

Project Brief



PROMOTE: Decent Work for Domestic Workers to End Child Domestic Work

Objective	To reduce child domestic workers significantly by building institutional capacities of domestic worker organisations to promote decent work for domestic workers effectively.
Key Partners	National ■ Indonesian National Network for Domestic Workers Advocacy (JALA PRT) ■ Action Committee for Protection of Domestic Workers and Migrant Workers (KAPPRT – BM) ■ Child Labour Network (JARAK) Regional ■ International Domestic Workers Network (IDWN)
Duration	3.5 years (2013 – 2016)
Geographical Coverage	National, Regional
Country Programme Reference:	Effective Progress on the Implementation of the Indonesian National Plan of Action on the Worst Forms of Child Labour Indonesia Decent Work Country Programme 2012 - 2015
Donor	 United States Department of Labor (USDOL)
Budget	USD 4,999,970
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Project Background

In June 2011, the ILO adopted ILO Convention No. 189 on Decent Work for Domestic Workers (DWDWs) that, in ratifying Member states, will extend key labor protection to millions of workers, mostly women and children, whose basic rights are not assured. This Convention constitutes the first global standard for the 52.6 million¹ domestic workers (DWs) worldwide. Through its adoption, the International Labour Conference gave a clear message: DWs, like other workers, have the right to decent working and living conditions. The Convention makes clear that children above the minimum age for employment must be given special protection when employed in domestic work. The PROMOTE project promotes the realization of DWDWs as a means to reduce child domestic labor.

"I believe that this Convention can provide guidance to the sending and host governments to protect migrant domestic workers. [...] Those domestic workers who work within their own countries must also be given the same protection. Thus, this Convention will help us formulate effective national legislations and regulations for this purpose."

President of the Republic of Indonesia,
at the 100th Session of the International Labor
Conference, 14 June 2011

Emerging as a middle-income country, with high growth and a growing middle class, the demand for DWs in Indonesia is increasing. The ILO estimates a minimum of 2.6 million DWs (90 per cent female) in Indonesia, 700,000 of these being children below 18 years (26 per cent). DWs in Indonesia lack basic labor rights protection under the Manpower Act of 2003 as their - largely informal - work is not covered under the law. They are vulnerable to wide range of abuses and exploitation, including excessive working hours, unpaid wages, forced confinement, physical and/or sexual abuse, forced labor and trafficking. Deeply entrenched attitudes and cultural values pose obstacles to ensuring DWDWs.

DWs are commonly not considered employees, but rather "helpers," and consequently employers do not recognize obligations that typically arise from an employment relationship. Basic needs are promised in lieu of full minimum wage pay. Employers also typically consider housework, especially by live-in DWs, as a 24-hour-a-day activity, hindering the regulation of working hours and allowing rest days.

¹ ILO, Global and regional estimates on domestic workers, Domestic Work Policy Brief No. 4 (Geneva).



In addressing the issue, Domestic Workers Organisations (DWOs) have been advocating for legal reform and better protections. They have begun to forge alliances around a common platform. Nonetheless, the capacity of DWOs to advocate effectively for legal protection and to empower DWs to improve their working conditions, report abuse and refer child domestic workers (CDWs) to appropriate services, and to raise public awareness of the rights of DWs needs to be enhanced. There is also significant ILO supported experience to build on, and opportunities, not least the commitment of the Government of Indonesia to ratify C189 and growing public awareness on the issue.

PROMOTE Project aims at reducing CDWs significantly by building institutional capacities of DWOs to promote DWDW effectively. The Project works to increase the knowledge, skills and expertise on reducing CDWs and promote DWDW of the DWOs, with a main focus on Indonesia, the world's fourth most populous country and home to millions of child and adult domestic workers. Effectiveness in Indonesia will undoubtedly reach large numbers and have a ripple effect on policy development in the region, especially in ASEAN.

Project Strategies

National and Provincial Strategy: PROMOTE works in partnership with three strategic coalitions/networks, namely JALA PRT, KAPPRT-BM and JARAK, that will genuinely influence public discourse and action on the abolition of CDWs and the promotion of DWDWs.

The project will build the capacity of the partnering DWOs to address CDWs and promote DWDWs in line with Conventions Nos. 189, 138, and 182.

Core areas of impact will include: 1) improved legal protection and enforcement of laws to promote DWDWs and reduce CDWs, 2) improved working and living conditions of DWs, 3) an effective public reporting mechanism in place to report DWs exploitation, 4) creation of reliable mechanisms that refer exploitative cases to the appropriate authorities and social service providers in place, and 5) DWs, their employers and the public at large aware of DWDWs.

Regional strategy: PROMOTE will invest in the capacity development of two influential regional organizations. IDWN will promote capacity building and knowledge sharing; while, the International Trade Union Confederation Asia Pacific regional organization (ITUC-APRO) will mobilize trade unions to advance protection and recognition of DWDWs and CDWs prevention.

Through collaboration with IDWN, the DWO partners in Indonesia will be brought into an institutional framework where they will learn from the experiences and promising practices from the Asia Region and beyond, and be empowered to apply their knowledge to Indonesia for domestic use and action. Through the same channels, the regional and global structures will, in the latter part of the project, benefit from knowledge and promising practices generated in Indonesia.

Project Components

- **Capacity Building of DWOs**

A central pillar of PROMOTE is to enhance the capacity of the partnering DWOs to take action in a range of areas aimed to reduce CDWs by promoting DWDWs.

- **Innovative Partnerships**

PROMOTE will foster innovative partnerships with a variety of actors and institutions such as trade unions (including teachers union), recruitment agencies, journalist, media and telecommunication firms, youth, community group, etc, each of which will offer a unique entry point for reducing CDWs and promoting DWDWs in Indonesia.

- **Enhancing Regional Capacity: Training Manual and Promising Practices Report**

South-South knowledge sharing and cross fertilization between DWOs in Indonesia and other countries in the region to increase their capacity to address CDWs and promote DWDWs is a core project strategy and IDWN will be a key partner in this respect.

- **Enhancing Regional Alliances: Workshops and Knowledge Sharing**

Two major regional workshops will be held during the project. The ILO's Bureau for Workers Activities will take a leading role in these workshops, which will provide a forum for trade unions, DWOs, and other key stakeholders to discuss and share innovative approaches to address the needs of CDWs through promoting DWDWs, and discuss strategies for supporting the implementation of ILO C189.

- **Use of Information and Communication Technology (ICT)**

PROMOTE will develop a model and initial pilot of an ICT system that allows domestic workers to link with educational, social and legal services they

might need, and to document and report instances of exploitation. The systems can also be used for information collection, rapid assessments and attitudinal polls.

- **Supporting Research and Evaluation on CDWs**

PROMOTE will support a number of research in the following areas:

- a. Knowledge generation as part of the substantive strategy that will include estimation of the number of DWs/CDWs and action research that are directly linked to building the capacity of DWOs by feeding into elements of their work such as a study on working conditions for DWs and CDWs; research on wages for different groups of DWs; regional research on alternative job referral or employment mechanisms (India, Republic of Korea), etc.;
- b. Documentation and outcome based research;
- c. Documentation of promising practices; and
- d. Outcome based research addressing national and provincial level policy changes.

- **Promoting Transparency and Accountability**

Transparency and accountability are underlying principles of PROMOTE's strategy and will be promoted by all its components to ensure sharing of knowledge and information and to contribute to long-term sustainability of project efforts.

