



Realizing trade gains free from gender discrimination and child labour (RealGains)

At a glance



Key areas of work

- ▶ The project supports the Indonesian government and social partners to further strengthen the enabling environment for trade and investment in selected export sectors by addressing ongoing Fundamental Principles and Rights at Work (FPRW) gaps.



Partners

- ▶ Government: Coordinating Ministry of Economic Affairs, Ministry of National Development Planning/National Development Planning Agency (BAPPENAS), Ministry of Manpower, Ministry of Women Empowerment and Child Protection and other relevant ministries
- ▶ Employer and business associations, professional organizations
- ▶ Confederations and federations of trade unions in garment/footwear/palm oil/lithium battery productions
- ▶ Civil society organizations for child protection/child labour and women



Donor

- ▶ Employment and Social Development Canada (ESDC)



Duration

- ▶ 1 March 2025 - 29 February 2028



Geographical Coverage

- ▶ Java, Sumatra and Kalimantan

Project overview

The ILO Country Office for Indonesia, through the project “Realizing trade gains free from gender discrimination and child labour (RealGains),” funded by Employment and Social Development Canada (ESDC), supports the Indonesian government and social partners to further strengthen the enabling environment for trade and investment in selected export sectors by addressing ongoing Fundamental Principles and Rights at Work (FPRW) gaps.

The project specifically aims to reduce gender-based discrimination at work and eliminate child labour to improve the protection of the rights and well-being of women and children during trade growth and restructuring.

The project will collaborate with trade unions, workers, employers, civil society and the government to enhance working conditions in the footwear and palm oil supply chains. Additionally, it will assess working conditions in the emerging sector of lithium battery production and its supply chain in Indonesia. Investing in a safe and healthy work environment that upholds FPRW enables workers to perform better, promoting participation in trade and accelerating economic benefits.





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Key addressed problems

► Gender discrimination

protecting workers' rights better through improving capacities of trade union to handle grievances, promote gender equality and engage in dialogue and negotiations. Their increased knowledge and skills on these topics will contribute to the prevention and handling of gender-based discrimination at work, the elimination of child labour, improved access for workers to their rights, and the strengthening of FPRW in export-oriented industries at large.

► Child labour

tackling child labour particularly in agriculture through strengthening the capacity of tripartite agencies to implement the Advanced Child Labour Free Road Map 2025-2029, improving child labour monitoring mechanisms and enforce the 'No Child Labour' legislation.

► Workers' rights

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Key and expected outcomes

► Outcome 1

Women workers in export-oriented footwear industries and palm oil production have access to measures that promote gender equality and a safe, healthy and respectful working environment.

► Outcome 2

The national framework to eliminate child labour has been strengthened through improved prevention, enforcement and monitoring practices.

► Outcome 3

Worker protection in export-oriented footwear, palm oil and lithium battery production has improved through strengthened capacities and mechanisms that address FPRW deficits and resolve labour disputes.



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