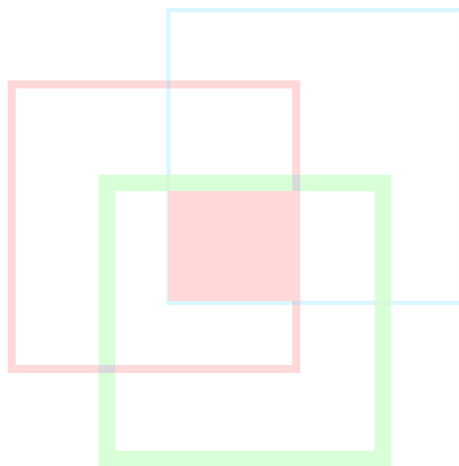


International
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ILO Works in Indonesia: **2013 Results**



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ILO Works in Indonesia: **2013 Results**

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Foreword



It is with great pleasure that we present to you our second annual results' report for our work in Indonesia. This publication covers the achievements in 2013. Last year's initiative to publish a results' document was well received in Indonesia as well as abroad as a good overview of what had been achieved.

The International Labour Organisation (ILO) is the UN's tripartite body with a mandate to promote **decent work for all**. Our members are governments of more than 180 countries as well as their workers' and employers' representatives. Indonesia is an active member of the ILO, as it has been for many years. The results over time are quite impressive, including the ratification of all the ILO's core conventions against child labour, no discrimination, no forced labour and freedom of association. Increasingly, Indonesia is sharing its experience and expertise with other countries such as on its results in reducing child labour.

Our country programme for Indonesia (2012 – 2015) is based on the *Indonesia's Jobs Pact* and focusses on:

1. Employment creation;
2. Industrial relations; and
3. Social protection.

The details of the achievements in 2013 are reflected in the following pages.

The results in 2013 are based on a partnership with our constituents, the Government of Indonesia, workers' organisations and the Indonesian Employers' Organization (Apindo) on behalf of employers. We look forward to continue to work with them in 2014.

I would like to express our appreciation for the donor support from a variety of donors, without whom it would not have been possible to do our work. Finally a word of appreciation to the team of ILO colleagues in Indonesia for their work and results, working with our partners as well as ILO colleagues elsewhere.

We welcome any feedback on the work we did as well as suggestions for our next results' report 2014. For more information about our country programme as well as the different projects and publications, I invite you to have a look at this through www.ilo.org/jakarta

Happy reading!

A stylized, handwritten signature in blue ink, consisting of a long horizontal stroke followed by a loop and a short vertical stroke.

Peter van Rooij
Director of ILO Jakarta

Decent work for all

Work is central to people's well-being. In addition to providing income, work can pave the way for broader social and economic advancement, strengthening individuals, their families and communities. Such progress, however, hinges on work that is decent. Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families.

Decent work means better prospects for personal development and social integration, and freedom for people to express their concerns, organize and participate in the decisions that affect their lives. It entails equality of opportunity and treatment for all women and men. Decent work is also the key to the eradication of poverty. Creating decent employment must therefore be at the heart of development policy.

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The background of the page features a large, stylized ILO logo. It consists of a green laurel wreath on the left and a large, light blue gear on the right. The gear has a vertical bar through its center, forming the letters 'ILO'.

How the ILO Works

The International Labour Organization (ILO) is the United Nations agency devoted to advancing opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue in handling work related issues.

The Organization has 185 member states and is unique amongst United Nations Agencies in being tripartite: governments, employers and trade unions all participate in its work and in its decision-making processes. In bringing together governments, employers and workers to set labour standards, supervise their implementation, raise awareness, develop policies and devise programmes, the ILO aims to ensure that its efforts are rooted in the needs of working women and men.

The work of the ILO is guided by the Governing Body, comprising 28 government members, and 14 worker and 14 employer members. The Governing Body decisions on action to give effect to ILO policy, prepares draft programmes and budgets, are submitted to the International Labour Conference (ILC) for adoption, and elects the Director General.

The ILC meets in June every year, in Geneva. Delegates are accompanied by technical advisors. Each member country, including Indonesia, has the right to send four delegates to the ILC—two from government, and one each representing workers and employers. Each delegate may speak and vote independently.

ILO in Indonesia: Priorities and Outcomes

Indonesia and the ILO have collaborated very closely since the country became a member of the ILO on 12 June 1950. Using its unique tripartite structure, the ILO works in close collaboration with the Ministry of Manpower and Transmigration, the Indonesian Employers' Organization (Apindo) and the three major trade unions — All Indonesian Workers Union Confederation (KSPSI), Confederation of Indonesian Prosperity Labour Union (KSBSI) and Indonesian Trade Union Confederation (KSPI).

Taking into account the priorities of Indonesia's Government, the ILO's mandate and focus on its tripartite constituents, three priority areas have been identified for the Decent Work Country Programme (DWCP) for Indonesia 2012 – 2015:

A. Employment creation for inclusive and sustainable growth

1. Mainstreaming of employment in macroeconomic, labour and social policies through sound labour market analysis and tools
2. Improved policies and programmes to better equip young women and men entering the world of work
3. Optimized employment outcomes of public and community investments
4. Improved policies and programmes on entrepreneurship, business and cooperative development for job creation including financial inclusion
5. Workers' skills are upgraded through demand-based and competency-based training to better meet labour market needs

B. Sound Industrial Relations in the context of effective employment governance

1. Labour administration provides effective services to improve working conditions and environment
2. Tripartite constituents effectively engage in social dialogue to apply labour regulations and international labour standards
3. Strengthened institutional capacity of employers and workers' organizations to contribute to sound industrial relations according to their respective mandates and responsibilities

C. Social protection for all

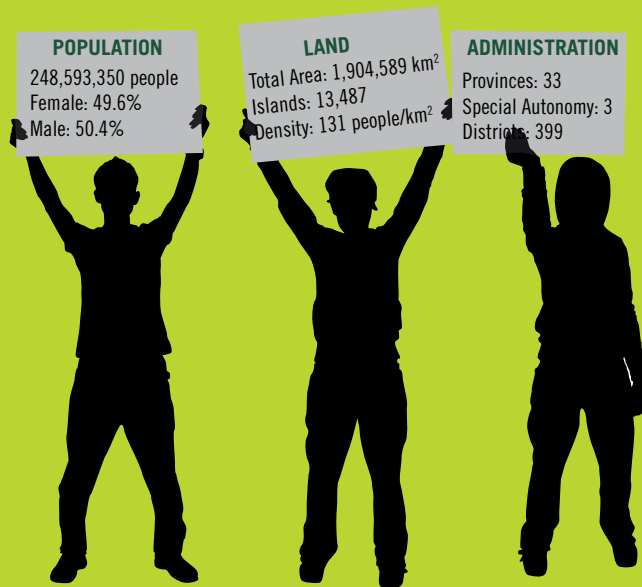
1. Government and social partners have greater capacity to design and implement social protection policies and programmes
2. Barriers to employment and decent work are addressed, particularly gender gaps and for persons with disabilities
3. Effective implementation of the National Action Plan for the elimination of the Worst Forms of Child Labour
4. Enhanced policy, institutional framework and programme implementation for empowerment and protection of Indonesian migrant and domestic workers
5. Integrated HIV policies and programmes for women and men workers

Cross-cutting themes

Gender equality, tripartism and social dialogue, international labour standards are mainstreamed throughout the DWCP priorities.



Indonesia at a glance



176,662

Working population (in 000)

118,192

Economically active
population (in 000)

110,804

Total employment (in 000)

7,388

Total unemployment (in 000)

74,335

Total self-employed workers
(in 000)

Key Stats (2013)

66.9%

Labour force
participation rate

62.7%

Employment to
population rate

6.25%

Unemployment rate

33.7%

Share of self-
employed in total
employment

4.2%

Unemployment rate to
population rate

9.8%

Under employment
rate

33.1%

Inactive rate

Source BPS-Statistics Indonesia

PROJECTS:

YOUTH	Youth employment	MENTAWAI LIVELIHOODS	Mentawai Island Livelihoods Recovery Programme – Phase II
PROMISE IMPACTS	Promoting Micro and Small Enterprises through Improved Entrepreneurs' Access to Financial Services (PROMISE IMPACTS)	CHILD LABOUR	Child Labour Programme
MAMPU	Access to Employment and Decent Work for Women (MAMPU)	ETE	Assessing and Addressing the Effects of Trade and Employment (ETE)
ASEAN SBCP	ASEAN Small Business Competitiveness Programme	PROPEL	Promoting Rights and Opportunities of Persons with Disabilities (PROPEL-Indonesia)
PcDP	People centered Development Programme (PcDP) Phase II: Institutionalizing Sustainable Livelihood Development for Papuan Communities	GLACIER	Green Livelihood Access for Central Kalimantan's Inclusive Environmental Response to Climate Change (GLACIER)
SCORE	Sustaining Competitive and Responsible Enterprises (SCORE) Programme	MAP	Monitoring and Assessing the Progress of Decent Work (MAP)
BWI	Better Work Indonesia	ASEAN TRIANGLE	Protecting and Promoting the Rights of Migrant Workers in the ASEAN Region (ASEAN Triangle Project)
UNPRPD	Promoting Rights of People with Disabilities in Indonesia (UNPRPD)	SWS	Supporting the Implementation of the "Single Window Service" of the Provincial Social Protection Strategy of East Java Province and Maluku
		GMP	Gender Mainstreaming Programme (GMP)

PROGRAMMES:

HIV	HIV and AIDS Workplace Programme	DWFS	Decent Work for Food Security
IGEP	Indonesian Green Entrepreneurship Programme		

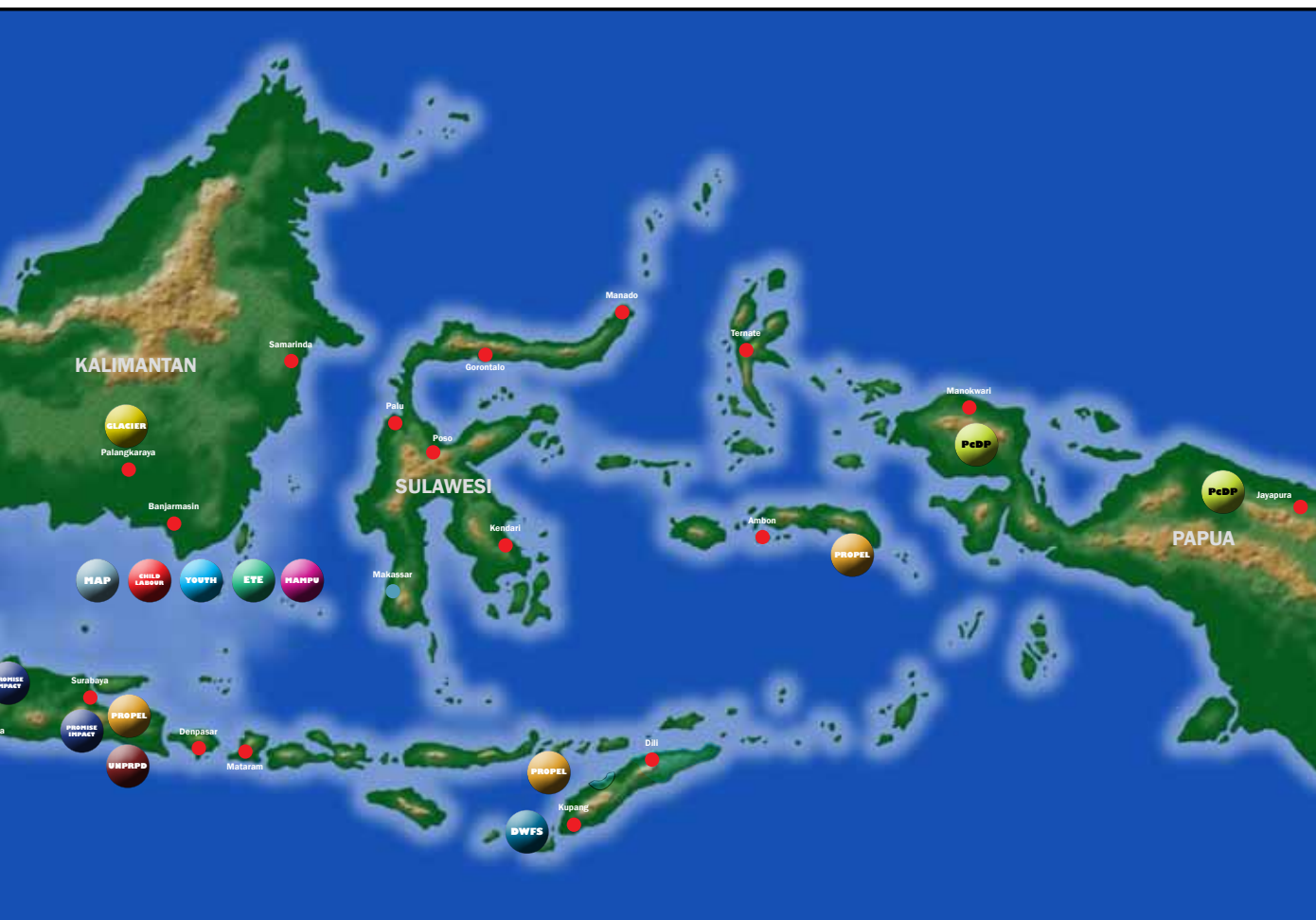
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Activities in Indonesia

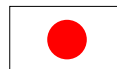


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An Roinn Cosúlacht & Eacnamaíochta



The European Union



Norad



Sida





A. Employment creation for inclusive and sustainable growth

1. Mainstreaming of employment in macroeconomic, labour and social policies through sound labour market analysis and tools.
2. Improved policies and programmes to better equip young women and men entering the world of work.
3. Optimized employment outcomes from public and community investments.
4. Improved policies and programmes on entrepreneurship, business and cooperative development for job creation including financial inclusion.
5. Workers' skills are upgraded through demand-based and competency-based training to better meet labour market needs.

Monitoring and Assessing the Progress of Decent Work (MAP)



In Brief:

Funded by the European Union, the ILO's MAP Project is carried out by ILO in collaboration with the Government of Indonesia and its social partners. Working together with Government agencies, workers' and employers' organizations as well as research institutions, the Project strengthened the capacity partners to self-monitor and self-assess progress towards decent work. In 2013 the ILO MAP project gave particular focus to developing decent work profiles for the East Java, Nusa Tenggara Timur and Maluku provinces, as well as knowledge sharing and consolidation of lessons learned.

Supported by:



The European Union

Highlights in 2013:

1. **Completion of Decent Work Profiles for three provinces, namely, East Java, Nusa Tenggara Timur and Maluku.** The profiles provide information on progress made towards decent work in each of these provinces between 1996 and 2010, and also identify challenges and opportunities for supporting progress towards the Decent Work Agenda (DWA). The profiles cover a range of indicators such as employment growth rates, formality, wages, child labour social protection and union density.
2. **Capacity building for relevant stakeholders** to provide recommendations on monitoring and assessing progress towards decent work in the future through their participation at the Global MAP Seminar in Brussel.

Assessing and Addressing the Effects of Trade on Employment (ETE)



In Brief:

The ILO's Declaration on Social Justice for a Fair Globalization adopted on June 2008 responds to global concerns regarding the impact of trade liberalization and the associated structural changes that these shifts have had upon economies and labour markets. With funding from the European Union, this project aims to support the analysis of effective and coherent trade and labour market policies to address the challenges that workers and employers face, and to expand opportunities for the creation of decent employment in Indonesia. This year the project has focused on consolidating and sharing knowledge products with constituents to enhance their participation in policy dialogue.

Supported by:



Highlights in 2013:

1. **Finalization and launch of the publications titled "Trade and Employment: Country Report for Indonesia"** and "*Analisis Simulasi* Social Accounting Matrix (SAM) dan the SMART model".
2. **Continued meeting of the "Policy Working Group on Trade and Employment"**, which focuses on supporting coherence in policy dialogue and the regulatory reform of trade and labour market issues for promoting employment in Indonesia and abroad.

Examining the Impact of Trade on Employment in Indonesia

Trade reforms and openness have a significant impact on employment, particularly in developing countries. As Indonesia's economy has become increasingly dependent on trade, the impact of trade on employment in Indonesia is a subject of great interest but also major concern for the country.

To further examine issues related to trade and employment, the ILO launched a new publication titled "Trade and Employment: Country Report for Indonesia" in

July 2013 in Jakarta. The launch was conducted by the ILO through its Project on "Assessing and Addressing the Effects of Trade on Employment (ETE)", funded by the European Union.

The report highlights the relationship between trade and employment in Indonesia for the formulation of national policy. The report also draws on the studies conducted by the ILO's ETE Project in Indonesia and discussions held during the meetings of the ETE Policy Working Group in Indonesia.

In addition, the report stresses the need for Indonesia to take appropriate measures to mitigate the adjustment costs of trade liberalization. It also emphasizes the need for additional policies to improve the country's supply capacity, which would require a significant improvement in physical infrastructure, higher labour productivity and better economic governance.

"We hope that the findings of this report will be of great interests to all those, especially policy makers and social partners in Indonesia. We also hope that this report could pave the way for useful discussions and contributes to

policy reform for inclusive and job-rich development in Indonesia," said Michiko Miyamoto, the ILO's Deputy Director of ILO in Indonesia, commenting on the launch of this new publication.

The launch also marked the end of the ILO's ETE Project in Indonesia. During the past four years, the Project has provided analysis and support to the formulation of effective and coherent trade and labour market policies that address the adjustment challenges that workers and employers face and expand opportunities for the creation of decent employment.

The speakers and discussants in the seminar included, among others, Rahma Iryanti, Director of Employment of the Ministry of National Development Planning (Bappenas), Djuharsa, Head of Research and Information of the Ministry of Manpower and Transmigration, Said Iqbal, President of KSPI, Anton Supit, Chair of the Indonesian Employers' Organization (Apindo), Peter McCawley, trade and employment expert from SEADI, and Padang Wicaksono from University of Indonesia. ♦



Youth Employment



In Brief:

For the past 10 years, the ILO Office for Indonesia has been promoting youth employment through various initiatives focusing on access to decent jobs, vocational and entrepreneurship training, skills training, and promotion of workers' rights. The ILO has been promoting the employability situation for Indonesian youth through its Decent Work Country Programme and through its technical cooperation projects such as the 'Education and Skills Training for Youth' (EAST) and the 'Job Opportunities for Youth' (JOY), as well as the SIDA funded school to work transition project.

The ILO's dedication to youth employment is in line with the Government of Indonesia's policies towards the promotion of youth employment. The Government of Indonesia has been implementing a four-track development strategy which is pro-growth, pro-job, pro-poor, and pro-environment, which along with its commitment to the Millennium Development Goals (MDGs), aims to achieve full and productive employment and decent work for all, including youth.

Supported by:



Highlights in 2013:

1. **Adaptation and pilot testing of entrepreneurship education with the Ministry of Education and Culture.** There are 135 entrepreneurship teachers in 75 vocational schools (SMKs) located across five districts in East Java have been trained on the Knowing about Business (KAB) Start Up and Go entrepreneurship module. At least 10,450 grade 10 SMK students have received this interactive and fun training which uses videos, games, role playing and discussion.
2. **Formulation of action plan with the Ministry of Manpower and Transmigration to improve entrepreneurship programming.** As a result, a pilot entrepreneurship 'training of trainers' programme using the ILO's Start and Improve Your Business (SIYB) module was conducted in three locations in Yogyakarta, Solo and Semarang. The pilot project involved the Indonesian Employers' Association (Apindo) and the Directorate of Entrepreneurship from the Ministry of Manpower and Transmigration in the selection of participants. Out of 36 instructors selected for the training, 16 were from the Manpower Ministry and two from Apindo.
3. **Trained 60 young entrepreneurs on starting and improving their business, and provided after-training support.** The Ministry of Manpower and Transmigration and Apindo trainers selected 60 entrepreneurs from over 200 applicants, and trained them using the SIYB module. After the training, the 18 trainers conducted four support visits to each young entrepreneur in order to provide mentoring and coaching.



Targets for 2014:

1. Conduct the evaluation workshop of entrepreneurship education in SMKs schools using KAB Start Up and Go module. Based on the success of this module in East Java, it is expected to be replicated nationwide by the Ministry of National Education.
2. Conduct an evaluation workshop of pilot entrepreneurship training using SIYB module. Based on the success of this module in Yogyakarta, Solo and Semarang, it is expected to be replicated nationwide by the Ministry of Manpower and Transmigration.

ASEAN Countries Team Up to Tackle Youth Unemployment

Delegations of ASEAN countries have called for intensified and integrated efforts to create more and better jobs for young people, improve youth labour market information, promote youth employability and foster entrepreneurship development in the ASEAN member states as critical steps to tackle youth unemployment and youth employment crisis.

The ASEAN Forum on Youth Employment, 13 May 2013, hosted by the Ministry of Manpower and Transmigration of the Republic of Indonesia in Semarang, Central Java, with support of the ILO and the ASEAN Secretariat. The Forum is a follow-up to 4th ASEAN-SLOM Working Group held in Langkawi, Malaysia, in 2011.

"The world is facing a growing youth employment crisis, including ASEAN countries. Therefore, this Forum plays an important role in renewing commitments of member states of ASEAN to tackling the complex challenges of youth employment and in intensifying cooperation among us in ASEAN," said Abdul Wahid Maktub, Senior Advisor of the Ministry of Manpower and Transmigration in his opening remarks, adding that young people's potential to society and economy is invaluable.

Youth employment is recognized as one of the priorities of ASEAN as they have a significant contribution to continue improving the competitiveness of ASEAN's labour market

Mega Irena,
Assistant Director, Head of Social Welfare,
Women, Labour and Migrant Workers of the
ASEAN Secretariat

This Forum provided an opportunity for ASEAN Member States to come together and share best practices and lessons learned while working towards a cohesive action plan to tackle the issue of youth unemployment across the region. The Forum was also aimed to strengthen cooperation and collaboration among member states and to agree on a set of recommendations that could be undertaken by ASEAN Member States in the near future.

The delegations expressed a renewed commitment to include the provision of relevant quality training programmes in line with industry demands, developing structured and regulated apprenticeship

programmes, and encouraging entrepreneurship.

Learning from the various experiences shared in the Semarang Forum on the existing national policy and legislation framework of each Member State, the delegations highlighted the need to work together on mainstreaming of youth employment issues at policy level through enhanced information sharing, better transition from school to work, employment services, labour migration, youth labour market information and social protection.

The Forum is attended by delegations of ASEAN countries: Indonesia, Brunei Darussalam, Cambodia, Lao PDR, Malaysia, Myanmar, the Philippines, Singapore, Thailand and Viet Nam.

Currently 75 million youth unemployed globally and 40 per cent of them is in the Asia and Pacific region. The global economic crisis in 2008 has also resulted in significant increase of youth unemployment, 7 million more youth unemployed as the aftermath of the crisis. Globally, the issues has also been raised and discussed in many global forums, including the G-20 and the International Labour Conference (ILC). ❖

Green Livelihood Access for Central Kalimantan's Inclusive Environmental Response to Climate Change (GLACIER)



In Brief:

In acknowledgement of the great need for reduction of greenhouse gas emissions from deforestation and forest degradation, the Government of Indonesia issued an instruction on the freeze of native forest clearing between 2011 and 2013 and an instruction (2/2007) requiring the rehabilitation and conservation of the Ex Mega Rice Project (EMRP) area in Central Kalimantan. In line with the EMRP's Master Plan, ILO Indonesia with UNDP through funding from the Government of Norway, implemented a 12-month pilot project which sought to improve access to sustainable livelihoods for local communities in the EMRP Project area in Central Kalimantan. Following the principles outlined in the ILO Indigenous and Tribal Peoples Convention (No. 169), the project used participatory and dialogue based approaches to support the empowerment of local communities throughout the project implementation process. Key interventions included "green works" and "green value chain development", which linked both public policy responses and market based responses within a livelihood framework for addressing the challenge of climate change mitigation. The ILO-Glacier Project came to an end in end of November 2013.

Supported by:



Highlights in 2013:



- 1. Creation of 13,292 days of works in five targeted villages by September 2013 through investing in environmental and access infrastructure,** which included "green works" such as reforestation activities on degraded peat land, agro-forest planting activities and investment in village level access infrastructure. These short-term employment opportunities provided 422 beneficiaries (280 man, and 142 women) with an average of 32 days of work.
- 2. Rehabilitation of 176 hectares of degraded land** with 120,000 seedlings of rubber, fruit plants and native forest trees, as well as fire prevention infrastructure including water wells, fire breaks, water pumps, and fire watchtowers, among others.
- 3. Rehabilitation of a 200-metre swampy crossing and 687 metres of roads and trails to promote rural access.** Beneficiaries were also trained in using environmentally friendly work methods and materials.
- 4. Promotion of the medium and long term livelihood strategies through green value chain development approaches,** with 256 farmers receiving technical training on farming techniques (rubber and fisheries) and entrepreneurship training. Linkages with markets were forged and business development services were provided by a local NGO for strengthening the formation of farmer groups and/or cooperatives for both smallholder rubber farmers and smallholder fisheries farmers.
- 5. Promotion of the medium term livelihood strategies on fisheries** through the construction of 25 fish ponds, the introduction of appropriate technologies for producing fish fodder, and the organization of beneficiaries into fish farmers groups. This model was replicated by the local community in 2 villages, with a further 15 fish ponds constructed using their own capital.
- 6. Promotion of the long term livelihood strategies on rubber farming** through a rubber forum which forged linkages between farmers and factories, the establishment of bud nursery gardens, technical training on rubber tapping and provision of entrepreneurship training. Rubber farmer groups in two villages have subsequently established relations directly with factories, enabling village farmers to access premium prices for their products.

The Story of Neneng: “Our Fields are Now More Productive”

Neneng lives in Lawang Kajang, a small village along Kapuas River in Central Kalimantan, but is originally from Katujung, a village in the neighbouring district. She is Dayak, the main indigenous group of Borneo and married Junedi from Lawang Kajang in the early 1990s. Now, Junedi is the head of the village and they have four children.

Neneng and Junedi have more than 17 hectares of land, scattered over different locations. When they first bought the land, there was nothing except shrubs growing on the land. The rich forest that once covered the area had been slashed and burned by the previous owners for rice farming. Neneng used seeds from the few rubber trees that remained on the land to turn six hectares of land into a rubber plantation. Three years ago, a palm oil company contacted them to plant ten hectares with palm trees.

Nevertheless, most of the community members are not successful in making their land economically valuable. The lands in Lawang Kajang, once populated by dense forests, are now open land where only shrubs are growing. According to the custom of the village, land becomes private property once one can show that he/she is taking care of it. Thus, the villagers clear excessive amounts of land using slash-and-burn to plant crops and claim land ownership.

Through time, the soil quality decreases until it is no longer good for crops and plantations. People thus have to let the land recover for 20-30 years until regenerated. The slash-and-burn method is also the major cause of forest fires around Lawang Kajang and fires have contributed to deforestation and degradation of the surrounding forest. Neneng saw her land burning once, but as there was nothing valuable growing on it at the time, she didn't precipitate to stop the fire.

In response to this issue, under the GLACIER project, the ILO developed intercropped plantations of four species: rambutan, durian, rubber and pineapple. This agroforestry model will provide various sources of income for the villagers in the medium to long term. Neneng also took part of the agroforestry trainings organised by the ILO. She learnt about the optimal spacing for the intercropping model and how to clear shrubs without using fire. She also learnt how to make her own organic fertilizer using the shrubs and other vegetable waste in compost.

“With the combination of several tree species, I am now able to to harvest different products such as rubber latex and fruits, while the diversity of species grown will increase the fertility of the soils,” exclaimed Neneng, adding that the

“
I am now able to
to harvest different
products such as
rubber latex and
fruits...
”

new plantations will also encourage other farmers to fight the spread of forest fires to protect their valuable plantations.

For the intercropped plantation, Neneng received 130 rambutan, 65 durian, 163 rubber and 780 pineapple seedlings for 1.3 hectare of land. She planted rambutan and durian in June, pineapple and rubber in July. If the agroforestry model is successful, it will provide her with a long term diversified source of income, and minimize the impact of a failure of a particular crop in an abnormal year.

Now, Neneng's main task is to maintain her precious land. “Since the ILO came here, our field became more productive. The new methods are good and useful. It helps plants grow well”, she said. She also regularly waters her land with the water from new wells built as a part of the GLACIER project. The eight wells built in Lawang Kajang will also be useful in fighting fire during the dry season. ❖

Decent Work for Food Security



In Brief:

Food and nutrition insecurity and limited decent employment opportunities represent serious challenges in Indonesia's Nusa Tenggara Timur (NTT) province, which is home to the nation's most isolated and vulnerable communities. In response to these challenges, ILO under the leadership of the Ministry for Disadvantaged Areas (KPDT), and in partnership with the Food and Agriculture Organization (FAO), will implement a three-year food security and rural development project from 2014-2016. The overall objective of the programme is to promote food security and poverty reduction in local communities, especially for small-scale producers and agricultural workers and their families, through increased productivity and enhanced decent employment and entrepreneurial opportunities in key agro-food value chains with high employment and income generation potential.

Highlights in 2013:

1. **Partnership developed with KPDT** to create and implement the food security project, and with FAO to form a partnership based on expertise.
2. **Needs assessment conducted in districts in NTT** to determine pilot locations and collect data related to food security and high-potential commodities. Four districts were selected: Kupang District, Belu, Sumba Timur, and Timor Tengah Selatan (TTS).
3. **Presented project to stakeholders in NTT through a food security workshop**, which involved local government, NGOS, universities and beneficiaries. The workshop highlighted the importance of decent work and livelihoods in agriculture to promote food security, and provided an opportunity to consult with community members on implementation plan.
4. **Supported the province of NTT in incorporating decent employment in their mid-term development plan** by holding a planning workshop to bring together provincial and district level representatives, and supporting them in agreeing on recommendations which were presented to the Governor of NTT.



Targets for 2014:

1. Conduct participatory assessments of local production and value chain systems for three commodities in four districts in order to identify threats and opportunities along the value chains, resulting in recommendations for improving efficiency and promoting decent work and entrepreneurial opportunities.
2. Create a provincial and district level working group to participate in the creation of a workplan based on the results of the value chain assessments.
3. Increase the capacity of government representatives by delivering a comprehensive training programme on value chain development and assessments, allowing policy makers and local authorities to identify weaknesses along the food production value chain.
4. Conduct a series of training workshops on entrepreneurship, vocational skills and financial literacy to increase the capacity of government and NGO training providers, and of community members seeking the opportunity to start or improve their own business and skills.

Sustaining Competitive and Responsible Enterprises (SCORE) Programme



In Brief:

Launched in July 2010, the SCORE Indonesia programme is designed to help small medium enterprises (SMEs) in Indonesia to boost quality and productivity, improve working conditions, reduce environmental footprints and strengthen collaboration and communication between employers and workers. It helps enterprises to be more competitive in global markets, thereby creating jobs. Funded by the Swiss State Secretariat for Economic Affairs (SECO) and the Norwegian Agency for Development (NORAD), the SCORE programme is supported and implemented by the Ministry of Manpower and Transmigration, Indonesian Employers' Association (Apindo), and national trade union confederations. Indonesia has been chosen as one of seven countries along with India, China, South Africa, Ghana, Viet Nam, and Colombia to implement the SCORE programme.

Supported by:



Highlights in 2013:

1. **Implementation of the pilot project on working time arrangement for SMEs in greater area of Jakarta** and conducted for 12 months, aimed to increase both enterprise performance and workers' job satisfaction, including their work-life balance through better working time arrangement. The pilot project was conducted in collaboration with the ILO's Work and Equality Department in Geneva.
2. **Extension of the SCORE Project to the year of 2016.** Due to the success of the implementation of the SCORE Indonesia Phase I, SECO and NORAD, as main donors, awarded a three-year extension to the SCORE Project.
3. **Two companies (CV ATS in South Sulawesi and Asindo Tech in Lampung) under the SCORE programme awarded with**

Paramakarya award 2013. The Paramakarya is a special award for SMEs from the Government of Indonesia for excellent productivity and quality.

4. **Successful partnership and synergy between the ILO's SCORE Project and Better Work Indonesia (BWI).** The synergy was aimed at improving workplace cooperation and productivity as well as at reducing reject rate in five BWI factories.
5. **Implementation of the online SCORE marketing strategy** through the revamping and revitalization of the SCORE's website and social media tools.
6. **Implementation of the SCORE information campaign** through the distribution of the revised SCORE tripartite brochures.

7. **Maintenance of the SCORE Monitoring and Evaluation database system,** presenting the following results: 337 newly created jobs, 88 companies participated, 92 instructors trained and 495 workers trained (44 per cent managers and 56 per cent workers).

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Targets for 2014:

1. Expand the SCORE Indonesia Training of Enterprises for module 2-5 in the five existing provinces .
2. Provide support for SCORE module 1 implementation that will be conducted by the Ministry of Manpower and Transmigration.
3. Strengthen the public awareness activities of SCORE programmes and responsible workplace practices.
4. Provide SCORE global certification for Indonesian trainers.

Keeping SCORE with Better Work Indonesia; how one factory improved its production

There's a hum that emanates from the halls of PT Logos Indonesia as rows and rows of sewing machines whirr to life. The small building houses 233 workers who stitch logos destined to adorn garments of famous brands.

PT Logos is considered one of Jakarta's smaller factories. It made for a perfect pilot location for ILOs Better Work Indonesia and Sustaining Competitive and Responsible Enterprises (SCORE) programmes to implement a training series that seeks to improve productivity while upholding workers' rights.

In only three months since SCORE delivered the first of five training modules, changes in PT Logo's production system is visible. Management said they learned by doing.

"You can see how clear the pathways are," said M. Manalu, PT Logos' SCORE liaison. "We have limited space so we have to be smart with how we use it."

Prior to SCORE, the factory had a certain level of organized chaos with samples and patterns scattered around the workspace, but afterwards, management had created a system that made it easier for workers to access materials they need when they need it.

"The programme has helped increase the cleanliness and neatness of the factory," M. Manalu said.

According to senior management, the training results were also good for the bottom line.

"We've seen a decrease in the reject rate from three percent down to 2.5 percent, but we'd like to see it at zero," said Hendrawan, Chairperson of the bipartite cooperation institution within PT Logos.

"This is the ultimate goal of the SCORE programme to have enterprises like PT Logos to be more competitive in national and global market," said Januar Rustandie, SCORE's Programme Manager in Indonesia.

Better Work Indonesia began conducting independent assessments of garment factories in Indonesia in 2011 and is committed to improving workplace conditions. An appropriate training programme is one way to reach this objective.

Partnering with SCORE, another ILO initiative, Better Work Indonesia is able to offer companies tried and tested training methods.

"There's already a good training system established with experienced trainers (SCORE)," said Simon Field, Better Work Indonesia's Programme Manager. "Let's use this existing framework and create synergy between ILO programmes."

The packet has five modules that include leadership and workplace cooperation. One common complaint from workers in Indonesian garment factories is that management and unions sometimes lack communication skills. This is something PT Logos' management is looking forward to the most.

"Communications between workers and management is really important to address issues in the workplace," Hendrawan said. "Right now we have information boards but we need to make it more fluid."

While many of the workers have adopted the company's safety protocols because of good communications, managers say they still have challenges in convincing workers to wear the safety masks in one particularly high-risk chemical area. Most of the workers easily adopted the mask and ear plug policy; but to complete one higher-risk chemical job, managers say workers are reluctant to don the larger bulky black plastic mask.

"They think it makes them look ugly, like a pig," Hendrawan said. "We need to communicate the safety rules better."

Better Work Indonesia will offer the SCORE training programme to its willing partner factories in the future.

"Logos can lead the way," Field said. ❖

Promoting Micro and Small Enterprises through Improved Entrepreneurs' Access to Financial Services (PROMISE IMPACTS)



In Brief:

Micro and small businesses (MSEs) account for 99.9 per cent of the total number enterprises in Indonesia and 91.7 per cent of total employment. Despite their economic importance, MSEs face significant structural, fiscal and non-fiscal issues and challenges. Addressing the challenges, the ILO-PROMISE IMPACTS Project aims to enhance Indonesian MSEs' financial access and quality through an interconnected three-stage-strategy, addressing at the same time the supply, demand and policy sides of financial inclusion.

The Project also primarily contributes to the National Inclusion Strategy and by focusing on strategic economic sectors as well as to the Master Plan for Acceleration and Expansion of Indonesian Economic Development (MP3EI) 2011 – 2025. The programme was due to start by the third quarter of 2013. However, due to the delayed approval process from the the Swiss State Secretariat for Economic Affairs (SECO), as the main donor, the programme is now envisaged to start within the second quarter of 2014.

Supported by:



Highlights in 2013:

1. **Implementation of the Inception Phase of the PROMISE IMPACTS Project, in collaboration with Bank Indonesia.** Under the inception phase, the project focuses on two main economic sectors outlined in the MP3EI: the garment and textile industry in West Java and the food and beverage industry in East Java.
2. **Raising the awareness of national stakeholders and policy makers on the importance of social performance measures in monitoring the performance of micro finance institutions** through the organization of the national seminar. In addition, results of the impact study with Bank Indonesia and results of the inception phase of the PROMISE IMPACTS Projects were disseminated and inputs for the implementation activities of the Project were gathered.



Targets for 2014:

1. Identify financial service providers (FSPs) seeking to develop innovative financial services.
2. Adapt the module "Making Microfinance Work: Product Diversification" to the Indonesia context.
3. Deliver training on microfinance management and product diversification to partner-FSPs.
4. Undertake a baseline survey on enterprise size distribution in the portfolio of participating FSPs.
5. Identify challenges of clients and potential clients of FSPs.
6. Provide technical assistance to partner FSPs in designing and pilot testing innovative financial services.

Increasing Financial Awareness of Marginalized Groups

Considering the lack of financial awareness in Indonesia, the ILO has been actively promoting financial inclusion for vulnerable groups through financial literacy trainings which enable these groups to plan for their future, better manage their income, avoid over-indebtedness, and better manage life risks (illness, catastrophes, etc) that would otherwise put them in difficult financial situations and potentially cause them to fall below the poverty line.

To improve lack of financial awareness for marginalized groups, the ILO in collaboration with Perkumpulan Keluarga Berencana Indonesia (PKBI) conducted a two-day Training of Clients on Financial Education for Marginalized Groups" on 20-21 April 2013, followed by 25 representatives of civil society organizations and community organizations dealing with marginalized groups such as people living with HIV, sex workers, street singers and so forth.

This training was facilitated by the trainers from the previous Training of Trainers (ToT) on the same subject held in December 2012. The main goal of the training was to improve financial knowledge of participants from the marginalized groups and to improve the training skills of the trained trainers

Now I am more knowledgeable in my financial management. My family is now better managing our family's expenses to avoid unnecessary expenses

Eka Dwi

Jaringan Aksi Perubahan Indonesia (JAPI)

so that they would be more competent in delivering similar trainings to their organizational members, communities and beneficiaries.

"The diversity of the participants was challenging but useful as inputs from the participants had helped me as the trainer improving my training skills," said Evan Ma'ruf, one of the trainers from Generasi Muda Peduli Tanah Air (Gempita), an organization dealing with youth.

Meanwhile, Novi Mudjiati, a trainer from Jaringan Aksi Perubahan Indonesia (JAPI), a civil-society organization, said that she could practice training techniques that she learnt in the ToT. "I feel more confident in delivering my next financial trainings to my other colleagues."



Not only being more confident as trainer, these trainers had also improved the way they manage their financial planning and management. "Now I am more careful in calculating my daily expenses," said Merry from JAPI. ❖

ASEAN Small Business Competitiveness Programme



In Brief:

Micro, small and medium enterprises (MSMEs) in ASEAN make up more than 90 per cent of all domestic firms and 75–90 per cent of the non-agricultural workforce. Lack of access to information on how to operate and grow their businesses is one of the greatest challenges for micro and small enterprise entrepreneurs. Given their size and limited capital, as well as an often wide geographic dispersion, such enterprises can be hard to reach. Across the Asia region there are common areas of operation by MSMEs, both in terms of services or manufacturing, whereby good practices could be shared and replicated.

ILO with the support of ASEAN will focus on the tourism sector, the practices are services for which are similar if not identical from country to country. A set of tools and good practices guides will be developed and shared across countries, translated into all official ASEAN languages and made easily accessible online, through government and non-government training centres, NGOs and other development agencies. This will provide entrepreneurs and those who work with them guidance on how to establish, run and improve their business; boosting competitiveness and improving services.

Supported by:



Highlights in 2013:

1. **Endorsement of the project by the Indonesian Ministry of Cooperatives and Small Medium Enterprises (SMEs)**, and subsequent acceptance by ASEAN to target all of the Member States.
2. **Conducted a sectoral study and selected tourism to benefit from the toolkit for SMEs.** Subsectors will range from guesthouses to travel agencies, restaurants and handicraft stalls.
3. **Socialization of the objectives and strategies of the project at the ASEAN SME Working Group meeting** in Yangon in November 2013, and received support from ASEAN Member States for the project and for the selection of the tourism sector.
4. **Development of the first set of tools for SMEs and entrepreneurs**, focused on guest houses.



Targets for 2014:

1. Pilot training in two ASEAN countries, including Indonesia, for first set of tools on guesthouses with stakeholders for feedback and adjustments.
2. Develop tool kits for eight different tourism subsectors.

People centered Development Programme (PcDP) Phase II: Institutionalizing Sustainable Livelihood Development for Papuan Communities



In Brief:

The joint ILO/UNDP institutionalizing Sustainable Livelihood Development Project aims to improve community welfare, especially of indigenous Papuans, through local Government and civil society-based systems and processes for sustainable livelihood development. Funded by the Government of New Zealand, the Project focuses on capacity building of target beneficiaries, including Indigenous Papuans, in five key areas: three districts in Papua (Jayawijaya, Sarmi and Boven Digoel districts) and two districts in West Papua (Manokwari and Fak-fak districts). At the end of the intervention, stakeholders will be in a position to use systematic and relevant labour market information to deliver business development services to the community, including (i) Support of local business development in West Papua; (ii) Facilitation of access to finance for selected local business groups; and (iii) Establishment of Micro Enterprise Development Centre/Incubation Initiative. The Project came to an end in December 2013.

Supported by:



Highlights in 2013:

Support to potential local business and facilitation of access to finance

1. **Establishment of partnership and programme integration with Bank Indonesia Papua and West Papua** on financial inclusion, research activities related microfinance institution, capacity building activities, piloting Business development services provider and training for micro enterprises development. In addition, the partnership with Bank of Indonesia included skills training on added value product and production equipment as main business assets, targeted to the alumni of the ILO's Gender and Entrepreneurship Together (GET Ahead) and Financial Education in three districts: Jayawijaya (sweet potato added value), Manokwari (chilli added value) and Fak-fak (nutmeg added value).

2. **Simple business management for micro enterprise development by a total of 504 indigenous Papuan entrepreneurs (65 per cent women entrepreneurs) as main beneficiaries**, focusing on financial management, bookkeeping, developing business plan, and access to microfinance institution. A database of these selected entrepreneurs had also

been developed and a 2-month after training support had been provided.

Establishment of Business Development Services Providers (BDSP)

1. **Strengthened managerial and technical skills of eight local institutions in Papua and West Papua to become Enterprise Development Centers/Business Development Services Providers (BDSPs)** at district and provincial levels. Services provided by these centers include business and financial management, marketing, trade fair management, business counseling and access to microfinance institutions, using the ILO's Gender and Entrepreneurship Together (GET Ahead) and Financial Education for Family modules.

2. **Budget allocation by the Jayawijaya District Government from their 2014 governmental funding (APBD)** to support the operational cost of the BDSP Yayasan Oikonomos Papua and operational cost and an infrastructure support in the form of a building for Wamena Central Market as Business Consultation Centers, sustaining the ILO/UNDP Project initiative in Business Development Service Providers

3. **Under the partnership framework with Bank of Indonesia, conducted a joint facilitation to BDSP in Papua Province** through the participation in national event on micro, small and medium enterprise development in Tasikmalaya, West Java. The event was conducted by the Ministry of Cooperative and Small Medium Enterprises (SMEs) (refer to the success story of Cynthia Warwe).



Highlights in 2013 (cont):

4. **Trained a total of 35 (43 per cent female) local government officials and selected officials from the eight BDSPs at district level as trainers on entrepreneurship.** These local trainers would provide business development services through business management, marketing training as well as market and financial intermediation.
5. **Capacity building for a total of 34 (41 per cent women) local researchers and facilitator from local universities** (Cendrawasih University and Ottow Geisler University in Papua and Papua State University/UNIPA in West Papua) on value chain development, micro finance, business climate and employment diagnostic analysis. The capacity building was also targeted to the provincial planning development agencies in two provinces.
6. **Capacity building on value chain analysis and business development as well as on employment diagnostic** from various organizations through a series of seminars and workshops in five piloted districts in Papua and West Papua.

Knowledge sharing and lessons learnt for sustainability

1. **Issuance of series of studies on Mapping and Assessment Activities** on Current Situation of Access to Finance and Micro Enterprise Development in targeted eight districts and two provinces of Papua and West Papua.
2. **Issuance of series of value chain analysis and business climate surveys** in targeted districts in Papua and West Papua. The District Development Planning Offices in Fak-fak and Sarmi Districts had committed to apply the recommendations formulated in the surveys.
3. **Issuance of employment diagnostic analysis** for Papua and West Papua Province.
4. **Development of an informative video documentary**, documenting achievements, lessons learnt and success stories of the Project as part of the knowledge sharing programme.
5. **Wide dissemination of all studies, analysis and surveys** to relevant constituents at national, provincial and district levels for future replication.

Cynthia Warwe, 27, has always dreamed about giving back to her community. In 2009, Cynthia began working at a Jayapura based non-government organization (NGO) which focuses on strengthening the rights and welfare of indigenous people, after her graduation from university. The NGO was called 'The Hope of Papuan Children in Indonesia' (Harapan Anak Papua di Indonesia/HAPIN). At that time, Cynthia also joined the 'Solidarity Movement for Indigenous Papuan Entrepreneurs' (Solidaritas Pedagang Asli Papua/SOLPAP).

SOLPAP, together with the 'Provincial Papua Department of Industry, Trade, Cooperatives and Small-Medium Enterprises' (Disperindagko) established the 'Cooperative for Indigenous Papuan Women Entrepreneurs' (Koperasi Mama-mama Pedagang Asli Papua/KOMMPAP), which Cynthia now manages in addition to her HAPIN and SOLPAP work. KOMMPAP works to improve the livelihoods of indigenous women entrepreneurs (known as Mama-mama Papua in Jayapura) through skills-transfer. It currently has 296 members, who work predominantly as fish and vegetable sellers in a Jayapura based market.

KOMMPAP has faced an uphill battle. Indigenous women traders face fierce competition from migrant traders, who

Urwe: Working towards Sustainable Income Generation for Indigenous Papuan Women

tend to have better knowledge, skills and access to capital. High illiteracy and innumeracy are also impediments to business development. The national illiteracy rate (for people 15+ years) stands at less than 9 percent. In Papua, the illiteracy rate hovers around 36 percent (BPS 2012), with illiteracy more prevalent in the indigenous population. In the information age, illiteracy and innumeracy adversely affect the capacity of indigenous women entrepreneurs to respond to market developments and access finance from micro-finance institutions.

Much to Cynthia's chagrin, business development training for Mama-mama Papua failed again and again. In hindsight, she realizes this occurred because such training failed to take into account the needs and interests of indigenous Papuan women. Trainers, for instance, relied heavily on written presentations and resources for skills transfer, without considering the high illiteracy levels of KOMMPAP's members, which stand at 60 percent.

In 2012, this all changed. In partnership with the 'People centered Development Programme' (PcDP) Phase 2, a programme implemented by UNDP, ILO and the Ministry of National Development Planning (Bappenas), with New Zealand Aid (NZAid) Programme funding,

“
I am now competent in providing effective and locally appropriate business development services to KOMMPAP members. I also know that training must be followed up with post-training support, if training results are to be sustained
”

KOMMPAP transformed itself into an effective Business Development Service Provider capable of providing locally appropriate training and other support to Mama-mama Papua.

Armed with lessons learned from ILO, the project adapted training modules known as 'Gender and Entrepreneurship Together' (GET Ahead) and 'Financial Education for Families'. Women were taught basic skills including how to separate their income for consumption and saving purposes, how to prepare a business plan, how to access finance from micro-finance institutions, and how to extend the shelf-life of their products. They were taught to do so through role playing, simulations, learning games and other locally appropriate training methods.

With the PcDP Phase 2 and ILO support, 45 KOMMPAP members participated in such training. Of this figure, 25 trainees were then selected for post-training support. These trainees were selected based on their capacity and motivation to apply skills learnt from the training. "KOMMPAP is also utilizing its own budget to conduct post-training support, and it will continue to do so after the PcDP support has ended," Cynthia said.

Bank Indonesia was so impressed by KOMMPAP's work that it provided an additional financing to support Cynthia's attendance at a national meeting for Business Development Services Providers hosted by the Ministry for Cooperatives and Small-Medium Enterprises in Tasikmalaya, West Java in June 2013. In this meeting, Cynthia was taught on how to engage in private sector cooperation and to expand KOMMPAP's existing networks.

To date the PcDP Phase 2, in partnership with ILO, has provided the '2-in-1 training' and after training support to 453 entrepreneurs from Papua and West Papua. Of this figure, 61 percent have been women. According to ILO, women tend to benefit more from such training. Around 46 percent of women, compared to 41 percent of men, go on to initiate new businesses or secure new work after business and vocational skills training. ❖

Mentawai Island Livelihoods Recovery Programme – Phase II



In Brief:

The Mentawai Islands Livelihoods Recovery Programme aims at supporting the recovery of the productive economy in among 477 households in Pagai Utara and Selatan communities affected by the 2010 earthquake and tsunami through supporting recovery of the agriculture and fisheries sectors, facilitating development of the agricultural and fishery value chain and supporting strategic planning on basic service provision, including water and sanitation.

The ILO-Mentawai Programme is part of a joint UN effort with Food and Agricultural Organization (FAO) and United Nation Development Programme (UNDP), funded by the Government of New Zealand through the Indonesia Multi Donor Fund Facility for Disaster Recovery (IMDFF-DR). This UN Joint Programme aims at achieving two main outputs, which are: 1) Restore, improve and diversify agricultural livelihoods through the Value Chain Approach and 2) Strengthen institutional capacity of local governments to promote livelihood recovery efforts and encourage provision of basic social and public services.

Supported by:



Highlights in 2013:

1. **Market penetration by one women group of light meals production from KM 37 South Pagai to Padang.** They were able to sell the first product of Mentawai in regular basis (*refer to the success story of Lilis Suryani*).

2. **Conducted a comprehensive assessment of micro finance institution in Mentawai,** aimed to identify what strategy and programme to be developed to increase the capacity of existing micro finance institutions so that they could reach Mentawai people who mostly live in remote area.

3. **Conducted a field joint monitoring** which included representatives of the UN, New Zealand Aid, relevant government officials from national, provincial and district levels. Relevant government officials included officials from the Ministry of Agriculture, Ministry of Manpower and Transmigration, Ministry of Fishery, Ministry of Forestry and Plantation, and Ministry of National Development Planning.



Lilis Suryani's Story: Turning Tragedy into Opportunity after the Tsunami



Tears of joy were falling down Lilis Suryani's face as she recalled when "Shirley", a famous light meal store in Padang, the capital city of West Sumatra, submitted its first order for 100 packs of taro light meals six months ago. Lilis is a Mentawaian entrepreneur who specializes in these light meals. "I could not believe it! All my hard work building the business has paid off. I am living a new life as an entrepreneur," Lilis said.

The orders continue to come in. Twice a month or sometimes even once a week, Shirley orders 100 packs of Lilis' taro snacks under the brand "Simananam", which means 'delicious' in the local Mentawai language. The price is also reasonable — a small 100 gram pack is sold for 5,000 IDR, while a larger 250 gram pack is 10,000 IDR.

Simananam is the first light meals product from the Mentawai Islands that has been able to penetrate the market in Padang. As one of the most isolated areas in the country, it is a huge challenge for products from Mentawai to reach larger markets. In addition to product quality and packaging, a major challenge is delivery from Mentawai to Padang.

Lilis' taro chips travel four hours over the rough dirt roads of the Mentawai jungle, around 37 kilometers, from South Pagai village where Lilis lives and produces her taro products to the capital city of Sikakap. From there, the products have to endure a 14 hour sea journey via ferry, which only operates once week, to Padang.

"The tsunami has changed my life for the better. I never dreamt of myself becoming an entrepreneur," says Lilis, who used to help her family tend their farm, like most Mentawai people, before the tsunami hit the islands in October 2010. The tsunami caused 117.82 billion IDR in damages and losses, with nearly 80 percent of this total in the plantation and fisheries sub-sector.

She was devastated when she and her family had to evacuate to higher ground, leaving behind their livelihood and income. When she heard about the ILO's light meals training programme, she jumped at the prospect, as there were no light meals producers in her community at that time.

Lilis was one out of 30 tsunami affected youth from South Pagai and North Pagai of Mentawai who were selected from a pool of 100 candidates by the ILO Mentawai Islands Livelihood Recovery Programme. Together with nine colleagues, Lilis was sent to Padang University Training Centre to undertake light meals vocational training for two weeks, or 120 hours. Meanwhile, the other 20 Mentawai youth received motorbike repair and furniture building training.

To ensure the training participants had the capacity to start their own business,



“

*The tsunami has changed
my life for the better. I
never dreamt of myself
becoming an entrepreneur*

”

Lilis and her women's group received post-training support from the ILO. The ongoing support provided them with start-up working tools, along with

packaging, branding, and marketing assistance, as well as business coaching.

“The training is part of the ILO's “4 in 1” training methodology, combining skills survey, competency-based training, certification of competency and after training support,” said Lucky F. Lumingkewas, the ILO's National Project Officer of the Mentawai Livelihood Recovery Programme. “However, apart from the support and job training, the most important element is the motivation and devotion of the trainees.

Lilis' motivation and enthusiasm were remarkable. She refused to give up no matter what.”

Right now, Lilis and her group of ten local women are producing 300-500 packs of taro chips every two weeks, and are now in the process of expanding their market in the capital city of Tua Pejat, Mentawai, and to other stores in Padang. She wishes to increase the productivity of her enterprise so that she can recruit more women in her village to join the business. ❖



Targets for 2014:

1. Provide technical assistance to women light meals production group to improve product quality, increase production and improve market linkages in Padang and Tua Pejat.
2. Provide technical assistance to automotive group and furniture production group to increase sales by improving promotion programme and service quality to customer.
3. Build the capacity of the micro finance institutions to be able to improve the outreach programme to remote Mentawai people in village level.
4. Together with district government offices, conduct the training of trainers on financial education as well as trainings for Mentawai community in South Pagai and North Pagai.

Indonesian Green Entrepreneurship Programme



In Brief:

Entrepreneurship has been identified by the Government of Indonesia as an essential means to mitigate unemployment and achieve poverty reduction in Indonesia and has initiated a national entrepreneurship programme. While Indonesia at the same time also faces environmental challenges to which the Indonesian President has pledged to reduce CO2 equivalent emissions by 26 per cent with its own initiative and up to 41 per cent with international support by 2020. Responding to these challenges and to support the Indonesian government development strategy, namely, pro-poor, pro-jobs, pro-growth and pro-environment, the ILO with support of the ILO-Korea Partnership Programme has introduced the Indonesian Green Entrepreneurship Programme (IGEP).

IGEP seeks to promote the establishment of and assistance for green entrepreneurs in rural and urban areas in Indonesia, supporting the shift to a green economy, with green jobs and decent work creation and a reduction in greenhouse gas emissions in several sectors of the economy. The programme aims at supporting the Indonesian stakeholders in developing an Indonesian based toolkit on green entrepreneurship based on the ILO Green Entrepreneurship Toolkit (SYGB), providing capacity building activities and establishing a national green entrepreneurship programme.

Supported by:



Highlights in 2013:

1. Development of the “Start Your Green Business” (SYGB) Training System. This newly developed modular training kit which shows reference to Green Business Option and Start and Improve Your Business (SIYB) focuses on five sectors of the economy (tourism, renewable energy, waste management, creative industries and food security). SYGB is customized for potential entrepreneurs who want to start a micro or small-scale green business, targeted to various target groups: 1) laid-off workers and unemployed, 2) migrant workers, and 3) young educated women and men, including university students and graduates.

2. Capacity building on green entrepreneurship for relevant stakeholders, including government agencies, social

partners, universities and the private sector through the organization of technical workshops and seminars, aimed to socialize and promote the IGEP and SYGB training packages as well as to obtain feedbacks for the newly developed green entrepreneurship modules.

3. Implementation of trainings of trainers for 40 new green entrepreneurship trainers, including the Central Bank of Indonesia and Business Development Services in East Java and West Java to promote IGEP.

4. Implementation of a series of SYGB trainings of entrepreneurs (ToE), in collaboration with Central Bank of Indonesia, the Ministry of Manpower and Transmigration, Ministry of Youth and Sports and other ILO social partners. These

series of trainings were organized in East Java, South Sulawesi, Central Kalimantan, West Java and Nusa Tenggara Timur, resulted to the total of 180 new green entrepreneurs were trained under this programme of which the majority has already started a green business.

5. Organization of the IGEP Forum, in collaboration with the Central Bank of Indonesia. The Forum formulated a set of key recommendations, including better coordination of the government agencies with a roadmap on green entrepreneurship led by the Ministry of National Development Planning (Bappenas) and the continuation and expansion of the IGEP.

Targets for 2014:

1. Train at least 500 new green entrepreneurs on SYGB and through national partners using the SYGB system.
2. Coach at least 100 new green entrepreneurs by SYGB facilitators as an after training support activity following the training of entrepreneurs.
3. Conduct two IGEP Forum sessions, hosted by the Indonesian Government.
4. Develop and prepare training tools for the next phase of the SYGB which is the take-off phase

B. Sound industrial relations in the context of effective employment governance

1. Labour administration provides effective services to improve working conditions and environment.
2. Tripartite constituents effectively engage in social dialogue to apply labour regulations and international labour standards.
3. Strengthened institutional capacity of employers and workers' organizations to contribute to sound industrial relations according to their respective mandates and responsibilities.



Better Work Indonesia



In Brief:

Better Work Indonesia (BWI) is a partnership between the ILO and the International Finance Corporation (IFC). The programme aims to improve compliance with labour standards and promote competitiveness in global supply chains. Better Work focuses on scalable and sustainable solutions, through strengthening cooperation between governments, employers' and workers' organisations and international buyers. The protection of workers' rights and entitlements helps distribute the benefits of trade to promote human, social and economic development. Compliance with labour standards can assist enterprises to be more competitive, by improving access to new markets and buyers. Better work Indonesia combines independent enterprise assessments with advisory and training services to support practical improvement through workplace cooperation.

Supported by:



IFC

**International
Finance Corporation**
World Bank Group

**Australian
Aid** 



Highlights in 2013:

1. Registration of 80 factories as the active participating factories with BWI as per December 2013, located in the Greater Area of Jakarta, West Java (Bandung, Sukabumi and Majalengka) and Central Java (Semarang) and Yogyakarta (Sleman) Provinces. To date, the assessment and advisory service of BWI have been received by a total of 78 factories.

2. Adaption of the Better work modular materials to the local context, including the translation into local language when required. Seven training exercises offered by BWI included: 1) Fire Safety Management; 2) Occupational Health and Safety mastery; 3) Anti-Harassment and Abuse; 4) Workplace Cooperation; 5) Bipartite Cooperation Institution; 6) Supervisory Training; and 7) HIV and AIDS at the workplace.

3. Cooperation establishment with instructors proficient in their respective fields as well as the application of participatory approaches in conjunction with the improvement of participation among the participants in the respective trainings.

4. Active responses to requests from enterprises for training services as the following:

- Provided mandatory training module on HIV and AIDS for seven factories.
- Joint NIKE and BWI Training on Sexual Harassment for NIKE's factories.
- Joint GAP and BWI Training on Bipartite Cooperation Institution.
- Provided a one-day training on Bipartite Cooperation Institution for factories in Semarang
- Joint GAP and BWI Training on Cultural Sensitivity Workshop. During this event, BWI and GAP also requested the participation of the Korean Embassy and Korean Chamber of Commerce.

5. Capacity building for the tripartite constituents of BWI (Ministry of Manpower and Transmigration, workers' and employers' organizations) through a series of trainings on freedom of association, collective bargaining, labour mediation, negotiation and human resources.

6. Distribution of BWI related information through the following channels such as newsletters, BWI Website, Facebook, SMS Gateway, Linked-in.



7. Development of various types of information such as following:

- **Grievance System Using SMS:** An invention of SMS system which deals with workers' grievances in garment factories in Indonesia. For further information, refer to: <http://betterwork.org/indonesia/wp-content/uploads/E-Newsletter-3rd-Edition-2013-English-Final.pdf>
- **Labour Law Guidelines Application for Android:** The application offers guidance

Highlights in 2013 (cont):

for all stakeholders involved in implementing labour legislation in order to create harmonious, dynamic and fair industrial relation. To view the application, refer to: <https://play.google.com/store/apps/details?id=io.betterworkindonesia&hl=en>

- **Production of Guidelines on the Prevention of Workplace Harassment:** The guidelines aim to improve working conditions as it is vital to ensure that the workplace is free from all forms of discrimination, including harassment and bullying. To view the guidelines, refer to: http://betterwork.org/indonesia/wp-content/uploads/Guidelines-on-the-Prevention-of-Workplace-Harassment_ENG-3.pdf
- **Production of serial video on prevention of harassment, sexual harassment and bullying:** To view the video, refer to http://betterwork.org/indonesia/?page_id=3949
- **Issuance of the third Compliance Synthesis Report:** The report highlighted issues related to

core labour standards and working conditions covering, among others, issues on child labour, discrimination, collective bargaining, social security benefits, overtime payment and bipartite committee. To view the report, please click the following link: <http://betterwork.org/indonesia/wp-content/uploads/synthesis-Report-III-BWI-English-final.pdf>

- **Issuance of Impact Survey Manager Report:** The report is made to understand the problems and challenges faced by a factory from the perspective of managers—the human resources manager, the finance manager, production manager and the general manager. To see more about the report, please visit: <http://betterwork.org/indonesia/wp-content/uploads/Better-Work-Indonesia-Impact-Assessment-Manager-Report2.pdf>



Targets for 2014:

1. Over 150 factories participating in BWI.
2. Improving management- worker communication – Disney Programme.

Better Work Indonesia tackles fire safety during April's safety month

When a fire broke out at the Swallow Sandal Factory in West Jakarta in March 2010, workers scrambled to get escape the flames. Four people died after they were trapped between the inferno and a blocked and locked emergency exit.

The Jakarta Fire Department blamed the factory for its safety violations. Not only was the emergency exit locked, there were allegedly no working fire extinguishers, and chemicals were poorly stored, which stoked the flames and decreased escape times.

Locked and blocked emergency doors also contributed to a deadly factory fire in Bangladesh in late 2012 that killed 112 people, mostly women. These fires have reminded the garment industry to ensure

fire prevention protocols are reviewed and maintained every step of the way.

"It's a hot topic for garment factories right now," said Andy Agusta, compliance manager for PT Hollit International. "Human error has a big impact."

Agusta is one of many managers working with Better Work Indonesia during April's fire safety month. On 18 April 2013, BWI held fire prevention training in KBN, a factory complex in North Jakarta. From labour laws to equipment and prevention techniques, participants broadened their knowledge on what they need to do to contribute to safer workplaces.

"I'm going to analyse the lessons learned from today when I get back to the

factory," said Warlim Wibawa from PT CSITE TEXPIA. "I think as a whole, we need to assess everything."

That kind of direct action is exactly what is needed, said one of the trainers, an official from the Ministry of Manpower and Transmigration. Lena Kurniawati said human error and oversight contribute greatly to unsafe workplaces and that training and adopting lessons learned are vital to improving conditions.

"Factories can prevent fires by identifying hazards; controlling the potential danger; for example, if something is highly flammable, don't put it close to heat; maintain procedures, like checking machines and equipment often as they may no longer be in good condition; and train personnel," she said.

This training is only one part of BWI work in factory fire prevention. Through BWI assessments, factories are able to see gaps and potential danger zones; and both work together to improve the conditions.

However, upgrading and maintaining equipment can carry an initial high cost.

"We need fire prevention devices (like alarms and extinguishers), develop a team to support fire prevention, but most importantly, we need management willingness to change the settings," Agusta said.

It's a cost worth paying. ❖



Better Work Indonesia and FSB Garteks: **SMS Grievance System**

The month of September 2013 is a new beginning for FSB Garteks (Federation of Textile and Garment Workers Union), marked with the introduction of cellular-based technology into the structure of the union. The technology which is commonly known as SMS Grievance System is a new communication system recently introduced to Asia-Pacific labor unions.

"I am so proud because Subang is the first region to receive the first opportunity to listen to an explanation about this SMS Grievance System, and the first one to try out this system," declared Suherman, Chairperson of FSB Garteks Subang, in his welcome speech during the socialization event of the SMS Grievance System organised from 14-15 September at BB

We now have our own forum to sound the grievances and unfair treatments that we experience. Throughout these times we simply keep quiet and instead voiced our grievances to fellow workers. Expressing our grievances to management will not lead to a follow-up action

Nurbaeti,
member of FSB Garteks Subang



Padi, Subang District. (note: a similar event was also conducted September 28-29 in Bogor.)

The SMS Grievance System has been initiated by BWI and is now integrated into FSB Garteks. The expectation with the introduction of this system is that workers' grievances will be properly channeled, thus avoiding conflicts or disputes at the factory level. The system will also enable workers unions to inspect and navigate cases of workers' grievances with an appropriate follow-up action to be taken.

Using this SMS system is simple. The user simply needs to send the message in the following format: name of sender, name of company, work unit, message/ grievance. These transmitted grievances will then be received and systematically

managed by a computer. This system will then filter the workers' grievances in accordance with preset categories. There are three contact numbers, from three different providers, specifically dedicated for members of FSB Garteks to channel their grievances:

- Telkomsel : (0813) 1825 2000
- Indosat : (0857) 1099 2000
- XL : (0819) 0893 2000

Agus Wijiono, Chairperson of SP Garteks (Garment and Textile Workers Union) factory level in Bogor stated, "This SMS Grievance System helps us to enhance the transparency of workers unions at factory level," he added. This will serve as an input as well as correction toward the union's operational procedure at the factory level. ❖

C. Social protection for all

1. Government and social partners have greater capacity in designing and implementing social protection policies and programmes.
2. Barriers to employment and decent work are addressed, particularly gender gaps and for persons with disabilities.
3. Effective implementation of the National Action Plan for the elimination of the Worst Form of Child Labour.
4. Enhanced policy, institutional framework and programme implementation for empowerment and protection for Indonesian migrant and domestic workers.
5. Integrated HIV policies and programmes for women and men workers.



Supporting the Implementation of the “Single Window Service” of the Provincial Social Protection Strategy of East Java Provinces and Maluku

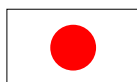


In Brief:

The ILO-Single Window Service (SWS) Project in Maluku and East Java was developed as a follow-up action to the recommendations proposed by the Assessment National Based Dialogue in 2011, aimed at contributing to the establishment of a better coordination mechanism of social protection programmes at national and provincial levels. Supported by the Government of Japan under its Japan Social Safety Net, the Project contributes to national efforts to extend social protection, working at the local level to create a single window service for service delivery that links existing social protection and employment assistance programmes.

Using a participatory approach to build ownership and sustainability, the Project works closely with the provincial and sub-provincial (municipal and district level) governments of East Java and Maluku, particularly the Regional Planning Agency (Bappeda) and local administration offices. The SWS concept and its progresses have been shared to the Ministry of National Development Planning (BAPPENAS) that keen to integrate the approach in the next National Mid-Term Development Plan (RPJM).

Supported by:



Highlights in 2013:

1. **Completion of the feasibility study for the design of SWS Social Protection Programmes for East Java and Maluku Provinces.** The East Java feasibility study was available in both English and Bahasa Indonesia; meanwhile the Maluku study was only available in Bahasa Indonesia.
2. **Contributed to the initial coordination of single referral system for the poor developed by Bappenas** which has started the work on the Terms of Reference for Single Unified Database for the Poor as of January 2014.
3. **Completion of the design and application of the Social Protection and Employment Service Information System (SPESIS) in Malang District.** The system provides a database of the poor with national ID number, employment service (the Yellow Card database), and contributory schemes.
4. **Conducted a joint socialization with Social Security Providers (BPJS) Health (ASKES) on registration procedure and management information system (MIS) application** at Kepanjen Sub-District in Malang.
5. **Establishment of Memorandum of Understandings on SWS pilot project for Maluku Province and Ambon Municipality,** which is expected to be implemented in 2014.
6. **Contribution to the information kits on health insurance registration procedure and benefit** distributed at sub-district offices and health center (Puskesmas) in Ambon and Malang.



Piloting “Single Window Service” for Social Protection in East Java and Maluku Provinces



The joint assessment of the ILO and the Ministry of National Development Planning (Bappenas) on the social protection floor, released in 2012, found that social protection mechanisms in Indonesia were established through existing social assistance programmes. Yet, these programmes were run separately causing limited linkages between social protection programmes and employment services which could negatively impact the effectiveness of the interventions.

To address this coordination problem, the participatory assessment, “A Social Protection Assessment Based National Dialogue”, recommended the need to establish a Single Window Service (SWS) as an effective coordination mechanism. Following the recommendation, the ILO, in collaboration with provincial and district governments, piloted the SWS projects in two selected districts in Maluku and East Java provinces.

Funded by the Government of Japan, the project aims to increasing the coverage of existing social and employment services to the uncovered groups and to facilitate better coordination among relevant

stakeholders at all levels. The one year project also aims to benefit the most vulnerable community groups in both formal and informal sectors, including people living with HIV, through one-stop sites for social and employment related services.

To build ownership and sustainability, a participatory approach was used through a series of workshops and consultative meetings with relevant tripartite stakeholders, NGOs and community based organizations. These partners would together develop a SWS work plan, and finalize the design of the service, proposed activities and the project evaluation plan.

The district government of Malang welcomed their selection as one of the targeted areas. “Through this pilot project, we hope to have a better Information Management System which integrates all the information that would provide the community with easier and better access to closely linked social and employment services,” said Dr. Nehruddin, former Head of the Regional Development Planning Agency of Malang District. ❖

The one year project also aims to benefit the most vulnerable community groups in both formal and informal sectors, including people living with HIV, through one-stop sites for social and employment related services.

Promoting Rights and Opportunities of Persons with Disabilities in Employment through Legislation (PROPEL-Indonesia)



In Brief:

ILO PROPEL-Indonesia aims to address gaps in policy and legislative protection on employment and training of persons with disabilities to ensure they are consistent with international standards. The Project supports the Government and other key stakeholders to enhance understanding of disability rights, especially concerning employment and training, through working with partners to build capacity of stakeholders and to raise awareness of disability rights. Funded by the Irish Aid, PROPEL-Indonesia Project started in June 2012, as part of a global PROPEL Project implemented in several countries in Asia and Africa.

Supported by:



Highlights in 2013:

1. Issuance of the legal analysis on gaps between national laws and regulations and international standards on disability, concerning employment and training opportunities. The key results of the analysis were presented to the Ministry of Manpower and Transmigration and other relevant stakeholders.

2. Organization of series of raising awareness activities, including a radio campaign, at national and in three provinces (West Java, East Java and Nusa Tenggara Timur provinces), aimed to promote rights and employment opportunities of persons with disabilities.

3. Publication of the Indonesian versions of key ILO publications on disability inclusion at workplace:

- 1) *The Right to Decent Work of Persons with Disabilities*,

- 2) *Achieving Equal Employment Opportunities for People with Disabilities through Legislation*, and
- 3) *Guideline for Managing People with disabilities at workplace*.

4. Completion of the research on barriers faced by persons with disabilities in accessing employment opportunities, jointly conducted with Atma Jaya Catholic University.

5. Partnerships with Atma Jaya Catholic University to finalize the inclusion of disability rights, especially concerning work and employment issues, into human right courses of the Faculty of Law.

6. Presentation of the key findings of the rapid assessment on vocational training opportunities for persons with disabilities.



7. Organization of a media training on disability related issues as part of the effort to develop a media reporting guidelines on disability.

8. Development of two innovative video diaries on disability under the titled "SAME: Spaces, Opportunities and Treatment for Persons with Disabilities, in collaboration with Yayasan Kampung Halaman. The first of its kind, these videos were produced by persons with disabilities themselves in Jakarta featuring two important rights of persons with disabilities: rights to decent employment and public facilities. Using their own words and selection of scenes, these videos document daily lives, plights, journeys and hopes of persons with disabilities.

Targets for 2014:

1. Conduct refresher media training for media representatives and endorsement of media guidelines for portraying disability.
2. Publish and disseminate ILO publication on disability in employment.
3. Finalize the adapted curriculum on the inclusion of disability rights, especially concerning work and employment issues, into human right courses of the Faculty of Law of the Atma Jaya Catholic University.
4. Support government at national and provincial level for review of legal framework on disability and employment.
5. Continue the video diary campaign on disability through wider dissemination of the SAMA Video.



Launched, the first video diary on disability:

SAME: Spaces, Opportunities and Treatment for Persons with Disabilities

In conjunction with the commemoration of the International Day for Persons with Disabilities, ILO, in collaboration with Kampung Halaman Foundation (YKH), organized a series of campaign activities titled “*SAME: Spaces, Opportunities and Treatment for Persons with Disabilities*” in Jakarta, Surabaya, Semarang and Yogyakarta. These campaign activities use a participatory video in the format of video diaries on access to employment and public facilities for persons with disabilities.

The production of these participatory videos have involved 19 participants with vision, hearing and physical disabilities. They have involved in the intensive workshops for 1 month in October. During the workshops, the participants independently in identifying their own experiences, difficulties, hopes and voices using a so-called video diary method.

“The ILO trusts that these participatory videos will provide further awareness of disability and a sense of priority in the public, in particular among decision-makers. The ILO believes that such awareness will fight stigma and discrimination against persons with disabilities as well as the protection of their rights to decent employment and public facilities to realize the full and equal participation of disabled persons in all spheres of society,” stated Michiko

Miyamoto, the ILO’s Deputy Director in Indonesia, commenting the launch of these participatory videos.

The workshops began with efforts to identify problems and challenges that could be developed into stories. Together with the mentors, various methods to identify problems were used, such as role plays, group discussions and visual as well as non-visual research. From the identification of problems, the workshops continued with story development, introduction to audio visual recording equipments and production process (shooting and script writing). “During the workshops, the participants have proved some stigma against them wrong. Participants with visual impairment, for example, demonstrated their talents in using video camera. Although they could not see, they have a strong sense of composition through sounds,” added Dian.

Although the workshops and video diary development process were conducted intensively within a month, the

participants always demonstrated high spirit and enthusiasm.

Meanwhile, Laura Wijaya, the participant with hearing impairment, highlighted the important recognition of sign language. “Through these videos, I wish that the society have a better understanding about the importance of sign language for persons with hearing impairment.” ❖



“The uniqueness of these videos is that people with different disabilities should work together. It is really a life-changing experience and I wish that these video diaries could enhance awareness of the public at large, particularly decision makers, about disability,

Yudhi Hermawan
participants with visual impairment

Promoting Rights of People with Disabilities in Indonesia (UNPRPD)



In Brief:

In 2011, six UN agencies (ILO, WHO, UNDP, OHCHR, UNICEF and UN DESA) established the UN Partnership on the Rights of Persons with Disabilities (UNPRPD) – a multi-donor trust fund (MDTF) to support collaboration between UN agencies in country-level programmes to promote the rights and opportunities for persons with disabilities. The goal of the UNPRPD is to develop the capacities of national stakeholders, particularly governments and organizations of persons with disabilities, for the effective implementation of the UN Convention on the Rights of Persons with Disabilities (UNCPRD). One of the first implementing countries of the UNPRPD is Indonesia.

Although there has lately been increased attention on disability rights by the Indonesian government, with as a highlight the ratification of the UNCPRD in November 2011, there is still a strong need for increased awareness of rights of persons with disabilities, as well as strengthened disability architecture. Therefore, this project will focus on creating capable and inclusive institutions, and supporting the Statistics Indonesia for strengthened data collection concerning disability. In Indonesia the project is jointly implemented between the ILO, WHO, UNESCO and UNFPA.

Supported by:



Highlights in 2013:

1. **Partnership with Persatuan Penyandang Disabilitas Indonesia (PPDI)** to recruit an in-house trainer from PPDI to support the capacity building on UNCRPD both for government officials and disabled people's organizations (DPOs).
2. **Organized series of capacity building on UNCRPD and on managing disability at workplace** for government officials of Provincial Manpower Offices in West Java, East Java and Nusa Tenggara Timur (NTT) provinces.
3. **Conducted a series of trainings for DPOs in Greater area of Jakarta, East Java and NTT provinces** on financial education, communications, negotiation and presentation skills and project management.
4. **Development of two innovative video diaries on disability under the titled "SAME: Spaces, Opportunities and Treatment for Persons with Disabilities"**, in collaboration with Yayasan Kampung Halaman. The first of its kind, these videos were produced by persons with disabilities themselves in Jakarta featuring two important rights of persons with disabilities: rights to decent employment and public facilities. Using their own words and selection of scenes, these videos document daily lives, plights, journeys and hopes of persons with disabilities.



Targets for 2014:

1. Conduct capacity building on UNCRPD refreshment for DPOs in Jakarta. This includes introduction on how to deal with the portrayal of media on disability issues.
2. Support PPDI in-house trainer in developing strategic planning and workplan of PPDI.
3. Support line ministries for the establishment of the Disability Advisory Committee to oversee the implementation of the UNCRPD.

Child Labour Programme



In Brief:

The Government of Indonesia has developed the National Action Plan on the Elimination of WFCL in 2002 through Presidential Decree no. 59/2002. Indonesia now is in the middle of the 20 years of the National Action Plan. For the last 10 years, the Government and NGOs have collaborated to combat child labour in Indonesia. It estimates that almost 4 million children aged 5 – 17 year still work in employment: almost 1.4 million children below the age of 13 years were in employment, almost 650,000 (13-14 year-old) children were in regular (non-light) employment and a further two million older, 15-17 year old children were at work in hazardous employment.

ILO in 2012 implementing a Global Project on Combating Child Labour through Education aims to strengthen the policy level linkages between work on child labour and education, leading to action that will improve the opportunities for those in or vulnerable to child labour to benefit from education. Funded by Ministry of Foreign Affairs of the Netherland Government, the project targets four countries and Indonesia is one of them. Started in September 2011, the project works in three locations: the greater area of Jakarta, Sukabumi district and Makasar City, until the year of 2014.

In addition to the above project, in 2013, ILO also received a support on Global Action on Child Labour Issues which are implementing in 41 countries and Indonesia is one of the target countries. The project funded by US Department of Labour.

Supported by:



Highlights in 2013:

1. **Improvement of the quality of education services for a total of 100 street children in four community learning center in Jakarta** by providing trainings for 30 tutors and 60 social workers on joyful teaching learning method and life skill education using the ILO's Modules of 3R (Rights, Responsibilities and Representation) Training Kit. The improvement was conducted in collaboration with Yayasan Kesejahteraan Anak Indonesia (YKAI).

2. **Provided vocational skill training for the older street children to capacitate them with the better skills**, in collaboration with the Ministry of Social Affairs under their Social Protection scheme for child welfare (Program Kesejahteraan Sosial Anak/PKSA).

3. **Provided intermediate level of the vocational skill training**

programme for 40 child scavengers of Antang Dumpsite, Makassar City, South Sulawesi.

These programmes focused on automotive and sewing skill trainings, internship programme as well as basic entrepreneurship skill training, conducted in collaboration with Lembaga Perlindungan Anak South Sulawesi. Based on the success of these programmes, the Provincial Education Office allocated funding for 50 other child laborers.

4. **Improvement of personal and social skills of a total of 750 children in 11 targeted one-roof schools** through pre-vocational programme in Sukabumi district. The Programme was conducted in collaboration with the District Education Office of Sukabumi, West Java.

5. **Regional commitment in combating child labour through the organization of the South-to-South Cooperation workshop in Jakarta**, joined by five



Targets for 2014:

1. Continue to support the Education office of Sukabumi district to provide pre-vocational skills programme for a total of 300 children in ten selected one-roof schools. Universitas Pendidikan Indonesia will also be involved in the programme to strengthen the teachers' training, development of modules and to assess the programme effectiveness to prevent children from dropping out and becoming child labour.
2. Continue to support the Government of Indonesia on the development of the Roadmap to accelerate the elimination of child labor in Indonesia to 2022.
3. Continue to support Yayasan Mitra Imadei strengthening vocational skill training for a total of 50 child domestic workers aged 15 – 17 years old in Bekasi and to Tangerang districts.

Highlights in 2013 (cont):

neighbouring countries (Cambodia, Lao PDR, the Philippines, Viet Nam, and Timor Leste). The Cooperation identified progress made and challenges faced to ensure the acceleration of actions against child labor in the regions.

6. Development and adopted of a manual on Mainstreaming Child Labour Concern in Education Sector Plans and Programmes.

The manual was piloted in West Java province and collaborated with Manpower office of West Java Province and Save the Children.

7. Implementation of the campaign on the plight of child domestic workers through the theatrical performance by child domestic workers titled *"The Broken Pearl behind the Mop"* in Jakarta.

The performance was organized in conjunction with the commemoration of the World Day Against Child Labour on 12th of June under the theme: *"No to Child Labour in Domestic Work"*.

8. Issuance and launch of the ILO's child labour publication titled *"Eliminating Child Labour in Indonesia: 20 Years of Support"*.

The publication captured activities and actions taken by the ILO and its partners in tackling child labour in Indonesia since the year of 1992. The publication also documented



9. Completion of a series of research studies on child labour as the following:

- 1) *Macro Analysis and Rapid Situational Assessment on Child Domestic Workers in Indonesia: Case studies of Jakarta and Greater Areas* (conducted by
- 2) *A Review on the Mechanism and Practice of Law Enforcement in Cases Related to Child Labour and Forced Labour in Indonesia* (conducted by Pusat Studi Hukum dan Kebijakan Indonesia (PHSKI)); and
- 3) *Survey to Estimate Commercial Sexual Exploitation of Children (CSEC) in Bekasi Region of West Java*.

Pusat Kajian Perlindungan Anak (PUSKAPA UI));

Child Domestic Workers Presented “The Broken Pearl behind the Mop”

*“I really want to go to school,
It is only a hope as school is not free,
I have no option but working as a child
domestic worker,
Although if I could choose, I would not
want to live like this.*

*Nothing is free in the world,
Everything needs a fight and sacrifice,
To survive.*

*Don’t be sad,
Keep smiling behind the bitterness,
I am sure I am not alone,
Don’t give up,
A bright future awaits me.”*

Fifteen child domestic workers aged 15 – 17 years old, boys and girls, sang together on stage the opening song of a 45 minute musical theatrical performance on child domestic workers, titled “The Broken Pearl behind the Mop”. More than 150 invitees were captivated by the scenes, dialogues and emotions presented by these children in both serious and humorous ways. The audiences were drawn to feel the hopes, dreams, sadness and struggle of these children’s lives as child domestic workers.

The play was performed on June 18, 2013 at Erasmus Huis, Jakarta, organized by the International Labour Organization (ILO) and Mitra Imadei, supported



by the Embassy of the Kingdom of the Netherlands in Indonesia. The performance was organized in conjunction with the World Day Against Child Labour on the 12th of June, under the theme *No to Child Labour in Domestic Work*.

The performance aimed to voice the lives and plight of child domestic workers, and raise public awareness regarding the importance of education and protection for children so that they can get better jobs as adults and live more prosperous lives. Featured guest stars concerned with child domestic workers participated as well, including Imada (guitarist), Ninik L. Karim (actress) and Chef Haryo Pramoe (professional chef).

Herlina Syarifuddin, Director of the Performance, said that these children had

been practicing since December of last year. “We tried our best to find places and times for practicing. Amazingly, the children always brought high energy and enthusiasm to practice, even after their long working hours.”

“Through this performance by child domestic workers, the ILO is taking a different approach to advocacy on issues related to child labour and education, particularly child domestic work. We hope that the dialogues and scenes make the audience reflect on the way they treat their domestic workers at home, and how they can help in preventing children from engaging in domestic work,” said Dede Sudono, Programme Coordinator for the ILO’s Child Labour and Education Project. ❖

HIV and AIDS Workplace Programme



In Brief:

Since the launch of the ILO Code of Practice on HIV and AIDS and the World of Work, a range of related policy and programmes have been introduced, including the launch of a ministerial decree in 2004; broad implementation of enterprise programmes nationwide; and numerous pilot initiatives to improve entrepreneurship skills for People living with HIV (PLHIV). In June 2010, the ILO adopted Recommendation No. 200 on HIV and AIDS and the World of Work. The Recommendation is the first and only international labour standard on HIV and human rights and is a well-targeted, normative instrument to guide the implementation of HIV workplace initiatives. Key priorities linked to this work in Indonesia will be to ensure that the emerging social protection floor initiative under the framework of the new social security law is inclusive of PLHIV. It is critical that workplace initiatives are scaled up in sectors which have proven more vulnerable to high HIV prevalence amongst workers, including the natural resources, long distance land and sea transport and entertainment sectors.

Highlights in 2013:

1.

Support to the Social Security Provider-Health (BPJS 1) Preparation Task Force on the National Social Security Scheme on Health under National AIDS Commission (NAC) coordination in advocating the integration of HIV into the National Social

Security Council (BPJS) scheme, through regular coordination meetings involving government institutions, PT. Jamsostek, PT. Askes, networking of PLHIV and key affected populations. These regular meetings resulted in the increased commitment among

Highlights in 2013 (cont):

relevant stakeholders to strengthen collaboration in providing inputs for the government to integrate HIV and AIDS into National Social Security Scheme on Health (BPJS 1).

2. **National socialization on BPJS 1 as part of civil society organization (CSO) policy dialogue involving networking of PLHIV and key affected populations from 33 provinces,** which increased knowledge of stakeholders on social protection issues particularly on the inclusion of HIV and AIDS into implementation of BPJS 1 and which resulted in a set of community advocacy strategy on HIV sensitive social protection.

3. **Completion of ILO Research on Access and Effect of Social Protection Programmes on Women and Men Workers in the Informal Economy Living with HIV and Their Households,** as part of the ILO Global Research initiated by ILO AIDS. The research aimed to ascertain the level of access and both positive and negative effects of social protection policies and programmes, particularly the social health protection and income support, on women and men workers in formal and informal economies living with HIV or AIDS and their households. The completion of the research was followed by the tripartite validation workshops for further inputs and recommendations.



4. **Support to the Ministry of Manpower and Transmigration in coordination with Workplace Working Group in the Rewriting the Training of Trainer (ToT) Module** for HIV Workplace Programme and the development of draft of Guideline for HIV Workplace Training Certification, resulted with the final draft of the ToT Module for HIV Workplace Programme and draft Guideline for HIV Workplace Training Certification

5. **Launch of the VCT@Work Initiative in Indonesia, simultaneously held in Jakarta and Surabaya, including the two biggest and most active ports, Tanjung Priok and Tanjung Perak,** as part of the commemoration of the World AIDS Day 2013. From October – December 2013, the Voluntarily Counselling and Testing at Work (VCT@WORK) initiatives were conducted in DKI Jakarta, West Java, South East Sulawesi and Bengkulu, resulting with 2,500 workers participated in the VCT initiative and 10,000 workers received information on VCT and how to get assistance.

Targets for 2014:

1. Support civil society organizations (CSOs) in monitoring the integration of HIV into National Social Security Council on Health (BPJS 1) and ensuring that PLHIV and other vulnerable groups are given access to the universal health scheme which will come into effect in 2014.
2. Continue the implementation of VCT@Work initiatives with ILO's constituents and additional social partners in East Kalimantan and Papua provinces, focusing on remote mining sites with high HIV prevalence. In 2014, the initiative will partner with district health and labour departments, Association of Mining Industry, trade unions, local NGOs, networks of PLHIV, and the Indonesian Business Coalition on AIDS. It is estimated that 650,000 women and men workers will receive prevention and VCT referral information while 130,000 workers will utilize VCT services and know their status by end of the year.

VCT@Work Campaign in Indonesia





Zero New HIV Infections, Zero Discrimination, Zero AIDS-Related Deaths
 Achievement for 95% Recommendations on HIV and AIDS, 2015

International Labour Organization


“We all need to know our HIV status. Even if one is HIV positive, it is not the end of the life. **With treatment, people can live a long healthy and productive life.** I welcome the VCT@Work initiative and encourage all to join it.”

“Setiap orang perlu mengetahui status HIV-nya. Meski seseorang diketahui berstatus HIV positif, bukan berarti hal tersebut merupakan akhir dari segalanya. **Dengan pengobatan, orang dengan HIV dapat menjalani kehidupan yang panjang, sehat, dan produktif.** Saya menyambut baik inisiatif VCT@Work dan menghimbau keikutsertaan seluruh pihak.”





Ibu Hj. Ani Bambang Yudhoyono

 First Lady of Indonesia, HIV and AIDS Ambassador
 Ibu Negara Republik Indonesia, Duta HIV dan AIDS



www.ilo.org/zero





Zero New HIV Infections, Zero Discrimination, Zero AIDS-Related Deaths
 Achievement for 95% Recommendations on HIV and AIDS, 2015

International Labour Organization


“We are committed to protecting the safety and health of our workers, including from HIV-AIDS. Therefore I encourage every workers who feels that they are at risk to immediately undergo HIV testing through voluntary counselling and testing for workers or VCT@Work. **Through VCT we can improve our health, workers' productivity, and also prevent further transmissions.** Let's support VCT@Work to achieve zero new HIV infections, zero discrimination, and zero AIDS-related death for workers.”

“Kami berkomitmen untuk melindungi keselamatan dan kesehatan pekerja termasuk dari HIV-AIDS. Untuk itu saya menghimbau kepada seluruh pekerja yang merasa berisiko untuk segera mengikuti tes HIV melalui konseling dan testing sukarela bagi pekerja atau VCT@Work. **Dengan VCT dapat meningkatkan kesehatan dan produktivitas pekerja serta mencegah penularan selanjutnya.** Mari kita dukung VCT@Work untuk mencapai zero infeksi baru, zero diskriminasi dan zero kematian akibat AIDS pada pekerja.”





Drs. H. A Muhaimin Iskandar, MSI

 Minister of Manpower and Transmigration Republic of Indonesia
 Menteri Tenaga Kerja dan Transmigrasi Republik Indonesia



www.ilo.org/zero





Zero New HIV Infections, Zero Discrimination, Zero AIDS-Related Deaths
 Achievement for 95% Recommendations on HIV and AIDS, 2015

International Labour Organization


“The majority of Sexually Transmitted Diseases, including HIV, occur during the productive age. Knowing the HIV status and starting the ARV treatment as soon as possible can prevent the occurrence of a more severe disease. HIV testing is the only way to know one's HIV status. Do not worry, the results are kept confidential. Pre and post test counseling are also available. **Let's take the test through VCT@Work initiative as a step towards reaching the three zeros; zero new HIV infections, zero discrimination, and zero AIDS-related deaths.**”

“Sebagian besar Infeksi Menular Seksual, termasuk HIV, terjadi pada usia produktif. Mengetahui status HIV dan memulai pengobatan ARV sedini mungkin dapat mencegah terjadinya penyakit yang lebih berat. Tes HIV satu-satunya cara untuk mengetahui status HIV. Jangan khawatir, hasil tes terjaga kerahasiaannya. Layanan konseling sebelum dan sesudah tes juga tersedia. **Lakukanlah tes melalui inisiatif VCT@Work yang merupakan sebuah langkah menuju tercapainya tiga zero; zero infeksi baru HIV, zero diskriminasi, dan zero kematian akibat AIDS.**”



Dr. Nafisah Mboi, SpA. M.P.H

 Minister of Health Republic of Indonesia
 Menteri Kesehatan Republik Indonesia



www.ilo.org/zero

Tripartite Action for the Protection and Promotion of the Rights of Migrant Workers in the ASEAN Region (ASEAN Triangle Project)



In Brief:

In recent years labour migration flows from and within south east Asia have grown in volume and complexity. This trend is linked to a number of factors, including demographic changes, income disparities, human security concerns, established migrant networks and improved transport. But while migrant workers make an enormous development contribution to both their countries of origin and destination, many – particularly those with irregular status – suffer human and labour rights violations.

There is no effective, effective, unilateral approach to international labour migration governance. Actions taken in countries of origin have fundamental consequences in destination countries and vice versa. Moreover, there is a remarkable commonality in the challenges faced by women and men migrants, service providers and governments across the region.

The ILO-ASEAN TRIANGLE project funded by CIDA Canada aims to significantly reduce the exploitation of labour migrants in the region through increased legal and safe migration and improved labour protection. The project promotes both bilateral and regional approaches to deal with shared concerns, make regionalism more effective, and enhance the capacity of institutions in ASEAN. The project objectives are in line with the strategic priorities of the ASEAN Labour Ministers Work Programme (2010-2015).

Supported by: 

Highlights in 2013:

1. Increased knowledge base and exchanged good practices for the protection of migrant workers among relevant stakeholders under the ASEAN Member States and States employing ASEAN workers through the organization of a two-day regional workshop on work in fishing.

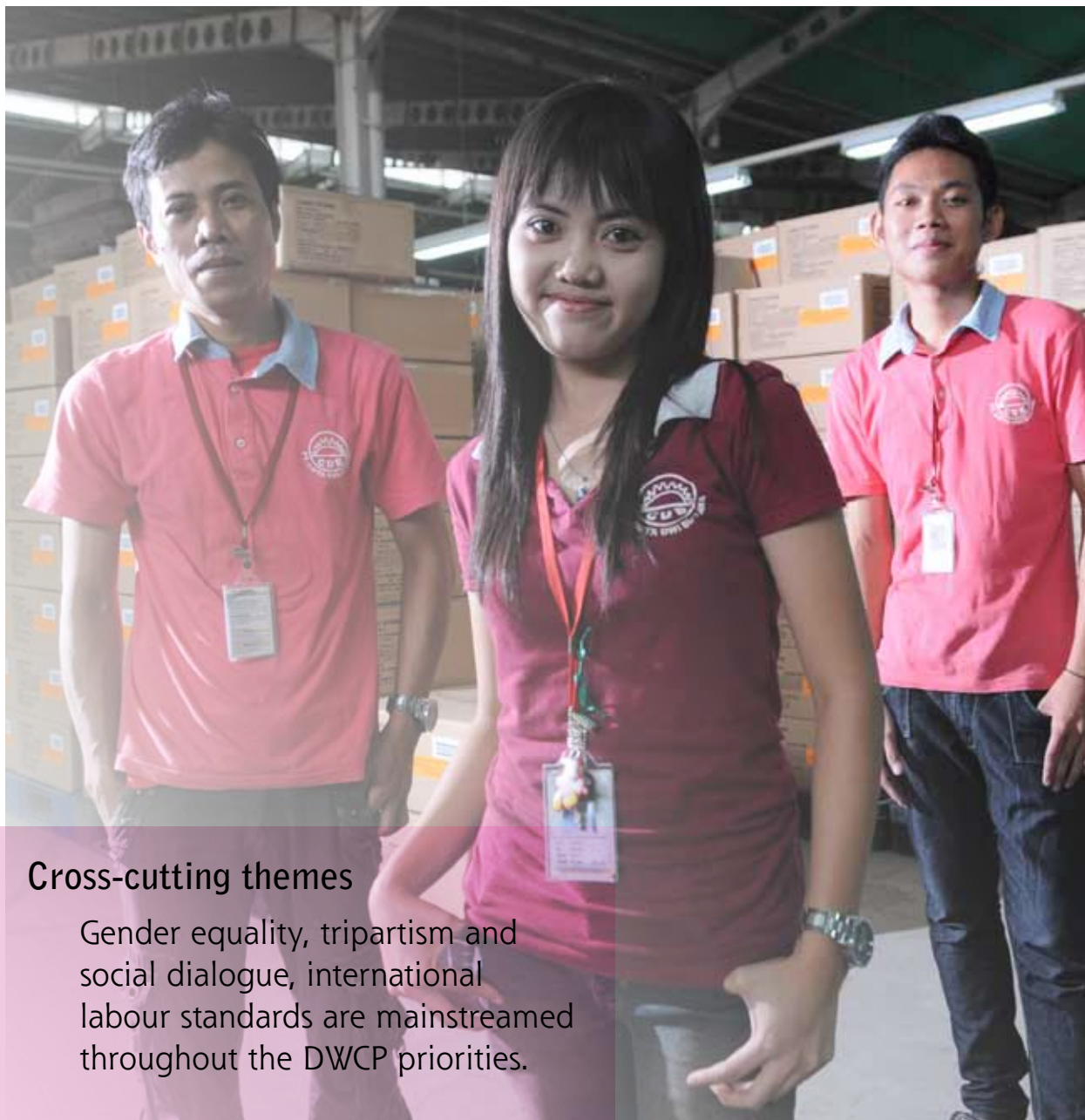
2. Assistance to the Government of Indonesia in preparing the Indonesia's participation to the 6th ASEAN Forum on Migrant Labor (6th AFML) in Bandar Seri Begawan, Brunei Darussalam. The assistance was given in the format of workshop to strengthen the capacity of relevant Indonesian stakeholders from government agencies, organizations of workers and employers as well as civil society groups.

3. Participation in the 6th AFML in Brunei Darussalam. AFML is an annual meeting which brought together representatives of governments, workers' and employers' organizations as well as civil society organizations in ASEAN Member States to discuss issues related to the protection of the rights of migrant workers in ASEAN region. For 2013, AFML selected the themes on Data and on Complaint Mechanism by choosing the title of the meeting as follow: "Enhancing Policy and Protection of Migrant Workers through Data Sharing and Adequate Access to the Legal and Judicial System during Employment, including Complaints Mechanisms".



Targets for 2014:

1. Conduct series of activities on gender related issues of labour migration including promotion and protection of the rights of migrant domestic workers.
2. Support ASEAN Secretariat to organize the 7th ASEAN Forum on Migrant Labour which will be held in Myanmar.



Cross-cutting themes

Gender equality, tripartism and social dialogue, international labour standards are mainstreamed throughout the DWCP priorities.

Access to Employment and Decent Work for Women (MAMPU)



In Brief:

The ILO-MAMPU Project is promoting economic and social empowerment of women workers through strategies that strengthen women's access to and equitable involvement in formal employment and decent work in Indonesia. Key Project interventions include: 1) leading the design, implementation and evaluation of demonstration pilots and approaches to improve women's conditions in and access to employment; 2) providing institutional capacity building to Project partners, including relevant line Ministries to better address and respond to discrimination in employment and barriers to employment faced by women; and 3) performing research and analysis of national and comparative practices to formulate responsive and evidence-based policy, programming and planning advice for Project partners.

Supported by:



Highlights in 2013:

Awareness-raising

1. Organization of awareness-raising workshops on homeworkers at the national level as well as at the provincial and district levels in East Java and North Sumatra for tripartite constituents.

2. Implementation of media campaign on gender equality in employment through media training and media fellowship. Under the media fellowship

programme, six selected journalists published six in-depth news articles on discrimination against women in employment in both print and electronic media.

Capacity building

1. In collaboration with the Indonesian Employers' Association, two guidelines were developed and published:

- 1) *Good Practice Guidelines for the Employment of Homeworkers* and

- 2) *Non-Discrimination and Equality in Employment Guidelines and Code of Practice for Employers.*

2. Design and implementation of training programmes on Organizing Homeworkers for organisations and trade unions organizing homeworkers: Legal Literacy for Homeworkers and Advocacy and Leadership for Homeworkers.

3. Conducted institutional needs assessments for trade unions and

Targets for 2014:

1. Expand activities for the organization and representation of homeworkers to Central Java, Yogyakarta, Jakarta and North Sumatra with NGOs and trade unions.
2. Consolidate all capacity building products and technical assistance to support NGOs and trade unions in their organization and representation the rights and interests of homeworkers.
3. Pilot the establishment of local social dialogue forums for home work.
4. Provide technical assistance to tripartite partners to develop a policy on home work and extend minimum wages and social security to homeworkers.
5. Develop and implement pilot activities with employers to promote better working conditions for homeworkers.
6. Contribute to greater understanding and awareness of home work in Indonesia through research on national practices and awareness-raising.
7. Consolidate and expand livelihoods pilots in 14 sub-districts in North Sumatra and East Java, including establishment of 14 community childcare facilities.
8. Support the Ministry of Cooperatives and Small Medium Enterprises (SMEs) to develop a national competency-based training programme for business development service providers using ILO training products, including SIYB.
9. Provide technical assistance to Bureau of Statistics (BPS) to strengthen the collection and management of data on vulnerable and informal groups of workers.
10. Provide technical assistance to the Government to strengthen the enabling environment for enterprise development for women entrepreneurs.

Highlights in 2013 (cont):

Mitra Wanita Pekerja Rumahan (MWPRI) to better understand capacity constraints

4. **Training on organizing homeworkers** implemented for trade unions at national level as well as at provincial level in East Java and North Sumatra.

5. **Development of training materials** for labour inspectors on home work.

6. **Building the institutional capacity of homemaker organization (MWPRI)** on financial management and results-based management, including survey data management and focus-group discussions, programme design and planning, as well as technical and financial reporting.

7. **Development and implementation of training for livelihoods facilitators** on community childcare, gender equality and enterprise development for women.

8. **Adaptation and implementation of the Community Based Enterprise Development (CBED) programme** for women entrepreneurs in East Java and North Sumatra.

9. **Development of financial literacy training package** for home-based women workers.

10. **Capacity building of three business development service providers** on ILO enterprise training programmes (Start and Improve Your Business/SIYB and Gender and Entrepreneurship Together/GET Ahead) in North Sumatra.

Technical assistance

1. **Review of national legal framework and development of recommendations for policy development for the protection of homeworkers based on ILO Convention No. 177 on Home Work (1996).** International good practices provided to the Ministry of Manpower and Transmigration and Ministry of Women's Empowerment and Child Protection.

2. **Development of guidance** for compliance assessments of employers' employment of homeworkers.

3. **Research on developing responsive social security** for homeworkers.

4. **Research on the costs and benefits of formalization** for women entrepreneurs of micro and small businesses.

5. **Mapping and research** on characteristics, working relationships and working conditions of homeworkers in East Java

Piloting

1. **Implementation of pilot programmes** to organize homeworkers in 15 areas in East Java.
2. **Development and implementation of livelihoods pilots that replicate the National Programme for Community Empowerment (PNPM) modalities** in 14 sub-districts (7 in East Java, 7 in North Sumatra) to support capacity building of women entrepreneurs and the development of community-based childcare services.
3. **Implementation of enterprise development training** for women entrepreneurs in 14 sub-districts.
4. **Baseline surveys developed and data collected** for Project programmes.

Voucher pliers: fate of home-based workers

After sunset, the hustle could still be felt in the narrow alleys of Jati Bundar area in Tanah Abang. Some residents were having fun; chatting and talking in their house terraces, while watching the traffic of people in the densely populated area. In a small house, two women were glued in front of a 21-inch television. Tuti (54) and Teti (43) were relaxing after arriving home from work that day. Just like other housewives, soap operas were their favorite television programme. Sometimes they laughed; sometimes they scowled, engrossed in the plot of the soap opera.

However, unlike other housewives, Tuti and Teti were not only watching television. While their eyes could not turn from the television screen, their skillful hands kept plying prime vouchers of a telecommunication operator. Once in a while, their attention switched to a pile of papers, which had not been plied. They also sometimes had to bind and pile the vouchers, which had been plied, into wooden boxes in front of them.

"Yeah, it's easy work; it can be done while watching television or serving customers," Tuti, who also has a small kiosk in front of their house, said. A day earlier, Tuti and Teti had received an order to ply 8,000 Telkomsel cards.

“
The order usually comes in the afternoon, at 4 p.m., and then, after sunset, when we are relaxed, we start plying the vouchers until 9 p.m. If we can't finish the work, we'll continue to do it the next morning and send them back when the work has been done. There is no target on the number of vouchers we need to ply.
”

Tuti and Teti, who are sisters, are two among 702 home-based workers in Kebon Melati Subdistrict, Tanah Abang. Besides plying the voucher packages of Telkomsel, LSM Homenet Indonesia recorded that the residents at the Residential Community (RW) No. 14 of Kebon Melati Subdistrict also work at home, embedding sequins on veils and buckles on bra straps. As far as Tuti remembered, there were about 150 housewives and young women who ply prime vouchers of Telkomsel operator at RW 14 of Kebon Melati Subdistrict in Tanah Abang.

The International Labour Organization defines homeworkers as those who work at home or in other places other than the workplace of their employer, to develop a product or service as specified by the employer in return for remuneration. In practice, many homeworkers do not often receive any payment for the equipment they use and receive wages based on a piece-work system or working volume. They predominantly work based on verbal agreement and have no bargaining power to determine their wage. ❖

This is an adaptation of an excerpt from the article on women home workers in Jakarta written by Agustinus Da Costa of Kontan Newspaper. The article was published by Kontan on 31 May 2013 and was part of the ILO's media fellowship on discrimination against women in employment conducted by the ILO-Mampu Project. The full article can be accessed through <http://www.ilo.org/jakarta/info/publicifs/lang-en/index.htm>

Gender Mainstreaming Programme (GMP)



In Brief:

Promoting gender equality and women's economic empowerment in the world of work is the responsibility of all ILO constituents and staff. Following on from the activities undertaken under different phases of the Norway/ILO Partnership throughout 2008-2011, this GMP project will focus on ensuring that the work of the Norway/ILO partnership Agreement in Indonesia is gender mainstreamed: i.e. that "women's as well as men's concerns form an integral dimension of the design, implementation, monitoring and evaluation of the ILO's work in Indonesia, so that 'women and men benefit equally and inequality is not perpetuated'. The objective of this GMP project is to ensure that the immediate objectives and outputs outlined in a gender sensitive manner in Indonesia.

Supported by:



Highlights in 2013:

1. **Development of training module for labour inspectors on “Labour Inspection and Gender Equality”**, including the delivery of the training of trainers to the relevant labour inspectors.
2. **Development of Pay Equity Guidelines** for the company.
3. **Provincial step-down training workshops** for domestic workers leaders and trade unions leaders, using new trainers manual on decent work for domestic workers adapted for Indonesia.
4. **Advocacy for ratification of Convention No. 189 on Decent Work for Domestic Workers**, and for a rights-based national legislative framework for domestic workers rights.

Targets for 2014:

- ♦ Conduct a provincial training workshop on Gender Equality at the Workplace in Nusa Tenggara Timur (NTT).



Major Publications



Labour and social trends in Indonesia 2013: Reinforcing the role of decent work in equitable growth

ISBN: 978-92-2-028247-2

The ILO's Jakarta Office's sixth issue of the Labour and Social Trends in Indonesia focuses on reinforcing the role of decent work for equitable growth that may be also useful for supporting medium term planning and other employment promotion strategies. The report highlights gains that have been made due to strong growth performance in recent years. It also analyses issues of sustainability and equity through looking at environmental, social and economic trends in the labour market.



Labour and social trends in Indonesia 2012: Working for a sustainable and equitable economy

ISBN: 978-92-2-127437-7

The fifth issue of the Labour and Social Trends in Indonesia analyses progress towards the goal of sustainable growth with equity. A key point here is ensuring that employment is sustainable in the short, medium and long term - which is intricately linked to the use of the environment and the decency of work.



Trade and employment: country report for Indonesia

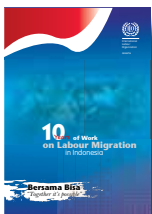
ISBN: 978-92-2-127811-5

This report aims at assessing and addressing the effects of trade on employment in Indonesia. The significance of this report is to support the analysis of effective and coherent trade and labour market policies that address the adjustment challenges that workers and employers face and expand opportunities for the creation of decent employment in Indonesia.



Strategic plan - sustainable tourism and green jobs for Indonesia

This Strategic Plan for Sustainable Tourism and Green Jobs explores how tourism can play a role in enhancing livelihoods and improving quality of life in Indonesia. The Plan was initiated by the International Labour Organization (ILO), together with the Ministry of Tourism and Creative Economy (MoTCE) and the Ministry of Manpower and Transmigration (MoMT) under ILO's Green Jobs in Asia Project in Indonesia, made possible by the Australian Government-ILO Partnership Agreement (2010-2015).



10 years of work on labour migration in Indonesia

The publication highlights the ILO's support and actions on labour migration in the country, ranging from policy development, capacity building to migrant workers empowerment and awareness raising.



Eliminating child labour in Indonesia: 20 years of support

The publication captures some mile-stones and actions taken by the ILO and its partners in tackling child labour in Indonesia since the year of 1992. The publication also highlights progress made, commitments made, challenges faced and ways to move forward in ensuring a future without child labour in Indonesia.



10 years of work on youth employment in Indonesia

The ILO and its partners have worked together to help Indonesia's young people get ready for the world of work. This is the story of how the ILO and the partnership of government, employers and trade unions and donors did it.

Accessible through www.ilo.org/jakarta

Major Events

- National workshop on “Promoting women’s access to decent work and equality in employment in Indonesia”, Jakarta, 16 January
- South-to-South Cooperation Regional Workshop in Combating Child Labour, Jakarta, 4 March
- The Launch of the Labour and Social Trends in Indonesia 2012: Working for a sustainable and equitable economy, Jakarta, 4 April
- Media briefing on Multi-Hazard Business Continuity Management”, Jakarta, 15 April
- ILO/Central Bank of Indonesia Seminar, “Micro, Small and Medium Enterprises Development through Responsible and Sustainable Financial Inclusion”, Jakarta, 6-7 May
- The Launch of the New Report, “10 Years of Work on Labour Migration in Indonesia”, Jakarta, 8 May
- Commemoration of the World Day against Child Labour titled “No to Child Labour in Domestic Work”, Jakarta, Sukabumi, Surabaya and Makassar, 12 June
- Child Domestic Workers’ Theatrical Performance, “The Broken Pearl behind the Mop,” Jakarta, 18 June
- ASEAN Forum on Youth Employment, Semarang, 13 May
- The Launch of the New Publication, “Trade and Employment: Country Report for Indonesia”, Jakarta, 4 July
- Workshop on Decent Work for Food Security, Kupang, 9-11 September
- Regional Workshop on Work in Fishing: Increased Knowledge Base and Sharing Good Practices for the Protection of Migrant Workers, Makassar, 12-13 September
- High-level meeting on Challenges Facing ASEAN Employers ahead of ASEAN Integration in 2015, Bali, 7-8 November

- Indonesia Employment Forum, Surabaya, 13-14 November
- National Workshop on Linking REDD+ to Jobs: Green Jobs and Green Works, Jakarta, 28 November
- A Series of Launches of Disability Video, SAME – Spaces, Opportunities and Treatment for Persons with Disabilities, Jakarta, Surabaya, Yogyakarta and Semarang, 5, 9, 11 and 17 December
- The Launch of the Labour and Social Trends in Indonesia 2013: Reinforcing the role of decent work in equitable growth, Jakarta, 17 December
- Media Briefing on the 2013 Labour Migration Review: Indonesia Calls for the Finalization of the ASEAN Instrument for the Protection of Migrant Workers, Jakarta, 18 December