

Promoting Gender Equality in the World of Work

“Gender Mainstreaming Activities of ILO-Jakarta”

Despite signs of progress in gender equality over the past 15 years, there is still a significant gap between women and men in terms of job opportunities and quality of employment, according to a new report by the ILO titled **“Women in labour markets: Measuring progress and identifying challenges”** released in March 2010.

The report shows that the **rate of female labour force participation has increased from 50.2 to 51.7 per cent** between 1980 and 2008, while the male rate decreased slightly from 82.0 to 77.7 per cent. As a result, **the gender gap in labour force participation rates has narrowed from 32 to 26 percentage points**. At the same time, **the share of women in wage and salaried work has grown from 42.8 per cent in 1999 to 47.3 per cent in 2009**, and the share of vulnerable employment decreased from 55.9 per cent to 51.2 per cent.

While there have been areas of improvement since the Beijing conference and more women are choosing to work, they still do not enjoy the same gains as men in the labour markets, says the Report. Many more women than men are still taking up low-pay and precarious work, either because this is the only type of job made available to them or because they need to find something that allows them to balance work and family responsibilities. On the contrary, men do not face these same constraints.

The report shows that there are three basic areas of lingering gender imbalances in the world of work. First, **nearly half (48.4 per cent) of the female population above the age of 15 remain economically inactive, compared to 22.3 per cent for men**. In some regions, there are still less than 4 economically active women per 10 active men. Second, women who do want to work have a harder time than men in finding work. And third, when women do find work, they receive less pay and benefits than the male workers in similar positions.

In Indonesia, around 18 per cent of working women or approximately 18 million people were unpaid workers (2003). Regarding hourly wages, women were paid around 68 per cent of men's wage.



The Report also says that while women and men workers may now be almost equally affected by the crisis in terms of job losses, the real gender impact of the crisis may be yet to come. The ILO estimates that **the global female unemployment rate increased from 6.0 per cent in 2007 to 7.0 per cent in 2009**, slightly more than the male rate which rose from 5.5 to 6.3 per cent.

“We know from previous crises that female job-losers find it more difficult to return to work as economic recovery settles in,” said Sara Elder of the ILO’s Employment Trends unit and main author of the report. “That’s why it is important to ensure that gender equality is not a fair weather policy aim that falls aside in the face of hard times. It should be seen as a means to promote growth and employment rather than as a cost or constraint”.

In Indonesia, around 18 per cent of working women or approximately 18 million people were unpaid workers (2003). Some others were indeed paid, yet women’s share of earned income was only 30 per cent. **Regarding hourly wages, women were paid around 68 per cent of men’s wage.** In agriculture, despite men and women doing a similar job, women earned less wage—a disadvantageous situation given almost 50 per cent of all Indonesian employed women worked in agriculture.

The recent global financial crisis may exacerbate gender discrimination in the works sphere, forcing low-income families to send women to work in sectors that are often difficult and unacceptable, with high risk of forced labour and trafficking due to the job losses and higher

prices for basic commodities. For most of the cases, human trafficking embodies in the form of commercial sexual exploitation - 90 per cent of these victims are women. Labour exploitation can also be found in the form of domestic workers; 65 per cent of them are women.

Around 100,000 Indonesian women and children are estimated to be trafficked annually for commercial sexual exploitation, both within the country and abroad. In terms of internal trafficking, for instance, it is reported that 3,000 women per year were trafficked from rural East Java to the capital city of Surabaya—part of them for sexual exploitation.

Indonesian women and children are trafficked for sexual and labour exploitation in Malaysia, Singapore, Brunei, Taiwan, Japan, Hong Kong, and the Middle East. A significant number of Indonesian women voluntarily migrate to work as domestic servants but are later coerced into sexual exploitation in Malaysia, Singapore, Brunei, Taiwan, Japan, Hong Kong, and the Middle East.

In Indonesia **there are 2.6 million domestic workers, and 4.2 million Indonesian domestic workers are overseas.** More than 90 per cent of them are women, and the majority of them are unmarried, aged 13–25. Millions of the domestic workers, both within their country and overseas, are denied the protection of even the most basic standards of decent work. Common abuses range from excessive hours of work to low wages and violence at work as they are excluded from labour and social protection mechanisms, and are not allowed to be organized. ❀

Combating Unfair Treatment to Women

To address the problem of discrimination and to realize gender equality at work, the ILO initiated Regular Budget Supplementary Account (RBSA) Project on Gender Equality Promotion in several regions in Asia, including Indonesia. Commenced in 2009 for a year, RBSA was aimed to promote equality and decent work for Asian women through prevention of human trafficking, protection of domestic workers and gender capacity building.

RBSA was carried out in China, the Philippines, South Asia and East Asia in addition to Indonesia. In these countries, human trafficking is still a big issue. National efforts to combat human trafficking have been expressed at the highest policy level; yet, challenges remain in translating these national and bilateral policy statements into effective institutional mechanisms, practical measures and service delivery at the decentralized level.

Regarding unprotected domestic workers, many governments in the region have also been considering legislative steps to rectify this situation. However, the tripartite constituents still require basic data, comparative legal advice and good practices to support the policy. Lastly, gender capacity building is considered as an underlying program to equip ILO constituents with knowledge, capacities and tools on how to mainstream gender equality concerns into the fields covered by their mandate.

Given the different levels of socio-economic and political development in the countries within the Asia and Pacific region and the concomitant diversity in Decent Work Country Programme (DWCP), the nature of outcomes and outputs will vary from one country to another depending on the needs and priorities set out in the DWCP and countries' absorptive capacity. ✿

RBSA in Indonesia: Raising the Commitment

In Indonesia, RBSA was aimed specifically to increase capacity of the ILO constituents to mainstream gender in their policies and programmes to promote equal employment opportunities for vulnerable groups of women workers, to prevent human trafficking and to protect domestic workers from labour exploitation.

This project incorporates tripartite organizations and other development organizations as the key partners: all Indonesian Workers Union Confederation (KSPSI), Indonesian Trade Union Confederation (KSPI), Indonesian Prosperity Trade Union Confederation (KSBSI), Indonesian Employers' Association (Apindo), Ministry of

Manpower and Transmigration (MoMT), and implementing partners of the two projects under the ILO Jakarta: The ILO's Project Combating Forced Labour and Trafficking in Indonesian Migrant Workers and the ILO's International Programme for the Elimination of Child Labour (IPEC).

In addition to create improved legal and policy environments, RBSA aimed to provide institutional strengthening and capacity building. It also offered advocacy and services for the prevention of fundamental workers' rights abuses, particularly related to human trafficking and vulnerable occupations such as domestic work. An integrated approach is applied to achieve these objectives. ✿



Concrete actions that had been identified were:

♦ **Improving Policy Environment.**

The aim of this action was to provide a circumstance in which legal and practical action could be effectively implemented in national, provincial and local levels. The ILO constituents were expected to strengthen their gender mainstreaming action plans and to improve the policies on gender equality through active engagement of tripartite and gender networks. An improved policy environment would allow the constituents to adopt national, provincial or local regulations and action plans to fight human trafficking as well as to develop recommendations on the protection of domestic workers. ✿

♦ **Strengthening Institutional Capacities.**

The aim was to improve the position of girls and women through targeted actions on combating gender discrimination and human trafficking, to mainstream innovative gender measures into larger decent work programmes and to extend labour protection.

By strengthening institutional capacities, local mechanisms were expected to be able to operate effectively and independently to conduct capacity building and service delivery activities on actions against human trafficking and protection of domestic workers. Those who involve in these

activities include national and selected local governments, social partners and women's organizations.

This means of action also enabled the adaptation of gender training and equality promotion packages for tripartite constituents and gender networks as well as the demonstration and expansion of innovative measures to provide legal aid, life and vocational skills as an effort to upgrade support services to vulnerable girls and women at risk by relevant national or local partners. ✿

♦ **Improved Advocacy and Services.**

This action was to prevent the abuses of fundamental workers' rights, in particular the ones related to human trafficking and vulnerable occupations such as domestic work. To achieve this goal, some strategies were carried out, including the launch of communication campaigns addressing the policies related to the prevention of fundamental workers' rights abuses; the distribution of good practice guides on domestic work employment for employers and (potential) domestic workers; and the strengthening network base of organizations working in the concerned area to promote relevant ILO conventions and their effective application at the national level. ✿

RBSA Targeted Outputs in Indonesia

1.

In a year, the RBSA project was aimed to achieve six outputs, reflecting the main objectives of RBSA, to increase the commitments of tripartite organizations and other development organizations to promote gender equality at work, prevent human trafficking, and protect domestic workers from labour exploitation.

2.

Child and migrant domestic workers training materials developed and used in conjunction with the ILO's Gender Equality Mainstreaming Tool Kit (GEMS);

3.

A network of national gender experts trained on ILO's participatory gender audit methodologies, GEMS, and child and migrant domestic workers issues;

4.

Community-monitoring tools and techniques to identify and protect domestic workers from labour exploitation developed and pilot-tested in selected provinces;

5.

Gender audits undertaken in government, workers' and employers' organizations, and non-governmental organizations working towards better protection of (child) domestic workers and migrant domestic workers;

6.

Plan of action for implementation by Governments, workers' and employers' organizations, and non-governmental organizations working towards better protection of child domestic workers and migrant domestic workers developed through application of ILO's participatory gender audit methodology and the Gender Equality Mainstreaming Tool Kit (GEMS); and

7.

Advocacy materials on gender equality promotion, protection of child and migrant domestic workers' developed and disseminated with ILO constituents and women's organizations.



Achievements to Date

Tools to Better Protect Indonesian Domestic Workers

Domestic work is considered undervalued and poorly regulated, and many domestic workers remain overworked, underpaid and unprotected. Accounts of maltreatment and abuse, especially of live-in and migrant domestic workers, are regularly reported in the media. In addition, in many countries, a large proportion of domestic work is performed by children.

Domestic workers also represent the single largest group of female salaried workers working in households of others in their own country or abroad. Despite the important of the role performed by domestic workers, domestic work is still not recognized as work. Since their work is done in private households, which are not considered work places in many countries, their employment relationship is not addressed in national labour laws or other legislation, denying them recognition as workers entitled to labour protection.

It is estimated 2.6 million Indonesians are engaged as domestic workers, serving around 2.5 million households within the country. Meanwhile, approximately 700,000 Indonesian leave the country each year, becoming migrant domestic workers, to clean, cook and care for children and the elderly abroad.

To better protect child and migrant domestic workers is one of the top priorities of the ILO's RBSA Gender Project. To achieve this goal, RBSA has conducted capacity building programmes for the ILO's constituents and partner organizations by applying the ILO's Gender Equality Mainstreaming (GEMS) Toolkit. The RBSA has also designed a monitoring mechanism to stop employment of children as domestic workers. ❀

• **Monitoring Child Domestic Workers through Community Involvement**

Child domestic workers are often required to undertake hazardous work in exploitative conditions. Many are denied basic rights as workers and have no access to education and other forms of personal development. Most of them work long hours (more than 15 hours per day) seven days a week, receive low pay or not pay at all and do not have time to play, socialize or learn new skills.

Child domestic workers, mostly girls, also refer to situations where children, in particular younger than 15 years old, are engaged to perform domestic tasks in the home of a third party or employer. Working in a private home, isolated from their families and peers and with little regulatory oversight by government, the overwhelming majority are often grossly exploited and abused.

One of the main areas to address in effort to tackle child domestic workers is the workplace inspection by the labour inspectors. Such lack of inspection has contributed to continuing employment of children under the age of 15 years as domestic workers. Responding to the lack of the labour inspection, the RBSA project has initiated efforts to find alternative ways through assessments and discussions to monitor the employment of child domestic workers. An assessment has been done in collaboration with the Centre for Society and Development Studies, Atmajaya University to see possible involvement of local community in the monitoring system of employment of children as domestic workers. The assessment has come up with a recommended model of a monitoring mechanism as below:

Registration of Domestic Workers by the Rukun Tetangga (RT)

RT is formed to provide services at the community level. It is also the first door in the process of inhabitant registration. Community members should first contact the head of RT when registering new household members (e.g. newborn babies) or renewing the status of the inhabitants. Since domestic workers are normally not the local inhabitants, they are not automatically registered in the RT. Requiring employers to register and inform the basic data of their domestic workers (age, address, etc.) to the RTs will provide a tool for RTs to further monitor the situation of domestic workers in their areas.

Awareness raising for community members by RTs and local community organizations

Various community meetings are usually conducted at RT level with the involvement of RT boards and community organizations. Such meetings can be very potential to inform the community members about prohibition of employing children under the age of 15 as domestic workers in their localities, on what to attend when community members recruit children aged 15 to 17 years as domestic workers and the need to provide one day off for domestic workers in general.

Prevention of maltreatment through regular monitoring visits to check the welfare of domestic workers

Lack of public inspections has caused many cases of domestic workers maltreatment/abuses found by the public when it had occurred. RT boards and local community organizations have the potential to monitor the situation of domestic workers in their localities to prevent such abuses. In addition to the regular monitoring, the RT could also provide with a contact number to domestic workers for informing their working conditions. Such numbers can be the contact numbers of the RT boards, local community organizations or hotline service at city level.

Involvement of the Law Enforcers

The RT boards as well as local community organizations do not have a mandate to take any legal action when, through their monitoring activities, they identify suspected maltreatment or abuse. In such cases, the RT boards should inform the suspected abuses to the law enforcers—in this case the police and labour inspectors.



• GEMS Toolkit for Indonesian Domestic Workers

The Gender Mainstreaming Strategies (GEMS) Toolkit is a set of 12 practical tools to facilitate the implementation of gender mainstreaming strategies in organizations, policies, programmes and projects. The GEMS aims to share knowledge, skills and tools with the ILO constituents and partner organizations on how to do a gender analysis of their works and their organizations, mainstream gender issues into their policies, programmes and projects and conduct gender-specific actions to redress inequalities.

The main aim of RBSA Gender Project in Indonesia was the adoption of GEMS Toolkit not only in government agencies, but also in workers' and employers' organizations, as well as in NGOs dealing with child domestic workers and migrant domestic workers. The ILO conducted a gender training titled "Gender Mainstreaming in Project Design, Monitoring and Evaluation" in Jakarta, from 26 – 27 March 2009, as part of the efforts to strengthen the capacity of ILO's partner organizations. The training was aimed to better integrate gender equality promotion in programmes and activities of the ILO's main partner organizations. 25 participants (14 men and 11 women) joined the workshop. The participants

came from DKI Jakarta, North Sumatra, West Java, East Java and Lombok. The integration of gender mainstreaming has also been among one of critical requirements requested by the programmes and projects under the ILO and set as an important selection criteria for technical cooperation with its counterparts. Therefore, at the implementation level, GEMS Toolkit has been adopted by the ILO's implementing agencies to ensure that the undertaken activities met with the special needs of men and women. ✿



Editor-in-Chief: Peter van Rooij | **Deputy Editor-in-Chief:** Michiko Miyamoto | **Executive Editor:** Gita Lingga | **Editorial Coordinator:** Gita Lingga | **Circulation:** Budi Setiawati | **Contributors:** Agapitus Haridanu, Arum Ratnawati, Gita Lingga, Irham Saifuddin, Lusiani Julia, Riska Efriyanti | **Photo Contributors:** Collection of ILO Jakarta | **Design & Production:** Balegraph

ILO Jakarta Office | Menara Thamrin Level 22 | Jl. M.H Thamrin Kav. 3 | Jakarta 10250 | Ph. +6221 391 3112
Fax. +6221 310 0766 | Email: jakarta@ilo.org | www.ilo.org/jakarta

Achieving Gender Equality in Indonesia through Gender Audit

Gender equality in the world of work is an important element in reducing poverty and enhancing national productivity. However, in many countries, particularly in Indonesia, women continue to be at a disadvantage in their career pursuits. Over the years, female employees within the formal sector have been earning lower wages than male employees. Even in situations where a woman has exactly the same education and experience as a man, she earns on average only 81 percent of her male counterpart.

The good news is that stronger commitments have been shown by national and international organizations in Indonesia to promote and enhance gender equality. In relation to this, the ILO has a significant contribution by developing and refining a means to support gender equality promotion through Participatory Gender Audit (PGA).

The objectives of the audit are to promote organizational learning on how to effectively implement gender mainstreaming in the policies, programmes and structures of the institutions and to assess the progress made in achieving gender equality. As many as 278 organizations around the globe have conducted this audit. It is also a tool and a process based on a participatory methodology to promote organizational learning at the individual, work unit and organizational levels.

A gender audit enhances the collective capacity of the organization to examine its activities from a gender perspective and identify strengths and weaknesses in promoting gender equality issues. It monitors and assesses the relative progress made in gender mainstreaming and helps to build organizational ownership for gender equality initiatives and sharpens organizational learning on gender through a process of team building, information sharing, and reflection on gender.

In October 2001, the ILO launched the first series of groundbreaking participatory gender audits in accordance with the ILO Gender Mainstreaming Policy. This was the first exercise of its kind to be introduced in the United Nation system. ❀



• Gender Audit: An Indonesia Experience

A series of gender audit trainings have been conducted in Indonesia since 2007. Under the RBSA project, two trainings were organized in May and in November 2009, producing 25 gender audit consultants and 60 facilitators. As an immediate follow-up to these trainings, in collaboration with other technical projects under ILO Jakarta (Project on Combating Forced Labour and Trafficking in Indonesian Migrant Workers, and project on Education and Skills Training for Youth Employment in Indonesia), an overall 11 eleven gender audits have been conducted by the ILO's implementing partners in DKI Jakarta, West Java, South Sulawesi, Aceh and Nusa Tenggara Timur. They were, among others: Migrant Workers Union (SBMI), ASPEK, SPPQT, PPSW, Metal Workers Union, Makassar

BPPNFI (Regional Training Centre for Non Formal and Informal Education), NTT Lapenkop (Cooperative Education Institution), NTT UPTD PTK (Provincial Government Vocational Training Centre) and Makassar SPB (Sentra Pendidikan Bisnis/ Business Education Centre).

In line with its nature as a self-diagnostic assessment, the audited implementing partners have benefited from the fruitful findings and recommendations of the PGA and utilized them as the basis of developing action plan on mainstreaming gender equality issues within their respective organizations. Ivory A. Henuk, a staff of Lapenkop in Nusa Tenggara Timur, said that the audit has given the staff of Lapenkop better understanding about what they should

do to be gender-responsive. Similarly, Harsun from SPPQT said that "It assesses how far the gender issues have been mainstreamed within the organization." Meanwhile, Aloysius T. Gero from UPTD PTK in Nusa Tenggara Timur, exclaimed that the gender audit could also encourage more transparency in the organization. "The transparency is not limited to gender issues, but it can go beyond to more substantive and operational issues of the organization," he said. ✿



What They Say about Gender Audit

SPPQT: “We have integrated gender issues into our programme units”

Ruth Murtiasih Subrodro, Director of SPPQT, said that SPPQT has paid a serious attention to gender issues for a long time. However, she admitted that the gender trainings provided by the ILO has strengthened the organization’s commitment to mainstream and integrate gender issues to its programmes.

“The tools given by the ILO are more comprehensive and applicable than the previous tools that we used. The gender audits, in particular, has been very useful to us,” she said adding that SPPQT has undertaken some follow-up activities to integrate gender issues into its programme units and to improve women’s leadership, in particular in its associated unions in 10 districts in Central Java Province.

“I have seen a tremendous change in the organization. We are now integrating gender issues into all our unit programmes. Before not all units applied the gender issues, but now all units and staff are eager to strengthen issues related to gender in their own units. We are also trying to improve the women’s leadership and participation by, for example, increasing the quota for women’s participation in our congress,” said Ruth.

Despite some positive changes, Ruth admitted that SPPQT still faces some challenges, particularly at the grass root level. The active roles of women at the village level are still limited due to the patriarchal cultural constraints. Only a few women have the courage to be involved in the decision-making process and more active in economic activities.

Therefore, she hopes that the ILO will provide continuous support to her organization. “We do need the ILO’s support in ensuring that gender perspectives can be well-integrated into all programme units and in fulfilling the needs for education and socialization to strengthen and extend the involvement of women,” she said.

Meanwhile, she aims that all SPPQT programmes in the future will be able to meet special needs of women and to increase the involvement of women, in particular in the decision-making process. She also aims to increase the number of women leaders and members in SPPQT. “To date, only five per cent of the leaders and 25 per cent of members are female,” she said. ✿

PPSW Pasoendan: “We are building a better partnership”

Endang Sri Rahayu, Coordinator of PPSW Pasoendan, said that she has witnessed changes, particularly in terms of gender awareness, in the organization after participating in the ILO’s gender workshop. “Gender awareness among male staff and newly recruited staff has improved. They are also more motivated and enthusiast in the implementation of the programmes targeted to female beneficiaries,” said Endang.

Another improvement that has been conducted by the organization, said Endang, is the inclusion of gender issues in the organization’s monthly socialization programme and the involvement of all staff in the gender training group. “Before we never involved non-programming staff, for example IT staff, in the group training. We considered it irrelevant to their daily routines. Now, we have involved all staff in the training so that they will have better understanding about and are more aware of gender related issues.”

According to Endang, PPSW Pasoendan is now actively applying the ILO’s gender tools in its trainings. “The tools are very beneficial for us. They really open our eyes of the importance of gender issues in building partnership, policies, programmes and other aspects of the organization.” Therefore, she hopes that the ILO can further support her organization strengthening its gender mainstreaming programming by assisting PPSW Pasoendan in programme evaluation and monitoring. “This will help us improve our programmes in the future.” ✿



Advocating Gender Equality Promotion through Media

As part of the ILO's efforts to promote and advocate gender equality promotion, with a focus on domestic workers and child and migrant domestic workers, the RBSA project has conducted an extensive media campaign to promote better protection and recognition of child and migrant domestic workers. The campaign aims to raise awareness about the rights and working conditions of child and migrant domestic workers in Indonesia and their need for labour protection on issues such as minimum working age, monitoring mechanisms as well as employment contracts, remuneration, days off, working hours, social protection and living conditions for both child and migrant domestic workers. ✿

• Radio Campaigns to Promote Gender Equality

The ILO, in collaboration with SmartFM Network, organized a series of radio campaigns on trafficking and domestic work issues throughout 2009. Radio was chosen as it is one of the most cost-effective means of reaching larger segments of any given country's population to deliver information. Radio has also inherent advantage over other mediums because it overcomes problems of illiteracy, can reach people in remote areas, is interactive and the cost of entry and ownership is very low.

One interactive radio talk show was conducted in Medan in April 2009 to discuss about

child trafficking issues, while two interactive events were conducted in Semarang in October 2009 and Jakarta in December 2009 to raise the awareness about the plight of child domestic workers and the monitoring mechanism by involving local community. A series of interactive radio talk shows were also conducted in Surabaya, Samarinda and Makassar in April and November 2009 to examine domestic workers rights and their work conditions.

Each event was attended by around 50 participants from various organizations, presenting local resource persons from government agencies, unions, employers' organizations, relevant national and international organizations, and so forth. ✿

• A Series of Media Trainings on Labour and Gender Issues

Four media workshops on labour issues, including issues related to gender, were conducted in October 2009 covering four cities: Jakarta, Malang, Batam and Mataram. The workshops were conducted by the ILO in collaboration with the Association of Independent Journalists (AJI), the American Center for International Labor Solidarity (ACILS) and the Friedrich Ebert Stiftung (FES). They were attended by a total of 90 local journalists (74 men and 16 women) from various media organizations.

The workshops aimed to assist the Indonesian media in broadening its understanding of work-related issues and concerns, including gender related issues, particularly at the provincial level. Using practical and participatory approaches, the workshops also aimed to enhance insight on the relevance and social dimensions of work-related issues and concerns, including gender issues, and to stimulate more reporting on labour and employment both electronically and in print. ✿

• 2009 Journalism Labour Award

The ILO, under its RBSA project, in collaboration with the Association of Independent Journalists (AJI), the American Center for International Labor Solidarity (ACILS) and the Friedrich Ebert Stiftung (FES) jointly sponsored the reporting competition on labour issues, "the 2009 Journalism Labour Award." The announcement ceremony was conducted on 11 December 2009, officially opened by the Minister of Manpower and Transmigration, Muhaimin Iskandar.



The winners were short-listed from 149 journalistic works: print (85 entries), TV (13 entries), radio (18 entries) and photo (33 entries), selected based on theme, presentation, technique, composition, ethics and contents. The winners received awards and cash prizes and their reports were published in a book titled "Living under Stone Rain: Stories about Indonesian Labourers", which was launched after the announcement (it can be accessed through ILO Jakarta website: www.ilo.org/jakarta).

The winning stories were related to migrant workers, child labour and other labour issues, such as minimum wages and job termination. The award ceremony was followed by a labour discussion. During the discussion, the ILO's economist, Kazutoshi Chatani, presented the Indonesian current labour and social conditions as highlighted by the ILO's latest report titled *Labour and Social Trends in Indonesia 2009: Recovery and beyond through decent work*. ✿



Stories of Women:

Breaking the Barriers

- Women's Entrepreneurship:**

Serlina Wenda: *Nyeki Awa Loh Hallok, Nyape Awalok Hat*

"The programme not only provides me knowledge, but also a chance to expand my business by facilitating me a loan," said Serlina Wenda, a coffee milling entrepreneur. When joining the ILO's Entrepreneurship Skills Development (ESD) programme in Wamena, Papua, in 2009, Serlina had been an established entrepreneur. She had a coffee milling business that run for more than a decade, yet she believed that her business knowledge was needed to be updated and developed.



After participating in the ILO-ESD, she felt that the training materials enriched and refreshed her mind. The new knowledge gained was evidently significantly improving her finance management skill. In addition, the ILO-ESD also facilitated access for entrepreneurs to microfinance institutions "I am grateful for this. This is real," she said.

Though today she is an established business woman, her success did not come over a night. She had to endure long and tiring days to be able to sell the coffee. The pain she felt began as a feeling of hopelessness for not being able to fulfil her family's basic needs. Life was unbearable for her as had to feed so many dependants: a husband, a grandmother, a sister and six children.

"Everyday, I went out to meet the new neighbour, crawling. I told them that I wanted to start a business making coffee, but my coffee was scattered. I did not know how to manage it," she said. This sadness is now far behind her. Her business began running better over the time and profit continue to grow. After 16 years of doing business, Serlina could finally send some of her family members to go to college, several have since graduated. She then recalled an old local proverb: *Nyeki Awa Loh Halok, Nyape Awalok Hat* (If the hand does nothing, the mouth will be not chewing). ❀

Murni: Inspire rural women to pursue their business dreams

Murni, 44 years old and living in Desa Baet Meusago, Aceh Besar, with her husband Muzakir and five children, was awarded the Nanggroe Aceh Darussalam (NAD) Best Woman Entrepreneur (Disabled category) in 2007. Since then, she has continued to expand her business and has served as a resource person to talk about her personal and business challenges to women at business training events organized by the ILO.



The Award as well as the opportunity to speak to women at these events have allowed her to run her business with greater confidence. Her stories have inspired rural women who are members of saving groups to overcome the difficulties they face in their families and society and to pursue business goals.

Murni had polio when she was 4 years old. But her physical limitations did not prevent her from starting a business in 1990. Today, she is one of Aceh's most successful producers of traditional embroidered wallets and bags. Her venture into the embroidery business started when she was in Islamic High School (MAN). Sewing was one of her favourite hobbies. Hence, she did not hesitate to join a 6-month sewing training course supported by the District Welfare Office.

Each day after school hours, she went to the sewing classes. After completing the training course, she received a sewing machine from the District Welfare Office. This was her initial capital to start a business. Having thought about what she wanted to do for a living, she decided to pursue a comprehensive sewing course instead of a formal high school education.

Equipped with professional sewing skills and a sewing machine, she began taking small production orders at her home. In the beginning, her main clients were neighbours and people in nearby villages. The business was not an easy one for her as her mobility and sewing were constrained to a certain degree by her disability caused by the polio. Nonetheless, Murni never thought about giving up her business undertaking.

As her orders expanded, she took another course in traditional Acehnese embroidery. She knew from experience that there would be market demand for traditional embroidery. Besides production skills, she realized that she needed to create a business network with customers as well as suppliers. In 1990, Murni got married and started her own business again at home. She was fortunate that her business as well as her family members survived the tsunami in 2005.

A couple of months after the tsunami, she joined a network established by Handicapped International in Aceh. She won the Best Woman Entrepreneur Award (Disability Category) for the 2007 NAD Best Women Entrepreneurs of Aceh Awards (P3A) organized by ILO through its Women Entrepreneurship Development Project, IWAPI NAD (the Provincial



Women Entrepreneurs Association), the Aceh Reconstruction Agency (BRR), and the Aceh Governor's Office. "The Award has boosted my self-confidence and opened a new horizon for me," she said. "It introduced me into the ILO's network of people working for women's empowerment."

Earlier this year, she was invited to serve as a resource person at a training course organized by ILO/PNPM for PNPM community facilitators and another training workshop for women entrepreneurs who were members of village Women's Saving Groups (SPP groups under the PNPM programme).

To date, her business has grown significantly. Her loan payment is always on time, and she was recently endorsed by the Forum Bangun Aceh (FBA) to take out a larger loan. She now employs five women from her neighbourhood. Her earnings have increased from IDR 300,000/month to IDR 3,000,000/month. This income is more than sufficient to meet her family's daily needs and the cost of her children's education.

Her husband's decision to quit his job and provide full time support to her business dream by assuming all family chores showed the audience that, contrary to popular belief, some Acehnese men are willing to support their wives' businesses and to do the housework.

She inspired others with her success as a businesswoman and with her stories about how she overcame the difficulties brought about by her disability. "For years, I have dreamed of sharing my skills and knowledge with other people. I just want to tell others not to give up their dreams and to encourage them to overcome the challenges they are facing," she concluded. ❀

• Women Migrant Workers

Waniti: From a migrant worker to a cooperative leader

Here is a story of Waniti, a 38-year old mother of three. This former migrant worker established a cooperative specifically designed and targeted to former migrant workers and their families in Malang City, East Java. Malang City is well-known as one of the main sending areas of migrant workers in the country. "Before I never thought of saving my income or investing it for business. Then, when I came back home from Hong Kong a few years ago, I did not know what to do to get income in the village. I had trouble finding a new job and I could not get a loan from the bank to start something on my own," she said.

When she learnt that most of the banking institutions refused to deal with clients with limited income or money, together with other former migrant workers, she decided to establish a cooperative called Koperasi TKI Purna Citra Bumi Mandiri in 2005. The cooperative aims to tap the potential market of migrant workers with financial products and services tailored to their needs.

Together with the ILO through its Cross-Border Labour Migration Project, the cooperative expanded its services by providing management and step down start your business (SYB) trainings. "Wide access to trainings is essential for former migrant workers, particularly in time of the today's economic crisis, so that they can improve their business skills and they can empower themselves to generate income and even to create jobs for others," said Waniti.

The cooperative is now providing various products from food to agriculture products, dairy milk, to fertilizer and micro credit. With a total of 29 key members and 100 migrant families, the cooperative now has a total asset of Rp 130 million (USD 13,000). Its members continue to grow in numbers as they have benefited from the productive use of remittances, credit for health and education as well as income generating activities. Since last year, the cooperative has formally registered at Malang District Cooperative Office.

And, in time of the current crisis, the cooperative has expanded its services, reaching out to growing number of Indonesian migrant workers returning home. **"As a former migrant worker I know how it feels being returned home without knowing what to do next or how to use the savings wisely or even how to invest them.** Through this cooperative, we would like to offer the most important thing in our lives, hope. That is why we continue to provide information and assistance needed to former migrant workers on how to save, invest and start their own business," said Waniti.

Because of her dedication and hard work, she had been chosen by the Ministry of Manpower and Transmigration in February 2010 to receive an award for her outstanding efforts in promoting the productive use of remittances and in promoting income generation activities in migrant communities. The award ceremony was held in Jakarta on 9 February 2010. ❀





Siti Mutia: Securing a business idea, stopping working overseas

Siti Mutia's family was very poor with no permanent job or regular income. It forced her husband, Joko Susanto (39) to seek work overseas as a plantation worker in Malaysia. The family had to sell their cattle to fund the cost of Joko's departure through an overseas employment agency in the town.

A month before his departure to Malaysia, on September 2007, the family received information through a community radio that there would be an entrepreneurship training for migrant workers facilitated by *Qaryah Thayyibah* in collaboration with ILO-Migrant Workers Project. "I was very eager to get a safer job and didn't want my husband to be a migrant worker again and again like our friends. That motivated me and my husband to be entrepreneurs and to enroll in the training selection process," Mutia told her experience.

Exploring and translating their business idea into a business plan during the training, the couple then agreed to allocate some percents of earned overseas income to fund their business proposal: cultivating *jamur kuping* (literally translated ear mushroom).

"For our first limited financial savings, I only cultivated 3,000 blocks of mushrooms. I funded them using my husband's remittances. Impressively, the mushrooms generated a monthly income about IDR 600,000 during the first quarter. I then invested the profit of the mushrooms as well as my husband's remittances to further boost my business," Mutia said, remembering the first phases of her recently started business.



Now, almost three years of managing their mushroom business, Mutia cultivates 20,000 blocks of mushrooms that contribute about IDR 3 million for the family income. This economic improvement of the family's income has encouraged Joko to finish his contract in Malaysia. He then returned home on August 2009 to support his wife's business.

After two years of developing their new business, the couple have now become both mushroom farmers and reputable mushroom distributors in Central Java. With their secondary business—as suppliers—the family receive an additional monthly income of IDR 1.5 to 2 million. "We are winners now," Mutia smiles proudly. 🌸

• Indigenous Women Facilitator

Paskalina Baru: Building local communities in Papua

"I used to be shy and introvert. Now, I am a different person. After becoming one of the ILO's facilitators through its Indigenous Peoples Empowerment Programme, I learnt to talk and communicate to people. Be more open to promote the application of the community-driven participatory development in my hometown, Kebar District in West Papua. Together with other facilitators, I was responsible for three tribal groups: Ireret, Mpur and Miyah.



For many years, the local community had been used with the top-down and dole-out approaches to community development. These approaches had created a culture of dependence. The local community, in particular the traditional community organizations, has never been given an opportunity to play an active role in the development of their own villages. The local community organization in this area is called Ventory.

As a result, it was not easy to convince the local community about this approach. They rejected me and the other facilitators. They refused to meet and talk to us. Even more, as the only female facilitator, I had a harder task to do. Not only that I have to change the community's mind-sets and behaviours, I also have to break the patriarchal barriers. Yet, I refused to give up since I know that this approach would benefit my families, relatives and all the community.

Thus, I regularly visited the villages, assisting the local community to strengthen their capacities and to initiate their own development initiatives. It usually took a full day to visit one village, as the villages were widely separated from one another. Most of the time, due to lack of transportation, I had to walk for kilometers to reach one village. I constantly promoted the approach, not only in the meetings, but also when visiting houses and farms, learning further about their lives, their livelihoods and their needs as an effort to provide better facilitation.

Now, with a full support from the ILO, the local community of Kebar has benefited from the approach. They are more involved in the development process, they are more independent, they work together under one community organization, the Ventory, and this organization has become the equal partner of the government and other organizations in the development processes. **My future hope is that local communities in Papua, in particular in Kebar, would continue to be more productive and would play a more important role in all aspects of the development process for reaching better lives.** ✨