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► At a glance



Partners

- Ministry of Manpower (MoM)
- Ministry of Indonesian Migrant Worker Protection (BP2MI/KP2MI)
- Indonesian National Police (Polri)
- Ministry of Immigration and Corrections
- Indonesia Migrant Worker Union (SBMI)
- Federation of Migrant and Informal Workers Unions, an affiliate of the Confederation of All Indonesian Labour Unions (SEBUMI KSBIS)
- Indonesia Women Coalition (KPI)
- Women Solidarity
- Women Crisis Center Mawar Balqis
- Migrant Worker Network (JBM)
- Indonesian Employers' Association (Apindo)



Duration

January 2024 – December 2026



Target beneficiaries

Women migrant workers, children and at-risk groups in the context of trafficking and smuggling.



Geographic focus

Regional, national and sub-national (East Java, West Java, Lampung, East Nusa Tenggara and North Sumatra) with a focus on migration to Malaysia.



Objectives

- Improve laws and policies to protect women migrant workers, children and other vulnerable groups;
- Improve national and regional prevention and protection mechanisms; and
- Increase access to information, social and legal services counselling and association to prevent abuse, exploitation,.

► Context and background

Indonesia remains a major country of origin for migrant workers. Women make up just over half of formal placements, with a significant proportion going to Malaysia, Singapore, Hong Kong and Taiwan as domestic and care workers.

Ensuring fair recruitment remains a challenge. Although Indonesia has rules prohibiting worker-paid recruitment fees and has been moving towards stronger implementation, women still encounter unscrupulous intermediaries, information asymmetry and recruitment fees and related costs that push them into debt.

Protection and justice responses are also playing catch-up with new patterns of exploitation. Scams and cyber-enabled trafficking across the region entangle Indonesian migrants, while frontline actors need further support to embed survivor-centred approaches and cross-border casework. Sustained investment in victim identification, bilateral cooperation and safe complaint channels remains essential for women migrants to obtain remedy



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Supported with funding from the European Union, the PROTECT Project works across Cambodia, Indonesia, Malaysia and Thailand to safeguard the rights of migrant women and children, with a focus on the migration of Indonesian women to Malaysia.

Improving laws and policies

Through close collaboration with Indonesia's MoM, BP2MI/KP2MI, JBM and Apindo, PROTECT Project has helped embed gender-responsive and fair-recruitment principles into national policy and practice.

Three major policy tools were developed:

- A checklist for private recruitment agencies promoting fair and transparent practices;
- A labour-inspection guideline to monitor placement and protection of workers; and
- A national guideline for pre-employment orientation ensuring migrants receive accurate information before departure.

These measures strengthen oversight, transparency, and worker protection across the recruitment chain.



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Between March and June 2025, the Legislative Body of the Parliament (DPR) formally invited the ILO to present international labour standards in public hearings on the amendment of Law No. 18/2017 on the Protection of Indonesian Migrant Workers. A tripartite participatory evaluation with 104 participants (half of them women) generated concrete recommendations, which have now been submitted to Parliament, ensuring inclusiveness and alignment with global standards.

Through a multi-stakeholder partnership, PROTECT Project convened a national workshop on gender-responsive labour inspection, gathering 170 participants to strengthen inspection systems protecting migrant workers.

Finally, by supporting Statistics Indonesia (BPS) to publish the Recruitment Cost Indicator Report (SDG 10.7.1) on International Migrants Day 2024, PROTECT Project helped ensure that future migration policies are guided by reliable data and evidence.

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Strengthening systems and institutions

To make migration fair and safe in practice, PROTECT Project has built the capacity of hundreds of government officials, recruitment agencies, private training providers, trade unions and CSOs.

In 2024, 542 employment service officers (57% of them women) from the MoM received training on providing services for outgoing migrants, linking job seekers to verified information and guidance through a national webinar series.

With KP2MI/BP2MI and the International Organization for Migration (IOM), PROTECT Project is helping to institutionalize fair-recruitment standards through a web-based accreditation system for private recruitment agencies. The system's instruments and guidelines were tested through national consultations with 98 tripartite representatives and training for 112 verification officers (half of them women) responsible for agency inspections.

Complementary training on strategic compliance planning for 60 inspectors and investigators has strengthened monitoring of recruiters' conduct nationwide. Over 300 private recruitment agencies have now signed the 'Integrity Pact', committing to fair-recruitment principles.

Law-enforcement capacity has also improved: national police, immigration, and prosecutors received training in trafficking investigations and digital evidence analysis. With support from the United Nations Office for Drugs and Crime (UNODC),

28 officers from the Trafficking in Persons (TIP) and Cybercrime Directorates of the Indonesian National Police received intensive training on cybersecurity, open-source intelligence (OSINT), cryptocurrencies, and darknet investigations. The training strengthened their ability to detect, investigate, and disrupt cyber-enabled trafficking and smuggling networks. UNODC is also providing technical support to immigration and other law-enforcement agencies to prevent and respond to TIP and Smuggling of Migrants (SOM), while enhancing inter-agency cooperation.

In October and November 2025, UNODC implemented a workshop on Responding to Migrant Smuggling by Sea and a National Youth Forum in November 2025 to raise awareness among young people and aspiring migrants about the risks of trafficking and online exploitation.



PROTECT Project is helping institutionalize fair-recruitment standards through a web-based accreditation system for private recruitment agencies

Expanding access to services and support

To ensure protection reaches those who need it most, PROTECT Project has established five Migrant Resource Centres (MRCs) in Cirebon, East Lampung, Kupang, Tulungagung, and Deli Serdang. Operated by trade-union federations and women's organizations, these centres provide thousands of prospective and returning migrants with counselling, case management, and links to local authorities.

At the community level, PROTECT Project is helping 45 villages integrate safe-migration services into local governance, training village officials to prevent trafficking, violence, and harassment of women workers and their families.

In September 2025, PROTECT Project together with KP2MI/BP2MI, the Cirebon Manpower Office, and Saver Global, piloted financial-cybersecurity and digital-safety training for 140 participants at two Cirebon sites. Delivered by employment officers and MRC partners, the training equipped participants with practical tools to protect themselves from online fraud and exploitation.



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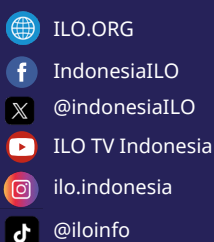
Perlindungan Hak Perempuan dan Anak pada Migrasi Kerja (PROTECT INDONESIA)



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Further information, see PROTECT Project website.