The President of Republic of Indonesia, Susilo Bambang Yudhoyono, witnessed the signing of the Indonesian Jobs Pact (IJP) on 13 April, at the Presidential Palace, Jakarta, Indonesia. The Pact was signed by the Ministry of Manpower and Transmigration, Muhaimin Iskandar, as the Chair of National Tripartite Council (LKS-Tripartit Nasional), Myra M. Hanartani, Deputy of the National Tripartite Council from the Government, Sofjan Wanandi, Deputy from the employers’ organization, and Thamrin Mosii, Deputy from the workers’ organizations.

The Signing of the Indonesian Jobs Pact:
Indonesia the First Country to Adopt the ILO’s Global Jobs Pact

The Indonesian Jobs Pact is the implementation of the ILO’s Global Jobs Pact at the country level...The Government, including myself, governors, head of districts and mayors, should play an active role in ensuring the effectiveness of the National Tripartite Council in dealing and addressing employment related issues.

Susilo B. Yudhoyono
President of The Republic of Indonesia
Meanwhile, the Indonesian Minister of Manpower and Transmigration, Muhaimin Iskandar, stated that the IJP is the tripartite declaration aimed to create more job opportunities and improve social protection as the main elements of the employment and social policies in addressing the financial crisis. “Through the Indonesian Jobs Pact, all relevant stakeholders dealing with employment issues will have common visions and missions, focusing on the four priority areas of the Pact: employment creation, strengthening industrial relations, enhancing the quality and coverage of social protection, and improving labour productivity.”

Recognising its relevance to their own national issues, the Indonesia’s tripartite representatives - the Government, workers and employers - formally decided to adapt the GJP to help address the crisis while pursuing economic, social, and environmental sustainability. “The Indonesian Jobs Pact is the implementation of the ILO’s Global Jobs Pact at the country level. I have met with the ILO’s Director General [Juan Somavia] and we discussed about the financial crisis and its social and economic impact worldwide. He appraised policies and efforts taken by Indonesia to address social and economic impact of the crisis,” the President Yudhoyono was quoted by the Bisnis.com in his opening remarks. The President emphasized the importance played by the National Tripartite Council in handling and tackling problems related to employment. “The government, including myself, governors, head of districts and mayors, should play an active role in ensuring the effectiveness of the National Tripartite Council in dealing and addressing employment related issues.”

The IJP serves as a foundation for tripartite action between the Government, trade union confederations and APINDO representing employers – commenced a process of dialogue and adaptation of the Global Jobs Pact after its adoption by the International Labour Conference in 2009. The IJP proposes a balanced and realistic policy measures in addressing the financial crisis. The Pact calls on the government, workers and employers of each state to come together to develop a comprehensive plan of action that serves the broad goals of creating jobs and protecting people with the longer term objective of improving the fundamental principles of the global societal framework. By adopting the Pact, the constituents of the ILO have committed themselves to creating a different and better world in which globalization and economic progress are inextricably intertwined with sustainability, social justice and human rights.

What They Say about the IJP

Dr. Bambang Widianto
Deputy for Social Welfare of the Office of the Vice President
“The Government of Indonesia fully supports a national Jobs Pact because we can utilize various experiences of other countries in coping with challenges in our labour market. It is also hoped that the economic growth will benefit the Indonesian people through the creation of decent and productive employment.”

Djimanto
Chair of the Indonesian Employers’ Association (Appindo)
“The IJP highlights the importance of social dialogue in ensuring the economic growth. We share social and public concerns, so let us all engage in social dialogue for the sake of togetherness.”

Sachiko Yamamoto,
ILO Regional Director for Asia and the Pacific
“I declare that the ILO congratulates the Indonesian tripartite constituents on the strong commitment they have shown to developing the Indonesian Jobs Pact. It is an excellent example of successful social dialogue based on mutual trust and genuine commitment. It is a solid step towards a better future for the people in Indonesia.”

Sachiko Yamamoto
ILO Regional Director for Asia and the Pacific

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The Indonesian Jobs Pact is the national adaption of the ILO’s Global Jobs Pact (GJP). The GJP has received strong international backing, including from the G20 heads of state, the UN General Assembly, the UNDP Board, ASEAN, and numerous other international and regional bodies. Indonesia is a member of the G20. It also consists of an integrated policy portfolio in four areas:

- Accelerating employment creation, jobs recovery and sustaining enterprises
- Building social protection systems and protecting people
- Strengthening respect for international labour standards
- Social dialogue: bargaining collectively, identifying priorities, stimulating a

Policies in the four areas interact with each other, leading to shaping a fair and sustainable globalization.

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Internationally, Indonesia is setting an example to other countries how the Government, trade unions and employers’ organisations can work together, agree on priorities and work jointly to realise decent work. The process itself has been valuable, putting social dialogue and national ownership into practice. The ILO is pleased to have supported the process and looks forward to support the implementation of the Indonesian Jobs Pact through the formulation of our next Decent Work Country Programme for Indonesia.

Rekson Silaban
President of the Indonesian Prosperity Trade Union Confederation (KSBSI)
“We fully support the IJP as a vehicle to improve working conditions. We, therefore, hope that employers would involve labour unions and discuss what needs to be done in order to face the difficulties together.”

Peter van Rooij, ILO Country Director in Indonesia, noted that the IJP marked the onset of a new epoch of fruitful and deepening collaboration between the Indonesian tripartite constituents and the ILO. “The IJP will pave the way for Indonesia’s next Decent Work Country Programme covering the country’s development to 2015,” he said.

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Boosting the Productivity of SMEs in Indonesia

Medical equipment and hospital furniture manufacturer PT Tesena Inovindo has been able to improve its performance over the past five months after adopting the ILO's Sustaining Competitive and Responsible Enterprises (SCORE) programme. The progress was achieved through the rehabilitation of its working area by forming a team to revamp the production unit to minimize and control the interference balance.

PT Tesena produces medical equipment, hospital furniture and weighing scales and employs around 100 permanent workers in Ciracas, East Java. The company has also secured ISO 9001 and ISO 13485 as well as the Indonesian National Standard (SNI) certificates for its products.

"Besides strengthening the domestic market presence, we have begun exporting our products to Syria, United Arab Emirates, Yemen, Malaysia, Sri Lanka, Bangladesh, Algeria and Nigeria," said Radhie, Tesena Project Manager in a presentation during the SCORE impact assessment workshop jointly held by the ILO's SCORE programme and the Ministry of Manpower and Transmigration on 11 January.

The workshop was conducted to mark the culmination of a series of enterprise trainings on Workplace Cooperation conducted in five pilot small medium enterprises (SMEs). It was aimed to assess the progress of the implementation of the workplace cooperation in the pilot enterprises and to provide the opportunity to participating enterprises to share good practices, lessons learned and constraints for future effective development of workplace cooperation.

Targeted to SMEs with 50 – 200 workers from various sectors, the five pilot enterprises included PT Tjokro Bersaudara, PT Triyasa Teknik, PT Lestari Dini Tunggul, PT Inprintama Asri and PT Tesena Inovindo.

Other participating companies that have also shown progress is PT Lestari Dini Tunggul, a medical and industrial manufacturer that supply medical and industrial apparel to all hospitals nationwide. The company employs 125 workers at 44 branches in large cities and provincial capitals.

After adopting the cleanliness culture and forming two teams working in the production, accounting, marketing and human resources, the company has significantly improved its productivity and working performance. "Cleanliness is not yet a culture in the country and teamwork is still rarely implemented in home industries and small companies," said Laras, the CEO of PT Lestari, adding that the company was expected to increase its turnover to Rp 15 billion this year, from Rp 3 billion in 2010.

Pilot enterprises had witnessed increased productivity, better working conditions and improved communication between management and workers. The enterprises also managed to reduce the number of reworked and rejected products.

Januar Rustandie
Project Manager of SCORE Indonesia

These pilot enterprises were part of the 11 small medium enterprises (SMEs) taking part in the ILO's SCORE Project funded by the Swiss State Secretariat for Economic Affairs (SECO). Launched in July 2010, the ILO's SCORE programme is designed to help SMEs in Indonesia to boost quality and productivity, improve working conditions, reduce environmental footprints and strengthen collaboration and communication between employers and workers.

They have participated in the series of workplace cooperation trainings that jointly conducted by the SCORE programme and the Directorate of Productivity and Employment, Ministry of Manpower and Transmigration, from October to December 2010.

The trainings, consisted of a two-day comprehensive workshop, were conducted in October 2010 and were followed by three site visits to each enterprise in November and December 2010. The trainings focused on the first of the five modules of the SCORE programme covering issues on workplace cooperation, quality management, productivity and cleaner production, human resources management and occupational safety and health.

Realizing Green Jobs in Indonesia for sustainable development

Green Jobs in Asia is a project aims to deepen constituents understanding and commitments for the promotion of gender-sensitive green jobs opportunities and a just transition for workers and employers towards a low-carbon, climate resilient, environmentally friendly development in Indonesia. This project is being implemented in five countries across Asia, including Indonesia.

Under the Green Jobs in Asia Project, there are several activities that will be undertaken such as national study, demonstration project, capacity building activities for ILO constituents and relevant stakeholders and also convening of a national conference. The Green Jobs National Conference was considered to be important step in order to disseminate information and opportunities on Green Jobs to all relevant stakeholders in Indonesia, as well as to launch discussion and awareness raising on the topic.

The Green Jobs National Conference was jointly conducted by the ILO and the Indonesian Ministry of Manpower and Transmigration on 16th -17th December 2010 in Jakarta. The Conference was aimed to share experiences and ideas on how Indonesia can address the two main challenges of modern times, which are to create millions of jobs and decent work to the millions of new comers on the labor market while generating less carbon in the economy and tackling the issue of climate change. This conference also acted as a platform to take concrete steps together with the Indonesian Government and social partners in realizing Green Jobs in Indonesia in order to achieve sustainable development and a just transition.

To mark the support from constituents to promote the creation and implementation of green jobs in the country, a commitment plague was signed. The plague was also marked the launch of the Project in Indonesia which would be implemented until the year of 2012. The project aims to directly contribute to national programs and initiatives relating to climate change, environment and recovery from the economic crisis.

“Green jobs is important element of the green economy from the Indonesian perspective. That is why it is important to mainstream the green economy to all economic sectors involved. We should develop further ways and means to implement green economic programs at individual, private, communities and government levels,” said Laksmi Dwewanthi, Assistant Deputy Minister for Environmental Economic, Ministry of Environment, in her presentation during the Conference.

Muce Mochtar, the Project Manager of the Green Jobs in Indonesia, said that the next steps after the national conference would be to implement the demonstration project in a particular economic sector and to organize trainings for constituents. “For Indonesia’s case the ILO constituents has agreed to select the tourism sector and collaborate closely with the Ministry of Culture and Tourism of Indonesia. Prior to organizing training on Green Jobs, the ILO will first conduct a training needs assessment exercise in order to identify the specific capacity building needs of each of the ILO constituents,” he said.

Climate change is an issue of high priority for Indonesia. Like many other countries in Asia and the Pacific, Indonesia has also voluntarily committed to reducing greenhouse gas emissions or carbon intensity per unit of GDP by 2020. Indonesia is committed to reducing its GHG emission to 26 per cent – and 41 per cent by 2020 from its Business As Usual in 2005 in case of international assistance.
Labour administration and labour inspection have enjoyed an increasingly high profile in recent years, both at national and international levels. Much of the increased interest has come from the governments, as labour administration in a globalized world has become a key factor in the elaboration and implementation of the governments’ economic and social policies. The importance of labour inspection in promoting ILO’s Decent Work objectives has also been widely recognized, yet many labour inspectorates are poorly resourced and are unable to make a significant impact in the world of work.

Indonesia has ratified the ILO Convention No. 81 on Labour Inspection, however, in regards to implementation challenges still exist. The existing challenges include, among others, lack of coordination between the regional and central government in labour inspection, lack of competent labour inspectors, lack of infrastructure and facility, changing world of work with its new employment patterns such as outsourcing, sub-contracting, including protection to vulnerable workers in informal economy, etc.

The ILO Jakarta in collaboration with the ILO’s Labour Administration and Inspection Programme (LAB/ADMIN) is assisting the Labour Inspection Directorate of the Ministry of Manpower and Transmigration (MoMT) to build modern and effective labour administration and inspection systems in Indonesia. To do this, the Manpower Ministry needs to develop new forms of organization, management and intervention of the labour administration and inspection system.

During the workshop, the ILO’s LAB/ADMIN programme provided comparative information and advice based on ILO-standards and international practices and presented by two international trainers: René Roberts and Aлагandram Shivananthiram. Following the Bogor workshop, a series of activities will be conducted in April and May 2011 to train the labour inspectors throughout Indonesia.

A high-level tripartite discussion will also be organized later this year to discuss and examine the specific role of workers’ organizations, employers’ organizations and government in building modern and effective labour inspection system. In addition, the ILO will also support the development of information networking for reporting coordination from regional to the national level.

The ILO is working in partnership with the Supreme Court of the Republic of Indonesia to strengthen the capacity of judges in the Industrial Relations Court (IRC) to access, interpret and apply international and domestic labour law to resolve industrial relations disputes in Indonesia. The ILO is working close collaboration with the Technical Law and Justice Unit of the Supreme Court Judicial Training Centre to develop a competency-based training program for newly appointed judges. These training modules will be incorporated and mainstreamed into the Supreme Court’s training programme for IRC judges.

During a recent two-day workshop in February 2011 with the Ministry of Manpower and Transmigration (MoMT), the Supreme Court and IRC, the Supreme Court Training Centre, trade unions and the Indonesian Employers’ Association (Apindo), the findings of a Training Needs Assessment for judges of the IRC were discussed and a framework for the development of a training program was established.

During technical discussions, judges recognised the need to shift the focus of training programs from lecture-style information-based learning to a program that is focussed on developing skills through practical, experiential learning approaches. It was also agreed that international and comparative labour law are important sources for judges, particularly, for newly-appointed judges who need to be equipped with the necessary skills to conduct legal research in these areas and to understand when and how to use international law to complement domestic law and jurisprudence.

Judges were particularly concerned about the increasingly complex nature of labour disputes, particularly those involving informal workers and enterprises, contract workers and employers with little ability to fulfill legal obligations— for example to pay the minimum wage to all employees. They also emphasised the need to teach legal ethics to judges and to develop a more sophisticated system for knowledge sharing, ongoing learning and to support greater transparency and public access to information.

The Supreme Court will issue a Supreme Court Decree in the coming month to establish a working group for the development and improvement of IRC human resources, to strengthen the IRC’s management and to promote more consistent decision-making. This working group will work in close collaboration with the ILO.

During the first day of discussions, the MoMT presented proposed reforms to Law No. 2 of 2004 on Industrial Relations

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Despite the negative impact of the global financial crisis felt across the region, Indonesia maintained positive economic growth both in 2009 and 2010. The Indonesian economy is forecasted to grow annually at over 6 per cent in the coming years. This accelerating growth alone is not panacea for various labour market challenges, which persist.

In many respects, Indonesia has weathered the global financial crisis better than most countries and economic prospects for the coming years are also bright. The question is, however, whether and how Indonesia can seize this opportunity and reinforce the link between economic growth, employment creation and poverty reduction,” said Peter van Rooij, Director of the ILO in Indonesia.

The report analyzes underlying causes of deficiencies in productive employment.

According to the report, Indonesia has been losing competitiveness in labour-intensive manufacturing and economic and jobs growth have been led by the services sector that demand relatively high skills. Wage gap between university graduates and workers with secondary or primary education has been widening, reflecting the mismatch in skills demand and supply.

“Indonesia is blessed with plenty of economic potential”, the author remains optimistic, but strongly called for “a set of policies that would enable people to effectively tap into the potential and create productive employment”. The report notes weak labour market institutions (e.g. porous income floor, limited social dialogue and collective bargaining), ineffective skills development coordination and skills recognition, onerous business regulations and labour market indicators reveal another picture of Indonesia’s labour market performance. The quality improvement of employment has lagged behind quantity growth of employment.

In spite of unrelenting expansion of the economy and jobs, the share of informal employment, which is often characterized as low productivity, low income and insecure activities, has hardly changed. Job opportunities for the youth (age 15-24) stagnated since the early 1990s. In many sense, the Indonesian labour market has never fully recovered from the impact of the Asian financial crisis of 1997/98.

Better Work Indonesia is gaining ground with the recruitment of seven national staff in December 2010, which included four Enterprise Advisors, one Knowledge Management Officer and two Finance and Administrative Assistants. Progress has also been made with the recruitment of the Programme Manager for Better Work Indonesia, who started his assignment in February 2011. The newly formed team has been working closely with the legal experts from ILO and Better Work global programme to review the national labour laws and regulations and to commence adaptation of Better Work Compliance Assessment Tools into the Indonesian context.

To enhance the Enterprise Advisors’ skills to undertake assessments, Tareq Abu Qaoud, the Technical Officer for Training and Capacity Building from Better Work Jordan, undertook a mission to Indonesia. His assignment involved two weeks of training on Better Work assessment techniques and including three days of piloting the assessment at two enterprises, in the Greater Jakarta Area. Consequently, Better Work Indonesia was also visited by Tuomo Poulsen, the Programme Manager of Better Factories Cambodia, to provide technical support to the Better Work Indonesia preparation and to meet with the several buyers representatives in order to discuss their support to the programme. He also met with the Labour Inspectorate of the Ministry of Manpower and Transmigration and briefed them on Better Work programme and development.

On 31 January 2011, Better Work Indonesia, jointly with the ILO’s Bureau for Workers Activities (ILO-ACTRAV) and the International Textile Garment Leather Workers Federation (ITGLWF), organized a meeting at ILO Jakarta office to meet the trade union federations in the garment sector to provide update on recent development of Better Work Indonesia as well to identify the capacity development needs of the trade unions.

The identification of underlying critical constraints to inclusive job-rich growth can help the local government of Kupang, Surabaya and Maluku in formulating employment policies that can effectively address these issues at the provincial level.

Per Ronnas
Senior Employment and Development Specialist ILO Geneva
World Day for Safety and Health at Work:

Preventing Occupational Accidents through OSH Risk Management

Occupational safety and health (OSH) issues are not only the concerns of workers but also the employers. Globally, according to ILO data, an estimated 337 million workplace accidents and 2.3 million deaths occur every year. In addition, the data of the State-owned Enterprise for Workers’ Social Insurance (Jamsostek) revealed that around 0.7 per cent of Indonesian workers have experienced occupational accidents that have caused national financial losses of Rp 50 trillion.

“lt is important for employers and workers to create an OSH culture. To achieve an OSH culture takes more than fulfilling documents, applying procedures and doing the monitoring. It should include an OSH continuing awareness raising process in order to change the structure of the organization or enterprise and to change the mindset of the individuals through the management of change,” said Muji Handoyo, Ad-Interim Director General of Labour Inspection of the Ministry of Manpower and Transmigration, who read a speech by Muhaimin Iskandar, Minister of Manpower and Transmigration.

The seminar was attended by representatives of enterprises from various sectors such as chemical, oil and gas, steel industry, construction, agriculture, transportation, manufacture, health, telecommunication and nuclear energy. The seminar was aimed to renew the commitments of all occupational sectors to identify, evaluate, monitor and to risk prevention and to efforts taken to implement effective and efficient risk management. Hence, the seminar was expected to strengthen the implementation of an OSH culture through the implementation of OSH Management Systems (OSHMS) aimed at reducing occupational accidents while improving productivity and competitiveness. To date, from 208,529 enterprises in Indonesia, only 0.6 per cent or 1,310 enterprises have been certified for the OSHMS.

In addition, at the global level, on 28 April the ILO launched a new report entitled “OSH Management System: A tool for Continual Improvement”, outlining a step-by-step approach to be taken in applying OSH Management Systems (OSHMS) and, more concretely, how this system can be used at the national and enterprise levels. The report also highlights how to apply OSH Management Systems in particularly high risk sectors.

To reduce or prevent occupational accidents and diseases, the need for a new “safety and health culture for the year of 2015” with a strong emphasis on risk management had become the main theme of the OSH national seminar jointly organized by the Ministry of Manpower and Transmigration, the National OSH Council (DKON) and the ILO from 27 – 28 April in Jakarta. The seminar was organized in conjunction with the commemoration of the World OSH Day on 28 April.

The recommendations focused on four main points:

1. Assistance to miners in starting up mining operations.
2. Assistance in formalizing the relationship per se between the buyer and the families collecting manganese, and consequently these families are not protected under the occupational safety and health (OSH) component of the Manpower Act.
3. Assistance in formulating mining activities, possibly through the creation of cooperatives and improvements in the legal status of the miners.
4. Special focus to keep children in schools and away from the mines as they can be disproportionately affected by hazards related to Manganese mining.

The seminar was also aimed to provide an opportunity for enterprises to exchange experiences and information related to risk prevention and to efforts taken to implement effective and efficient risk management. Hence, the seminar was expected to strengthen the implementation of an OSH culture through the implementation of OSH Management Systems (OSHMS) aimed at reducing occupational accidents while improving productivity and competitiveness. To date, from 208,529 enterprises in Indonesia, only 0.6 per cent or 1,310 enterprises have been certified for the OSHMS.

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2. Assistance in formalizing mining activities, possibly through the creation of cooperatives and improvements in the legal status of the miners.
3. Assistance to miners and miners’ communities to find viable alternative livelihoods through existing poverty reduction programmes (including the conditional cash transfer programme and “Anggur Merah” programme).

While the long term solution to protect families involved in informal mining resides in the upcoming legal framework (and its future enforcement); there is still an urgent need to provide these families with information about OSH hazards. To this end, the ILO-East secured the support of the NTT Government to jointly carry out an awareness raising campaign for the concerned communities. An informative leaflet on the impact of manganese has been designed and will be used by district officials and social partners to socialize the information on the risks linked to manganese mining and how to protect oneself from it.

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Indonesian Ministry of Manpower
Adopts the ILO's SIYB Programme

The Indonesian Ministry of Manpower and Transmigration (MoMT) in late 2010 adopted and institutionalized the ILO's entrepreneurship development programme, Start and Improve Your Business (SIYB), as the approved module for its entrepreneurship training programme. The policy decision to adopt the SIYB marks the first time MoMT has institutionalized SIYB as a "Leveraging Migrant Workers'.

Yunani Roaidah, Productivity Director of the Directorate General Training and Productivity, stated that the training of trainers played an important role in strengthening the capacity of the government, especially the training personnel from the Centers. "They, in turn, can more effectively promote and implement entrepreneurship programmes, in particular at the community level among migrant worker communities," she said.

The MoMT is piloting the SIYB module through individual Training Centres, such as its Center for Employment Development and Expansion (BBPPK) of the Directorate General of Work, as well as national training centers of the Directorate General of Training and Productivity of the Ministry of Manpower – the Productivity Improvement Center (BBP) and the Center for Transportation Training and Development (BPTP).

The outcome is a result of the cooperation between the MoMT and the ILO through its Project Combatting Forced Labour and Trafficking of Indonesian Migrant Workers. Funded by the Government of Norway, the project aims to strengthen the protection of migrant workers against hazardous overseas labor conditions and migration practices. The Project aims to sustainably build capacity in national and local Government partners, as well as non-governmental organizations to advance these purposes.

Supporting the Government's goal to build high quality entrepreneurship training to economically deprived local communities with high out-migration rates, the Project supported Training of Trainers (TOT) sessions for all the training personnel at the Government-owned institutions. In line with the pilot roll out of this programme, such as the BBPPK, the BDP, and the BBPP, which is a non-profit organization, they have developed their institutional programmes and budgets. Since the TOT training, the BBPPK has conducted two TOT sessions for 40 candidate trainers of government officials from five sending districts.

The Centre will be in cooperation with the ILO to continue the SIYB training further into labour-sending communities through the training of trainers. The SIYB is designed to economically empower migrant workers and their families and boost their entrepreneurship skills. The training programme is implemented jointly at community level, sending districts by the Centre, local government and local development workers. Organizations, initially called as Jurnalis and Bumayani. Minimum, BDP and BBPPK conducted the SIYB training in Jakarta from 21 February to 3 March.

Yunani Roaidah, Productivity Director of the Directorate General Training and Productivity, noted that the training programme is designed to economically empower migrant workers.

The country of Indonesia in the absence of the ILO, has a strong commitment to improve the capacity of the Indonesian government to address national employment policies. By valuing and engaging the internally-bestowed and established SIYB entrepreneurship modules, the training programme is expected to add more value to and contribute to the programmes of the Ministry of Manpower, at some steps forward, has been taken by this Indonesian Government towards realizing a vision of fostering business development and employment in Indonesia," she said.

SIYB is not only supported by Government Training centre activities, the ILO has supported capacity building and community-based activities on labour protection and economic empowerment by local Governments and migrant workers' organizations and NGOs. For their own business development, SIYB has been provided as a base responsive to high unemployment levels and stagnant economic development in rural areas. The adoption and integration of SIYB-entrepreneurship training modules in MoMT Training Centres constitutes significant progress in the process of establishing a Business Service Provider (BSP).

In Indonesia where 70 per cent of the population are working in agriculture and sixty per cent are rural, the unemployment rate is more than 50 per cent. The country is also characterized by deepening this condition. Sources of formal and affordable credit remain largely unavailable to migrants, as these generally lack sufficient collateral, thus forcing them to obtain loans from informal moneylenders or rely on existing high-cost Sources of credit, recruitment agencies.

The study thus, found promoting regional financial inclusion, entrepreneurship development, cooperatives and partnerships, and other models, aimed at promoting financial literacy and disseminating information on ways of assistance to migrant workers like facilitating the link between remittances and development returns. The study was thus, aimed at strengthening the protection of migrant workers against hazardous labor conditions and migration practices. The Project aims to sustainably build capacity in national and local Government partners, as well as non-governmental organization to advance these purposes.

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From Zero to Hero – a story of Yayuk

After the discussion, Yayuk began to change. She even performed impressively when she was appointed to facilitate the classes. Even later, she was contacted at a professional level due to her interactive, engaging ways in delivering the training materials. She continued to make significant progress.

The SIYB training was delivered by the ILO through its Project Combating Forced Labour and Trafficking of Indonesian Migrant Workers Project. Funded by the Government of Norway, the Project aims to strengthen the protection of migrant workers against trafficking and forced labor practices and empower them financially in order to provide financial alternatives to hazardous overseas labor conditions and migration practices. The Project aims to sustainably build capacity in national and local Government partners, as well as non-governmental organization to advance these purposes.

After the discussion, Yayuk began to change. She even performed impressively when she was appointed to facilitate the classes. Even later, she was contacted at a professional level due to her interactive, engaging ways in delivering the training materials. She continued to make significant progress.

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When working with child labourers or children at risk, the ILO-IPEC provides training for trainers on the first main four modules: 1) Self Awareness and Identity, 2) Rights in Life, 3) Equality in Life and Family, and 4) Work and Resources in the Family. These modules enable children to build self-confidence, understand and express their rights, learn gender values and roles regarding equality, and most importantly, recognize division of work, responsibilities, and resources in the family, including what is child labour and what they should not do.

One of the ways that can improve their situation is through life skill education, in effect teaching children through recognition of their own rights and improvement in helping children build self-confidence, develop the soft skills which comprise of personal and social skills. It is often provided as a complementary program in bringing education courses, remedial programs, and in vocational courses.

The ILO-IPEC has been provided life skill education trainings for trainers who are mainly the ILO-IPEC’s partner agencies staff. Using participatory and transformative methodologies, the training equips the trainers on Train the Trainer for Empowerment to Children, Youth and Families. Rights, Responsibilities and Representation. In the 3-R Trainer Kit for the 3-R.

The ILO-IPEC through its International Programme on the Worst Forms of Child Labour (ILO-IPEC) in collaboration with the IGTC for six weeks, targeted a total of 88 ex-child labourers and at-risk children.

Other challenges, added Arum, included limited vocational training programs, bad luck, and time, which made it difficult to provide quality training for more ex-child labourers. It also noted that some parents and employers let the children participate in the training, especially when the work opportunity was poorly paid for the trainees. She also mentioned the recent global financial crisis, making it more difficult to provide quality training for children.

Vocational Training for Ex-Child Labourers: Wise Youth, Keep Dreaming

Let Children Dream - Empowering Child Labourers through Life Skill Education

S}eriously disadvantaged and marginalised children, included child labourers and at-risk children, often face very ambitious challenges to survival due to poverty, lack of education, and lack of social protection. In addition to other problems, they often lose their family network and are forced to make decisions which make them available to exploitation and risks. As a result, these children have no chance to recognize that there are other things they can do in life other than what is child labour and what they should not do. It is necessary to strengthen the capabilities of children to do that in life.

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The ILO-IPEC and the IGTC have been collaborating to provide vocational training for ex-child labourers and at-risk children, especially in the areas of vocational training and life skill education. Both institutions have been working together to provide vocational training and life skill education to ex-child labourers and at-risk children, especially in the areas of vocational training and life skill education. Both institutions have been working together to provide vocational training and life skill education to ex-child labourers and at-risk children.

1 The importance of vocational training was also pointed out in the ILO Convention 182 concerning the Prohibition and Elimination of the Worst Forms of Child Labour in Indonesia. The vocational training for ex-child labourers and at-risk children is an effective integration of these children to the society, by overcoming their disabilities in social integration and work skills.
The workshop trained participants on the application of a Social Accounting Matrix (SAM) and Multiplier Analysis as instruments to simulate potential impact of trades on the Indonesian economy. These instruments could help policy makers to further understand the interdependent linkages between different sectors and the institutional agents at work within the economy. It also allowed the policy makers to understand the evolution of economy and the relations of employment with international trade.

Peter van Rooij, Country Director of ILO in Indonesia, said that trade liberalization is associated with both job creation and job destruction. Therefore, it is important to identify where employment creation opportunities exist, and where vulnerability rises.

“Thus, while developing skills for growing export sectors, it is vital that sound labour and social policies protect those who are adversely affected by trade liberalization,” he said. “The SAM instrument can help future policy assessments and developments to understand better how different sectors of the economy interact with each other and to mitigate any negative effects of trade liberalization and expanding employment,” he stated in his welcoming speech.

Manuli Tambunan, Secretary of the Board of Research, Development and Information of the Ministry of Manpower and Transmigration, and Djunari Inggit Waskito, Director of Multilateral Trade Cooperation of the Ministry of Trade, said that they found the SAM and its Multiplier Analysis training very beneficial for their ministries. They both agreed that the SAM would help the ministries making effective assessments on the employment effects of external trade.

Around 17 participants from the government ministries, such as the Ministry of Manpower and Transmigration, Ministry of Trade, National Development Planning Agency, as well as National Statistics Office, unions and employers representatives attended the training. Participants were really stimulated by the fact that this training is beneficial and useful for their works. As a follow-up, a five-week follow-up training had also been conducted from 25 February – 25 March.
Microfinance Innovation in Indonesia

Microfinance institutions (MFIs) in Indonesia have significant potential to create jobs and reduce poverty by providing access to a range of financial services. The sector is gearing up for exponential growth and expected to reach more people in urban and rural areas with their microfinance products. With more than 20,000 microfinance institutions (more or less 1,810 People Credit Bank/BPR) in the country, the sector will need to improve the performance of their institution’s often challenging environment as well as accommodate for the increased outreach to small enterprises and people who are self-employed.

Reaching out to the poorest of the poor, including working poor, remains a major challenge for most MFIs in Indonesia, whether it is a BPR or cooperatives. The working poor generally do not have access to traditional financial institutions and the amount of money they want to borrow is too small to make it worthwhile for a bank to lend. Also, this group tends to have no collateral to back up their loans; if they were unable to pay off their loan, the bank would have nothing to take from them to recover its losses. In addition, there is also a question of whether microfinance can really help the poor escape poverty. Other unanswered questions are on whether microfinance helps to create jobs, manage and reduce risk and protect the poor and lead them out of the informal sector.

To date, the measures of success of an MFI are only based on their financial performance but not their social performance or its contribution to the social development of the community. Considering that the measurement of social impact of an MFI has never been done in Indonesia, Bank Indonesia (BI) has decided to conduct the assessment study with the technical support of the ILO through its Social Finance Programme. The study in Indonesia would replicate the ILO’s Microfinance for Decent Work (MF4DW) action research, which has been conducted in 10 countries.

An initial workshop was organized by BI on 23 February in Jakarta and attended by the representatives of 11 potential partner-rural banks (BPR) to present and discuss the upcoming impact assessment study. Valerie Breda, a microfinance expert at the ILO Regional Office for Asia and the Pacific, presented the MF4DW action research and shared with the participants its achievements, lessons learned and challenges.

In the workshop rural banks expressed a strong interest in participating in the impact assessment study in Indonesia and were invited to reflect on the decent work issues faced by their clients. This impact assessment study will commence on 1 July for two years until the year of 2013. Data collection will be conducted from 1 July to end of 2012, while data analysis will be done up to the first July of 2013.

“*The ILO would like to congratulate BI for taking the lead in conducting such innovative microfinance impact assessment. We also highly appreciate the commitment shown by BI as the study would also be funded by BI,*” said Tendy Gunawan, the ILO’s Enterprise Development Officer in Indonesia, adding that the study on these 16 MFIs should be completed by the end of this year.
Prevention of Sexual Harassment at the Workplace

Prevention of harassment in the workplace is both an international and national concern. It is internationally agreed that sexual harassment is a form of gender discrimination and is recognized as a violation of human rights. Sexual harassment at work can happen to any worker at any workplace—offices, factories, plantations and farms, small and large enterprises. Sexual harassment affects employers, employees and the society as a whole. Sexual harassment leads to increased absenteeism, high turnover of staff and loss of valuable employees and to a poor public image of the company.

In response to this problem, the Ministry of Manpower and Transmigration, in collaboration with the ILO, UNFPA, and UN Women, conducted a one-day seminar titled “Preventing Sexual Harassment at the Workplace”, on 23 November 2010 in Jakarta. The seminar opened by Muhamin Iskandar, Minister of Manpower and Transmigration, Pingki Saptarini, Special Expert of Minister of Women Empowerment, Sofyan Wanandi, Chairman of Indonesian Employers’ Association (Apindo), Syukur Sarto, Chairman of All Unions Confederation (KSPSI), and Peter van Rooij, Country Director of the ILO in Indonesia.

The seminar was designed to find ways to promote a better workplace environment through the prevention of and management of sexual harassment at the workplace and will introduce the draft Guidelines on Prevention and Management of Sexual Harassment at the Workplace. It is necessary to encourage prevention and common action to avoid discriminative treatment at the workplace which also has adverse impacts on work productivity. Attention to workplace harassment has traditionally been focused on physical violence/harassment.

Meanwhile, Myra M Hanartani, Director General of Industrial Relations and Social Security, Ministry of Manpower and Transmigration (MoMT), admitted that increasing attention has been paid to the extent and severity of all forms of workplace harassment, including by workers, trade unions, employers, government authorities and experts. “It is therefore for the government to analyse the full range of causes which generate workplace harassment and a variety of interventions that can be applied to promote effective prevention of harassment at the workplace,” she said.

As an immediate follow-up to the seminar, the Manpower Ministry will finalize the draft Guideline on Prevention and Management of Sexual Harassment at the Workplace based on comments provided during the seminar. Once final, the Guideline will be widely socialized to the provinces throughout Indonesia. The workers’ organizations and Apindo have also expressed their commitments to use the guideline as an advocacy tool to prevent sexual harassment within their organizations and among their members.

What is Sexual Harassment at Workplace?

Harassment at the workplace is quite difficult to handle when no grievance procedure at the enterprise related to harassment has been established and understood by workers and employers and when the victims are hesitant to discuss their case. Therefore, it is necessary to encourage prevention and common action to avoid discriminative treatment at the workplace.

The two principal types of sexual harassment in the workplace are ‘quid pro quo’ harassment and the creation of a hostile working environment. Quid pro quo (meaning ‘this for that’) harassment refers to a demand by a person in authority, such as supervisor, for sexual favours in order to obtain or maintain certain job benefits—a wage increase, promotion, training opportunity or transfer to an office or a job. It forces workers to choose between giving in to sexual demands or losing employment benefits. This type of sexual harassment is also referred to as ‘sexual blackmail’.

The second type of sexual harassment can poison the work environment and impact on the job performance of workers. In more recent years, however, new evidence has been emerging on the impact and harm caused by non-physical violence, often referred to as psychological violence/harassment, which includes bullying, mobbing, coercion, verbal abuse and sexual harassment.

International Women’s Day

In conjunction with the commemoration of the International Women’s Day, the ILO participated in a live interactive dialogue conducted by TVRI, a state-owned TV station, and UNIC. The Dialogue presented Linda Amaliais Gumelar, Minister for Women’s Empowerment and Child Protection, Sjamsiah Achmad, Observer on Women Issues, Ruhut Sitompul, the Indonesian Parliament, Michele Zaccheo, Director of UNIC-Jakarta, Martha Ismail, Deputy Director of UNFPA, and Albert Bonashat, ILO.
**Breaking the Glass Ceiling: The Story of Two Nias Women in the Construction Sector**

Women in Maluku

**Transform Waste to Wealth**

Utmeg is one of the main plantation crops of Maluku. However, people only use the nutmeg seed and its mesh, and throw away the outer cover which is called nutmeg fruit. The fruit itself is considered as waste until a women's group decided to produce nutmeg juice from the nutmeg fruits.

The initiative to produce the nutmeg juice began in the Central Maluku District as a successful innovation of UNIDO under its Maluku Economic Recovery Project. This initiative was then expanded to a women's group in the Toisapu sub-village under Hutmuri village, Ambon City District, established by the Pelagondang Project, which is a cooperation project of ILO and UNIDO.

Through this Project the women's group received training on group dynamics and cooperative management, basic entrepreneurship skills and training on production of nutmeg juice. They also received a set of equipment like grater, stove, digital scale, cooking pans, bottles and other packaging materials for starting their business.

Initially the group started producing only about 40–50 bottles per month, but keeping up with demand meant the production has recently rose to more than 2,400 bottles per month and the net income of the group has increased to Rp 4,000,000 per month. They have sent their products to Netherlands, Jakarta and other cities in Indonesia through their relatives and through direct orders. These women are now able to generate more income to their families with full support from their husbands and other family members.

“I am glad to get involved in nutmeg juice production because before people threw away the fruits and only a few were used for making dried fruits. Moreover, during harvesting season price of the fruit is also very low. Thus, producing nutmeg juice was to convince her family that she was capable of doing her job as the site supervisor. Now, she works as a site supervisor for CV Central, a local contractor in Tuhemberua sub-district.

Both Kiki and Lisna wished that they could set an example for other young women on Nias. “I hope that young women on Nias also believe that they are able to do many things and contribute to the society,” said Kiki. Meanwhile Lisna said that by improving access on Nias more opportunities will also be available for the people of Nias, particularly for women.

To date, there are five women out of 16 trainees who successfully passed the ILO site supervisor training and are now working as the site supervisors.

It never crossed the minds of these two young women of Nias Island, Kiki and Lisna, that they could work as site supervisors in road construction works as construction workers have traditionally been thought of as “male territory.” But thanks to the opportunities given by the ILO’s Nias Rural Access and Capacity Building Project, these two women have been trained and now are working as site supervisors. This initiative has opened the career opportunities in the construction sector for young women on Nias.

Kiki, or Aries Eki Trisanti, an energetic 25-year-old woman from Gunung Sitoli, had the courage to apply to this position even though she had not previously worked in the construction sector. With her background as an administrative staff member in the Polonia Airport and as a teacher in a local Junior High School in Nias, she was at first quite uncertain about pursuing a new career as the site supervisor. However, after beating many other applicants in the selection process and successfully completing the 4.5-month course, her self-confidence has grown stronger.

“I started to feel empowered now that I have been trained as a site supervisor. I also feel that it is a good opportunity for me to do something for my home town - to be part of the effort to increase access to the people of Nias,” said Kiki who is now working for CV Bella, a local contractor.

Similarly, Meslina Gea or Lisna, a 23-year-old women from Swalobanusa Duu, Nias, still could not believe she could land a job as a site supervisor. As a former computer operator and an administrative staff member in a Junior High School, she has never before thought of pursuing a career in road construction works. “I learnt a lot during the road construction training about construction techniques and management. I, together with other trainees, was closely coached to achieve the required working standards,” Lisna said.

For Kiki, the greatest challenge that she had to face was doing the real work of building a road. “I am responsible for making the concrete mix and stone masonry, while at the same time supervising the pilot rural road project. I was not so sure of myself at first, but my self-confidence has grown and my male work colleagues have admired my performance. They said that I even do better jobs than them,” Kiki told the story with beaming eyes.

She is now capable of making good cement mixture, cold mix and stone masonry, as well as capable of providing site management for road construction. “I do not care about my skin getting darker while working directly under the sun. I am proud of myself and what I have achieved. There are still many remote, isolated villages and by increasing access, the people of Nias can improve their way of living.”

Meanwhile for Lisna, the most challenging task that she had to was to convince her family that she was capable of doing her job as the site supervisor. Now, she works as a site supervisor for CV Central, a local contractor in Tuhemberua sub-district.

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The project is popularly known as Pelagondang project, covering 21 villages of three target districts namely Ambon City, West Seram and Central Maluku. The meaning of pelagondang is cooperation and brotherhood, a traditional value that has sustained for centuries in the region among communities regardless of their religious and ethnic difference.

During harvest season will bring more profit to the group,” said Nova Malinbo, Secretary of the cooperative.

The membership of the cooperative has also grown, from 15 to 25 members. In the month of December 2010, the group was linked to the Cooperative and Small Medium Enterprise Department to get legal registration in the form of a cooperative. “The registration will open our chances to expand our business. We are now planning to establish a multi-purpose cooperative to start a saving and credit scheme, the sale of daily domestic goods, etc.” said Nova.

When visiting Maluku in January 2011, Peter van Rooij, Country Director of the ILO in Indonesia, was impressed with the way this cooperative was managing their business and also with the record keeping. “The role of the ILO is facilitating community development. However, how successful the business will be, it solely depends on the community itself,” he said. He also encouraged the cooperative to develop a greater variety of products.

New Zealand Aid was also impressed with the performance of the group when visiting this cooperative in February 2011. They appreciated the efforts of the ILO and UNIDO in developing small enterprises in the rural area and building their capacity to conduct business.
Involving Local Communities in Road Infrastructure Maintenance in Aceh

The ILO's Aceh Local Resource-based (LRB) Project conducted a hearing with a district parliament (DPRK) in Bireuen District, Nanggroe Aceh Darussalam, in February 2011. The hearing was aimed to reach an understanding and agreement with key policy makers in the district regarding the preparedness of local parliament to further discuss the required regulatory, legislative and executive requirements as part of their asset management investment strategy to ensure the sustainability and maintenance of the considerable investments that are made in the development of the road infrastructure.

During the hearing, Nurdin Abdul Rahman, Head of Bireuen district, and Said Mustafa, the Assistant II of the Governor's Office, stressed the importance of road maintenance and the need to develop more effective and efficient maintenance mechanisms. They both emphasized the importance of adopting a low cost and local resource-based approach, involving local communities.

In the hearing, the Head of District Development Planning Agency (Bappeda), Razuardi, presented an outline of a proposed, sub-district based maintenance strategy in which the sub-district administration would be responsible for managing and applying a labour-intensive approach. This proposed outline received positive feedbacks from the members of parliaments.

The discussion concluded with an agreement that community-based maintenance modalities not only require support from executive bodies but also from the parliament. The legislative and executive bodies must work together in the formulation of policies and regulations to ensure the applicability of the proposed mechanisms. As an immediate follow-up, ILO in collaboration with the Bappeda and the District Public Works Office are currently in the process of developing an outline of a road master plan for Bireuen district, including plans to prioritize investments and operational delivery mechanisms.

A similar hearing with local parliament in Pidie district was also conducted in April 2011. The ILO's LRB Project has been conducted for five years since 2006, aimed to contribute to the restoration of the rural livelihoods in communities of disaster affected populations in Aceh. Previously, it covered Aceh Province and Nias Islands; however, since the year of 2010, it only covers two districts of Aceh: Bireuen and Pidie. Since the project will come to an end in 2011, it is now planning an effective exit strategy to ensure the sustainability and maintenance of the road infrastructure developed and rehabilitated.

Preserving Nias Cultural Heritage

The ILO through its Nias Islands Rural Access and Capacity Building Project (Nias-RACBP) has been working closely with the Museum Pusaka Nias to rehabilitate cultural heritage assets of Nias, including 80 traditional houses and four megalith sites. A pilot project for preservation works on two traditional houses commenced in December 2010. These two houses are located in Lölöwua Village in Nias District and in Balödanö Village in West Nias District.

The traditional house in the village of Balödanö is the only traditional house in the area. The house has existed for six generations and is, therefore, a symbol of pride within the community. However, there are disputes that have driven a wedge between community members and it is hoped that this project will help to bring the villagers together and in doing so improve community cohesion.

When the preparation work started, Otomosi Zebua, the owner of the house, gathered community members to help with the rehabilitation project. “We really thank the ILO for giving the opportunity to gather our community members so that we could work together as a team to rehabilitate this traditional house. People that have not been in contact for many years are now coming to help with the rehabilitation works every day,” he said.

The traditional house in Lölöwua Village that is being rehabilitated by the project in a very state of disrepair, especially at the rear. The foundations of the house are unstable from erosion that has occurred over time. The house is very old and has existed for 90 years old.

Fatimah Lase, the owner of the house, was very thrilled when learning that her family house would be rehabilitated. “This house not only has important historical meaning, but has also served as a place for bring family and community members together. We are very thankful,” she said.
Protecting Indonesian Migrant Workers from HIV and AIDS Vulnerabilities

In the country with the largest forestry industries in the Asia Pacific Region, Indonesia plays an important role within the geopolitical, economic and climate change context. Forest and forest products industry have delivered significant contributions to gross domestic product and employment in 1980-2002. Based on various scenarios, the Indonesian Ministry of Forestry estimated there were one million formal forestry sector workers in Indonesia (2009) with a potential for significant direct employment creation between 675,000 and 837,000 in the next ten years.

Indonesian version of the Guideline of Labour Inspection in Forestry sector

The study suggests the sector has to get priority support for both the policy and operational matters in Indonesia, among others, by establishing an institution dedicated to inspection, monitoring and reporting of labour condition in forestry considering the sector as a potentially major and growing force within the national agenda of green economy in Indonesia.

In this context, the ILO Jakarta has prepared the Indonesian translation of the Guideline of Labour Inspection for Forestry Sector stipulating the issues of labour standards, labour standard management, the implementation of ILO core conventions in relation to the eliminating of child labour, non discrimination policy, OSH and forestry workers skills classification that required for the labour inspection in the forestry sector as an essential component of development in Indonesia.

The ILO in collaboration with SmartFM, a leading radio station, also organized a special broadcast event titled “The Role of Labour Inspector in Ensuring the Implementation of Safety and Health in the Forestry Industry” on 21 December 2010 in Jakarta. The event intended to initiate and build the awareness about the Guidelines for Labour Inspection in Forestry as well as to facilitate social dialogue of the key stakeholders in the Sector attended by representative of government, employers and workers, proposed strategic recommendations for the implementation of the guideline in improving labour conditions in the forestry sector.

Assisting enterprises to sustain business in the face of crisis

After the training, the participants were expected to deliver similar trainings to their supply and distribution chain. In addition, the majority of participants provided positive, good feedbacks, saying that the training had equipped them with a risk management strategy that would help them planning the program sustainability in the face of crisis or disaster.

The ILO’s approach to Indonesian migrant workers’ protection is needed to improve the access for prevention information and health services for migrant workers. The conditions under which they migrate and the gender based violence amongst migrant workers, including discrimination, exploitation and abuses outlined above render them more vulnerable to contracting HIV. Thus, a comprehensive approach to Indonesian migrant workers’ protection is needed to improve the access for prevention information and health services for migrant workers.

A series of studies are now being conducted as part of the effort to tackle issues related to HIV, AIDS and migration. The ILO under a joint project with UNDP, funded by the UNAIDS PAF Fund, is conducting a desk study on a comprehensive approach addressing gender based violence, HIV and AIDS vulnerabilities amongst migrant workers, which is aimed at examining and analyzing migrant workers’ protection through the existing policies and related research.

The ILO in collaboration with Kembang Foundation and the Indonesian Migrant Workers Union have conducted a study on HIV and AIDS Vulnerability in West Nusa Tenggara and East Java. In addition, the National AIDS Commission is conducting similar research in East Nusa Tenggara, West Java and Riau Island. The results of the two studies will be compiled and will be used to map and develop best strategies for the protection of migrant workers from HIV vulnerabilities.

Furthermore, a series of coordination training workshops will be conducted in March 2011 aimed to improve awareness and commitment of the government institutions, recruitment agents, employers, NGOs as well as migrant workers themselves. These workshops and trainings will be organized in two selected provinces known as the highest sending provinces in Indonesia: East Java and West Nusa Tenggara.

A training module for training workshops has been developed. Various information kits have also developed to promote safe migration and better health access for prospective migrant workers in the format of posters, brochures and a comic book. The comic book comprehensively covers each migration cycle from the beginning to the end.

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“Based on direct inputs from prospective migrant workers, the most effective information tool is in the format of easy-reading materials with pictures. The ILO is now finalizing these materials, which covers basic knowledge and information safe migration and HIV and AIDS vulnerabilities for migrant workers,” said Lotte Keijzer, the ILO’s Chief Technical Adviser of the Migrant Workers Project.

I found this training very interesting and useful, providing me with important information needed by the enterprises. It was also enlightening me on the fact that pandemic influenza is a “hidden hazard” that I do not realize before,” said one of the participants from Cilegon, Banten, who attended the training on Business Continuity Planning Programme conducted by the ILO organized from 2 – 3 March in Banten. The training was part of the series of trainings conducted by the ILO through its Business Continuity Programme (BCP) Project, in collaboration with the Indonesian Employers’ Organization, in Banten, Tangerang, Central Java and Bali.

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“Based on direct inputs from prospective migrant workers, the most effective information tool is in the format of easy-reading materials with pictures. The ILO is now finalizing these materials, which covers basic knowledge and information safe migration and HIV and AIDS vulnerabilities for migrant workers,” said Lotte Keijzer, the ILO’s Chief Technical Adviser of the Migrant Workers Project.

I found this training very interesting and useful, providing me with important information needed by the enterprises. It was also enlightening me on the fact that pandemic influenza is a “hidden hazard” that I do not realize before,” said one of the participants from Cilegon, Banten, who attended the training on Business Continuity Planning Programme conducted by the ILO organized from 2 – 3 March in Banten. The training was part of the series of trainings conducted by the ILO through its Business Continuity Programme (BCP) Project, in collaboration with the Indonesian Employers’ Organization, in Banten, Tangerang, Central Java and Bali.

To date, the Project has conducted a total of six trainings, covering 161 participants from 106 various enterprises from a variety of sectors (food, garment, hotel, tourism, wood, chemical, auto spare-part, and so forth). The training programmes consist of a two-day comprehensive workshop using a participatory and practice-oriented approach with simple tools and practical methods. The trainings concluded with the formulation of the framework of business continuity plan that could be individually applied at the enterprise level.

After the training, the participants were expected to deliver similar trainings to their supply and distribution chain. In addition, the majority of participants provided positive, good feedbacks, saying that the training had equipped them with a risk management strategy that would help them planning the program sustainability in the face of crisis or disaster.

The BCP project is a continuation of the ILO’s previous project called Avian Influenza and the Workplace in Indonesia. The Avian Influenza project aimed to promote awareness on preventing the spread of avian influenza in the workplace and preparedness measures on occupational safety and health issues to reduce risks and impact of any outbreaks or pandemic.
Along with other government representatives from Cambodia, Viet Nam, Laos and Thailand, representatives of the Indonesian governments attended the Regional Training Course on Social Protection Floor Rapid Assessment, Costing and Design: Tools and Methodology to the Practical Implementation from 15 to 19 November 2010 in Bangkok, Thailand. The training aimed at sharing knowledge on good practices as well as other countries policies and programmes on the implementation of the social protection floor (SPF) rapid assessment.

As governments and other public sector organizations face the challenges of meeting increasing needs with fewer resources, the change from inputs to the intended impact of resources and activities began to draw interest, thus focusing on results. Therefore, in compliance with the ILO Jakarta Staff Development Learning Strategies, eleven ILO Jakarta staff with work related to the ILO programmes, actively participated in the 3-day RBM-training in February 2011 in Jakarta, assisted by a facilitator from the MDF-Pacific Indonesia. The staff eagerly discussed the importance of, among others, problem identification, implementation strategies and behaviour change as part of the RBM application.

The ILO participated in the East Asia Skills Development for Productivity Conference, co-hosted by the World Bank, the Ministry of Manpower and Transmigration and the Ministry of National Education in Indonesia with the support of the European Commission and the Government of the Netherlands. The Conference aimed to provide a forum for policy makers from participating governments, industry groups, education and training providers, and international experts to discuss issues about and approaches to skills development.

Country Director of ILO in Indonesia, Peter van Rooij, participated in the press conference (left), together with Director of UNIC-Jakarta, Michele Zaccheo (middle) and the American Actress and UN Youth Champion Monique Coleman (right). The Conference was conducted in conjunction with the visit of Monique to Indonesia from 21-22 February, as part of a world tour to promote the International Year of Youth. She aims to raise awareness on youth issues, encourage young people to use their ability to foster progress in their communities, and urge the international community to take responsibility on youth issues.