

ILO Jakarta Newsletter

BONUS!
ILO 90th
Anniversary
Booklet

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Give **Girls a Chance** End Child Labour

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A long march against child labour

“ We do not want to SCREAM, we just want to SPEAK.
We do not want to CRY, we just want to LAUGH.
We do not want to be AFRAID, we just want to be HAPPY.
We do not want to WORK, we just want to LEARN and PLAY **”**

Ayu, a 13-year old girl who is a former child labourer, voiced her hopes for realizing rights of all children during the national march against child labour, particularly that of girls, to commemorate the World Day against Child Labour on Sunday, 21 June, at Plaza Selatan, Gelora Bung Karno, Jakarta. Representing all Indonesian children, her aspirations echoed the need to reach for a future with access to quality education, with children's rights, and without child labour.

Ayu's aspirations were also shared by high-ranking government officials representing relevant ministries, such as the Ministry of Manpower, Ministry of National Education, Ministry of

Social Affairs, State Ministry of Women's Empowerment, and Ministry of Home Affairs. In their remarks, they expressed and reconfirmed their commitments to continue the efforts to end child labour, in particular its worst forms.

This year's celebration of the World Day in Indonesia was marked with various activities at national, provincial and district levels as an effort to increase awareness of the need to tackle child labour in general and to pay more attention to the situation

faced by girls in child labour. Under the theme of this year's World Day, "Give Girls a Chance: End Child Labour", the series of events are highlighted national efforts against child labour, specifically that of girls.

Country Director of the ILO in Indonesia Alan Boulton stated that girls can face particular disadvantages due to discrimination and practices which allocate certain forms of work to specifically to female child labourers. This can have a negative impact on any opportunity for school attendance and can present physical dangers to them.

"Therefore, on this World Day, it is important to call for policy responses to address the causes of child labour, paying particular attention to the situation of girls, as well as greater attention to the education and skills training needs of adolescent girls. The World Day also calls for measures to protect poor households with children from the effects of the ...

- global economic crisis," he added.

At a national level, the ILO joined forces with governments, national confederations, academic institutions, NGOs, and other key constituents to organize a national march. Joined by around 2,000 people—school children, child labourers, ex-child labourers, representatives from union and employers' organizations, government officials, university students, NGO activists, and celebrities—the march recognized efforts in the long journey toward reaching a future without child labour.

Starting from the Ministry of National Education signified the importance of access to education in the fight against child labour. Along the way to the final point at Gelora Bung Karno, participants spread out banners and held up signs inscribed



One of children's performances to commemorate the World Day

with various messages on the need to stop child labourers. Windmills, a symbol of global campaign against child labour, were also displayed during the march. Whirling against the wind, the five leaves of the windmill signify the commitment of countries in five continents working together to end child labour. ❁

Snapshots of WDACL 2009



Jakarta



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In East Jakarta Municipality, the ILO-IPEC, in collaboration with SEKAM Foundation, organized a street children parade on 12 June. Around 200 street children, most of them are street singers and peddlers, participated in the parade, declaring their aspirations for no more children living in the street and for a future with access to quality education. A rapid assessment conducted by the ILO-IPEC in 2008 found around 1,500 street children in East Jakarta. "Street children are exposed to various risks and hazards, including abuse and exploitation by adults, being hit by passing vehicle, and especially girl street children are at risk of being trafficked for commercial sexual exploitation," said ILO-IPEC Education Specialist Dede Shinta Sudono. ❁

Maluku

An awareness raising campaign against child labour was organized in Ambon, Maluku, on 20 June, by the ILO-East in collaboration with YPPM. The campaign consisted of various activities, such as a creative writing competition on equal education opportunity for girls, a debate, and a morning march against child labour, participated by around 700 children from 13 schools.

"I am tired of working, and I have a dream too. I want to be a soccer player," said Hasan, a 15-year old child labourer who is also a student of the learning centre, expressing his hope. Meanwhile, for Syarifah Alhamid, a 15-year old peer educator, the campaign has opened her eyes about the importance of education and the harsh reality faced by child labourers. "I used to think some children have to work because they have to help their parents and they do not want to go to school. Now, I am going to motivate my friends to continue their studies although they have to work." ❁

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The Celebration of the World Day

Various activities to commemorate the World Day of Child Labour and district levels by the ILO through the International Day of Child Labour (IPEC) and its Education a year's World Day on 12 June was marked with various activities. It called for more attention to the specific situations of children who are found working in places hidden from

North Sumatra

In Serdang Bedagai District, North Sumatra, the ILO-IPEC, in collaboration with Lembaga Pendidikan Ekonomi Rakyat (LaPenRA) and Link Penguatan Rakyat (Lingkar), organised a dialogue to commemorate the World Day on 12 June. Around 500 participants attended the event that was officially opened by the Head of District, H.T. Erry Nuradi. "To effectively combat child labour, it is important to have the involvement of parties, including local communities. We should work together to make a difference," he said in his remarks.



The event was concluded with the signing of the commitment to combat child labour by the Head of

South Sulawesi

The ILO-EAST organized an open discussion between children and the Governor of South Sulawesi on the issue of child labour in Makassar, South Sulawesi, on 12 June. The discussion started with children's performance by child labourers of the dumping site titled "We are children struggling for life", followed by a lively discussion between the children and the governor.

"The celebration of the World Day Against Child Labour really makes me happy as I can meet the governor in person, and I can tell him the situation we are facing at the dumpsite and our dreams to continue our education," said Risna, a 17-year old child labourer, commenting on her discussion with the governor.

Meanwhile, for others, the discussion enhanced their understanding of issues related to child labour. "I am glad to be involved as it is really enlightening. There are so many children, especially girls, who have

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to struggle to get good education as they have to work," said Karsih, a 13-year old student.

Prior to the discussion, the ILO-EAST organized a series of events to commemorate the World Day at the provincial and district levels, ranging from media briefings, radio talk shows, a writing competition, and school visits. The writing competition was conducted in Takalar District, and two articles were subsequently published in the local newspaper Fajar on 6 June, titled "Children prostitutes are around us" and "Looking for fortune, reaping the risk". In addition, several awareness raising activities were organized at various secondary schools in Makassar, attended by around 100 students. ❁

World Day in the region

World Day were also conducted at provincial and national Programme on the Elimination of Child Labour Training for Youth (EAST) Project. This year's focus on female child labour. The ILO has called attention to the issues faced by female child labourers who often are in a vulnerable view, creating particular dangers.



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District, Head of District Parliament, Head of District Police, and relevant organizations. The event was followed by a bicycle parade, joined by 100 bikers. They went around to the surrounding villages and government offices to support provincial efforts against child labour and to urge local authorities to combat child labour in palm and rubber plantation. A similar event was also conducted at sub-district level in Dolok Masihul and Sipispis.

"Despite the continuing efforts to provide all children access to education, many children are still found working in the district, including in plantation areas. To assist the local government in eliminating child labour, the ILO-IPEC has

been supporting some local NGOs to take concrete actions in combating child labour in palm oil and rubber plantation," stated Local Coordinator in North Sumatra ILO-IPEC Edy Sunarwan. ❁

Nanggroe Aceh Darussalam

The ILO-EAST, in collaboration with Provincial Government of Aceh, Save the Children and PKPA Aceh, organised a public dialogue on child labour in Banda Aceh, Nanggroe Aceh Darussalam, on 12 June. Attended by 300 participants, the dialogue presented Emy Rahmawati (Acting Deputy Minister for Women's Empowerment on Child Protection), Sumarni Dawam Raharjo (Special Advisor of the State Ministry for Women's Empowerment), Nurasih (Director on Women and Children Protection, Ministry of Manpower and Transmigration), Said Mustafa (Assistant II of the Governor of Aceh) and Stanley Harsha (Labour Attaché of the United States Embassy). The dialogue also attended by child labourers involved in the worst forms of child labour, such as child domestic workers, deep-sea fishing children and plantation children. ❁

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East Java



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With support from the ILO-IPEC, Prakarsa Swadaya Masyarakat Foundation and Jembar Foundation conducted a children's parade and festival on 12 June as part of an effort to raise the awareness of local communities at the villages in Jember District, East Java, regarding the elimination of child labour and the importance of education. Information kits regarding the danger of child labour, children's rights and importance of education were widely distributed. Jember has been identified as an area with many children found working in tobacco plantations. A baseline survey conducted by the ILO-IPEC in 2008, covering a number of villages in Arjasa and Kalisat sub-districts, found that 306 children aged 7-17 years were working or had once worked in the plantation sector. "The ILO-IPEC is currently supporting some local partners to withdraw and prevent child labour from tobacco plantation in Jember," said ILO-IPEC Local Coordinator in East Java M. Ulil Absor. ❁

East Nusa Tenggara

A special event was organized in Kupang, East Nusa Tenggara, at the Governor's House, on 19 June. The event was organized by the ILO-EAST in collaboration with the Governor Office and Yayasan Nusa Bunga Abadi. Attended by 1,000 children, parents, community leaders and teachers, the event was enlivened by musical performances, traditional dances, art competition (collage drawing), and an exhibition. The exhibition displayed handicrafts and agricultural products from local learning centres.

"We received numerous supports for this event. Five winners of the collage drawing competition, for example, received a savings account with the amount of Rp. 500 thousands each from Bank of Nusa Tenggara Timur. Some child labourers also wrote a letter to the governor emphasizing the urgent need to stop child labour in Kupang," explained ILO-EAST Local Coordinator in East Nusa Tenggara Fauzan Azhime.

In addition, drawing and sports competitions were organized in Atambua on 29 June, participated by around 350 people. ❁



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TWO recent events have provided cause to reflect on the remarkable progress that Indonesia has made over the past 10 years in social and economic affairs.

The successful conduct of the Parliamentary and Presidential elections demonstrated that the democratic reforms are working well and are contributing to more accountable government at national, provincial and local levels. And the economic reforms adopted following the Asian financial crisis in 1998-1999, together with the Government's recent economic stimulus package, have helped Indonesia to avoid the worst of the current World Economic Crisis.

The re-election of President Susilo Bambang Yudhoyono in July 2009 on a platform of economic and employment growth, bureaucratic reform, infrastructure development and poverty reduction, and with a continuing focus on the fight against corruption, provides great hope for a further five years of progress in Indonesia.

The ILO 90th Anniversary events provided an opportunity to look at some of the key milestones in the ILO contribution in Indonesia. Over the past 10 years these have included progress with labour rights, industrial relations and labour laws since Indonesia's ratification of ILO fundamental Conventions in 1998-2000; capacity building for the Manpower Ministry, APINDO and workers' unions, and support for tripartite and bipartite cooperation; new programmes on child labour, migrant workers, youth employment, entrepreneurship and skills development and HIV/AIDS; support for the recovery



Alan Boulton, Director of the ILO Jakarta (left), and H.E. Erman Suparno, Minister of Manpower and Transmigration (right), cutting the birthday cake to mark the 90th anniversary of the ILO.

of Aceh and Nias following the tsunami of December 2004; and the promotion of equal opportunities and greater gender awareness. The ILO and our social partners are also involved in the development of the next medium term development plan (RPJM) for Indonesia.

The current issue of the Newsletter illustrates the broad range of programmes and activities of the ILO in Indonesia, many of which are directly relevant to the national social and economic goals of the new Government.

There are still many challenges before the Government in making further real and sustainable improvements.

Together with our key partners in the Manpower and other Ministries, APINDO and workers' unions, and with the continued valued support of our donors, we are looking forward to assisting the new Government in its endeavours. 🌟

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Female Child Labour in Indonesia

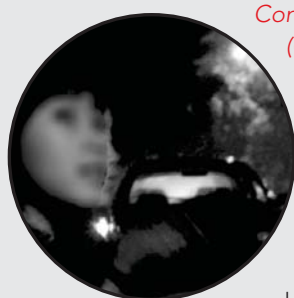
According to the National Labour Force Survey in 2007, 0.4 million girls and 0.6 million boys among children aged 10-14 were working in 2007. The incidence of boys in child labour is higher and Indonesian boys are involved in many worst forms of child labour such as the informal footwear industry, the mining sector, plantations, and offshore fishing. However, due to socio-cultural prejudice and less attention to girls in this issue, the number of working girls is often underestimated by statistical surveys, which do not generally account for unpaid economic activities such as work in household enterprises, or hidden activities as prostitution, child trafficking and domestic work, in which large numbers of girls are involved. There are four major works that Indonesian female child labourers are engaged:

Child domestic workers: Around 700,000 domestic workers are below the age of 18 in Indonesia. Some figures indicate at least 25% of domestic workers are under age 15. Nearly 20% of child domestic workers work longer than 15 hours a day, while 99% of them do not have even one day of weekly rest. Almost all are grossly underpaid, and some receive no salary at all. In the worst cases, girls reported being physically, psychologically and sexually abused.



Commercial Sexual Exploitation of Children (CSEC)

This refers to the use of young people in sexual activities for profit. 40,000-70,000 children are estimated as victims of sexual exploitation, and 21,000 prostituted children are estimated in Java Island. They are found in the street, in red light districts (*lokalisasi*), and in "hidden" prostitution places (beauty salons, discotheques, hotels, billiard halls, massage parlours, karaoke lounges, and steam baths). A child victim of prostitution is susceptible to various diseases, particularly sexually transmitted diseases and HIV/AIDS, to drug addiction, and a girl victim is often stigmatized by the community.



Child trafficking: An estimated 100,000 women and children are trafficked every year in Indonesia. Their jobs are undocumented, unprotected or illegal. Girls are more likely than boys to be the victims of trafficking and often trafficked into prostitution and sexual exploitation. The number of children trafficked for prostitution is around 70,000 for the whole of Indonesia (ILO 2003).



Street Children Girls who are street children bear extra risk of sexual harassment and unsafe sex that causes unwanted pregnancy. Girls are in a more difficult situation because they are more likely to be harassed. Such harassment might range from verbal to physical attacks that might lead to rape. Female street children are very much at risk of being

trafficked for commercial sexual exploitation. The ratio of girls to boys as street children is increasing, from 1:5 in 1999 to 1:2 in 2008 (ILO 2009). ❁



Campaigning against child labour through technology

AS part of the ILO's continuing effort to widely combat child labour and to reach a future without such exploitation, the ILO has moved forward by utilizing technology such as text-messaging and Facebook.

To promote the World Day against Child Labour on 12 June, the ILO developed a group on Facebook—a website that provides relevant information to interested users and allows them to exchange comments and messages. To date, more than 1,200 people registered to be members of "the World Day against Child Labour" Facebook group, opening up opportunities to mobilize greater supports to combat child labour.

The ILO also widely sent information about child labour and the World Day via text-messages. The messages called for supports to end child labour and were forwarded to a broad range of people. Some feedback received, regarding the text-messaging and the Facebook group, included:

"OK. We have to fight child labour together for a better future of our children" (*Min, an activist from Licin District, Banyuwangi, East Java*)

"Agree. I fully support the effort to eliminate child labour" (*Sudjarwo, Director of Early Childhood Education, Ministry of National Education, Jakarta*).

"Thanks for the message. I share it with my friends through Facebook and I get a lot of comments supporting the efforts to combat child labour" (*Yanti, an NGO activist, Bandung, West Java*)

"I have forwarded your message to all my contacts in my mobile and I was, because of the message, invited by a TV station to talk about the issue" (*Hari Hikmat, Director of Child Protection, Ministry of Social Affairs, Jakarta*). ❁

Serdang Bedagai District Free of **Child Labour** by 2019

“We are committed to declare Serdang Bedagai District free of child labour by year 2019, a few years ahead from the national commitment that proclaims to eliminate child labour by 2022,” exclaimed Erry Nuradi, Head of Serdang Bedagai District, during the signing of the “child labour free zone declaration” on 29 July in Sei Rempah, Serdang Bedagai, North Sumatra. The declaration was conducted in conjunction with the commemoration of the National Children’s Day.

The declaration is the second of its kind in Indonesia. The first child labour free zone was declared by Kutai Kartanegara District in East Kalimantan in 2002.

The declaration was also signed by representatives from relevant government departments, parliament, and organizations dealing with child labour issues. This commitment was achieved through dialogues held by Network for Social Control from 13 to 15 July, with full support from the local government. To reach this goal, the district will strengthen its various educational programmes and will endorse new local regulations, such as regulations on the elimination of worst forms of child labour and on compulsory education.

“The ILO greatly welcomes the commitment declared by the Serdang Bedagai District. It can be part of the milestone towards eliminating child labour in Indonesia. However, the most important follow-up that should be done is to translate this commitment into concrete actions,” stated Arum Ratnawati, Chief Technical Adviser of the ILO’s Child Labour Programme.

She also emphasized that child labour problems should be tackled using a multidimensional approach that requires the

active involvement of various stakeholders. “It is crucial for all stakeholders to have a sense of ownership of the declaration and to be actively involved by mainstreaming child labour into their policies and programmes,” Arum added.

A 2008 ILO study found 551 children working at a specific plantation in Serdang Bedagai District, with the majority of them aged between 12 – 17 years old. The survey revealed that the children are obliged to work in order to contribute to their families’ income and to help their families meeting daily needs. Furthermore, plantation work is only one of the areas where the District faces child labour problems.

Serdang Bedagai District covers an area of 1900,22 km², with a total population of 603,000 people. Situated along Malaka Strait and with 95 km coastline, Serdang Bedagai has the potential to develop a fishery industry, in addition to tourism and palm oil plantations. In 2007, the District was nominated as one of 10 best new autonomous districts in Indonesia. It also recently is inaugurated as one of the “Child Friendly Districts” with



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four other districts and municipalities throughout Indonesia.

“With such good track record, it is expected that the District can develop more concrete and direct action programmes to eliminate child labour and can create a good

model that can be replicated in other districts in Indonesia,” said Edy Sunarwan, ILO-IPEC’s inical Project Officer in North Sumatra. 🌸

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ILO to Support PGRI Against Child Labour



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Child labour remains one of the most significant developmental challenges facing the international community and affecting many countries worldwide. Of all the world's children aged 5 to 17, an estimated one in seven is involved in child labour of some kind. In Indonesia, the 2006 national labour survey found that 2,749,353 children aged 10 to 15 years in 33 provinces are working in various sectors and services.

Some of the most powerful agents in helping to keep children in school and to avoid child labour are teachers and their organizations. Teachers have direct contact with children, allowing them to influence their thinking about the importance of education and their futures. They also interact with parents, community and religious leaders, education authorities, and other stakeholders.

To ensure stronger actions and movements against child labour, the ILO in collaboration with the Indonesian Teachers' Union (PGRI) launched a new project titled "Mobilization and Capacity Building of Teachers' Trade Union and Wider Trade Unions in Combating Child Labour in Indonesia" on Wednesday, 4 March, in Jakarta. The project was officially launched by the President of PGRI, Sulistyono, and the ILO Country Director in Indonesia, Alan Boulton.

Sulistyono emphasized the important role of education in combating child labour. "PGRI is calling for the government to commence a 12-year compulsory education. This will help preventing children from entering the world of work at an early age," he said, adding that PGRI teachers in 28 provinces have recently started a campaign to end child labour by getting children to stay in school and attend classes.

"The elimination and prevention of child labour remain fundamental objectives of the ILO. Through this new project,

the unions, together with the teachers' union, can play a greater role by forming meaningful allies and building concrete actions to combat child labour and to ensure that children stay in school," Alan Boulton in his welcoming remarks. He also expressed his hope that the programme would be able to bring together the trade unions in the combat against child labour.

The launch was marked by the signing of a placard entailing "Reaching the Future without Child Labour: All Teachers Combating Child Labour in Indonesia." The placard was signed by the ILO and PGRI, witnessed by representatives from Ministry of Manpower and Transmigration, employers' association, and union confederations.

Funded by the Japanese Trade Union Confederation (RENGO), the project will run for three years (2008-2011). Targeting trade unionists in West Java, Central Java and East Java, the project is aimed to contribute to the elimination of child labours, especially its worst forms, in Indonesia. To achieve this objective, the project will focus on the following activities: capacity-building of trade unions in combating child labour; establishment and maintenance of the network and community of practices on the elimination of child labour; and support for implementation of action plans by trade unions in the efforts to eliminate child labour at local level. 🌟

PGRI is calling for the government to commence a 12-year compulsory education. This will help preventing children from entering the world of work at an early age

Established in 1945, PGRI has direct contact with children, allowing them to positively influence the children's education and guide them into their future. In 2003, PGRI together with other 13 Independent Trade Unions (not associated with any political party) established KSPI (the Congress of Indonesia Trade Unions).

RENGO, founded in 1989, is the largest national trade union centre in Japan with 6.8 million members and works from the standpoint of "defending the employment and livelihoods of all working people."

Recognizing Domestic Work as Work

Nyatun Wulandari* (not her real name) wakes up before dawn at 5:00 am every day. She immediately starts her daily routines—cleaning the house, cleaning the kitchen, sweeping the floor, grocery shopping, cooking, washing dishes, washing and ironing clothes, cleaning the car and other countless chores her employer requires her to do. She works non-stop, sometimes up to 2:00 am. “I work alone and I have to serve five people in this household. I do not get any rest or holidays. I always have chores to do. I am also not allowed outside of the house,” she said.

Nyatun is one of the millions of women and girls who are employed as domestic workers in Asia and the Middle East, both within their own country and as migrant domestic workers. Their main job is to take care of their employer’s home and family members. Their work often enables their employers to enter the workforce and improve not only the employer’s family’s living standards but also the productivity of the nation. Despite domestic workers’ important contributions, the rights of domestic workers are often violated due to weak or non-existent regulation of their work.

Domestic workers primarily work in private households, which are not considered workplaces in many countries; consequently domestic workers’ employment relationship is not covered by national labour laws or other legislation, denying them recognition as workers entitled to labour protection and social security. As a result, they often end up being grossly underpaid, working long hours without a break and not being provided a day of rest or leave.

Being invisible and hidden from public scrutiny, domestic workers are often at the mercy of their employers. Domestic workers are vulnerable to mental, physical and sexual abuse by a member of the employer’s family. Accounts of maltreatment and abuse, especially of live-in and migrant domestic workers, are regularly reported in the media. One of the tragic stories was the case of Maryati, a domestic worker in Indonesia, who

was murdered by her employer and buried secretly in the back yard.

To better protect the labour rights of all workers, including domestic workers, the International Labour Organization (ILO) has called for the development of labour standard-setting for all domestic workers. Working towards this goal the ILO released a Law and Practices Report and a Tripartite Questionnaire last March to facilitate the discussion of domestic work at the 99th Session of the International Labour Conference (ILC) in 2010.

The report provides information from across the world that to assist all tripartite constituents with providing input in to the standard-setting process and replying to the questionnaire appended to it.

The report reviews the coverage of domestic workers under existing international labour standards and discusses the use of flexibility devices that may exclude domestic workers from the scope of international labour instruments. It also examines the extent and nature of the inclusion of domestic workers in laws relating to basic conditions of employment, including the formalization of the employment contract, remuneration, working hours and the live-in relationship. Drawing upon creative regulatory experimentation throughout the world, the report suggests that a new Convention be developed on decent work for domestic work.

According to an ILO study in 2004, there were an estimated 2,593,399 domestic workers

in Indonesia; of these, 1.4 million domestic workers were estimated to work in Java alone. The great majority of domestic workers are female with low educational levels; they mainly come from poor families in rural communities. Seen as informal sector work, the government’s current interpretation of national labour law excludes domestic workers from its coverage. So far, very few Asian countries, such as the Philippines and Hong Kong, have extended the coverage of national labour standards to domestic workers.

In Indonesia, one of the key objectives of the ILO is to stop exploitation at work, which also addresses exploitation of domestic workers. The ILO, through its Migrant and Domestic Workers’ Project, works closely with the Indonesian government



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and other stakeholders to combat forced labour and trafficking in Indonesia. It focuses particularly on the protection of workers vulnerable to such exploitation and abuse, among these notably domestic workers, whether working in Indonesia or abroad.

“A number of governments have recently initiated steps to establish national policies and legal protections for domestic workers and others are considering doing so. It is remarkable progress; however, we also need international standards to formally recognize domestic work as work and provide timely guidance for such measures,” said Lotte Kejser, Chief Technical Advisor of the ILO’s Migrant and Domestic Workers’ Project, adding that to help formalize domestic work and offer better protection to domestic workers in general, next year’s conference will play an important role to begin the process of developing a legal instrument.

Funded by the Norwegian Government, the Project has actively been engaging in a wide range of awareness-raising and advocacy activities in order to promote the proposed international instrument on the protection of domestic workers. Information and communication materials have been produced, highlighting the many vulnerabilities domestic workers have as well as the current situation and work conditions for Indonesian domestic workers at home and abroad, as well as the roles and responsibilities of the tripartite constituents and other stakeholders.

Briefings and consultation meetings have been conducted with the relevant stakeholders such as the Ministry of Manpower and Transmigration, the three national union confederations (KSBSI, KSPSI and KSPI), the Indonesian Employers’ Association (Apindo), migrant and domestic workers organizations, NGOs, recruitment agencies as well as representatives from employers of domestic workers. A regional technical strategy and campaign meeting on the work conditions and protection needs of Indonesian domestic workers working in Indonesia or abroad was conducted in July, followed by a National Stakeholder Conference.

“It has been a long journey to have domestic work being recognized as work. We have to act now by joining forces to ensure that all domestic workers in Indonesia and around the world receive the respect and protection that they deserve, and by making the best use of the next year’s conference as a significant stepping stone to move forward,” added Lotte. ❀

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It has been a long journey to have domestic work being recognized as work. We have to act now by joining forces to ensure that all domestic workers in Indonesia and around the world receive the respect and protection that they deserve...”

Examining International Standards-Setting for Indonesian Domestic Workers

AS an effort to provide better protection and recognition to domestic workers, in particular Indonesian domestic workers, the ILO organized a one-day national stakeholder consultation on international standards-setting for Indonesian domestic workers on Wednesday, 29 July in Jakarta. The forum was officially opened by Minister of Manpower and Transmigration, Erman Suparno.

The main issues that are covered by the consultation include the overview of international and national level activities on standards-setting for domestic workers, status of work conditions and protections for Indonesian domestic workers, and positions of the tripartite constituents on this issue.

“The ILO has long expressed the need for specific attention to domestic workers. The ILC has regularly called for standard-setting for domestic workers from 1936 onwards. It is time for all of us to recognize domestic work as work. Thus, this consultation promotes a wider national debate on the existing work conditions of and labour protections for domestic workers,” said Alan Boulton, the ILO’s Director.

Mr. Boulton added that the consultation enables tripartite constituents to engage a wider group of stakeholders in, not only in the international standards-setting process, but



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also in national initiatives to strengthen labour rights and protection measures for domestic workers. “The consultation furthermore provides a medium for dialogue to point key recommendations for the standard-setting process and to promote better cooperation as well as coordination among relevant stakeholders,” he said.

Similar consultations at the national and regional level are taking place in these days all over the world. These activities will lead up to next year’s International Labour Conference in Geneva in June 2010 which will be instrumental in the process of developing an international instrument for domestic workers’ labour protections. ❀

The launch of ILO Global Report on Forced Labour 2009:

Most forced labour is still found in developing countries

“Forced labour and trafficking issues in Indonesia cannot be separated from Indonesia’s labour migration system. This weak system has increased the vulnerability of Indonesian migrant domestic workers to forced labour and trafficking, as reviewed in the ILO’s latest global report. We, therefore, should take advantage of lessons learnt in the report to improve the quality of services and protection given to migrant workers,” said Neng Dara, Commissioner of the National Commission on Violence against Women, during the interactive dialogue held in conjunction with the national launch of the ILO’s Global Report on Forced Labour, on Tuesday, 19 May, in Jakarta.

Entitled “International Standards on the Protection of Domestic Workers: An Integrated Action to Abolish Forced Labour”, the dialogue also included Sulistri, Secretary General of the KSBSI, and Alan Boulton, Country Director of ILO in Indonesia as resource persons. In collaboration with Smart FM Network, a leading radio station, it was broadcasted live in five provinces: Jakarta, Medan, Makassar, Balikpapan, and Semarang.

The dialogue examined the gaps in the protection of vulnerable population groups, including Indonesian migrant workers, from forced labour and trafficking, and highlighted the significance of the planned ILO international labour convention for domestic workers. The dialogue also discussed and pinpointed the priorities for actions by the Government

of Indonesia and other stakeholders against forced labour and trafficking of vulnerable population groups.

“We must never forget that forced labour is a serious criminal offence that requires criminal punishment. This problem can only be tackled through integrated policies and programmes, mixing law enforcement with proactive measures of prevention and protection, and empowering those at risk of forced labour to defend their own rights,” said Alan. Meanwhile, Sulistri emphasized the support and commitment from the union confederations, in particular KSBSI, to prevent and tackle forced labour and organized trafficking. 🌸



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Examining Insurance Policies

The ILO, in collaboration with the Provincial Board for Placement and Protection of Indonesian Overseas

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Workers in East Java, organized a one-day workshop on insurance policies for migrant workers, titled “Insurance Policies for Migrant Workers: Current Practices, Gaps and Solutions”, on Tuesday, 14 July, in Surabaya, East Java. The workshop is conducted by the ILO through its Cross-Border Labour Migration Project, funded by the Government of Japan.

The aims of this workshop were to assess the strength and weaknesses of the insurance and claims system for Indonesian migrant workers as well as to examine the role of insurance consortiums and the employment agencies in providing insurance for migrant workers. The workshop also provided a forum for dialogue to point the way forward in terms of policies on insurance and claim schemes.

“Hundred of thousands of Indonesian migrant workers may lose their jobs due to the global crisis. Therefore, their insurance rights should be well-protected as the basic protection for migrant workers who are affected by the crisis. The insurance, in many ways, can help the migrant workers and their families to continue their lives,” said Peter van Rooij, Deputy Director of the ILO in Indonesia, in his welcoming remarks.

The ILO's Global Report on Forced labour says the "opportunity cost" of coercion to the workers affected reaches over USD 20 billion per year. The report, entitled *The Cost of Coercion*, also details the growing number of unethical, fraudulent and criminal practices that can lead people into situations of forced labour, and calls for increased efforts to eradicate the practices.

Most forced labour is still found in developing countries, often in the informal economy and in isolated regions with poor infrastructure, poor



labour inspection and

more attention to forced labour," says the report. With regard to the situation in Indonesia, the report recognizes the efforts undertaken by the Indonesian Government, such as the creation of the Placement Board for Placement and Protection of the Indonesian Overseas Workers (BNP2TKI) and the establishment of shelters as well as service centers in some Indonesian embassies in a number of main destination countries for Indonesian migrant workers.

These measures are recognized as improving the services and assistance available to Indonesian migrant workers. The report also commends the Indonesian Migrant Workers Union (SBMI) for providing information and services to Indonesian migrant workers, and for raising public awareness on the vulnerability of Indonesian migrant workers.

However, noting the prevalent institutionalized practices by in particular recruitment agencies, employers and complicit officials, the report exhorts the Indonesian Government to redouble its efforts to strengthen the policies, mechanisms and practices for the effective protection of Indonesian migrant workers in situations of forced labour and trafficking. It notes with concern the particularly vulnerable situation of migrant domestic workers.

In this regard, the report also highlights dubious recruitment practices undertaken by the so-called "calo" or middle man and recruitment agencies. These practices include excessive placement fees and employment agencies' "holding centers" where migrant domestic workers are effectively detained, practices sanctioned by existing national policies. It also notes that these practices effectively constitute debt-bondage, forced labour and trafficking of Indonesian migrant domestic workers. ❁



labour inspection and weak law enforcement, according to the report. It also reveals that the opportunity cost to workers of being in forced labour rather than a free employment relationship, is five times higher than the earlier estimate of the profits from labour trafficking. "These rough figures provide a compelling reason why forced labour should be seen as an economic as well as a moral and human rights issue, and why those agencies concerned with poverty reduction should give

for Migrant Workers

The workshop examined the impact of the economic crisis on insurance policy and migrant workers, the existing insurance mechanisms and the protection schemes, as well as the procedures for insurance claims and the current payment practices. The workshop also identified possible strategies to simplify the current insurance procedures and practices for Indonesian migrant workers.

Till date, there are seven appointed insurance consortiums for Indonesian migrant workers, as mandated by the Manpower Minister Decree No. 23 of 2008 on Insurance Scheme for Indonesian Workers. In addition, all employment agencies are obliged to provide insurance for their prospective migrant workers. The insurance provided should cover all stages of the migration process, from the pre-departure to the reintegration phase and the insurance policy should be kept by the migrant workers or their families for claiming process.

However, in spite of these requirements, many migrant workers neither receive information about their insurance rights, nor about the insurance and claim procedures overseas and in Indonesia. Additionally, when trying to claim insurance compensation, many migrant workers complain that excessively bureaucratic claims procedures pose obstacles to effectively qualifying for compensation.

One of the examples is the case of Yayuk, a former migrant worker who previously worked in Hong Kong. For over than a year, she is still not able to claim her insurance. "I have been trying to claim my insurance from the consortium, but it has been so complicated and it feels like a dead-end. I have even spent a lot of money to take a bus back and forth from my village in Nganjuk to Surabaya to undertake the claim process. I hope that I will get my claim soon," she said.

To ensure that all claims will be well-processed, the workshop concluded with recommendations, among others, that the government should take a responsibility in assisting migrant workers in making the claim, claim procedures should be easy and flexible by establishing consortiums' branch offices in main destination countries, and claimants should be able to directly process the insurance claim themselves.

"As an immediate follow-up, these recommendations will be submitted to the central government, in particular the Ministry of Manpower and Transmigration," said Muhamad Nour, the ILO's Local Project Coordinator of Migrant Workers in Surabaya. The workshop was attended by around 50 invitees from government, migrant workers unions, employment agencies, consortiums, and academia. ❁

Putting Youth Employment in the National Agenda: It is a National Movement

In many countries, the situation of young people is a concern for society and a matter for national and international policy debate. Young people who are vital to future prosperity encounter disproportionate difficulties in finding and maintaining a decent job. A generation without hope for stable employment is a burden and a responsibility for society. A poor employment record in the early stages of a young person's career can harm job prospects for life.

Underemployed or unemployed youth are less able to contribute effectively to national development, and have fewer opportunities to exercise their rights. The lack of decent employment for youth also hampers the capacity of companies and countries to innovate and develop competitive advantages based on investments in human capital.

Indonesia's commitment, the IYEN continues to endeavor finding innovative strategies and programmes to the challenge of youth unemployment. The government of Indonesia also reaffirms to provide regular progress report to the UN Secretary General and Youth Employment Network Secretariat on policy development in support of youth employment.

Given that youth employment is highly dependent on overall employment, the IYEN propose that any strategy to improve employment prospects for youth would be embedded in overall employment policies. This will be combined with interventions addressing the specific disadvantages faced by many young people in entering and remaining in the labour market.



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“Commitment from across government departments and social partners are important to ensure that young people will bring future prosperity”

The latest ILO data indicates that out of the world's estimated 190.2 million unemployed people in 2008, around nearly 75.9 millions are aged between 15 and 24. In many economies, young people are more than three times likely to be unemployed than adults but in Indonesia youth are five times more likely to be unemployed than their

adult counterparts.

The government of Indonesia through the Indonesia Youth Employment Network (IYEN) has submitted a new letter of commitment to the United Nations Secretary General to tackle youth unemployment in Indonesia. With renewal of

The IYEN is now calling for an integrated and holistic approach which combines macroeconomic and development policies with targeted measures, focusing on both labour demand and supply, and addressing the quantitative as well as the qualitative dimensions of employment. For better policy coordination and programme network, IYEN is in the process of establishing permanent joint secretariat.

Dr. Komara Djaya, Coordinator of the IYEN Secretariat, said that today's young people are the most educated generation and have clear ideas about fulfilling their aspirations at work and in society. They only need the chance of a decent job.

“Tackling youth unemployment is a national movement. We need to work together as the issue is too big for one single institution. Commitment from across government departments and social partners are important to ensure that young people will bring future prosperity,” said Komara, calling for a national commitment. 🌸

Revitalizing the Vocational Training Centre (BLKI) in Aceh

The ILO through its Education and Skills Training for Youth Employment (EAST) Project is assisting the upgrading and revitalization of the vocational training centre (Balai Latihan Kerja Industri/BLKI) in Aceh Province. An action plan has been developed with the goals (a) to ensure that the Aceh BLKI management has the capabilities to use resources efficiently and effectively, (b) to implement the competency-based training and (c) to meet local and national market demands for skills.

One of the main activities under the action plan is the support for the improvement of the Kiosk 3 in 1 Information Center. The kiosk provides services both for jobseekers and employers. For jobseekers, the kiosk provides training information, certification and placements.

"In addition, the kiosk provides the employers with a database of skilled workers. They can also put the information about placement or internship opportunities in the database," said Wanda Moennig, the Vocational Training Specialist of the ILO EAST Project. She added that some employers have found the kiosk useful and beneficial for them.

Ko Phin, a young businessman who is also a member of the young businessmen association (Hipmi), said that BLKI plays an important role in generating skilled workers, particularly young workers, through skills training programmes. "I found it very difficult to find skilled workforce in Banda Aceh. However,



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I believe that Aceh young workforce can be as competitive and professional as other young workers in other regions if they are given a chance to improve their skills and competencies according to the market needs," he said.

To date, a number of trainings have been provided to the management team of BLKI Banda Aceh, including visits to other training providers to learn good practices, the reorganization of the kiosk (a new design and plan), capacity building training for instructors and for BLKI staff, the development of database and internet-technology.

"The most recent programme in collaboration with employers and the BLKI is the plan to develop a pilot training program for skilled workers in the food and beverage sector. This training programme will be very practical and conducted directly at the restaurant or hotel partnering with us," said Wanda. The first training will be targeted to around 30 selected young workers. ❁

Workshop on National Vocational Training Systems

In collaboration with the Ministry of Manpower and Transmigration, the ILO organized a workshop on Accelerating the Implementation of National Vocational Training Systems in Jakarta on 25 March. Approximately 100 participants from national and provincial manpower offices dealing with vocational training development participated in the workshop, which was funded by the Government of Japan.

M. Moejiman of the National Vocational Training Council, Djimanto of Apindo (Indonesian Employers' Association), and Martin Tarigan from Papuan Manpower Office served as resource persons, together with Manager Skills from the Regional Office in Bangkok, Raymond Grannal. Director General for Vocational Training and Productivity, Masri Hasyar, officially opened the workshop.

During the workshop, three thematic issues (harmonizing skill regulation and certification, strengthening vocational training, and increased institutional competency) were discussed in the working group. The workshop recommended synergies between national and local government, particularly in accelerating the implementation of a national vocational training system. Such an effort would involve private sector implementation of vocational training and certification and ILO technical assistance.

As a further follow-up to the workshop, The ILO's International Training Centre – Turin, Ministry of Manpower, and ILO Jakarta through its Job Opportunities for Youth Project jointly conducted a Training of Trainers on Designing and Developing Competency-Based Learning in Jakarta on 15 – 26 June. Twenty instructors from various regions participated in the training, which was facilitated by Adelina Guastavi, an international consultant. ❁

Developing Strategy for Women's Entrepreneurship

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The Indonesian Association of Employers (Apindo) is the largest employers' group in Indonesia. Established in 1952, it had a mandate to represent and advance business interests in industrial relations, labour and social policy. Today, in addition to its core mandate, Apindo is embracing a wider spectrum of policy and services to influence reform in order to create a better business environment and address the service needs of its members.

One of the areas that Apindo has recognised as strategic and demand-driven is the support for small medium enterprises (SMEs), in particular those run by women. According to 2003 data from the



We strongly promote women entrepreneurship as we believe that every woman has entrepreneurship potential and they should have the opportunity to help improve the life of her family and her community

Central Bureau of Statistics, around 99.99 percent of enterprises in Indonesia are small and medium-size. Women, as estimated by the Global Entrepreneurship Monitor (GEM), represent more than one-third of all people involved in entrepreneurial activities. This is relatively high

compared to other countries in the region and in the world.

Since 2003, Apindo has been actively pursuing a business support agenda, which includes both policy and direct services, to enhance SMEs and promote women's entrepreneurship development (WED). Surveys and studies conducted by Apindo on SMEs and WED strongly recommended the urgent needs to improve business environments, ease registration and licensing, simplify regulations, and reduce domestic trade barriers.

Today, under the WED programme, Apindo has reached a total of 829 women in 13 provinces with support from the ILO and NHO (the Norwegian Employers' Organization) and with increasing support from its regional and district offices. This has also opened a promising possibility to strengthen the ties with the Indonesian Chamber of Commerce (Kadin), local banking institutions, and public as well as private training providers as the main partners of Apindo in the WED programme.

"For the ILO, any partnerships that we have conducted with Apindo are always in-line with the ILO's WED Strategy, agreed by the Employment and Social Policy Committee of the Governing Body in March 2008. In this sense, all programmes should undertake women-targeted actions, and simultaneously seek to ensure that all enterprise programmes are gender mainstreamed," said ILO programme officer Lusiani Julia.

She added that all joint partnerships between the ILO and Apindo are designed and targeted to create a positive policy and regulatory environment for WED, build the capacity of local institutions in WED, and support Apindo in delivering tools and support services for women entrepreneurs. "We strongly promote women entrepreneurship as we believe that every woman has entrepreneurship potential and they should have the opportunity to help improve the life of her family and her community," said Chairwoman of Apindo for Women and SMEs Activities Nina Tursina.

Despite the commitment and significant effort by Apindo to promote WED programme, more strategic approaches were needed to fully institutionalize and sustain the services. Therefore, the ILO in collaboration with the Employers' Activities Bureau (ACTEMP) provided support for an assessment to develop an organizational strategy to institutionalize WED as an effective and efficient service to members. The assessment was conducted by both international and national consultants with extensive experience in enterprise development.

"The assessment provided us with positive recommendations, saying that we do have a political commitment to the SME development and gender equality in Indonesia. Both the Ministry of Women's Empowerment and the Ministry of Cooperatives and SMEs already have ongoing programmes in WED, as do a range of NGOs and Microfinance Institutions," said Lusiani, adding that this political commitment has

Cultivating Business Skills for Indigenous Women in the Highlands of Papua

Many people would stare in admiration of the economic role played by Papuan Indigenous women in the highlands of Wamena. These hard working individuals are inseparable from livelihood activities. In the agriculture sector, they are involved from the beginning of cultivating crops to harvesting, cooking, and selling products on the market. They are known to be talented, with strong business instincts.

Funded by UNDP, ILO has created and implemented the Entrepreneurship Skills Development project in the central Papuan highlands (covering Kabupaten Jayawijaya, Lani Jaya, and Yahukimo), intended to empower Papuan indigenous women. The objective of the project is identifying high-potential regional commodities, improving Papuan indigenous female entrepreneurial skills, and strengthening business service providers who can assist the new entrepreneurs for better livelihoods.

The six-month project has conducted seven training for trainers (ToT). These workshops have involved relevant government officials, including the RESPEK programme, representatives from church, NGOs, CSOs, as well as other cooperating UN organizations UNDP and UNV. As a result of ToT, trained instructors and facilitators have conducted 18 trainings for entrepreneurs in various districts and villages in the three targeted areas of the project. Under the activities that employ the Gender and Entrepreneurship Together GET-AHEAD method—the ILO's training

approach to build and improve women's entrepreneurship skills—around 400 Papuan indigenous women have been trained and now have their own businesses.

To address challenges of accessing capital and to assist existing owners to further develop their businesses, the project, in collaboration with Bank Papua Wamena branch, provides three to four participants of the ILO's training of employers (ToE) with low interest rate (6%) micro credit loans. The trained facilitators will assist the existing businesswomen by offering coaching and guidance on accessing the bank's services.

"Throughout this project, ILO has collaborated with relevant government offices including Bappeda, Offices for Women Empowerment, Family Planning, Cooperatives, Industry, and Trade, as well as the Village Community Empowerment Body,



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laid a strong basis for the improvement of the WED programmes in the future. However, she admitted that some recommendations need significant follow-ups by both Apindo and ILO to ensure that Apindo can play more strategic role in sustaining WED services at both the national and regional level.

Nina added that Apindo will reorganize its structure by establishing a WED division, consolidate and communicate a common strategy for promoting WED and SMEs both at the national and regional levels. "We are also going to ensure that a database of SMEs, disaggregated by sex and categorized by sector, in every province will be established. These immediate actions aim to institutionalize WED programme in Apindo." ❁

and local NGOs (Batesdha and Oikonomos Foundation, among others)," explained Didi Wiryono, the ILO's Local Coordinator in Wamane, Papua.

He added that in May 2009, partner organizations agreed to establish the Village Community Economic Development Motivating Team, which serves as a forum for stakeholders to discuss economic development issues in the Jayawijaya Regency. "In addition, the ILO/UNDP pilot project is expected to be extended in a subsequent phase, in order to promote local economic development in tourism. This further stage will draw on the experiences, lessons learned, and best practices of the current project." ❁

Preventing Harassment at the Workplace

Tripartite officials representing government, employers and trade unions met at the Salak Hotel, Bogor, from 23-25 March, to look at ways of promoting better workplaces through preventing harassment. Workplace safety and productivity can be inhibited by prevailing discriminative treatments of workers that lead up to some forms of harassment.

Attention to workplace harassment has traditionally been focused on physical violence/harassment. In more recent years, however, new evidence has been emerging of the impact and harm caused by non-physical violence, often referred to as psychological violence/harassment, which includes bullying, mobbing, coercion, verbal abuse, and sexual harassment.

“Many workplace violence events occur out of sight of the general public, in one-to-one situations, resulting in emotional rather than physical injury to the victim, and producing extensive costs for both the employers and the recipient. Often the victims have limited protection from unfair dismissal and have few alternative job options,” said Director of ILO Office for Indonesia Alan Boulton.

Director General of Industrial Relations and Social Security, Ministry of Manpower and Transmigration Myra Hanartani

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stated, “It is encouraging to note the increasing attention being paid to the extent and severity of all forms of workplace harassment, including by workers, trade unions, employers, government authorities and experts. It is therefore for the government to analyse the full range of causes which generate the workplace harassment and variety of interventions that can be applied to promote effective prevention of harassment at the workplace.”

Harassment at the workplace is quite difficult to be handled when no related grievance procedures and when victims are hesitant to discuss their cases. Therefore, it is necessary to encourage prevention and common action to avoid discriminative treatment at the workplace that has adverse impact on work productivity.

The three-day workshop was organized by the ILO in collaboration with the Ministry of Manpower and Transmigration. It aimed at raising awareness and

understanding, concerning harassment in the workplace, and at seeking inputs from workers, employers, and government officials in designing and developing future preventive measures.

The workshop presented international and national experiences on harassment at the workplace. Annemarie Reerink, the ILO’s consultant with extensive experience in Indonesia, and Zaini bin Yacob, Labour Counsellor of the Malaysian Embassy, provided an overview of the international standards and experiences.

Representatives from the Ministry of Manpower and Transmigration (Muji Handoyo, Labour Inspection Directorate), Apindo (Hasanuddin Rachman, Chairman) and unions (Yatini, Gender bureau of KSBSI) discussed national standards and experiences. Meanwhile, presentations from Anton Supit from the footwear association and Syamsiah Achmad from the Committee of Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in Indonesia highlighted experiences at the company level and demonstrated the linkages between sexual harassment in the workplace and CEDAW as an instrument to promote women’s human rights. ❁

“*It is therefore for the government to analyse the full range of causes which generate the workplace harassment and variety of interventions that can be applied to promote effective prevention of harassment at the workplace*”

to Gender Audit

Since its founding in 1919, the ILO has been committed to promoting the fundamental rights of women and men at work. The ILO promotes gender equality, not only as a basic human right, but also as a fundamental right to the goals of decent work and poverty alleviation and as an instrument for more inclusive globalization.

The ILO has over the years developed and refined a participatory gender audit tool for use in various national development programmes around the world. The ILO's participatory gender audit methodology rests on the recognition that gender equality promotion, in order to be effective, needs to take into account the particular reality and context of the organization in question. It provides a set of tools for staff to identify good practices and challenges within their own organizations existing and to cultivate the organization's commitment to prioritizing gender equality promotion.

As part of the effort to effectively mainstream gender throughout its programmes and projects in Indonesia, the ILO organized a back-to-back Training of Facilitators (ToF) on Participatory Gender Audit (PGA) in Bandung, 17-20 May, and in Bogor, 25-28 May. The trainings were also attended by ILO officials and the ILO's main partners.

The main aim of the workshops was to build a network of experts who could assist the implementing partners of the ILO projects on child labour and migrant workers in Indonesia to undertake the participatory gender audit. It was also intended to improve the knowledge and capacity of the ILO constituents in order to influence policy changes that advance gender equality and promote equal employment opportunities.

"The workshops trained a total of 31 women facilitators and 19 men facilitators. Many of them displayed a strong interest and enthusiasm in becoming a participatory gender audit facilitator. And, at the end of the workshops, at least four organizations, mostly workers' organizations, have committed to conduct a gender audit," said ILO's gender focal point in Indonesia Lusiani Julia.

The workshops contribute to the ILO's implementation of the Indonesia Decent Work Country Programme (2006-2010), in particular to its first priority to end exploitation at work. They were led by Jyoti Tuladhar, Senior Gender Specialist at the ILO Bureau for Gender Equality in Geneva. ✿

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UNDAF

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The United Nations Development Assistance Framework (UNDAF) describes the collective and strategic response of the United Nations jointly in a country to contribute to the development and implementation of its priorities. The current UNDAF for Indonesia covers the period from 2006 - 2010. Together with other UN agencies and led by the Office of the Resident Coordinator we are currently in the process of formulating the next UNDAF for Indonesia, to cover the period 2011 - 2015. This is building on the progress made in cooperation and coordination between the different UN family members, including as a result of the earthquake and tsunami of December 2004. This formulation process runs parallel - not unplanned - with the finalization of the mid-term development plan of the Government of Indonesia for the years 2010 - 2014 (RPJM). ✿

ILO Regional Programming Workshop

The ILO organized a Regional Programming Workshop, aimed to strengthen programming skills and capacities of the ILO's field staff throughout Asia and the Pacific region, in Bangkok, Thailand, from 12 - 14 May. Attended by 50 participants, the workshop provided a forum to share knowledge, experiences and good practices on country programming cycles, from designing the programmes to the implementation, monitoring and evaluation processes. The workshop also reviewed existing tools and systems underpinning the Decent Work Country Programmes as well as the ILO's involvement in the UN reform process. ✿

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81% of Informal Economy Workers Have No Formal Insurance



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In Indonesia, only 17% of the employed population enjoys formal social security, of which a fraction works in the informal economy. With respect to health, the coverage has recently been substantially expanded through the Jamkesmas/Askeskin programme targeting poor households. However, social security for informal workers, more than two-thirds of all workers, leaves still a great deal to be desired. In terms of salutations, the Constitution is explicit in emphasizing the role of the state in providing universal social security coverage.

Given that the number of informal workers is expected to increase as a result of the impact of the global financial crisis, the ILO and PT Jamsostek undertook a feasibility study to assess supply and demand of social security for informal workers, determine their current coping mechanisms, and assess the impact of the current global crisis on the informal economy. To get feedback from stakeholders on the findings, a joint seminar titled “Social Security for Informal Economy Workers in Indonesia: Looking for Flexible and Highly Targeted Programmes” was conducted on Wednesday, 17 June, in Jakarta.

“Extending social security to informal economy workers is crucial to realize decent work for all and social security should not be seen as a cost, but as investment in human capital. To this end, the survey is trying to capture which sectors of the

informal economy workers should be prioritized and targeted and to assess the ability and willingness to pay for a contributory scheme,” explained Peter van Rooij, Deputy Country Director of the ILO in Indonesia.

Therefore, the overall objective of the seminar was to provide an opportunity to receive feedback from relevant stakeholders through an exchange of views and experiences, in order to formulate a better strategy for extending social security coverage to informal economy workers. “The seminar also examines case studies of laid off formal sector workers, formalization of the informal economy, and lessons to be learnt in extending social security coverage to informal workers by looking for flexible and highly targeted programmes,” said Tauvik Muhamad, the ILO’s Programme Officer and coordinator of this research and discussion.

The survey found that 80% of the 2,068 informal workers interviewed have no social security apart from within the family; however, almost 60% of the informal workers know about the Jamsostek programme. While 81% of the respondents indicated that they currently have no formal insurance, half of all respondents stated that they do not intend to acquire formal insurance in the future. The reasons are mainly their lack of knowledge about insurance, inability to afford it, and lack of interest. Nonetheless, the primary reason for not acquiring insurance is the inability to afford it.

The survey also found that the willingness to pay is high, with 80% willing to contribute financially on a regular basis with a monthly payment method. The amounts that respondents indicated they are able to contribute are relatively low: 64% is ready to contribute anything between Rp 1 to 20,000 per month. However, 11% is willing to pay more than Rp 20,000 per month which comes close to what is required by Jamsostek, apart from the employer’s share.

“Although men and women are willing to pay almost equal amounts, there is a task to inform women specifically since they more often stated a lack of knowledge about insurance, compared with men (50% versus 37%),” said Tauvik, adding that for female informal workers, health becomes the first priority (31%).

The seminar was attended by around 100 invitees from government, trade unions, the Indonesian employers’ organization, international and national organizations, and academia. ❁

“While 81% of the respondents indicated that they currently have no formal insurance, half of all respondents stated that they do not intend to acquire formal insurance in the future”

Toward the Ratification of the Convention 169 on Indigenous People

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AS a result of inadequate governing of the rights of indigenous people, the ILO teamed up with the Presidential Advisory Team and the National Secretariat for Indonesian Indigenous People to hold a National Workshop on Indigenous People in Indonesia, providing recommendations for the ratification of the 1989 ILO Convention 169 on the rights of Indigenous peoples and tribal rights.

Indonesia is one of the most populous nations with 1,072 diverse ethnic groups in which 11 ethnic groups have populations greater than one million. Despite that indigenous people's rights were acknowledged by the 1945 Indonesian Constitution, there is still no umbrella law to protect indigenous people.

The past "one-size-fits-all" policy ignored the diversity of ethnic groups in developing political institutions and socio economics landscapes of regions that marginalized the Indonesian Indigenous People. After political reform in 1999, some efforts have been initiated by the Indonesian government to protect indigenous people and to apply international standards, as the government ratified various International Human Rights Standards, including UN Declaration on the Rights of Indigenous Peoples.

In line with this, the National Secretariat on Indonesian Indigenous People has been working actively with the National Commission for Human Rights, the Constitutional Supreme Court, and other relevant ministerial offices to take necessary steps in sustaining public policy development that would preserve the rights of indigenous people in Indonesia.

The effort was enforced by President of the Republic Indonesia, Susilo Bambang Yudhoyono, in commemorating the 2006 International Day for Indigenous People, emphasizing the importance of preparing regulatory frameworks for the protection of indigenous people's rights acknowledged by the national Constitution.



The 1989 ILO Convention 169 on Indigenous and Tribal People promotes the rights of indigenous people on land, employment, training, social security, education, and cooperation across borders among the indigenous people. This Convention was discussed at a national workshop jointly held by the ILO and the Indonesian Constitutional Court in 2007.

The workshop was followed by another national workshop organized by the National Secretariat on Indonesian Indigenous People in December 2008, recommending the ratification of ILO Convention 169 in addition to other options for preparing a law that would enforce the principles of the Convention.

Cross-ministerial meetings hosted by the Ministry of Manpower in April 2009 and follow-up meetings held by the Presidential Advisory Team concluded with the need for adopting the Convention as an affordable legal instrument to protect indigenous people in Indonesia.

In this context, ILO Jakarta, in collaboration with relevant ministries, the National Secretariat for Indigenous People and the

Indonesian Human Rights Commission is going to organize a national workshop in October 2009. The workshop aims at sharing information on the 1989 ILO Convention 169 and preparing the path to ratification of the Convention in order to protect the rights and interests of indigenous people in Indonesia. ❁

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Indonesia is one of the most populous nations with 1,072 diverse ethnic groups in which 11 ethnic groups have populations greater than one million
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Combating HIV and AIDS through Workplace Education in Indonesia

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The ILO, through its HIV/AIDS Workplace Education Programme, conducted a dissemination workshop on combating HIV/AIDS in Indonesia in Nusa Dua, Bali on March 17-18. The two-day workshop examined achievements and challenges of the HIV/AIDS Workplace Education Programme, sharing findings of the impact assessment and best practises of this programme. It was also intended to identify the way forward for the sustainability of the project as well as to develop more effective strategies for HIV/AIDS workplace policy and programme in Indonesia.

Challenges identified in the workshop included the lack of management commitment, resources, and access to the HIV/AIDS related information. In addition to the need for improving coordination mechanisms using the existing regulatory frameworks, such as the Ministerial Decree on HIV/AIDS, proposals included allocating government resources by mainstreaming HIV/AIDS into the mid-term development plan as well as public-private partnership for effectively addressing HIV/AIDS issues in the world of work.

The workshop concluded with the need to use and scale up best practices gained from the project. This includes preparing a sustainability plan with concrete actions involving all relevant stakeholders, planning programme implementation that reaches the high-risk segment of the workforce, and to improve the monitoring and evaluation mechanisms by taking into account the decentralization.

Funded by the United States Department of Labor, the programme was conducted for three years from 2005 – 2008. The main objective of the programme was to contribute to the reduction of employment-related discrimination against people living with or affected by HIV/AIDS and the reduction of high-risk behaviours among targeted workers. To achieve these objectives, the programme implemented prevention programmes through awareness raising and behaviour change interventions, written workplace policies with a commitment toward non-discrimination and care as well as support programmes. ❁

In Brief

Sustainability Plan for HIV/AIDS Workplace Programme in Papua

The ILO and the National AIDS Commission jointly organized a consultative meeting on the strategic and sustainability plan for the HIV/AIDS workplace programme on May 5 in Jayapura, Papua. In his opening remarks, the Deputy Major Jayapura, Surdjawo, emphasized the importance of the HIV/AIDS workplace programme in Papua.

“We need to synchronize all conflicting regulations at national and provincial levels, in particular on HIV/AIDS mandatory testing in recruiting police and public servant officials,” he said.

This mandatory testing is against the principle of the ILO Code of Practice on HIV/AIDS in the world of work.

Various issues discussed during the workshop included the need for effective law enforcement in the implementation of the Ministerial Decree No. 68 of 2004 and in issues related to mandatory testing and the obligation of the private sector to develop policies and programmes on HIV/AIDS policy.

At the end of the workshop, a sustainability plan on policy development and programme implementation regarding access to information, technical assistance, capacity building, and resource mobilization was adopted. The workshop also recommended the need for resource mobilization, revitalization of a workplace working group, and a sustainability plan on the HIV/AIDS workplace programme, in particular in Papua. ❁

MITIGATING the Impact of a Flu Pandemic to Workplaces

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The risk of being infected by the avian flu virus in Indonesia still remains high, considering that 31 out of 33 provinces are endemic areas for avian influenza virus in poultry and that human cases continuously occur in some provinces. Similar to the general population, workers living in the endemic areas of avian influenza have the same risk of getting infected.

In order to mitigate the impact of the virus, the ILO under its Avian Flu and the Workplace project has focused on training programmes for preventing the spread of avian flu for workers and for assisting small medium enterprises (SMEs) to protect their workers and business from an influenza pandemic.

“The first training programme is designed for workers, and the second one for employers, collaborating with the three national union confederations and Apindo, the Indonesian employers’ organization, respectively,” explained ILO Avian Flu Project Manager M. Bey Sonata.

To date, the ILO has trained a total of 468 workers and employers in five targeted provinces: West Java, Banten, Central Java, East Java, and Bali. Using a participatory, action-oriented training programme, it is expected that participants will be able to develop feasible, low-cost actions that can be implemented in their workplaces, enterprises and neighbourhoods.



Starting December 2008, master trainers from the three union confederations—KSBSI, KSPI and KSPSI—have actively promoted preventive measures in their workplaces and communities. Approximately eight training programmes have been conducted, covering a total of 266 workers.

A one-day seminar was also organized in conjunction with the commemoration of the World Day for Safety and Health at Work on 28 April, focusing on the implementation of occupational safety and health (OSH) by the trade unions in preventing the spread of transmitted disease at the workplace. The aim was to collect feedback on how to effectively mainstream avian influenza issues into the POSITIVE (Participatory Action-Oriented Safety Improvement by Trade Union Initiative) programmes.

Together with Apindo, the ILO has also conducted eight training programmes, for 202 Apindo members from national and provincial levels. From these trainings, the participants are expected to gain better understanding concerning pandemic preparedness and business continuity plans, as well as implementing practical, low-cost, workable options.

“With the recent pandemic caused by the influenza A (H1N1) virus, it is even crucial for workers and employers to pay more serious attention to the preventive measures and the preparedness actions for influenza pandemic. Workers and employers should be more prepared in protecting the workplaces and in ensuring the continuity of the business operation according to the standards and procedures of occupational safety and health,” said Bey Sonata.

In addition, the ILO also supported the initiatives of the government on its pandemic preparedness plan, specifically in dealing with preparedness in the business sector. In collaboration with the Directorate of Occupational Health of Ministry of Health, the ILO conducted a two-day workshop titled “Workplace Preparedness for Influenza Pandemic from Occupational and Safety Health Perspective” on 30 April - 1 May 2009. This workshop aimed to develop a recommendation on pandemic preparedness at the workplace, especially in relation to labour and social security regulation as well as surveillance and infection control. ❁

PROTECT YOURSELF AND YOUR CO-WORKERS AT THE WORKPLACE FROM INFLUENZA PANDEMIC

Recognize and practice preventive measures

Wash hands with soap and running water

- Wash your hands frequently
- Wash your hands after coughing or sneezing
- When soap and water are not available, use hand sanitizer
- Avoid touching your mouth, nose or eyes

Cover mouth and nose when coughing or sneezing

- Use disposable tissues and dispose of tissues into trash can
- Wash your hands immediately
- If there is no tissue, sneeze or cough into your upper sleeve, not your hand

Avoid close contact to people with flu symptoms

- Keep your distance from co-workers or customers who are coughing or sneezing
- Avoid shaking hands
- Keep frequently touched surfaces at the workplace (i.e. door knob, lift knob, table, etc) clean

During the pandemic, stay home if you develop flu symptoms

- Avoid close contact with others when you are sick
- If close contact is unavoidable, wear a mask, and maintain other preventive measures
- If condition worsen or shows signs of danger (i.e. difficulty breathing) consult the nearest doctor of health facility.

What is an influenza pandemic?
Influenza pandemic happens when a new human influenza virus emerges and has capability to spread rapidly across the world because the virus is new and humans have no previous immunity against this virus.

DECENT WORK

Stigma, discrimination can hinder fight against AIDS



In cooperation with many international agencies, including the International Labor Organization (ILO), and The Jakarta Post, Indonesia last week hosted the ninth International Congress on AIDS in Asia and the Pacific (ICAAP), in Nusa Dua, Bali, focusing on empowering people and strengthening networks. Jakarta ILO representative Alan Boulton shared his thoughts with the Post's Ridwan Max Sijabat on crucial issues debated in the four-day congress that concluded Thursday. The interview was published by the Post on Tuesday, 18 August 2009.

Question: What do the ILO's international standard and Code of Practice recommend with regards to combating HIV and AIDS?

Answer: The spread of HIV and AIDS is a global issue. The global epidemic affects the social and economic fabric of our society, claiming many lives and adversely impacting those of the families of the victims. The HIV and AIDS epidemic imposes huge costs on enterprises in terms of productivity losses, increasing labor costs and loss of skilled workers.

In addition, the stigma attached to AIDS and HIV impacts the right to work of people living with the disease, especially women.

Faced with those devastating consequences, the ILO developed a code of practice that will be instrumental in preventing the spread of HIV and AIDS, mitigate their impact and provide social protection for vulnerable groups.

The ILO code of practice encompasses the following principles: recognizing HIV as a workplace issue, non-discrimination in employment, as well as screening and confidentiality, social dialogue, prevention, care and support.

The code, which was developed by the government, workers and employer representatives, establishes guidelines for addressing HIV and AIDS in the workplace. In Indonesia, this code was adopted in a 2004 ministerial decree.

How sensitive is the HIV and AIDS issue among the infected? Do you see the issue's sensitivity as a barrier to addressing the HIV and AIDS pandemic?

In the last 20 years, the UN has promoted human rights by helping mitigate the impact of HIV and AIDS. However, stigma and discrimination still exist in our society, particularly in developing countries. Most people are still equating HIV and AIDS to morality issues.

Stigma and discrimination can act as a barrier when combating AIDS and HIV, and affect the human rights of innocent people. We need to educate people about how HIV and AIDS are transmitted and encourage the people most at risk to get tested.

Do you believe people living with HIV and AIDS have more bargaining power, since more and more high-powered officials and executives are increasing their efforts to address the HIV and AIDS pandemic?

HIV and AIDS is everybody's business. The bargaining power of people living with HIV and AIDS has gone up partly as a result of a successful awareness campaign.

People realize they have a right to health, work, and can still contribute socially and economically to society.

It has also increased as a result of a growing political commitment among high ranking officials to addressing the issue of HIV and AIDS and reach the millennium development goals (MDG).

How do you see the HIV and AIDS issue in Indonesia, on of the Asian countries where the epidemic is spreading fast?

Some parts of Indonesia have witnessed a rapid spread, while in other areas, the disease is concentrated in certain spots. The potential for the disease to spread further is considerable because of labour mobility, migration, urbanization, resistance to the use of prophylactics, a rapidly growing number of injecting drug users (IDU), and a lack of awareness about HIV and AIDS among a large segment of the population.

As the Health Ministry predicted the number of deaths from AIDS-related diseases among people still in their productive years will escalate, the ILO concluded the workplace was a strategic place to focus its campaign in. The workplace will play a significant role in preventing and mitigating the spread of HIV and AIDS infection. Public and private partnerships will strengthen this effort.

What has the ILO done to help Indonesia fight HIV and AIDS?

The ILO facilitated the declaration of commitment between the government, worker and employer organizations to fight against the spread of HIV and AIDS. It also assisted the government to draft its HIV and AIDS policy as well as implement its regulation on HIV and AIDS prevention and control at the workplace, drawn from the ILO Code of Practice on HIV and AIDS.

We implemented HIV and AIDS related projects such as business skills development for PLWHA (People living with HIV) and workers education; we have carried out research on HIV and AIDS and the workforce, and mobilized financial resources through the Global Fund, bilateral and multilateral agreements.

How has ICAAP helped tackle HIV and AIDS in Indonesia?

I think this conference has succeeded in empowering people, strengthening the network for HIV and AIDS prevention, care and support. The conference was an avenue for a wide range of



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HIV and AIDS affected people, communities and organizations particularly vulnerable groups (youth and women) to come and share their concerns and views.

Various HIV and AIDS strategic policies, programme implementations and possibilities for resource mobilization through public private partnership in Indonesia were discussed.

Sex workers and their clients are the most vulnerable. How has ILO intervened in the areas of migration and workplace?

The ILO/UNDP and UNAIDS study on population mobility in Indonesia argues that domestic migrant workers constitute an important bridge between the commercial sex industry and the general population when it comes to the spread of the epidemic.

Migration is not a risk factor in itself, but certain factors associated with being on the move can increase the risk of HIV infection for migrant workers.

We provide the government with technical assistance to formulate policy affecting migrant workers, to implement workplace programmes such as training modules and pre-departure training for migrant workers.

We help build the government's, employer and worker organizations' as well as NGOs' capacity to deliver HIV prevention, treatment, care and support to migrant workers in the formal and informal economies.

Why have the ILO and other international agencies opposed the proposed mandatory HIV test for industrial and migrant workers?

Conducting mandatory HIV and AIDS tests on workers including migrants will not change workers' behavior and will not prevent the transmission of HIV and AIDS.

As long as there is still stigma attached to the diseases, mandatory tests for the purpose of employment will act as barrier for PLWHA who want to work.

In most cases, migrant workers are dismissed after they are identified as infected with HIV and AIDS. Naveen Kumar, an Indian HIV and AIDS activist, said at the conference, "If you take our jobs, you will kill us faster than the HIV virus will. We can work. We pose no risk to our coworkers. Work is more than medicine to us. It keeps us going and enables us to bring home food and medicines. ❀"

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Indonesia Implements Strategic Steps to Anticipate the Financial Crisis

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Indonesia is currently implementing strategic steps as an effort to anticipate the unpredictable effects on the growth and employment patterns influenced by the global economic downturn, stated the Indonesian Minister of Manpower and Transmigration, H.E. Erman Suparno, at the 98th session of the annual International Labour Conference (ILC), in Geneva, on Thursday, 11 June.

The ILC was underway through the 19th June. A high-level Jobs Summit, attracting heads of state and government from a variety of countries took place from 15th through 17th June. Indonesia is also represented by delegates from workers' and employers' organizations.

"We recognize that the promotion of full and productive employment and decent work for all is crucial to safeguard and improve people's livelihoods, and to realize effective social cohesion. Employment services, social protection systems to support labour market participation and a fair distribution of incomes, therefore, are a must," said Mr. Suparno in his remarks before the Director General of the ILO, Mr. Juan Somavia, and the delegates of the 183 Member States of the ILO.



The Indonesian delegations during the ILC 2009

Mr. Suparno said that a package designed to provide fiscal stimulus, tax cuts and employment generation through infrastructure development has been released as a means to revitalize enterprises, sustain businesses and support the domestic market. "We also use the stimulus package funds to provide training focusing on the management of small medium enterprises, entrepreneurship and self-employment and on the improvement of skills in agriculture and forestry management," he stated.

The current crisis, said Mr. Suparno, has prompted Indonesia to build a new, sounder foundation for the economic system. "Indonesia proactively pursues pro-poor, pro-job and pro-growth policies in setting up our national regulations."

He emphasized the importance of bilateral and multilateral relations among countries and regions as an effort to develop a coordinated and coherent international employment strategy through a Global Jobs Pact. He also stressed the relevance of the ILO's Declaration on the Fundamental Principles and Rights at Work and the ILO's Declaration on Social Justice for a Fair Globalization.

In relation to the issues on migrant workers, he highlighted the need for more dialogue between sending and receiving countries, such as the Abu Dhabi dialogue, to deal with the impact of the crisis on migrant workers. "We agreed that the rights of migrant workers as human beings should be protected and promoted to avoid modern forms of forced labour and prevent organized human trafficking," he said, adding that ASEAN leaders shared the same commitment. ❁

The International Labour Conference

The ILC is the world's largest gathering of governments, employers and workers. It meets every June in Geneva bringing together approximately 4,000 delegates from ILO's 183 member States. Each country is represented by a tripartite delegation consisting of government, employer and worker representatives. The Conference, which is often called an international parliament of the world of work, has several main tasks which include the crafting and adoption of international labour standards and their follow-up and application at the national level. The conference is also a forum where social and labour questions of importance to the entire world are discussed. ❁

Surrounding communities benefited from road constructions

“Poor road conditions made us live in isolation. Yet, it was totally changed after the main road in our village was well-rebuilt. Trucks of buyers can easily come to our village collecting our various agricultural commodities, such as rice, rubber and cocoa. Before, we had to walk or bike for kilometers to bring the commodities to the nearby market,” told Ama Zeni, a farmer from Mazingo - Tuhobouso, Nias Island.

Similarly, Yarman Zega, a student from the same village, also had to walk through several kilometers of difficult pathways to reach his school. “Now, I can reach the school easily. Before no vehicles can get through the difficult pathways to reach our village,” he said, remembering his difficult days going to school.

The road sector was one of the worst affected sectors during the tsunami of December 2004 in Aceh and earthquake of March 2005 in Nias. With long experience in using local workers in such situations, the ILO has carried out the second phase of the project on local resource-based infrastructure rehabilitation starting October 2008 and will be completed in December 2009. The project is funded by the Multi Donor Fund.

Under the second phase, it is targeted to rehabilitate 169 kilometers and maintain 161 kilometers of rural road using a more environmental-friendly pavement method called emulsion-based pavement road. For these works, the project collaborated with District Public Works in Nias, Nias Selatan, Pidie and Bireuen districts. In addition, the project has closely worked with the government’s National Programme for Community Empowerment (PNPM Mandiri Perdesaan) in conducting the community-based maintenance system for rural roads in Aceh Province and rehabilitating suspension and suspended bridges in Nias.



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Good roads not only open the isolation, but also improve the productivity and widen the access to employment. Because of the road project, Nobuala Zega, one of the workers from the surrounding community, said that he has been able to improve his family living conditions by working for the project. “The road constructions have benefited us, not only by breaking the isolation, but also by providing us, especially me, with jobs,” he said. ❁

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

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Key Milestones for Indonesia and the ILO

1950 Indonesia becomes member of ILO

1950	Indonesia ratifies ILO Convention No. 29 on Forced Labour
1957	Indonesia ratifies ILO Convention No. 98 on Right to Organize and Collective Bargaining
1958	Indonesia ratifies ILO Convention No. 100 on Equal Remuneration
1970	ILO establishes an office in Jakarta
1971	ILO supports establishment of vocational training centre in Irian Jaya (now Papua and West Papua)
1975	ILO support for National Training Centre for Cooperatives (1975-1982)
1975	ILO/World Bank/UNDP begin support for improvement of technical capacity and training equipment of vocational training centres throughout Indonesia (1975-1982)
1976-1981	ILO assists Ministry of Manpower with establishment of Labour Safety and Health Centre, Labour Market Information System, National Labour Productivity Centre, National Vocational Training Curricula and the Social Security Scheme for Workers (now Jamsostek)
1977	ILO supports Indonesian Government initiative to develop an international standard hotel and tourism school in Bali (now known as Bali Tourism Institute) (1977-1984)
1985	ILO supports strengthening National Rehabilitation Centre for disabled people in Solo, Central Java and the regional centre in Ujung Pandang, South Sulawesi (1985-1988)
1992	The ILO begins its International Programme on the Elimination of Child Labour (IPEC) in Indonesia
1998	Indonesia ratifies ILO Convention No. 87 on Freedom of Association and Protection of the Right to Organize
1999	Indonesia ratifies ILO Conventions on Abolition of Forced Labour (No. 105), Discrimination in Respect of Employment and Occupation (No. 111) and Minimum Age for Admission to Employment (No. 138)
1999	ILO Workers Education project focusing on training workers' representatives in collective bargaining, health and safety and union organization in Jakarta, Central & East Java and North Sumatra (1999-2003)

2000 Indonesia becomes the first Asian country to ratify all eight ILO fundamental Conventions following ratification of Convention No. 182 on Elimination of the Worst Forms of Child Labour

2000	Trade Union Act No.21 of 2000 enacted to formalize and reaffirm the recognition of the right to organize of workers and employers. Some 90 national trade union federations and more than 12,000 plant-level unions have now been established and registered. APINDO strengthens its role as key employer representative body
2001	National Action Committee on the Elimination of the Worst Forms of Child Labour established
2001	ILO Declaration Industrial Relations Project commences with objective to help build a sound and harmonious industrial relations system to promote economic growth and guarantee workers' rights (2001-2006)
2002	National Action Plan for Elimination of the Worst Forms of Child Labour adopted. ILO Projects to support elimination of the worst forms of child labour – fishing and footwear industries (1999-2004), Time Bound Programme phase I (2004-2007) and phase II (2007-2011)

2003	Manpower Act No.13 of 2003 enacted in February 2003. The Act creates a comprehensive legal framework governing a wide range of employment and industrial relations matters
2003-2004	Tripartite Commitment to Combat HIV and AIDS in the World of Work adopted (2003) and Decree of Minister of Manpower No. 68 of 2004 on HIV and AIDS Prevention and Control in the Workplace. ILO programme on HIV & AIDS workplace education (2004-2009)
2003-2004	Indonesia becomes a lead country in Youth Employment Network (2003) and adopts National Action Plan to address youth unemployment. ILO programmes to assist Indonesia address the challenge of youth employment (2004-2006) and to promote job opportunities for young women and men (2006-2010)
2004	Following the enactment of the Industrial Relations Dispute Settlement Act No. 2 of 2004, Indonesia completes labour law reform programme begun pursuant to the reformasi commitment to ratify and implement all ILO fundamental Conventions (with new laws on trade unions, manpower matters and labour dispute settlement)
2004	ILO commences programme to promote and protect the rights of migrant workers, initially focusing on migrant domestic workers (2004-2006) and then extended to cover other migrant workers, especially where trafficking is involved (2006-2011)
2005	Guidelines on the Conduct of Police in Handling Law and Order in Industrial Disputes adopted by Indonesian National Police
2005	Equal Employment Opportunity Guidelines released by Manpower Ministry, promoting equality at the workplace
2005	ILO programme commences to promote human security and reduce poverty among indigenous people of Papua (2005-2008)
2005	ILO begins programmes to support recovery of Aceh and Nias following tsunami and earthquakes, including with emergency employment centres, vocational training, business and entrepreneurship training, rehabilitation of roads and other infrastructure, and capacity building for government, employers' and workers' organizations (2005- 2011)
2006	Indonesia Decent Work Country Programme 2006-2010 adopted
2006	Indonesia releases Guidelines on the Protection of Child Domestic Workers, encouraging good practices and the establishment of legal and policy frameworks at all levels to protect child domestic workers
2006	ILO entrepreneurship education tools adopted into national curriculum of vocational secondary schools
2007	ILO project on Education and Skills Training (EAST) commences with support from the Netherlands Government. The project addresses education, child labour and youth employment challenges and focuses on eastern Indonesia and Aceh (2007-2011)
2008	Ratification of ILO Convention No. 185 on Seafarers' Identity Documents (SID) making a total of 18 Conventions ratified by Indonesia to date
2009	ILO assists Government Economic Stimulus Package with advice on maximising employment benefits of infrastructure development programme. ❁