs conference. In Indonesia, it will be conducted in December 2010," he said.

In addition, the ILO will support research and knowledge-sharing, policy-making, and gender-responsive field activities on green employment. The project will target specific economic sectors to shift to a climate-resilient economy, which would help accelerate job recovery, reduce social gaps, and realize decent work. 🌱

The Green Jobs Initiative is a partnership established in 2007 between the ILO, the United Nations Environment Programme and the International Trade Union Confederation. The International Organization of Employers joined in 2008.

Pursuing Decent Work in the Indonesian Forestry Industries

As a country with the largest forestry industries in the Asia Pacific Region, Indonesia plays an important role within the geo-political, economic and climate change context. The forestry industry has delivered significant contributions to the gross domestic product, foreign exchange, government revenue and employment over the last decades.

Despite the fact that there is potential for enterprise development and job creation in forestry in the next ten years, recently the sector has experienced declining growth and structural changes. The productivity of Indonesian forest industry remains low, while the amount of waste generated by mills and the production process is high.

This leads to declining international competitiveness. Many wood-processing firms are heavily indebted and lay-offs of factory workers have increased. Another important issue is illegal logging and its consequences for the environment and communities depending on the forest, as well as for wood-processing companies and workers.

To further discuss this issue, the ILO in collaboration with FSP KAHUTINDO (a union dealing with environment issues),

the Indonesian Employers' Association (Apindo) and BWI organized a regional workshop on Decent Work in the Indonesian Forestry Industries in Surabaya from 21 – 22 June 2010. It was aimed to discuss and examine importance of issues concerning illegal logging, green jobs and other labour-related matters in the forestry sector.

"The jobs in the forestry sector are generally considered underreported, mainly due to the nature of the work, which is seasonal, and often part-time. The majority of workers in the formal forestry sector are men, but certain types of jobs, such as reforestation, fuel wood gathering and agro-forestry include an increasing number of women," said Tauvik Muhamad, the ILO's Programme Officer.

Under the framework of the Green Economy, these issues were addressed through the adoption of the "Just Transition Framework" under the UN Framework Convention on Climate Change in Copenhagen 2009 for a fair and sustainable shift to a low-carbon economy. The application of this Framework in the forestry sector will have great significance with regard to the environmental, social and economic challenges and potentials facing Indonesia. 🌱

Examining Informal Economy and Decent Work

Despite Indonesian unemployment and poverty rate is being declining, the share of informal economy in total employment has increased as a consequence of the recent financial and economic crisis. It is estimated that the number of informal economy workers increased by 2 million between August 2008 and February 2009. Indonesian statistics suggest also, that 68 per cent of Indonesians are today working in the informal economy (2009) i.e. with low pay, hazardous work, no secure employment contracts, social protection or workers' representation.

To formulate policies that effectively address poverty reduction through progressive formalization of the informal economy in understanding issues related to informal

or integrated strategies including skills development, working conditions, enterprise creation and workers' protection. It also aimed to find synergy between the extension of social protection floor, existing best practices from other countries and examples within, and social and economic policy options to reduce informality.

President of Indonesian Employers' Association (Apindo) Sofjan Wanandi, in his opening remarks, supported the idea of the formalization policy for informal economy by strengthening small medium enterprises. Meanwhile, the Development Planning Deputy Minister for Employment and Poverty, Prasetyono Widjojo, stated that the policy to address the informal economy workers had been targeted in the national poverty reduction strategy.



A discussion on informal economy and decent work.

economy, the ILO in collaboration with the Ministry of Planning, the Ministry of Manpower and Transmigration and PT. Jamsostek organized a two-day Social Dialogue on "Informal Economy and Decent Work" from 28 – 29 September 2010 in Jakarta.

The Dialogue aimed to examine multi-facets of the informal economy from the perspective of Decent Work Agenda and to share ideas on concrete measures to reduce the decent work deficit among informal economy workers in Indonesia through, among others, adapted social protection schemes

“Informality needs to be addressed comprehensively through coherent and coordinated strategy. This includes understanding of the linkages between formality and informality.”

Tauvik Muhamad,
Programme Officer ILO

The Dialogue recommended that the need of a specific targeted approach that is adapted to the local context and account for regional disparities. This specific target included the locale-specific regulations and programme interventions to address the decent work deficits in the informal economy at regional level.

It also called for a comprehensive approach to address the extension of social floor that would enable people to be more productively engaged in economic activities and involved in addressing key economic policies that may hinder the broad-based diversification and further growth of productive sectors and jobs generated.

“There is a need to integrate programme intervention addressing informality and informal economy within the existing poverty alleviation programme. It is also important to develop integrated approaches for the informal economy linking social protection with employability and job creation,” said Tauvik.

Informal economy related issues on policy, trend and statistical measurement as well as social protection were captured by the recent ILO publications.



“Constraints on policy making towards the informal economy in Indonesia: Lessons of the current decade”, by Satish C. Mishra, 2010. The study indicates that the Government's recent social and economic measures have not been specifically targeted towards informal economy workers.

Extending social security for the informal economy workers

The ILO has teamed up with GTZ and KfW to follow up the Indonesian Development Planning Agency (Bappenas) request to undertake a study on extending social security for the informal economy workers. The study aims to investigate the expansion and implementation of



A traditional market.

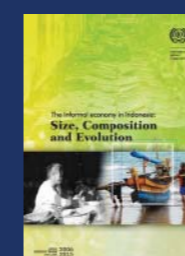
social protection measures to cover workers in the informal economy who are currently without coverage.

The study will be based on the previous ILO studies on the same topic but with larger size of geographical coverage and expand the scope of the research to cover the development of potential schemes to enhance social protection measures for informal workers including cost estimates and funding strategies. In addition, the study will support the implementation of Law 40/2004 on Social Security, one of the goals of the Indonesian Jobs Pact under the broader priority of Social Protection as well as the implementation of social protection floor.

This exercise should be useful for assessing the viability and financial sustainability of the different schemes planned, and should lead to a discussion on the fiscal space for social protection, will help refining the design of the planned schemes and provide evidence in the choice of the most appropriate/ feasible scheme or scenario;

Conclusion from the study is expected to outline the optimal approaches for efficient social protection coverage for workers in the informal economy and preliminary ideas for organization of the scheme.

The previous ILO study survey found that there is willingness and ability to pay of informal economy workers to join with a contributory based social security scheme. Even though 80 per cent of the 2,068 informal workers interviewed have no social security, the willingness to pay is high with 80 per cent willing to contribute financially on a regular basis. The amounts that respondents indicated they are able to contribute are relatively low: 64 per cent is ready to contribute anything between 1 and 20,000 Rupiah per month. However, 11 per cent is willing to pay more than 20,000 Rupiah per month which comes close to what is required by Jamsostek.

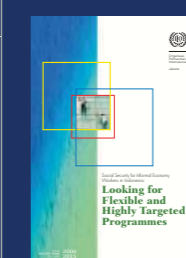


“The informal economy in Indonesia: Size, composition and evolution” by Suhasil Nazara, 2010. The study suggests the need of redefining the informal economy based on a set of data that can help capturing the different aspects of the multi faceted nature of the informal economy in Indonesia.

“Social Security for informal economy workers in Indonesia: Looking for flexible and highly targeted programmes” by Theo van der Loop and Roos Kities Andadari, 2009. The study suggests the urgent need



of extending social protection coverage to informal economy workers and their families through flexible and targeted schemes. Such social protection schemes have to focus on priority social protection needs of informal economy workers: access to health care and accidents.



“Extending Social Security Coverage to Informal Economy Workers: Way Forward by Diah Widarti, 2009. The study examines the developments over the past few years with social security in Indonesia, including recent initiatives by government and others relating to informal sector workers.”

ILO Global Report on Child Labour: Calling for “Re-energized” Global Action against Child Labour

Amid growing concerns over the impact of the economic downturn, the ILO warned in a new study that efforts to eliminate the worst forms of child labour are slowing down. The ILO’s new Global Report on child labour, entitled Accelerating action against Child Labour, found out that the global number of child labourers had declined from 222 million to 215 million, or 3 per cent, over the period 2004 to 2008, representing a “slowing down of the global pace of reduction.” The report also expressed concern that the global economic crisis could “further brake” progress toward the goal of eliminating the worst forms of child labour by 2016.

Among the key findings of the report:

- Child labour continues to decline, but only modestly – a three per cent reduction in the four year period covered by the new estimates (2004 - 2008). In the previous report (covering the period 2000 – 2004), there had been a 10 per cent decrease.
- The global number of child labourers stands at 215 million, only seven million less than in 2004.
- Among 5-14 year olds, the number of children in child labour has declined by 10 per cent and the number of children in hazardous work by 31 per cent.
- Whilst the number of children in hazardous work, often used as a proxy for the worst forms of child labour, is declining, the overall rate of reduction has slowed. There are still 115 million children in hazardous work.
- There has been a welcome 15 per cent decrease in the number of girls in child labour and a 24 per cent decline in the number of girls in hazardous work. Boys, however, saw their work increase, both in terms of incidence rates and in absolute numbers. The extent of hazardous work among boys remained relatively stable.

Specific key findings on Indonesia:

- The Indonesian conditional cash transfer (CCT) programme, which began in 2007 and will continue until 2015 as part of government efforts to eradicate poverty and the worst forms of child labour, shows the existing potential. It is being tried in 49 districts in seven provinces with cash aid per family of between US\$45–US\$90 depending on the number of children and their grades in school. The aid is conditional on children attending school. The emerging experience of good practices in Indonesia and elsewhere helped shape the programme.
- Indonesia has set numerical targets for the elimination of child labour as part of its Decent Work Country Programme, building on the 25 per cent reduction of the incidence of the worst forms reported in 2008.
- In relations to “Child Labour and Youth Employment Linkages”, achievements have included research studies of hazards in supply chains in Pakistan and Indonesia. A tool for training employers in small businesses and informal settings about occupational hazards facing young people was developed.

- There has been an alarming 20 per cent increase in child labour in the 15-17 years age group – from 52 million to 62 million.
- With regard to children aged 5-14 in economic activity, the Asian-Pacific region and Latin America and the Caribbean experienced a decrease. In contrast, for the same age group, the number of children in economic activity is increasing in Sub-Saharan Africa. The situation is particularly alarming in Sub-Saharan Africa, where one in four children aged 5-17 are child labourers, compared to one in eight in Asia-Pacific and one in ten in Latin America and the Caribbean.
- Most child labourers continue to work in agriculture (60 per cent). Only one in five working children is in paid employment. The overwhelming majority are unpaid family workers.
- There has been considerable progress in the ratification of ILO standards concerning child labour, namely of Conventions 182 (on the worst forms of child labour) and 138 (on minimum age). However, one third of the children in the world live in countries that have not ratified these conventions.
- South–South cooperation began with a focus on promoting trade and foreign direct investment and now embraces development assistance. The group consisting of Brazil, the Russian Federation, India and China (BRIC) held its first formal summit in June 2009. The term BRIC was first coined in 2001, to describe the four countries that are expected to surpass today’s largest economies by 2050. To this group may be added Mexico, Indonesia and Turkey, to form the “Emerging Seven” (E7).
- Engage new political champions for the elimination of child labour cause, recruited from the countries of the South (Africa, Asia and Latin America) committed to providing technical and financial assistance in the spirit of Article 8 of Convention No. 182. Candidates for this “Article 8 Group” could include many of the early participants and beneficiaries of IPEC, such as Brazil, India, Indonesia and Turkey, among others. One particular focus of this bloc could be the promotion of the “child labour-free” concept to embrace economic sectors, communities, subnational entities and nations. ❁

Indonesia to Tackle Child Labour through Education

The ILO marked the World Day against Child Labour 2010 with an urgent appeal to “go for the goal – end child labour,” calling particular attention to the target of eliminating the worst forms of child labour by 2016. The day, which is observed on June 12th every year, was a way to highlight the plight of child labourers.

In Indonesia, the ILO conducted various activities to commemorate the World Day. A national workshop on child labour, “Reviewing the current Status and Planning for the Future”, was conducted from 5 – 6 July 2010 in Jakarta, aiming to review the progress that has been made in

He added the government would work together with the ILO to free child labourers in 50 districts and cities across 13 provinces—Aceh, North Sumatra, West Sumatra, Banten, Jakarta, West Java, Yogyakarta, East Java, South Kalimantan, Gorontalo, North Sulawesi, West Nusa Tenggara and East Nusa Tenggara. “The children would be removed from their workplaces, while their parents most of whom are poor would be given skills and work to support their families. Poverty is one of the root causes of child labour, and we should have a more effective way to eradicate poverty,” he said.

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(From left to right): Peter van Rooij, the then Officer-in-Charge of ILO in Indonesia, Minister of Manpower and Transmigration, Muhaimin Iskandar, Rahma Iryanti, Director for Labour and Employment Opportunity Development of Bappenas, Andi Hadiar Putra, staff of KSPSI, and Marzuki, Chairman of JARAK.

combating child labour and to identify further actions needed to enhance the elimination of child labour in Indonesia. The workshop was jointly conducted by the ILO and JARAK, a national NGO network dealing with child labour issues, and in coordination with the National Action Committee for the Elimination of Worst Forms of Child Labour.

As part of its commitment, the Government of Indonesia has vowed to save 3,000 children across the country this year from industries such as mining and prostitution. “This is an international commitment and we are going to do our best to eliminate child labour in the country as children have the right to be protected and should be given opportunity to study and develop as normal children,” Muhaimin Iskandar, Minister of Manpower and Transmigration said when officially opened the workshop.

Peter van Rooij, the then Officer-in-Charge of ILO in Indonesia, appraised the commitment of Indonesia to eliminate child labour. “Since early 2000, important developments have taken place in efforts of abolishing child workers in Indonesia and the progress has been made in reaching the government’s target of nine year basic education for all children,” he said, adding that another important breakthrough was that the government has reduction of number of child workers as a program of conditional cash assistance, known as Hopeful Family Programme (PKH).

The workshop was attended by 60 key stakeholders from both national and provincial levels. Key speakers from relevant ministries and institutions, such as the Ministry of Manpower and Transmigration, National Development Planning Agency, the Ministry of Home Affairs, unions, NGOs and academia shared good practices and examine activities taken and their progress, main challenges faced and needed actions taken for the future. ❁

This year, World Day events were held in more than 60 countries involving governments, employers, workers, and UN, non-governmental and civil society organizations. Events ranged from high level policy debates, to football matches and other sporting activities, public debates, media events, awareness-raising campaigns, cultural performances and other public activities.

The Celebration World Day against Child Labour 2010

A number of activities were also conducted by the ILO through its International Programme on the Elimination of Child Labour (ILO-IPEC) and its Education and Skills Training for Youth Employment (ILO-EAST) to commemorate the World Day at the local level:

District of Serdang Bedagai and Deli Serdang, North Sumatra



Marches were conducted in two districts— Deli Serdang on 12 June 2010 and Serdang Bedagai on 24 June 2010, North Sumatra, participated by child beneficiaries of the ILO-IPEC supported action programs and implementing partners. The marches were conducted to commemorate the 2010 World Day against Child Labour and to reaffirm the commitment of the provincial government of North Sumatra to end child labour.

"North Sumatra is the only province in Indonesia which issues a regional regulation on prohibition on child employment. The Provincial Decree No. 5/2004 has covered all relevant aspects related to child labour, particularly its worst forms. This Decree has also marked a historic progress in the elimination of child labour at the provincial level," said Edy Sunarwan, ILO-IPEC Local Project Officer.

In Serdang Bedagai, the participants displayed posters promoting education for all children, requesting parents to stop engaging their children in the worst forms of child labour and urging the government to implement their plan of actions to end child labour and to provide education for all. The march was followed by an interactive discussion with relevant government offices.

"The participants gathered at the district government offices when they sat down together with relevant heads of various government offices, such as Manpower Officer, Education Office, and Social Office. The children, including child labourers, also had a chance to voice out their opinions regarding their needs and hopes," said Edy. He added that it was expected that by having a direct conversation with the children, particularly the child labourers, relevant government offices could develop more effective elimination programmes.

Meanwhile, the Deli Serdang march was participated by child beneficiaries, parents, peer educators and NGOs staff. The march was followed by art performances and an interactive discussion with relevant government officials of the district. The discussion was concluded with the signing of the Declaration of Deli Serdang to be child labour free by 2020.



District of West Tulang Bawang, Lampung

The ILO-IPEC in collaboration with LADA (Child Advocacy Institute) and Community Forum for Panumangan Children organized series of events to commemorate the World Day. A number of competitions were organized from May – June 2010, such as student quiz competition for elementary and junior high school students and colouring competition. Hundreds of children, including child labourers, from Panumangan sub-District, which is known for its commercial plantation sector, participated in these events.

The peak of the commemoration took place on 27 June 2010, where more than five thousands people joined the long march to mark the efforts to eliminate child labour. After the march, the commemoration was marked with a variety of performances, ranging from traditional martial art, traditional dance, marching band and quizzes.

"One of the national phone companies gave away souvenirs for those who could correctly answer questions related to child labour as part of its support to eliminate child labour. Similar support also came from individuals and government officials. They share the belief that the better Lampung could be reached by eliminating the worst forms of child labour," said Dede Suhendri, Director of LADA.



Makassar, South Sulawesi

The ILO-EAST in collaboration with the Provincial Child Protection Board (LPA) conducted a provincial workshop to celebrate the World Day on 17 June 2010. Attended by 60 people from various organizations, the workshop started with the children's theatre performance by child labourers of the dumpsite community, Rumah Kita Children Centre, titled "Menanti Mentari" (Awaiting for the sunrise) in Antang, South Sulawesi. The performance highlighted the plight of child scavengers in accessing education due to long working hour. It also portrayed the needs for an attitude change on teachers toward the unique needs of these working children in the learning processes, and the mind-set constraints among parents toward value of education.

Attended by 60 participants from various government offices and institutions, the workshop was officially opened by Governor of South Sulawesi, Syahrul Yasin Limpo. He stated that all children should have access to education and they should be protected from working at the early ages. He also appraised the contribution the ILO and LPA in the elimination of child labour. "It is also necessary for the government to strengthen the efforts to eliminate child labour by forming local regulation and by raising the awareness of parents and community at large," he said. After the speech, he signed the World Day poster spontaneously writing: "Children are everything. A good child will give us a better future. Stop child labour!"



Maluku

The commemoration of the World Day was conducted in Ambon, Maluku from 18 – 20 July 2010, participated by hundreds of students. Creative competitions were organized such as public speaking competition, public debate competition and writing competition. The final event was organized on 20 July 2010 with the opening of a Children Centre supported by the ILO-EAST by the Vice Major of Ambon City, Olivia Latuconsina.

Located at SMP 2 Ambon, the Centre is well-equipped with books as well as sport and art equipments. The Centre was also designed to be child-friendly that can be easily accessed. "Four more Centres will also be established in near future. Two Centres will be located in the same area of the school building, and another two will be integrated in the community learning centres," said Abdul Gani Fabanjo, Director of Community Development and Empowerment Foundation (YPPM)

He added that the Centres aim to reach around 467 out-of school children, children at-risk of dropping out as well as hundreds of children living nearby the centres. "We hope these children will make the best use of these centres to learn and do creative activities," he said. It is expected that the organization of the Centres will be taken over by the schools and community learning centres when the ILO-EAST Project phasing out.

In addition, a march was also conducted around the city of Ambon. Hundreds of students displayed posters, stickers and banners, highlighting the messages to end child labour. The information related to commemoration of the World Day was also available in the official website of the Provincial Government of Maluku as part of the effort to raise a greater awareness regarding child labour, particularly its worst forms, and its elimination programmes in Maluku.

Papua and West Papua

Two workshops were conducted in District of Jayapura and the city of Jayapura, Papua, on 24 June and 30 June 2010, respectively. A similar workshop was also conducted in Manokwari, West Papua, on 29 June 2010. These workshops aimed to review the current situation of child labour progress and challenges in each province.

The workshop aimed to review different actions that still need to be done in preventing and eliminating child labour. The workshops recommended the need to have a report centre to document child labour incidence and to establish a provincial action committee on the elimination of the worst forms of child labour. The workshops also highlighted the importance of budget allocation for child labour programmes in the provincial budget.



Unemployment still High for People Living with HIV

The ILO in collaboration with the UNDP Indonesia conducted a soft launch of the new study on Social Economic Impact of HIV at Individual and Household Levels in Indonesia on 27 September 2010 in Jakarta. Supported by UNAIDS Partnership Acceleration Fund (PAF), the study assessed the socio-economic impact of living with HIV on individuals and households, including income, employment, consumption, liquidation of assets, health, stigma, food security, education, gender, and social protection.

The study was undertaken by the Central Bureau of Statistics, in collaboration with the National AIDS Commission, the National Network of People Living with HIV (JOTHI), the UNDP, the ILO, United Nations Volunteers (UNV), and was supported by UNAIDS. The study was conducted in seven provinces (DKI Jakarta, West Java, East Java, Bali, NTB, NTT and Papua), covering 2,038 households of people living with HIV (PLHIV).

The study revealed that unemployment is higher for PLHIV and that the labour force participation rate among PLHIV households is lower, compared to other households. More than 72.7 per cent of households with PLHIV are unpaid workers (or volunteers). The study also found that the most evident discrimination the PLHIV experienced was in healthcare settings, with some hospitals breaking confidentiality about their HIV status. The PLHIV reported that their greatest support was shown by family members, who accepted their HIV status.

In addition, the study found that women and girls are disproportionately affected by the financial loss and the additional burdens resulting from having PLHIV in the household. Women, as well as older people in PLHIV-households, need to seek extra work to support the family.



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PLHIV households spend 36 per cent less on education with a higher drop-out rate of children in PLHIV households, particularly in higher classes. Girl children dropped out of school is twice as frequently as boys.

A positive finding of the study is the financial and other support provided by government, NGOs, faith-based groups and others. The huge income-expense disparity is significantly offset by the government and NGO social support, without which the depletion of resources of PLHIV-households would be even greater. These social assistance programmes need to be further strengthened and expanded.

A second positive feature from the study showed that the coverage of the Antiretroviral (ARV) drugs programme was found to have a significantly reduced the burden of opportunistic infections experienced by PLHIV. Therefore, one of the study recommendations is to provide the social security for PLHIV as this recommendation is one of main agendas of ILO Jakarta in HIV and AIDS programme at the workplace. ❁

ILO to Promote Integrated TB and HIV Treatment at the Workplace

Tuberculosis (TB) is a leading cause of illness and death among people living with HIV. Indonesia has the third-highest number of TB cases in the world after India and China. In 2006, the number of TB patients in Indonesia constituted 7.3 % of the total number of TB patients globally. In Indonesia, 528,000 TB cases are diagnosed annually, and 91,000 TB mortality cases are registered annually.

To address this issue, The ILO in collaboration with the National AIDS Commission and the Ministry of Manpower and Transmigration conducted a one-day national workshop titled "Workers' Social Security and Health: Integrated TB

and HIV Prevention and Treatment at the Workplace" in Jakarta, 29 June 2010. It is aimed to support the Indonesian Government's progress toward Millennium Development Goals (MDGs), especially with regard to social security, HIV and AIDS and TB prevention, and access to treatment for workers at the workplace.

The workshop also introduced the new ILO recommendation on HIV and AIDS in the World of Work No. 200, adopted at the 99th session of the International Labour Conference (ILC) in June 2010. The recommendation is aimed to strengthen the standards and guidance on HIV and AIDS interventions

Improving Development Access in Nias Islands

The Government of Indonesia launched three strategic projects on Nias Islands of North Sumatra Province as part of its Nias Continuation of Post-tsunami Reconstruction to 2012 Programme. The launch, hosted by the Government of North Sumatra, was conducted on 30 July 2010 in Gunungsitoli.

The three projects launched represent the strategic contribution of the Multi Donor Fund for Aceh and Nias (MDF) to the implementation of the post-Tsunami reconstruction plan. This support is also consistent with the Government of Indonesia's Medium-Term Development Plan, which seeks to accelerate development in poor and disadvantaged regions through revitalizing agriculture, creating employment and supporting decentralization.

"The Government of North Sumatra is pleased to see these projects taking off and appreciates the good coordination of governments at all levels, the UN and the international organizations. For sustainability, these projects must build the capacity of local governments, solicit active involvement of local people and provide support for the operations and maintenance of assets that have been created," said R.E. Nainggolan, Regional Secretary of North Sumatra Province.

The first project is the Nias Island Transition Programme (NITP), implemented by UNDP together with the Ministry of Home Affairs. The second project is called The Nias Islands Rural Access and Capacity Building Project (Nias-RACBP) jointly executed by ILO and the Ministry of Disadvantaged Regions. Meanwhile third one is the Nias Livelihoods and Economic Development Programme (Nias-LEDP), jointly executed by the World Bank and the Ministry of Disadvantaged Regions.

"The ILO has supported rural transport infrastructure rehabilitation and improvement over the last five years in

in the work place. The recommendation also notes the importance of treatment and care for opportunistic infection and sexually transmitted infections and any other HIV-related illnesses, in particular TB.

The workshop was attended by 63 participants from tripartite institutions including the Ministry of Health, Ministry of Manpower and Transmigration, trade unions, National AIDS Commission and local as well as international NGOs. They concluded the workshop with several key recommendations: expansion of integrated TB/HIV prevention programme in the world of work, both formal and informal; expansion of universal access services for people living with HIV, including its opportunistic infections such as sexual transmitted infections (STI) and TB; and examination of regulation on social security scheme for ensuring the protection of workers living with HIV. ❁



© Nias-RACBP/ILO Jakarta

The rehabilitated suspension bridge in Nias.

Nias because good roads are needed for local economic development. The ILO does this by focusing on using local resources as much as possible, notably through employment creation. In addition, we aim for quality infrastructure to maintain good access for people to the places where they live and work, including markets," said Peter van Rooij, Country Director of the ILO in Indonesia.

Nias Islands faced extensive damages from 8.8 Richter scale earthquake on 28 March 2005. The total estimated damage from the combined catastrophes was approximately US\$ 392 million. The MDF was established to support the Government of Indonesia's rehabilitation and reconstruction programme. ❁

The Nias-RACBP project seeks to support local governments to improve rural transport networks through training programmes local contractors and communities in the rehabilitation of 100 kms of all-weather roads and motorcycle trails, 25 bridges and 47 cultural heritage sites in 20 sub-districts. The project also seeks to use local resource-based approach as part of the efforts to create jobs for locals and to build the capacities of field construction supervisors, local contractors and technical staff of the district and sub-district government offices as well as the community groups.

Improving Local Economy through Better Road Access in Aceh

Siti Aminah, 44 years old, a single woman who lives in a temporary shed near the road in Blang Mee Village, Aceh, was very grateful for the direct intervention the

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Siti Aminah standing in the front of her house.

ILO and District Public Works done in her village. Through the ILO Local Resource Based Road Works Project, she got the opportunity to earn more money, employed as one of the unskilled workers for Rp 50,000. Before, as a seasonal daily agricultural labourer, she only obtained Rp 30,000. "I am grateful with this job opportunity. Even though it is only a short-term employment, I could now afford my daily needs. I hope the government will continue this construction project to help unskilled women like me," she said.

The ILO's Road Project has not

only brought better income for Siti, it has also unlocked the isolation, particularly during the rainy season. Before she

had to spend more than two hours to go to the city, Kuta Blang city, and now it only takes her less than half hour. "I remembered when I was sick, it was so difficult to get me to the nearest hospital. There was no road access. But, now it is different. With better road access, I do not have to travel far to go to the market and I can save almost 50 per cent of my travel expenses."

Similar to Siti, Amin Usman, 53 years old, married and farther of 14 children, in Bireuen District, Aceh, also benefited from the ILO's Road Project. He had worked for the ILO road construction for a year as the gang leader (mandor). His construction skills have been significantly improved after receiving the construction training provided by the ILO Mobile Construction Trainers. "Now I have more job offers from other construction works as the training has improved my construction skills," he said, adding that being a mandor also made him able to send his children to school.

Usman added that people in his village also benefited from this project. After almost 10 years without reliable and all-weather road access to the surrounding areas, now they can easily travel to the nearest city to buy their daily needs and they do not have to spend a fortune for transportation. Better road access has also improved the local economy and business in Usman's village.

"Before I had to spend around Rp 250,000 to Rp 300,000 for transportation, and since the completion of the road works, I only spend Rp 100,000 to Rp 150,000. It is a beneficial reduction for me and my family. Not only that, the price of agricultural land has also increased tremendously," he said.

The overall objective of the Project is to contribute to the restoration of the rural livelihoods in communities of disaster affected populations in Nanggroe Aceh Darussalam and Nias. The project successfully rehabilitated 155 kms of roads, maintained 229 kms, provided technical assistance in the rehabilitation of 30 kms of roads funded by the district government in Nias and Aceh, and reconstructed four suspension bridges.

Capacity building activities included in-house and on-the-job training of 178 staff of the District Public Works Offices in Nias and Aceh and the training 341 staff of 134 contractors who were awarded contracts under the Project. In total about 34,200 trainee-days of training has been delivered. In the rehabilitation and maintenance of the roads a total of 410,345 work-days of short-term employment opportunities were created for the local population with 28 per cent of the work-days for women. ❁

The UNDP/ILO Project "Creating Jobs: Capacity Building for Local Resource-based Road Works in Selected Districts in Aceh and Nias" was formulated in response to the devastating tsunami of December 2004 and the major earthquake of March 2005 – the latter one especially hit Nias islands. Financed by the Multi-donor Fund for Aceh and North-Sumatra (MDFANS), the project started in March 2006 and is for completion by June 2011.

ILO to Support the Vocational Training Centre in Banda Aceh

The ILO through its Education and Skills Training for Youth Employment (EAST) supported the upgrading and revitalization of the vocational training centre (BLKI) in Banda Aceh. The assessment centre (TUK) of BLKI was certified for sewing and embroidery as well as for air conditioning and cooling system on 24 June 2010. This success was the result of a long process that included:

- the upgrading of technical and methodological skills of the instructors with related industries in order to enable them to carry out market oriented training and assessment;
- the procurement of the required equipment for level one and level two for both pilot areas;
- the licensing of the assessors and capacity building for quality management by the Indonesian standard setting institution for vocational training (BNSP); and
- pre- and final verification process by the sector specific certification bodies (LSPs).



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Assessment for sewing students of the BLKI.

The TUK Banda Aceh was since able to organize the first competency based assessment (CBA) for both pilot areas under the supervision of a senior assessor from LSP Garment and LSP-LMI for air conditioning and cooling system. More than 80 per cent of the students passed the assessment test and were awarded with the first competency based certification in Aceh.

An information workshop was also organized for representative of Aceh businesses and professional associations to discuss the competency-based programmes and the value of competency-based certificates. Participants expressed their interests and further linkages are being built up for on the job training and placement of certified trainees.

The certification plays an important role to change training methods and implement quality assurance systems. It also allows for better linkages with the industries. "The next challenge ahead is the ISO 9001:2008 certification and further, its capacity to run commercial programs by itself. The process is well under way, and we can expect some progress by the end of the year," she said. ❁

“Through this programme of support, we learnt to focus first on the certification process as part of a programme of introduction of competency-based trainings. Stakeholders also easily realize the advantages of a certificate that is valid nationwide and in line with industries requirements.”

Wanda Moennig,
Vocational Training Specialist of the ILO-EAST Project

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Indonesian Jobs Pact in Development

The ILO's constituents have embarked on developing an Indonesian Jobs Pact (IJP) to support the National Mid-term Development Plan (RPJM), and to place the creation of Decent Work at the heart of the recovery from the crisis and beyond, as agreed during the tripartite meeting in February 2010 in Jakarta.

As a follow-up to the February meeting, a multidisciplinary mission of seven ILO experts visited Jakarta on 16-18 August 2010. They presented the main findings of an analysis of the impact of the crisis on Indonesian labour market and policy recommendations. The mission leader, William Salter, Director of Decent Work Team in Bangkok, noted strong commitment of the constituents, and stressed the importance of tripartite action at the national and the local levels.

Gyorgy Sziraczki, the ILO's senior economist, highlighted an on-going crisis in the labour market since the Asian financial crisis. "Although Indonesia weathered the current global financial crisis, jobs growth since the Asian financial crisis [of 1998] has been weak," he said. "Indonesia needs future-looking policies to assure job-rich recovery."

The Steering Committee for the IJP will continue its efforts to finalize the draft of the Pact. Dr. Bambang Widianto, Deputy for Social Welfare of the Office of the Vice President, expressed the government's support for a National Jobs Pact,



William Salter, Director of Decent Work Team in Bangkok (fifth from the left), together with the other ILO's experts.

hoping that such an agreement would enhance dialogue among workers and employers. Workers and employers discussed the first draft IJP and agreed on the contents of the pact.

To address the social and employment impact of the financial and economic crisis, representatives of governments, workers and employers adopted the Global Job Pact in a unanimous vote at the 2009 International Labour Conference in Geneva. Following the adoption of the Global Job Pact, the Indonesian government requested the ILO to assist in the development of a national version of the Pact as concrete steps towards overcoming the crisis and paving the way toward job-rich recovery and beyond.



Flash News

ILO to Focus on Risk Management Approach to Improve Business Resilience

Supported by the Central Fund for Influenza Action (CFIA), the ILO has developed a new project on Business Continuity Planning in time of Pandemic (BCP Project). This project is continuation from the ILO's previous project on Avian Flu and the Workplace. Different from the previous project, the main focus of this new project phase is to promote business continuity planning with risk management approach.

The main project strategies will be implemented in two stages. The first stage will focus on providing a package of business continuity planning training to enterprises that agree

to participate. The second stage is then to assist the trained enterprises to provide similar training packages to their supply and distribution chains.

"Through this approach, the ILO hopes that the promotion of business continuity planning will be spread widely, including to small medium enterprises (SMEs). The approach will also assist employers and workers in their efforts to respond to and be prepared not only for the consequences of the pandemic human influenza but also other future unexpected events that could cause disruptions in ordinary businesses.

ILO to strengthen Judges of Industrial Relations Court

The Industrial Relations Court, along with other dispute resolution mechanisms, came into operation in early 2006, replacing a system of district and regional industrial disputes settlement committees (P4D/P). One of the major changes to the industrial dispute settlement system is that jurisdiction over industrial relations disputes has shifted from the Ministry of Manpower and Transmigration to the Supreme Court.

As part of the overall objective of the Supreme Court to strengthen its permanent education programme for judges, the Supreme Court has requested technical support from the ILO to develop training programmes for judges in the Industrial Relations Court. Two programmes shall be developed and integrated into the training centre's education programme through this collaboration: (1) a competency-based training curriculum for all newly appointed ad-hoc and career judges to the Industrial Relations Court; and (2)



Indonesian Supreme Court building.

advanced training modules for serving judges.

These curriculums shall include specific modules to equip judges with tools to analyse and reflect on the application of international labour standards and comparative labour law when resolving disputes. "The ILO is currently undertaking a training needs assessment to determine the education needs of judges in the

Industrial Relations Court and to analyse ongoing challenges experienced by stakeholders and the courts in adjusting to this new system," explained the ILO's Programme/Research Officer, Miranda Fajerman.

A series of consultations and discussions with judges, trade unions, employers and legal service providers have occurred in various provinces including Jakarta, West Java, East Java, South Sulawesi and the Riau Islands to provide inputs into the assessment. A pilot two-day training with Industrial Relations Court judges is scheduled for 24 - 25 November 2010.

ETE Training for the Impact of Trade Liberalization on Labour

Startup of new companies, increased investment in production, and job vacancies in parts of the economy are commonly anticipated effects of trade liberalization. Such restructuring of economic activity is also expected to prompt, on the other hand, company shutdowns and job

sound labour and social policies to protect those who are adversely affected by trade liberalization.

Trade and employment policies should be coherent so as to derive maximum benefit from free trade agreements and thus achieve decent work for all. To this end, the ILO and the Ministry of Manpower and Transmigration organized a Knowledge Sharing Workshop from 12 - 16 July 2010 in Jakarta as part of the "Assessing and Addressing the Effect of Trade on Employment (ETE)" project, which is funded by the European Commission.

The workshop intended to increase government officials', trade unions' and employers' understanding of issues related to trade and employment. Peter van Rooij, then Officer-in-charge for ILO Jakarta, opened the event, followed by speeches from representatives of trade unions, Apindo (Indonesian Employers' Association), the European Commission, and the Ministry of Manpower and Transmigration.

The 37 participants also included members of various government ministries like the Coordinating Ministry for Economic Affairs, Ministry of Trade, Ministry of Industry, National Development Planning Agency (Bappenas), and the National Statistics Office (NSO). The workshop received full attendance, and participants expressed their intention to sustain this training by establishing a tripartite discussion group with support from the ILO.



(From left to right): Gusmardi Bustami, Director General of International Trade, Ministry of Trade, Indro Warsito, Research Officer of the Manpower Ministry, Chris Manning, the ILO's International Expert, Ralf Peter, the then ILO's CTA for ETE, and Samuel Asfaha, Project Manager of ITC ILO

losses in other segments of the economy. Trade liberalization is thus associated with both job creation and job destruction. Ensuring equal redistribution of gains from trade requires

Social Accounting Matrix Training **for Policy Analysis**

The Coordinating Ministry for Economic Affairs and the ILO's Employment Intensive Investment Programme recently completed a six-week training course through the SAMASAMA project. The training programme included a half-day workshop, four weeks of self-study combined with weekly tutorials and one week of intensive training. An additional week of intensive training was provided to train the project's future trainers.

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The project trained 20 trainees that came from seven different institutions, including the Coordinating Ministry for Economic Affairs, the Ministry of Manpower and Transmigration, the Ministry of Planning, the Ministry of Public Works, the Ministry of Finance, the Bank of Indonesia, Statistics Indonesia and the University of Indonesia.

The programme trained participants on the elements of a social accounting matrix and taught participants how to formulate simulations for policy analysis. After the training, the trainees said that they had increased their knowledge on social accounting matrices and they were able to undertake simulations. They also planned to use the skills learnt during the training programme for policy analysis and improving/updating their own models as well as to transfer knowledge to their fellow co-workers.

"The tool was very useful for helping me to understand how the different sectors of the economy interact with each other and how investments impact employment," said one of the participants from the Coordinating Ministry for Economic Affairs. Another participant from the Ministry for Public Works

was also satisfied with the training. "I hope I can develop this material at my office, especially to develop the construction sector."

As the ILO's main partner, the Coordinating Ministry for Economic Affairs, appraised the training outcomes. "I am pleased with the outcomes of the training workshop and am looking forward to seeing the model adopted by partners of the project in future policy assessments and policy development," said Wahyu Utomo, Assistant Deputy for Housing of the Coordinating Ministry for Economic Affairs.

The main issues that the trainees noted that they were interested to investigate through the social accounting matrix in the future were employment, climate change, the financial sector, poverty reduction, economic growth, infrastructure, investments, trade, transport, energy and regional development.

The project is planning to have another workshop before the end of the year to share the economic model with researchers, policy-makers, development stakeholders, and ILO's constituents. The workshop will discuss how social accounting matrices can be used as a tool for evidence based policy analysis on the abovementioned issues. Simulations that analyse Indonesia's 2009 Fiscal Stimulus Package will also be presented.

The SAMASAMA Project is implemented in partnership with the Coordinating Ministry for Economic Affairs. The project seeks to enhance the diagnostic and analytical skills of policy makers in Indonesia through development of tools and provision of technical training for analysing the impact and effectiveness of (public) investments.

The main tool being developed is a "Dynamic Social Accounting Matrix" (DySAM), which maps the flow of all socio-economic activities that take place within the Indonesian economy. The DySAM includes information over time and information on employment, and therefore allows policy makers to understand how the economy is evolving and how employment creation, by target groups, relates to investments. ❁

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Bali Tourism Institute Continue to Grow after 30 Years

More than 30 years ago the ILO, supported by the UNDP, assisted the Government of Indonesia in the establishment of the Bali Tourism Institute (Sekolah Tinggi Pariwisata/STP) in Nusa Dua, Bali, Indonesia. Established in 1978, STP Nusa Dua Bali has extended its reputation as the premier source of quality human resources for the tourism sector in the country. It is also the largest tourism institute under the Ministry of Culture and Tourism, equipped with modern learning facilities.

Having started with only 12 instructors, the STP Nusa Bali has now more than 120 faculty members and more than 130 academic staff. As a centre of excellence, it affiliates with numerous national and international agencies as well as being recognized by national and international accreditation bodies, such as TedQual-UN-WTO.

Director of STP Nusa Dua Bali, Dr. I Nyoman Madiun, M. Sc, said that STP Nusa Dua Bali has widely expanded its programmes, offering both degree and diploma programmes, and applied competency-based curricula that match the need of the tourism industries. To date, the centre can accommodate more than 1,500 students.

Dr. I Nyoman warmly welcomed the delegation of ILO-Jakarta when recently visiting the institution on 16 October 2010. Peter van Rooij, Director of ILO-Jakarta, was impressed with the progress made by the STP. "The ILO can learn from the STP experience in terms of what we can do to enhance and improve the tourism sector in Indonesia" he said, adding that what has been achieved and done by STP should be promoted throughout the country, particularly in other tourism areas as well as internationally.

The tourism industry has been one of main assets for the economic development of Bali where agriculture, livestock,

"Our institute is well-equipped with a research centre and service and career development as well as internship programmes. We provide support to our students in finding career opportunities when graduating from here."

Dr. I Nyoman Madiun, M. Sc,
Director of STP Nusa Dua Bali



The Journey of more than 30 years, 1978-2010.

fisheries and handicrafts are the main sources of income of the population. During the early 1970s, the Government of Indonesia had actively supported tourism development in Bali and had endorsed the main recommendation to develop the Tourism Master Plan for Bali.

The project activities began in January 1975, supported by UNDP and implemented by the ILO, aimed to upgrade the centre's training programmes and ability to include supervisory and managerial courses; to upgrade and train instructors for the centre; to define curricula and develop syllabi for basic and mid-level courses; to develop a three-year diploma course in hotel management and administration; to develop tourism planning and tourism marketing training courses for managerial and supervisory personnel; and to train civil service officials in tourism.

Construction of the centre began in October 1976 and was completed in 1978. The centre was designed according to the ILO specifications, completed with, among others, general class rooms, a specific classroom for food and beverage, laboratories, a laundry room, kitchens, a student restaurant and maintenance workshop. The centre could also accommodate around 450 students at the time.

To ensure the quality of the instructors, the project enrolled them at the Akademi Pariwisata NHI Bandung (formerly known as the National Hotel Institute) for a one-year middle-level course. They were also enrolled in a course organized by the ILO's International Centre for Advanced Technical and Vocational Training in Turin, Italy. Emphasis was placed on structuring of training programmes employing the latest developments in the ILO training methodology techniques. ❁

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Promoting Community-based Tourism in Jayawijaya

In July 2010, the ILO undertook an assessment of tourism development in Jayawijaya, the largest regency in the highlands of Papua before it was divided into five regencies in the year 2008, to explore potential capacity-building and enterprise development activities for LED in

the region. As an immediate follow-up to the assessment, a two-day LED workshop was conducted to raise stakeholders' awareness concerning the economic potentials of Papua and to facilitate the establishment of LED forum, including the development of LED visions, objectives and action plans.

"The workshop found that tourism and agriculture are the two sectors that can drive local economy. In the tourism sector, for example, Jayawijaya has an annual festival called Baliem Cultural Festival which can be used as an event to attract more tourists and as the tourism destination. In the agricultural sector, the potentials include organic honey, red fruit, coffee, fresh vegetables and local fruits, because they are organic," said Tauvik Muhamad, the ILO's Programme Officer.

The workshop successfully facilitated the establishment of LED forum, managed by Justinus Daby, the Chairman of Tour-guide Association. The forum has agreed to conduct regular meetings to coordinate actions and trainings facilitated by the ILO on tourism management, business incubation and the development of cultural map of Papuan Highlands. "Assisted by the ILO, the district government of Jayawijaya is now the in process of developing a website for tourist information centre," added Tauvik.

Communities, cities and governments around the world, including Indonesia, increasingly turn to Local Economic Development (LED) strategies in response to the challenges of globalization and the drive for decentralization. Under the framework of the UN Joint programme, funded by the United Nations Development Programme (UNDP), the ILO through the Enterprise Skills Development Project has conducted community entrepreneurship skills development trainings.



Indigenous community in Papua.

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Indigenous Women Entrepreneurs Break the Traditional Barriers

Like many other women who live in a patriarchal society, indigenous women of Papua do not have many chances to take part in the development process. However, compared to other women, the lives of Papuan indigenous women are even harder and more challenging. Indigenous women in Papua are the most affected by these conditions and facing the challenges to livelihood and income generating practices.

To contribute to the poverty reduction programme in Papua, the ILO in collaboration with the UNDP through its Community Centre Development Programme (CcDP) have implemented the Entrepreneurship Skills Development (ESD) programme with specific attention to women in the three regencies of Jayawijaya, Lani Jaya and Yahukimo in the Papua Highlands, one of the poorest regions in Papua. The project aimed to facilitate community entrepreneurship skills development activities primarily for indigenous Papuan women.

Commenced in January 2009, the project was recently ended in September 2010 with 625 entrepreneurs trained in basic entrepreneurship skills using the principles of the ILO's training package—Gender and Entrepreneurship Together (GET Ahead). The GET Ahead module not only focuses on administration, finance and marketing, but it also provides opportunities for women to speak out hence giving them a voice.

Progress is evident. In Jayawijaya, for example, women increasingly engage in paid business activities. They are breaking the traditional barriers setting up for them. These changes, as Wempi Wetipo, Head of Jayawijaya regency, explained, begin as the population learns that they need to change their mindset in order to make a better living.

And, for Serlina Wenda, a coffee milling entrepreneur, her life and her business have changed. "The programme not only gave me knowledge, but it also gave me a chance to expand my business by helping me with a loan and an access to finance providers," said Serlina. The training materials admittedly enriched and refreshed her mind. The training also fitted very well with her needs to strengthen administration and get access to finance.

Yulia Waliho, a honey bee entrepreneur in Lani Jaya, was also a different person now. She was much more confident in her ability to run her enterprise as she began to gain the

financial and management skills needed to advance her business. Today, Yulia was able to meet her family's daily needs. She could even save some money not only for her children's education but also for her own education. "I went back to college, continuing my study on finance. I just recently graduated," she said with beaming eyes.

The project has made significant achievements given the challenges and gender inequality that exist in the central highlands. The number of target beneficiaries exceeded the original plan to reach 250 entrepreneurs. The training has also successfully met the gender specific targets as 70 percent participants (437) were women and 137 people were trained as trainers.



Indigenous women selling vegetables and fruits in local market, Papua.

"To ensure sustainability, the project provided hands-on entrepreneurship training, with special attention to marketing and coaching to both new entrepreneurs and relevant NGOs including Yasumat and Ekonomus which serve as business development service providers," explained Tauvik, adding that the independent evaluator found that the project is relevant to community needs and interests and fits within current government priorities.

“

The programme not only gave me knowledge, but it also gave me a chance to expand my business by helping me with a loan and an access to finance providers.

Serlina Wenda,
coffee milling entrepreneur

”

Second ILO Staff Union Global Meeting in Geneva

The ILO Staff Union conducted the Second Global Meeting in Geneva from 18 – 22 October 2010, attended by representatives from field offices of Arab and European states, Africa, America and the Asia-Pacific regions. The global meeting discussed a wide-range of topics, ranging from collective bargaining and freedom of association, recruitment and selection to conflict resolution, social security as well as safety and security.



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During the meeting, trainings were also conducted for the union representatives to reinforce the adopted resolution and to strengthen the capacity of the members. "In addition, the meeting adopted the resolution to call for the protection of social dialogue, in particular freedom of association, collective bargaining agreement and freedom of expression, within the ILO," said Tauvik Muhamad, the ILO Jakarta Union Representative. ❁

ADB-IDB-ILO Joint Report:

Infrastructure, Governance and Education Key to Indonesia's Growth



Indonesia needs to tackle its infrastructure, governance, and education deficiencies in order to propel the economy into a higher, more inclusive, and sustainable growth path, said a new Asian Development Bank (ADB), ILO, and Islamic Development Bank (IDB) report released on 11 August 2010.

The study titled Indonesia: Critical Development Constraints uses a diagnostic approach to examine key obstacles to achieving higher, socially inclusive, and environmentally sustainable growth in the medium term, and offers policy suggestions to overcome term. It emphasized that access to decent work opportunities is key to assuring and enhancing the inclusiveness of growth.

"This report will be of significant contribution to the policymakers' attempts to set the conditions right in the medium term for achieving the vision of a developed, just and prosperous Indonesia," commented Lukita Dinarsyah Tuwo, Vice Minister of Indonesia's National Development Planning Agency (Bappenas).

Since the 1997 Asian financial crisis, the Government of Indonesia has undertaken wide-ranging reforms to address various structural weaknesses in the economy and to make it more competitive and resilient. From 2001 to 2008, gross domestic product (GDP) grew by an average of 5.2 per cent per year, and in 2009, at the height of the global economic crisis, GDP expanded by 4.5 per cent—one of the highest rates in Southeast Asia. ❁

Publications



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