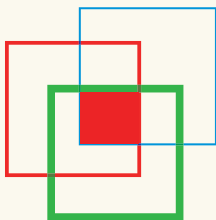


International
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ILO Works in Indonesia: **2012 Results**



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ILO Works in Indonesia: **2012 Results**

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Foreword



The ILO is the international organization responsible for drawing up and overseeing international labour standards. It is the only 'tripartite' United Nations agency that brings together representatives of governments, employers and workers to jointly shape policies and programmes promoting Decent Work for all. The main aims of the ILO are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues.

In Indonesia, the ILO has been supporting decent work for many decades, with a country office established in Jakarta more than 40 years ago. The work in the country is guided by the Government of Indonesia, trade union confederations and APINDO, representing employers. Last year, together with these Constituents we concluded our second Decent Work Country Programme (DWCP) to support Indonesia from 2012–2015. The DWCP 2012–2015 reaffirms the following three priority areas:

1. Employment creation;
2. Industrial relations; and
3. Social protection.

I am pleased to share our first annual results' report through this publication. While we have been communicating the results of our work in various ways and forms before, a summary in the form of a publication of what we have been able to achieve during one year has been lacking. This document fills that gap.

Together with our Constituents and with the generous support of our donors, we continue to be very active to support the development of Indonesia through decent work for all. It is important to take stock not only of all the hard work we have done but also to see the results of these efforts.

We look forward to continue to support the Government of Indonesia, trade union confederations and APINDO in the coming years. 2013 will be an important year for Indonesia, amidst others with the formulation of its next mid-term development plan but also with its key international role in formulating the international development goals after 2015.

I take this opportunity to thank our Constituents for the excellent partnership in 2012, our donors for their strategic contributions and last, but not least, the ILO colleagues in Indonesia and elsewhere for the solid results achieved.

A handwritten signature in blue ink, consisting of a series of loops and a long horizontal stroke, positioned above the printed name.

Peter van Rooij
Director of ILO Jakarta

Decent work for all

Work is central to people's well-being. In addition to providing income, work can pave the way for broader social and economic advancement, strengthening individuals, their families and communities. Such progress, however, hinges on work that is decent. Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families.

Decent work means better prospects for personal development and social integration, and freedom for people to express their concerns, organize and participate in the decisions that affect their lives. It entails equality of opportunity and treatment for all women and men. Decent work is also the key to the eradication of poverty. Creating decent employment must therefore be at the heart of development policy.

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How the ILO Works

The International Labour Organization (ILO) is the United Nations agency devoted to advancing opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue in handling work related issues.

The Organization has 185 member states and is unique amongst United Nations Agencies in being tripartite: governments, employers and trade unions all participate in its work and in its decision-making processes. In bringing together governments, employers and workers to set labour standards, supervise their implementation, raise awareness, develop policies and devise programmes, the ILO aims to ensure that its efforts are rooted in the needs of working women and men.

The work of the ILO is guided by the Governing Body, comprising 28 government members, and 14 worker and 14 employer members. The Governing Body decisions on action to give effect to ILO policy, prepares draft programmes and budgets, are submitted to the International Labour Conference (ILC) for adoption, and elects the Director General.

The ILC meets in June every year, in Geneva. Delegates are accompanied by technical advisors. Each member country, including Indonesia, has the right to send four delegates to the ILC—two from government, and one each representing workers and employers. Each delegate may speak and vote independently.

ILO in Indonesia: Priorities and Outcomes

Indonesia and the ILO have collaborated very closely since the country became a member of the ILO on 12 June 1950. Using its unique tripartite structure, the ILO works in close collaboration with the Ministry of Manpower and Transmigration, the Indonesian Employers' Organization (Apindo) and the three major trade unions — All Indonesian Workers Union Confederation (KSPSI), Confederation of Indonesian Prosperity Labour Union (KSBSI) and Indonesian Trade Union Confederation (KSPI).

Taking into account the priorities of Indonesia's Government, the ILO's mandate and focus on its tripartite constituents, three priority areas have been identified for the Decent Work Country Programme (DWCP) for Indonesia 2012 – 2015:

A. Employment creation for inclusive and sustainable growth

1. Mainstreaming of employment in macroeconomic, labour and social policies through sound labour market analysis and tools
2. Improved policies and programmes to better equip young women and men entering the world of work
3. Optimized employment outcomes of public and community investments
4. Improved policies and programmes on entrepreneurship, business and cooperative development for job creation including financial inclusion
5. Workers' skills are upgraded through demand-based and competency-based training to better meet labour market needs

B. Sound Industrial Relations in the context of effective employment governance

1. Labour administration provides effective services to improve working conditions and environment
2. Tripartite constituents effectively engage in social dialogue to apply labour regulations and international labour standards
3. Strengthened institutional capacity of employers and workers' organizations to contribute to sound industrial relations according to their respective mandates and responsibilities

C. Social protection for all

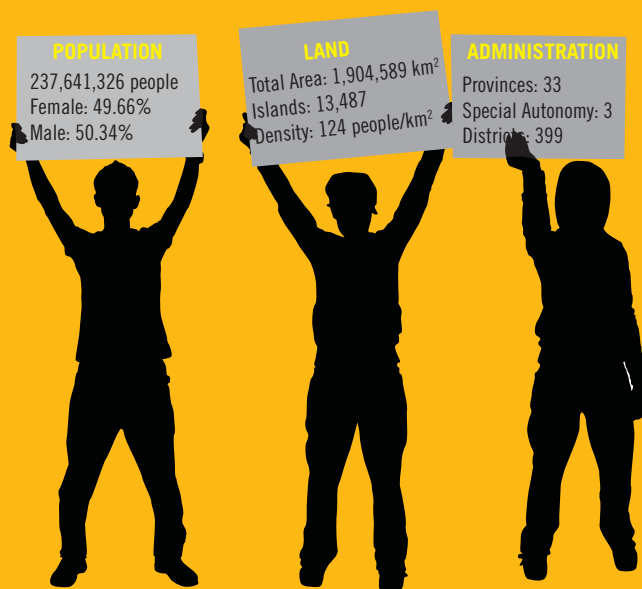
1. Government and social partners have greater capacity to design and implement social protection policies and programmes
2. Barriers to employment and decent work are addressed, particularly gender gaps and for persons with disabilities
3. Effective implementation of the National Action Plan for the elimination of the Worst Forms of Child Labour
4. Enhanced policy, institutional framework and programme implementation for empowerment and protection of Indonesian migrant and domestic workers
5. Integrated HIV policies and programmes for women and men workers

Cross-cutting themes

Gender equality, tripartism and social dialogue, international labour standards are mainstreamed throughout the DWCP priorities.



Indonesia at a glance



171,210

Working population (in 000)

118,385

Economically active
population (in 000)

110,476

Total Employment (in 000)

7,909

Total Unemployment (in 000)

74,335

Total self-employed workers
(in 000)

Key Stats (2011)

69.15%

Labour force
participation rate

64.53%

Employment to
Population rate

6.68%

Unemployment rate

67.29%

Share of self-
employed in total
employment

4.62%

Unemployment rate to
Population rate

13.24%

Under employment
rate

30.85%

Inactive rate

Source ILO KILM (Key Indicator Labour Market)

PROJECTS:

YOUTH STW	Youth Employment Policy and Programme to Better Equip Young People for School to Work (STW) Transition and Enter the World of Work	MENTAWAI LIVELIHOODS	Mentawai Islands Livelihoods Recovery Programme
PROMISE IMPACT	Inception Phase Promoting Micro and Small Enterprises through Improved Entrepreneurs' Access to Finance and Green Business Services (PROMISE IMPACTS)	CHILD LABOUR	Combating Child Labor through Education
MAMPU	Women in Leadership – Access to Employment and Decent Work	ETE	Assessing and Addressing the Effects of Trade on Employment (ETE)
ASEAN SBCP	ASEAN Small Business Competitiveness Programme	PELAGANDONG	Realizing Minimum Living Standards for Disadvantaged Communities through Peace Building and Village Based Economic Development (PELAGANDONG Project)
GREEN JOBS	Green Jobs in Asia Project	PROPEL	PROPEL - Indonesia (Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation (PROPEL)
PcDP	People centred Development Programme (PcDP) Phase II: The Implementation of Institutionalizing Sustainable Livelihood Development for Papuan Communities	GLACIER	Green Livelihoods Access for Central Kalimantan's Inclusive Environmental Response to Climate Change (GLACIER)
SCORE	Sustaining Competitive and Responsible Enterprises (SCORE)	MAP	Monitoring and Assessing Progress of Decent Work (Map)
BWI	Better Work Indonesia	MIGRANT WORKERS	Combating Forced Labour and Trafficking of Indonesian Migrant Workers
NIAS RACBP	Nias Rural Access and Capacity Building Project (NIAS – RACBP)	ASEAN TRIANGLE	Tripartite Action to Protect Migrants in the ASEAN Region (ASEAN Triangle)
		LRB ACEH	Creating Jobs: Capacity Building for Local Resource-Based Road Works in Selected District in Aceh and Nias

PROGRAMMES:

HIV	HIV and AIDS Workplace Programme
IR	Industrial Relations
SPF	Social Protection for All

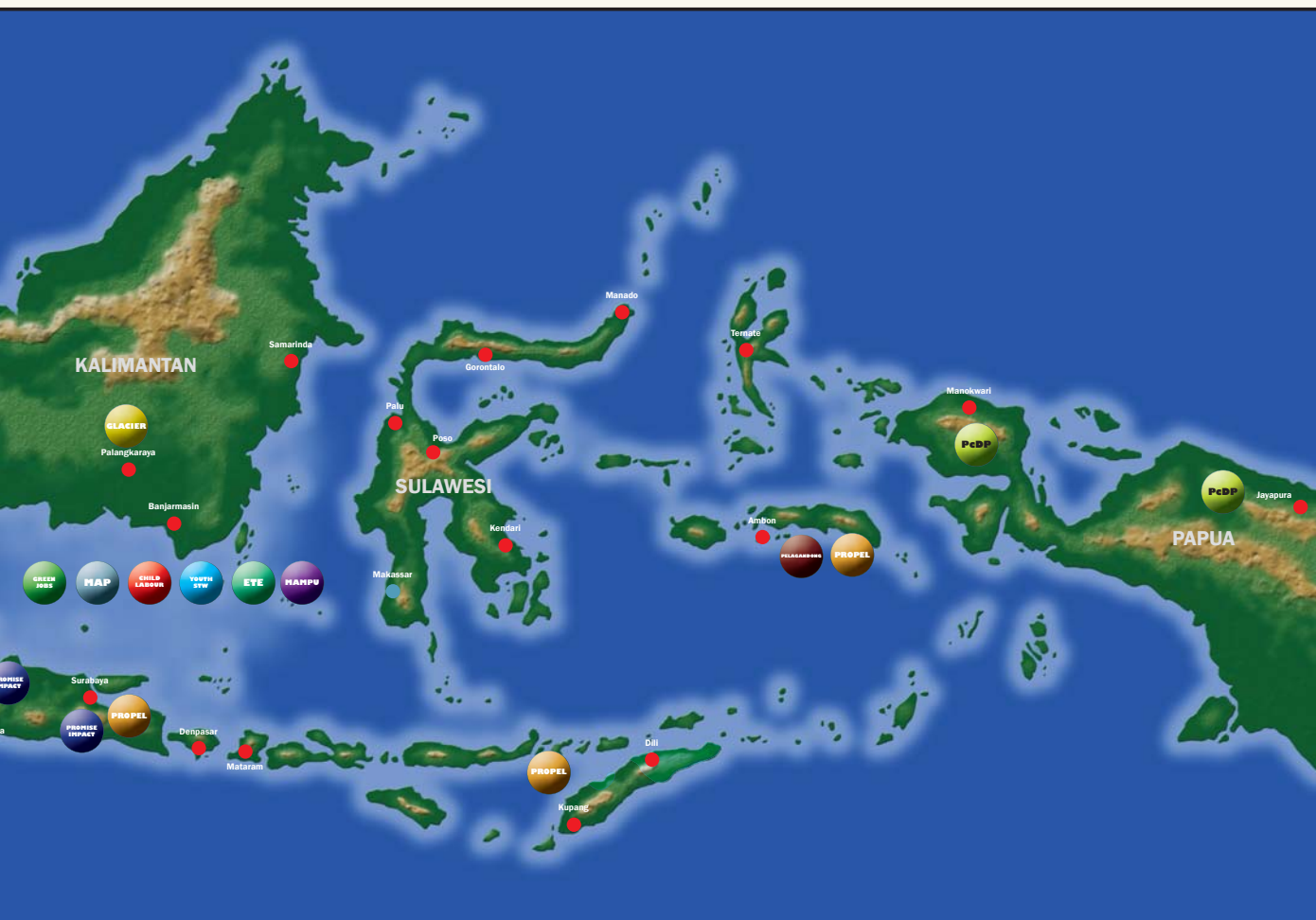
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Activities in Indonesia



**International
Finance Corporation**
World Bank Group



Irish Aid
Department of Foreign Affairs
An Roinn Gnóthaí Eachtracha



Norad



Sida



A. Employment creation for inclusive and sustainable growth

1. Mainstreaming of employment in macroeconomic, labour and social policies through sound labour market analysis and tools.
2. Improved policies and programmes to better equip young women and men entering the world of work.
3. Optimized employment outcomes from public and community investments.
4. Improved policies and programmes on entrepreneurship, business and cooperative development for job creation including financial inclusion.
5. Workers' skills are upgraded through demand-based and competency-based training to better meet labour market needs.



Monitoring and Assessing the Progress of Decent Work (MAP)



In Brief:

Funded by the European Union, the ILO's MAP Project is carried out by ILO in collaboration with the Government of Indonesia and its social partners. Working together with Government agencies, workers' and employers' organizations as well as research institutions, the Project aims to strengthen the capacity of developing and transition countries to self-monitor and self-assess progress towards decent work. Indonesia is one of the ten countries globally implementing the MAP project.

Supported by:



• • Highlights in 2012:

1. **Completion of Decent Work Profile for Indonesia** which covers the progress made in Indonesia since 1996 to 2010, identifies remaining challenges and develops required policies for achieving the Decent Work Agenda (DWA). The Profile captures a range of recent developments in Indonesia's labour market, from the labor force participation rates of men and women, to the hours people work and the wages they receive. It also charts progress made in reducing child labor, enhancing social protection, and extending the right to unionize and bargain collectively.
2. **Completion of the final draft Profile of Decent Work Indicators for Maluku** as one of the targeted provinces for the implementation of the Decent Country Programme for Indonesia.

Targets for 2013:

1. Continue the data compilation and finalization of the provincial profiles of Decent Work Indicators for East Java and Nusa Tenggara Timur as three targeted provinces for the implementation of the Decent Country Programme for Indonesia, together with Maluku.
2. Continue the data compilation and finalization of Profile of Sectoral Decent Work Indicators at national level for the implementation of the Decent Country Programme for Indonesia.

Assessing and Addressing the Effects of Trade on Employment (ETE)



In Brief:

The ETE Project is based on the ILO's unique mandate flowing from the Declaration on Social Justice for a Fair Globalization (2008) and the ILO's efforts to promote the Decent Work Agenda (DWA), in particular the DWA's strategic objectives of creating employment opportunities and promoting social dialogue. Funded by the European Union, the Project aims to support the analysis of effective and coherent trade and labour market policies that addresses the challenges workers and employers face, and to expand opportunities for the creation of decent employment in developing countries. At the national level the Project aims to carry out the initial work to set the stage for capacity building of the policy makers, social partners and researchers and enhance their participation in policy dialogue.

Supported by:



Highlights in 2012:

1. **Publication of a research paper titled “The Study of Trade and Employment in Services: the Case of Indonesia” and writing of the National Country Report.** The final draft of the Country Report has been reviewed by relevant stakeholders and acknowledged by the Policy Working Group.

2. **Establishment of the Policy Working Group,** to facilitate policy dialogue. The Group has successfully served as forum to build consensus on the treatment of labour market and trade issues, to discuss issues linked to coherent trade and labour market policies, to identify priority areas, and to guide the development of corresponding policy recommendations.

3. **Completion of simulation analysis reports on the Free Trade Agreements (FTAs)** between Indonesia-China, Indonesia-India and Indonesia-Australia.

Targets for 2013:

1. The National Country Report with contribution from constituents to be completed in first quarter of 2013 and nationally launched.



Youth Employment



In Brief:

Today's young Indonesians are better educated than ever before, but even with a better education they have trouble finding work. Statistics show that young people in Indonesia are five times more likely to be unemployed than adults. As the youth population will reach its highest point in the coming decade, policies and programmes to boost youth employment will need to be in place. For the past ten years, ILO and its partners have worked together to help Indonesia's young people get ready for the world of work and to promote youth employment through various initiatives focusing on access to decent jobs, vocational and entrepreneurship training, skills training, and promotion of workers' rights. ILO has also identified practical methods for preparing Indonesia's young people for the world of work that have energized trainers, tutors and facilitators, transformed training and teaching methods and inspired thousands of young people to build a business.

Supported by:



.. Highlights in 2012:

1. **Continuing to support the Government of Indonesia with various programmes to better equip young people for school to work transition and entering the world of work.** Funded by the Swedish Government (SIDA), the programme aims to review policy and programmes affecting youth employment at the national level to provide a foundation for a national plan and programme development on specific issues such as entrepreneurship, apprenticeships, and skills development and training. The project also plans to design a national plan on youth employment integrated into the Job Creation Strategy, provide support for the Indonesia Youth Employment Network (IYEN) through capacity building, promote of youth employment and to conduct an ASEAN Youth

Employment Forum with the Ministry of Manpower and Transmigration.

2. **Networking development and knowledge sharing on youth employment and global challenge through Voices of Youth,** a knowledge sharing event held in 50 countries worldwide, including Indonesia. In Indonesia, the Voices of Youth event was able to raise awareness on the importance of promoting decent work for young people, create synergies between countries, and increase global visibility of initiatives for improving working situations for young people. Recommendations from the event were presented in the 101st session of the International Labour Conference in Geneva in June 2012.

Targets for 2013:

1. Implementation of the Youth Employment project.

Success story:

Representing Indonesia in the global forum

Rendy Maulana is a 24 year old young entrepreneur who represented Indonesia at the global Youth Employment Forum hosted by the ILO at its headquarters in Geneva on May 23-25 2012. The forum brought together more than 100 youth from around the world for wide-ranging discussions and reflection on the state of the global job crisis and the major challenges faced by young people in their search for decent work.

Maulana started his web-hosting business (PT Qwords Company International) in Bandung City when he was just 18 years old. The basic idea for this business was to provide an affordable web site for people to market their business. Maulana admits that he didn't receive any entrepreneurship training but studied marketing management at university.

Eighteen months after Maulana started his business he began recruiting staff, and before long the company expanded to eight employees, operating 24 hours, and is now one of the top ten web hosting companies in Indonesia. Maulana supported many people to put their businesses online and thus helped them to grow and create jobs for others. He is currently setting up his business in Singapore, while preparing to expand further in the Asia-Pacific region. He is also a mentor in Creative Cultural Entrepreneurship as part of a Master of Business Administration programme.

Green Livelihood Access for Central Kalimantan's Inclusive Environmental Response to Climate Change (GLACIER)



In Brief:

In acknowledgement of the great need for reduction of greenhouse gas emissions from deforestation and forest degradation, the Government of Indonesia issued an instruction on the freeze of native forest clearing between 2011 and 2013 and an instruction (2/2007) requiring the rehabilitation and conservation of the Ex Mega Rice Project (EMRP) area in Central Kalimantan. In line with the EMRP's Master Plan, ILO Indonesia with UNDP through funding from the Government of Norway, is commencing a 12-month pilot project which seeks to improve access to sustainable livelihoods for local communities in the EMRP Project area in Central Kalimantan. The Project will introduce participatory local resource-based approaches and build local capacity to rehabilitate degraded forest land, promote sustainable livelihood development and improve access to socio-economic facilities and markets.

Supported by:



Highlights in 2012:

1. **Capacity building for REDD+ National Task Force under the President's Delivery Unit for Development Monitoring Oversight (UKP4)** by providing a training opportunity for a staff member in the Green Jobs Learning Forum held in ILO's International Training Centre (ITC) in Turin. The objective is to provide better inputs to the design of green jobs in future national REDD+ strategies as well as to establish a stronger partnership with the UKP4/REDD+ Task Force.



2. **Capacity building for five key local stakeholders on ILO Convention No. 169** by involving them in a joint national workshop on indigenous people held in Jakarta in November 2012. The workshop provided better understanding on the key principles of ILO Convention No. 169 and its relationship to developing programmes that respect the rights of indigenous people.
3. **Socialization of the objectives and strategies of the Glacier Project** as an effort to build synergies between and commitments from targeted beneficiaries. Socialization activities carried out in three

districts and involved 43 key stakeholders ranging from government institutions, and village governments, to indigenous people organisations, and local NGOs.

4. **Participatory implementation planning programmes together with local communities conducted in all five target areas** to identify potential interventions based on actual needs in the project areas. A list of potential priorities has been made and submitted to the ILO for further analysis. Specific efforts were made to involve women in the event.

Targets for 2013:

1. Rehabilitate 100 ha degraded land in the project area.
2. Build 200m of fire breaks ponds.
3. Build one small canal.
4. Improve knowledge in five targeted communities on the investment of improving and maintaining access to natural assets.
5. Train an approximately 300 beneficiaries (men and women) in relevant entrepreneurship and skills training based on market demand.

Creating Jobs: Capacity Building for Local Resource-Based Road Works in Selected Districts in Aceh and Nias



In Brief:

This Multi Donor for Aceh and North Sumatra (MDFANS)-funded Project aims to contribute to the recovery and reconstruction of Aceh and Nias by integrating capacity building activities with road construction works in selected districts. Its specific purpose is to improve road connectivity, boost local employment, contribute to overall economic recovery and build institutional and technical capacities of involved parties. These include local contractors and their staff, staff of relevant local government offices, staff from the Kecamatan Development Programme (KDP)/the National Program for Community Empowerment (PNPM) and local communities.

The Project evolved through 5 phases starting with a Pilot Phase in the immediate aftermath of the tsunami (2005 to first quarter of 2006); Phase I (March 2006 to March 2008); Phase II (October 2008 to September 2010); Phase II Extension (October 2010 to August 2011); and Phase III (December 2011 to November 2012).

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Highlights in 2012:

General Achievements

1. **Used of local contractors for the implementation of the work.** A tracer study conducted indicated that local contractors have shown increased management and financial skills as a result of the training and capacity building activities of the Project.
2. **Implementation of cost-effective, community-based road routine maintenance systems** and simple and practical estimation procedures for maintenance works.
3. **Significantly contributed to improved rural roads access** and connectivity and to local economic development in project areas due to improved roads, reduced transportation costs and increased profits, reduced travel time and improved access to social and economic infrastructure.
4. **High-quality and cost-effective rehabilitation of roads and irrigation facilities** at the district and community level, resulting in employment creation and income distribution.
5. **Development of tools and systems to assist local governments in Pidie and Bireuen Districts** to plan, prioritize, and budget for investment in roads (road management information system (SIPJ3), road GIS, 5-year road master plans and community-based road routine maintenance guidelines).

6. **Bireuen Head of District Regulation No. 17/2012 on Community-Based Routine Maintenance of Roads** and two supporting implementation directives: No. 366/2012 on District and Sub-district Road Inclusion and No. 367/2012 on the Main Tasks of Related District Offices on Implementation of the Community-Based Road Routine Maintenance were issued.

7. **Contributed to the promotion of gender equality for women in the construction works**, resulting in changed roles for women in construction, especially for women heads of families.

Physical Works

1. **Rehabilitation of 178.8 kms of roads and maintenance of 177.2 kms**, which exceeded the original target.
2. **Construction of 10 bridges and river crossings.**
3. **Rehabilitation of 0.84 km and maintenance of 2.18 kms of irrigation canals.**
4. **Construction of four intakes/gates and rehabilitation of another four.**
5. **Generation of 387,698 worker-days of temporary short term employment, achieving 83 per cent of the target.**

Capacity Building

1. **Built the capacity of 400 local contractors' staff in the areas of management and technical skill of road construction using LRB methods.** The tracer study conducted indicates that all contractors engaged in the project already received contracts from the government/other projects and continue to do so after the closure of the project.
2. **Trained a total of 156 community road supervisors (28 women) and a total of 530 community members (150 women)** in Aceh and Nias on routine road maintenance works.
3. **Distribution of Indonesian versions of technical manuals and technical specifications** used in construction/maintenance works to all concerned district Public Works offices and other relevant offices.
4. **Contributed to environmental protection** with the introduction of emulsion bitumen (cold-mix) pavement technology.
5. **Development of knowledge management and documents** related to construction/maintenance works both in English and Bahasa Indonesia.

The Nias Rural Access and Capacity Building Project (NIAS-RACBP)



In Brief:

The Project was designed to respond to the need to increase implementation capacity in reconstructing essential infrastructure following the disasters in Aceh and Nias. The overall objective of the Project is for residents of the participating districts to utilize improved rural transport infrastructure and services and to benefit from enhanced access to economic and social services and facilities. The Multi-Donor Fund for Aceh and North Sumatra (MDFANS) is funding two coordinated and conceptually-linked, but administratively independent projects for the Nias Islands. The Nias RACBP is implemented directly by the ILO under a Fiscal Agency Agreement with the World Bank, hitherto the largest of its kind. The Nias-RACBP focuses on the improvement of the strategic rural transport network in the three economic/agricultural clusters in Nias Islands that are targeted by Nias-LEDP (Nias Islands Livelihoods and Economic Development Project). The Nias RACBP worked in 21 sub-districts, which enhance Nias-LEDP's activities by addressing key barriers to livelihoods and economic development, namely poor road and bridge access to remote communities.

Supported by:



Highlights in 2012:

Overall achievements

1. **Delivery of target rural transport physical outputs of a high quality, in a cost effective manner in the foreseen timeframe.** The project used labour-based technologies and approaches integrated with demand-driven capacity building and training activities throughout the project cycle which proved to be effective and cost-competitive.
2. **Promotion of the involvement of local women in the workforce,** (30 per cent female participation). At the project's start, women's participation in the workforce was around 7-15 per cent.
3. **An increase in traffic volumes of over 60 per cent, a 20 per cent reduction in transportation costs, and a 55 per cent reduction in travel time** for local communities. This also resulted in better access for farmers.
4. **Contributed to cost-effective preservation of assets** through simple and practical formats and demonstration of community-based maintenance systems.

Infrastructure construction

1. **Completion of 68.6 kms of "all-weather" roads and motorbike trails, consisting of 21.4 kms of road and 47.2 kms of trails.** They had been handed over to Public Works or to village authorities.
2. **Construction of 1,942 running meters span or 73 units of bridges and crossings and the repair of 94 running meters span or 7 of bridges.** They had been handed over to the District Local Government.
3. **Rehabilitation and handing over of 140 traditional houses, 1 community hall and 5 megalith sites** to local district governments and communities.
4. **Construction of an integrated access trail and pipeline to water supply spring boxes, reservoirs/ tanks and pumps was about 85 per cent completed,** with full completion anticipated by 31 March 2013. The operationalization of this integrated access will serve around 10,000 inhabitants of the traditional village of Bawomataluo in South Nias.

Capacity Building

1. **A total of 26,145 training days** including training both class room and on-the job training.
2. **Training of "barefoot engineers" on roads and bridges** through intensive 6-month classroom and on the-job-training and 6-month internship period for 42 local youth in Nias island; 24 per cent are women.
3. **Replication planning of the trail bridges initiatives in four other districts of Nias by the North Sumatra Government.** Interest has also been expressed by various provincial governments, the Ministry of National Development Planning (Bappenas), the Ministry of Development for Disadvantaged Areas and the National Program for Community Empowerment (PNPM).

Success story: Teacher Fatieli's bridge of happiness



Fatieli Lahago is beaming. He has had a smile on his face since the ILO built a bridge across the Oyo river in West Nias.

Fatieli, the principal of SD primary school of Lahago, explained that before the bridge was built, villagers who wanted to harvest their produce—bananas, rubber, cassava, coconuts and cacao—from the plantations on the other side of the village had to wait for the river waters to recede during heavy rains. “We had to walk swiftly, for fear of the river overflowing. If the water level rose after we had crossed, we had to sleep in the plantation. Sometimes we had to wait for two days before we could cross back,” recalled Fatieli.

The livelihoods of the people lives in the village along the Oyo river depend on the crops they grow. Fatieli himself owns a small banana plantation. “At least what I make from it buys me food,” he explains. In some areas of Nias, farmers get Rp 8,000 to 9,000 for a bunch of Kepok, Ambon Raja or Barangan bananas.

“This bridge is the answer to all our prayers,” said Sofinati, who crosses the bridge in Oyo village every day to teach at Teraha Primary School, one kilometre away.

“We are delighted that the ILO has built this bridge. It has revived our enthusiasm for making a living. Even our plantations are better taken care of. We can now cross the river without difficulty. It really has delivered us from the hell of poverty,” said Fatieli. “The bridge belongs to us now. We will continue to look after it even after the ILO has finished their work here.”

Sustaining Competitive and Responsible Enterprises (SCORE) Programme



In Brief:

Launched in July 2010, the ILO's SCORE programme is designed to help SMEs in Indonesia to boost quality and productivity, improve working conditions, reduce environmental footprints and strengthen collaboration and communication between employers and workers. It helps enterprises to be more competitive in global markets, thereby creating jobs. Funded by the Swiss State Secretariat for Economic Affairs (SECO) and the Norwegian Agency for Development (NORAD), the SCORE programme is supported by the Ministry of Manpower and Transmigration, Indonesian Employers' Association (Apindo), national trade union confederations and the Dharma Bhakti Astra Foundation. Indonesia has been chosen as one of seven countries along with India, China, South Africa, Ghana, Viet Nam, and Colombia to implement the SCORE programme.

Supported by:



Highlights in 2012:

1. **Implementation of SCORE Module 1 on Workplace Cooperation in six provinces in Indonesia:** Jakarta, Central Java, South Sulawesi, South-east Sulawesi, East Kalimantan and Lampung.
2. **Completion of training for SCORE's master trainers in six provinces** covering four out of five main SCORE training modules on workplace cooperation, quality management, productivity and cleaner production and human resources management.
3. **Adoption of SCORE training Module 1 by the Ministry of Manpower and Transmigration.** The Ministry of Manpower and Transmigration conducted and funded their own SCORE trainings in Central Java, South Sulawesi, South-east Sulawesi, Lampung and East Kalimantan.
4. **Adoption of SCORE training modules by the Dharma Bhakti Astra Foundation,** resulting in a sharp reduction to the ILO-SCORE training contribution to only 10 per cent.
5. **Establishment of SCORE Evaluation and Monitoring database system,** presenting the following results: 77 companies registered as pilot enterprises of SCORE; 76 instructors trained; 378 managers (48 per cent) and workers (52 per cent) trained.
6. **Completion of the SCORE Social Marketing Campaign in Jakarta and Makassar** which has demonstrated increased in awareness of both management and workers on responsible workplace practices, working relations and communications.



Targets for 2013:

1. Support the Ministry of Manpower and Transmigration in SCORE dissemination to an additional 15 provinces.
2. Secure the sustainability of the SCORE methodology in Indonesia.
3. Increase awareness of responsible workplace practices at the local, national and global levels.

Success story: Going international through ILO-SCORE Programme

PT Mubarakfood Cipta Delicia in Kudus, Central Java, is one of the pilot enterprises of the ILO-SCORE programme. Since joining the ILO-SCORE programme in 2011, the company has witnessed increased productivity, better working conditions and improved communication between management and workers. Mubarakfood also managed to reduce the number of reworked and rejected products. In addition to being awarded the 2011 Parama's Work Award for National Productivity and Quality, Mubarakfood was also invited by the Ministry of Manpower and Transmigration to present their productivity and occupational safety and health (OSH) improvements in the Asian European Meeting on OSH held in Singapore on 10 September 2012.

From a humble household venture over a century ago, PT Mubarakfood Cipta Delicia has grown into a well-known snack producer, particularly in Central Java. Currently run by the third generation of the family that started the business, the company now has over 100 employees and products sold across the country and abroad. Several measures have also been taken to expand the business, including the purchase of a piece of land to build a bigger plant.

Before moving forward with the expansion plan the company realized that they had some problems to resolve.

"We felt that employees' commitment had been fluctuating; they lacked discipline, they only showed minimum effort, and there was a high rate of absence and overtime," said company president director Muhammad Hilmy.

The use of material and firewood had not been efficient either. The firewood, particularly, was problematic; it was humid, causing the fire to be unstable, which led to more work and burnt dough. The company also faced unhealthy competition due to rampant forgery. "We have taken legal measures against one producer, but counterfeit products remain widespread. We can't sue all of them," said Ashifuddin, production manager, pointing to a high shelf filled with such products.

Mubarakfood management decided that they required guidance to meet the challenges. Fortunately, they were introduced by the local manpower office to the ILO-SCORE programme in March 2011, which they immediately participated in. "It was a wake-up call to boost the awareness to increase productivity and added value," said Hilmy.

The company created teams to be in charge of maintaining the cleanliness and tidiness of the plant. Employees were gathered regularly for motivational briefings, where they received instruction

on topics such as work quality. Stricter implementation of reward and punishment schemes was imposed, with mistakes reprimanded and good works rewarded with bonuses.

A quality control mechanism was utilised at the end of every production phase instead of only at the end of the entire process to make it easier to trace mistakes. The warehouse used to store firewood was fixed and renovated. The asbestos and leaky roof was replaced with the one made of fiberglass to enable sunshine to come in and dry the wood.

"Teamwork and coordination have been improving significantly. People make sure they do the best job and ensure the cleanliness of the plant. The rate of absenteeism has dropped and employees are glad to have the venue to give feedback and suggestions," said Meilany Astining Asih, head of the personnel division at PT Mubarakfood Cipta Delicia.

There is no longer a problem with firewood. With the newly improved warehouse, the wood is dry in one to two weeks, which creates more a stable fire that speeds up the cooking process and saves 22 per cent on overtime fees. In addition, there have not been any rejected or reworked products. Improved production efficiency results in better delivery rates, which has led to increasing orders.

Cooperatives Development



In Brief:

Cooperative enterprises help secure the livelihoods of an estimated three billion people worldwide. They have one billion members and provide more than 100 million jobs around the world. ILO promotes the cooperatives business model to create and maintain sustainable enterprises. Cooperatives offer jobs that not only provide income but also pave the way for broader social and economic advancement, of participants, their families, and communities, while enabling people with skills but little or no capital to create employment and contribute to economic development. In Indonesia, the cooperative movement plays an important role as one of the largest civil society groups and as a social enterprise with great potential for assisting rural development and employment creation.

Highlights in 2012:

1. **Adaption of My.COOP training package and programme on management of agricultural cooperatives by Indonesia**, in collaboration with Vredeseilanden Country Office (VECO), Indonesia Peasant Alliance (API), Agriterra and the Ministry of Cooperatives and Small Medium Enterprises (SMEs). My. COOP Indonesia targeted cooperatives' board of directors, cooperative leaders, organic farmer cooperatives (which often lack of a formal structure), leaders of woman cooperatives, leaders of member groups, and leaders of cluster cooperatives.
2. **Partnership with the Ministry of Cooperatives and SME as "the Coops 4 Jobs" programme as an effort to revitalize cooperatives in Indonesia**. The Ministry of Cooperatives and SMEs was especially keen to work on policy advice and technical support in improving the policy and legal framework of cooperatives,

including the development and improvement of primary and secondary cooperatives in a selected sector that could be used as model for further replication.

3. **Carrying out a series of socialization activities on ILO Recommendation No. 193 on Promotion of Cooperatives** as part of the effort to promote cooperatives to relevant ILO

stakeholders in Indonesia. The Recommendation recognizes the importance of cooperatives in job creation, mobilizing resources, generating investment and contributing in the economy. The Recommendation also includes the Cooperative Principles which are guidelines for cooperatives to put their values into practice.



Targets for 2013:

1. Further implementation of My.COOP training package and programme in collaboration with the Ministry of Cooperatives and SMEs and VECO;
2. Continue socializing the ILO Recommendation No. 193 concerning the promotion of cooperatives; and
3. Possible implementation of "Coops 4 Jobs" programme.

Success story:

Turning waste fruit into a profitable business

In the small low-income community of Toisapu, in the Maluku islands, nutmeg used to be seen as a waste fruit. Local villagers would use the nutmeg seed and its mesh, and would throw away the outer cover or the fruit itself.

That all changed in 2010, when the “Sejuk Women Cooperative” came up with the idea of using the rest of the fruit to produce juice. Initially, the cooperative produced about 40 to 50 bottles per month. Today output reaches about 2,400 bottles a month and rising.

As a result, the women involved in the project now enjoy a better income and living conditions. Membership has also increased from 15 to 25 members. Today the cooperative ships juice all over the country, including to the capital Jakarta, and to places as far as the Netherlands. And the aim is to keep expanding.

“We are now planning to set up a multi-purpose cooperative to start a saving and credit scheme and to sell other products such as daily domestic goods,” said Genova Mercilyn Maliombo, Secretary of the cooperative.

The cooperative also plans to join social security programmes to provide better protection for its members. “It is not only for future protection, but also for future investment of the cooperative, as we can benefit from credit schemes, especially when we are planning to expand our business activities to bread production, accessories and fresh water fishery,” explained Genova.



A cooperative revival

The establishment of women’s cooperatives is part of the joint ILO-UNIDO Pelagandong Project covering 21 low-income villages of three target districts (Ambon City, West Seram and Central Maluku). The programme aims

to foster peace and poverty reduction by reducing vulnerability, and promoting local economic development and livelihood improvements among target beneficiaries who have been affected by human security issues.

These initiatives are in line with government efforts to revitalize and improve the cooperative movement. Small and joint business ventures play a key role in helping to boost economic growth which, in turn, will reduce poverty and create more job opportunities.

According to the latest (2012) statistics, there are more than 192,000 cooperatives in Indonesia with a total of 33.6 million members or 14.1 per cent of the total population. Most of these cooperatives (around 70 per cent) are located in rural areas.

“Indonesia is a good example of a country where there has been a revival of cooperatives, contributing to economic growth while promoting social inclusion, poverty reduction and sustainable development,” said Simel Esim, Chief of the ILO Cooperative Branch in Geneva.

Financial Inclusion



In Brief:

Social finance has emerged as a powerful approach for increasing income, and reducing inequalities and poverty around the world. Social finance encompasses methods that contribute in a positive way to society such as credit, savings, insurance and other products that help the poor cope better with risk, take advantage of income-generating opportunities, organize and have a voice. Social finance is not only for the poor but for all people excluded from formal financial transactions. Beneficiaries range from families with working children, youth, and vulnerable workers, to micro and small business owners. Using the social finance approach, the ILO Jakarta Office has been working to support the Government of Indonesia's work on financial inclusion. Our work with Bank Indonesia on various activities and programmes was formalized this year in the form of a Memorandum of Understanding.

Supported by:



Highlights in 2012:

1. **Trade unions and employers were trained as trainers on financial literacy** using the ILO module on "Financial Education for Families" which has been tested and adjusted to the Indonesian context. They were trained to set financial goals, manage their money, compare savings services, make a budget and stay within it, and to make a savings plan. The training aimed to improve the welfare of trade union members/employees by increasing their financial literacy.

2. **Increasing financial literacy through training of trainers with clients in marginalized groups**, e.g. people living with HIV and AIDS, transgender, sex workers and former drug users. The training helps participants learn to manage their financial resources in order to plan for the future and

eventually create a better life. These marginalized groups are known to face difficulties such as access to decent jobs, societal discrimination and stigmatization, and are often unable to survive with limited income and opportunities.

3. **Partnership with Bank of Indonesia through the signing of a Memorandum of Understanding** which includes several programmes such as green entrepreneurship, social impact assessment of microfinance institutions' innovation, and the Promoting Micro and Small Enterprises through Improved Entrepreneurs' Access to Financial Services (PROMISE IMPACTS) project which seeks to address some of the challenges faced by micro and small enterprises, funded by the Swiss State Secretariat for Economic Affairs (SECO).



Targets for 2013:

1. Continue the implementation of the ILO's Promise Impacts project which seeks to promote micro and small enterprise development through improved entrepreneur access to financial services.

Success story:

Promoting financial inclusion through financial literacy training

The ILO has been actively promoting financial inclusion for vulnerable groups through financial literacy training that enable participants to plan for the future, better manage income, avoid over-indebtedness, and better manage life risks (illness, catastrophes, etc) that would otherwise put them in difficult financial situations and potentially cause them to fall below the poverty line.

ILO has collaborated with Allianz Indonesia since the first training of trainers (ToT) on financial education for families was conducted in October 2011. Allianz Indonesia was one of the participants in the ToT training using the ILO's training manual entitled: "Financial Education for Families: Trainers' Manual". The manual is designed to provide families with basic skills related to earning, spending, budgeting, saving and borrowing.

To ensure the continuation of the first ToT, and in a commitment to strengthening the capacity of families to mitigate financial risk, Allianz Indonesia through Allianz Peduli Foundation launched the Financial Literacy for Adults of Medium to Low Economic standard programme. Allianz conducted a pilot project in June 2012 in areas considered to have more challenging circumstances for families to recover from financial vulnerability in Eastern Indonesia (Papua and West Kalimantan).

"Based on a survey to evaluate this programme, we learnt that the trainings have changed the behaviour of families in two targeted areas in terms of financial management, benefits for micro finance institutions and other topics in financial education modules from ILO. In the near future, Allianz will scale up this program to more families linked to Allianz networks all over Indonesia," explained Indra Yuliawan, CSR Manager of Allianz Indonesia.

By September 2012, through its ToT, Allianz had already trained 20 trainers from Allianz partners (10 trainers in Papua and 10 trainers in West Kalimantan) and 16 trainers from Allianz employees in Jakarta. Meanwhile, through the Training of Clients (ToC) scheme, Allianz has trained a total of 196 participants: 129 participants in Pontianak, West Kalimantan (95 per cent of them are women) and 67 participants in two cities of Papua (Sentani and Abepura cities).



Despite the challenges of conducting training classes, especially in Papua, participant feedback was positive. Further, the participants expected an extension class with advanced and various topics from Allianz. "Through this kind of collaboration, the ILO hopes that more families become more informed and empowered as well as are able to set financial targets and reach them. This will help them improve their living conditions, send their children to school and enjoy rewarding lives," said Tendy Gunawan, the ILO's Programme Coordinator for Enterprise Development, Youth Employment and Social Finance.

People centered Development Programme (PcDP) Phase II

Institutionalizing Sustainable Livelihood Development for Papuan Communities



In Brief:

The joint ILO/UNDP institutionalizing Sustainable Livelihood Development Project aims to improve community welfare, especially of indigenous Papuans, through local Government and civil society-based systems and processes for sustainable livelihood development. Funded by the Government of New Zealand, the Project focuses on capacity building of target beneficiaries, including Indigenous Papuans, in eight key areas: six districts in Papua and two districts in West Papua. At the end of the intervention, stakeholders will be in a position to use systematic and relevant labour market information to deliver business development services to the community, including (i) Support of local business development in West Papua; (ii) Facilitation of access to finance for selected local business groups; and (iii) Establishment of Micro Enterprise Development Centre/ Incubation Initiative.

Supported by:



Highlights in 2012:

1. **Partnerships with Bank of Indonesia, the provincial planning development agency (Bappeda), the Kampung Community Empowerment Office (BPMK), and the cooperative office** on financial inclusion; research activities related to microfinance institutions (MFIs), market supply chain, and business incubation, and training for micro enterprises development in Papua and West Papua.

2. **Partnership with Bank Indonesia in Papua and West Papua** for Start and Improve Your Business (SIYB) and Get AHEAD training in Jayapura and Manokwari.

3. **A total of 23 participants (13 males and 10 females) from three local universities** (Cendrawasih University and Ottow Geisler University in Papua and Papua State University (UNIPA) in West Papua) participated in an induction and knowledge sharing workshop, aimed at strengthening the capacity of local researchers on microfinance, micro-enterprise development and community empowerment.

4. **Conducted a series of mapping and assessment activities** on Access to Finance and Enterprise Development in two provinces and eight districts. The research

was undertaken by the project in partnership with Bank of Indonesia, UNDP, and the Provincial Governments of Papua and West Papua.

5. **A total of 372 people (230 males and 142 females) actively participated** in a cross-sector workshop on mapping financial institutions and enterprise development in eight targeted districts in Papua and West Papua.

Targets for 2013:

1. Conduct a series of trainings on micro-enterprise development for 450 indigenous Papuans in five piloted districts: Jayawijaya, Sarmi, and Boven Digoel Districts in Papua and Manokwari and Fak-fak Districts in West Papua. The trainings will be followed by After Training Support (ATS) to assist participants in financial management and marketing.
2. Conduct a series of mapping activities and surveys on value chains, business climate, investment and labour diagnostics.
3. Conduct 'training of the trainer' on Get AHEAD and financial education for families for 20 new local trainers in five pilot districts.
4. Conduct training activities to strengthen five local institutions as Enterprise Development Centres in five pilot districts.

Mentawai Islands Livelihoods Recovery Programme



In Brief:

The ILO Mentawai Programme is part of a joint UN effort with Food and Agricultural Organization (FAO) and United Nations Development Programme (UNDP), funded by the Government of New Zealand through the Indonesia Multi Donor Fund Facility for Disaster Recovery (IMDFF-DR). It aims to fulfill the immediate needs of affected communities in South and North Pagai sub-district (approximately 501 households) who experienced an earthquake and tsunami in October 2010 through the provision of inputs in the form of seedlings and fishing equipment (FAO); the delivery of training to ensure effective use of distributed inputs; and support the organization of farmers, fisherman and other workers to increase the sustainability of livelihood recovery activities. To compliment the agricultural and fishery sector recovery and enhance the sustainability of livelihoods on the Mentawai islands, the 4 in 1 methodology will be applied (ILO). The 4 in 1 training will be integrated with entrepreneurship skills training (Get AHEAD) as well as skills training on micro-enterprise development, marketing and post production processing (ILO), along with provision of technical assistance to support capacity development of local government institutions to implement RENAKSI (UNDP). Technical assistance will be drawn upon to support strategic planning for local economic development and basic service provision.

Supported by:



Highlights in 2012:

1. A total of 30 Mentawai youths (9 females and 21 males) affected by the tsunami completed and passed the certification process of **competency-based vocational training** in three areas: motorbike repair, furniture making and light meals production. All participants returned to Mentawai Islands to rebuild their communities.
2. The 30 trained Mentawai youth received **After Training Support (ATS)** to start their own businesses. The ATS consisted of provision of the standard working tools (furniture making tools, motorbike and light meals production working tools as well as packaging set) and direct assistance in business development by a team of business consultants.
3. A total of 200 Mentawai women completed integrated training on light meals production and entrepreneurship using the **ILO's Get AHEAD module**. The light meals production training was facilitated by the previous training participants. The 5-day entrepreneurship training was facilitated by 15 local trainers who already completed 8-day training of trainers of the ILO's Get AHEAD module.



Targets for 2013:

1. Continue the After Training Support (ATS), particularly in terms of providing assistance in the marketing development of light meals products to 200 women who already received light meals production and entrepreneurship training.
2. Facilitate access to microfinance institutions in Mentawai or to government loan programmes (KUR) for the furniture making, motorbike repairing and light meal production groups.
3. Link all beneficiaries with local government programmes to strengthen opportunities for project sustainability.

Success story:

Building a light meals business for a Mentawai local community

Lilis Suryani works on the family owned farm in Bulasat village in South Pagai. Lilis's family does not live in this village, but as the farm needed to be taken care of, Lilis, the oldest child, was sent to Bulasat village to manage the farm, which helps financially support her parents and siblings. Lilis not only runs the farm business but also runs a daily needs business.

The aftermath of the tsunami had a significant impact on her and her family's livelihood. It became very difficult to earn a decent income as the residents from her village had relocated to higher ground leaving their previous jobs in Bulasat village. The tsunami not only affected her farm and daily needs business but also her family's income from fishing.

Before the tsunami, Lilis' father would supplement the family income by catching and selling fish, but after the tsunami had struck, her father stopped fishing because of personal trauma from the tsunami, her father was too afraid to go back in the ocean. When Lilis heard about the light meals training program, she jumped at



the prospect as there are currently no light meal producers in her community.

"When I heard about this training opportunity, I just quickly grabbed this one-life-time opportunity," said Lilis. She joined the training programme not only to develop her skills and knowledge, but also to use her new skills to benefit her community. "After my training, I wish to

invite young jobless women from my community to learn the tools of the trade. I want share my knowledge and skills that I gained from the light meals trainings for my communities. They can produce light meals to be sold to other nearby towns in Mentawai, like Sikakap and Tua Pejat city that, in turn, will improve their living conditions and income."

To date, Lilis has been running her own light meals business. She has recruited four young females from her village to work with her. She produces 80 packages of light meals per day and sells them to schools, offices, shops, etc. She was one of the 30-Mentawai youth who participated in the ILO's skills training using the 4 in 1 methodology. In addition to the skills training, she also successfully participated in the entrepreneurship training and received after training support in the form of standard working tools and business development assistance. She is now in the process of receiving marketing development assistance and small loan facilitation assistance.

Realizing Minimum Living Standards for Disadvantaged Communities through Peace Building and Village Based Economic Development (Pelagandong Project)



In Brief:

The ILO Pelagandong Project is a joint project with United Nations Industrial Development Organization (UNIDO) to respond to the social conflict that emerged in Maluku Province in 1999, causing Maluku as one of the poorest provinces with the highest poverty and unemployment rates in the country. The Project aims to contribute to poverty reduction and peace building in selected communities and target locations in Maluku Province on four main interconnected goals: (i) Village organization and empowerment; (ii) Sustainable livelihood enhancement through education, technology transfer, and local economic development (LED); (iii) Peace building and conflict management; and (iv) Improving overall living and occupational & health conditions. Funded by the UN Trust Fund for Human Security (UNTFHS), the Project has promoted sustainable economic development through various activities in which UNIDO is responsible for technical skills development; while the ILO contributes to the development of management skills (such as entrepreneurship, microfinance, peace building and OSH improvement). The Project came to an end in the mid of December 2012.

Supported by:



Highlights in 2012:

1. **Empowerment of 21 targeted villages to be actively involved in peace building activities and local economic development**

through a series of cultural festivals, presenting local products and local cultural traditions from each village.

2. **A total of 1,471 beneficiaries (917 female) from eight project villages were trained** on basic entrepreneurship skills, adopted from the ILO module 'Start and Improve Your Business' (SIYB).

3. **Economic empowerment of women through the establishment of women's microfinance institutions (WMFI) in 10 villages** with a total funding from the Maluku Provincial Government of Rp. 45,000,000 per WMFI. As a result, more than 500 women received micro credit to start or improve their micro business.

4. **Adoption of women microfinance model by the Government of Maluku** as a model of women's empowerment in Maluku. To support the adoption, a technical guideline of the WMFI development was already compiled to ensure the sustainability.

5. **A total of 57 people from 21 villages as well as ILO tripartite constituents (representatives of government, employer's associations and trade unions) were trained as facilitators of peace building and conflict management using the local economic recovery (LER) approach.** To date, the facilitators had conducted follow-up training sessions in over 600 communities. The ILO's LER module teaches systematized good practice and lessons learnt to enable decision makers to consider and apply the

main components of successful economic recovery programmes in post conflict situations, and on the prevention and resolution of violent and armed conflict.

6. **Delivery of two modules on Work Improvement for Safe Home (WISH) and Work Improvement in Neighborhood Development (WIND) to 32 local facilitators from 21 project villages and tripartite constituents** (representatives of government, employer's associations and trade unions). The module training has been extended to more than 620 beneficiaries from 20 project villages, including the employers and workers organizations.

Success story: New Hopes with Microfinance Institution for Women



One of the main challenges to starting or improving micro businesses in village areas of Maluku is financial access. It is almost impossible for villagers to get capital support of Rp. 500,000 from a private bank. Additionally, the process of becoming a cooperative member is complicated.

The only possibility of financial assistance is through a money lender (locally known as 'Jambul Kuning'), who apply high interest rates of 20 per cent over a 30 days loan period. Borrowing from money lenders, however, is much simpler than borrowing from a bank or becoming a member of a cooperative.

The Women Microfinance Institution (WMFI) pilot intended to provide an alternative financial resource for villagers to access micro saving and credit to support their micro businesses, especially for women. From a total of Rp. 45,000,000 of government grants, each WMFI started operation in early February 2012 with an initial Rp. 15,000,000. The Progress of each WMFI was monitored and evaluated to determine eligibility for future releases of credit. Two WMFIs in Nuruwe and Kamal villages 'informally' reported that they had made annual profits of Rp. 9,000,000 and Rp. 5,000,000 in the last year (2012) from the first release of Rp. 15,000,000.

Voni Manoten Salakory, who recently joined WMFI Kamal, said that after her husband passed away, she has continued working as a collector of agricultural products from Gemba Village to be sold to Ambon. However, after her business collapsed due to the recent conflict in Ambon, she has to rebuild her business. "I need money to rebuild my business. As a single parent, I have to work. I then started with a loan of Rp. 500,000 from WMFI Kamal and I can rebuild my business. I am expanding to collect agricultural products from fruits to vegetables from Taniwel Village to be sold to the Ambon market," she said.

Green Jobs in Asia



In Brief:

The Project's main goal was to assist Indonesia in shifting to a low-carbon, environmentally friendly and climate resilient economy that helps accelerate job recovery, reduce social gaps, support development goals and realize decent work. Funded by the Australian Government, the Project directly contributes to national programmes and initiatives relating to employment, climate change, the environment, disaster management and recovery from the economic crisis. Project activities included enhancing the capacity of ILO constituents, provision of sound policy guidance, and undertaking gender-responsive field activities on green employment in specific economic sectors. The Project duration was 2 years, ending in September 2012.

Supported by:



Highlights in 2012:

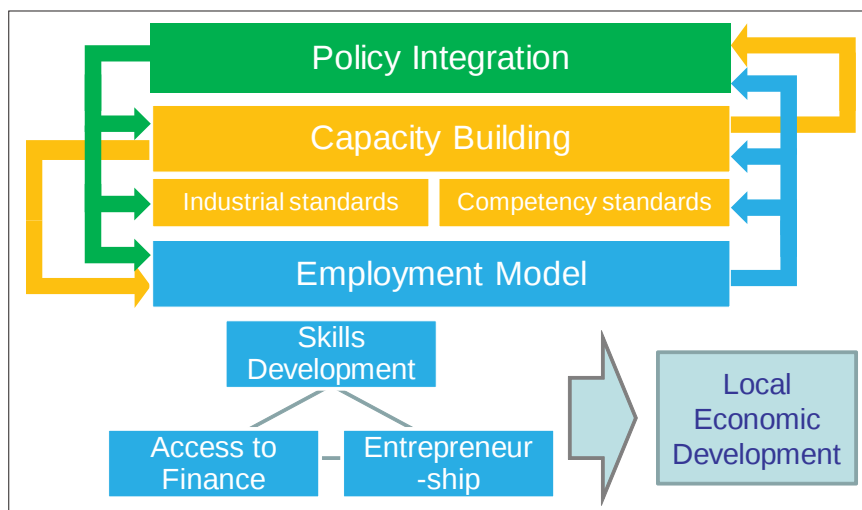
General Achievements:

1. **An integrated set of country and sector based studies**, including a country study on environment-employment linkages and assessment of the potential for green jobs creation and decent work.
2. **Capacity building through training courses for constituents and national partners** for the creation of green jobs and the development of low-carbon, environmentally friendly economies, enterprises and employment on a larger scale.

3. **Development of a Strategic Plan on Sustainable Tourism and Green Jobs for Indonesia.**
4. **Promotion of green job employment opportunities in a key sector through a demonstration project and support to existing national programmes.** In Indonesia the demonstration project was implemented within the sustainable tourism sector with approval from the Project Advisory Committee.
5. **Development of the Green Homestay industrial and competency standard.**

6. **Refinement of the ecotour guide national competency standard.**
7. **Strengthened framework for green jobs employment promotion in a specific sector in Indonesia.**
8. **Establishment of Green Jobs Community of Practice**, aimed at facilitating knowledge and experience sharing on matters related to green jobs.

Strategic Model for Green Jobs in Indonesia



B. Sound industrial relations in the context of effective employment governance

1. Labour administration provides effective services to improve working conditions and environment.
2. Tripartite constituents effectively engage in social dialogue to apply labour regulations and international labour standards.
3. Strengthened institutional capacity of employers and workers' organizations to contribute to sound industrial relations according to their respective mandates and responsibilities.



PUK SP

Better Work Indonesia



In Brief:

Better Work Indonesia (BWI) is a partnership between the ILO and the International Finance Corporation (IFC). The programme aims to improve compliance with labour standards and promote competitiveness in global supply chains. Better Work focuses on scalable and sustainable solutions, through strengthening cooperation between governments, employers' and workers' organisations and international buyers. The protection of workers' rights and entitlements helps distribute the benefits of trade to promote human, social and economic development. Compliance with labour standards can assist enterprises to be more competitive, by improving access to new markets and buyers. BWI combines independent enterprise assessments with advisory and training services to support practical improvements through workplace cooperation. BWI is funded by the Australian Government (AusAID), the United States Department of Labor (USDOL), the Netherlands Ministry of Foreign Affairs and the Swiss State Secretariat for Economic Affairs (SECO)

Supported by:



**International
Finance Corporation**
World Bank Group



Highlights in 2012:

Factory Registration

1. **Registration of an additional 21 factories** located in West Java (Bandung, Sukabumi, and Majalengka), Central Java (Semarang) and Yogyakarta (Sleman) provinces for Phase II of the programme. Adding to the 51 factories already registered in greater Jakarta and the surrounding area, this represents a total of 72 registrations.

Assessment-Advisory Services

1. **Registration of 72 factories for BWI assessment and advisory services as of the end of December**, of which 51 are located in Greater Jakarta and surrounding area. To date, a total of 45 factories have received assessment-advisory services and 15 progress reports have been made (since the beginning of the operation to the end of June).

Training Services

1. **Provided a two-day training module on occupational safety and health (OSH) to Better Work factories**, introducing participating OSH committees to the new regulation (Government Regulation No. 50/2012) on OSH

management systems. The module was developed in collaboration with the Directorate General of Labour Inspection.

2. **Adoption of the Better Work guidelines on disability** by factories under NIKE.
3. **Development of a training and information package on employing people with disabilities for brands and factories**, with further assistance from Disabled People's Organisations (DPOs) to factories, on how to develop and implement a policy to employ people with disabilities in order to support the enforcement of the one per cent quota law (1 per 100).
4. **Implementation of the BWI guidelines on HIV and AIDS** for managers and workers by NIKE in their factories.
5. **Development of an information package on assisting women to continue breastfeeding when they return to work**, with further assistance from the Breastfeeding Mother's Association (AIMI). This information package was created in light of a new government regulation requiring all employers to develop company policies to address this. BWI also collaborated with AIMI to offer training for

factories on how to develop and implement a friendly workplace for breastfeeding female workers.

6. **Development of an integrated social media programme, comprising SMS, Facebook and Twitter**, to inform workers on their legal rights, the labour law and fire safety in the workplace.

Trade Unions

1. **Development of training modules by 19 trained trade union officials from the four participating federations** on the role and function of the trade union; engaging women in trade union activities; and administration and financial management of factory level unions. The modules utilised existing training materials and modules from a range of organisations, including the International Trade Union Confederation (ITUC) and ILO ACTRAV.

Communication

1. **Distribution of BWI related information through a revamped website, newsletter, and legal updates.**

Success story: Fighting disability from within

Angela Friska started suffering from asthma when she was 8. Her parents soon discovered that her strong medication was affecting her hearing ability, as they had to constantly repeat their words to her. By the age of 10, Friska was deaf. The situation shattered her self-confidence.

School became a daily torment. Things did not improve when she went to university. It took her six years to complete a four-year bachelor thesis in technological engineering. "Imagining the examination itself was enough to make me panic. And even if I passed the test, what would I then do? Which company would be willing to recruit an employee like me?" she now says.

Life change

Her life began to change when she volunteered to evacuate victims of the 2006 earthquake in Yogyakarta, on the island of Java. She not only discovered herself and her capacities, but also became aware that she could help others.

"Most of the victims had broken bones. We carried them to a safer place where they could wait for medical treatment," she remembers.

Later, she found a job in the IT department of one Indonesia's largest media groups (Femina). Her colleagues in the office were aware of her condition and accepted her different needs. Communication through telephone has now been replaced with e-mail.

Now Friska has joined Better Work Indonesia (BWI), a joint programme of the ILO and the International Finance Corporation, as a consultant for the programme's disability component.

Her job will be to raise awareness among entrepreneurs in the garment industry and encourage them to provide more job opportunities for disabled people.

Over the next months, she will accompany Better Work's enterprise advisors to factories to discuss with management and worker committees how to hire more people with disabilities and to ensure that factories are in compliance with Indonesian law.

"Disabled people should be able to adapt to non-disabled people, and I trust they can", she says.

Meeting the disability quota

In Indonesia, companies are obliged by law to provide job opportunities for people with disabilities, and face a fine if they do not meet a one per cent quota. As some of the garment factories in Indonesia have over 100,000 workers, that means at least 1,000 people with disabilities. At the moment, the average number is less than 100.

"Most garment factories are unable to meet the government-mandated quota due to a lack of information, stigma and discriminatory attitudes of employers and co-workers alike," explains Simon Field, programme manager of BWI.

ILO experts and Friska have prepared guidelines to assist companies in the process of hiring people with disabilities. She will also help disabled people adapt to the workplace.

In August 2012, BWI organized a meeting between organizations of people with disabilities and buyers for multinational companies. All participants strongly supported the idea of improving access to work for people with disabilities and fulfil the companies' disabled worker quota.

Commitment to quotas

"The meeting was only the beginning of a series of projects by BWI to help people with disabilities access formal economy sectors, such as the garment industry," says Field.

"We need a stronger commitment from international buyers, employers and disabled workers alike so that persons with disabilities become agents of change."

Targets for 2013:

1. At least 120 factories will have registered with BWI. At least 60 factories will have received their first assessment reports and 30 their second assessment by March 2013. Advisory services will have been established in 90 factories.
2. Strategy to establish operations in Central Java will have been developed and approved.

Sound Industrial Relations in the Context of Effective Employment Governance



In Brief:

The improvement of industrial relations has long been one of ILO's focus areas in Indonesia. To be effective in applying the industrial relations system, the tripartite actors (workers, employers, and government) must improve their role, function, and competence. The ILO works on three strategic areas' in industrial relations while building the capacity of its tripartite constituents, namely:

- Effective labour administration services, through strengthening the labour inspectorate, to improve working conditions and environment;
- Effective social dialogue among the tripartite constituents to apply labour regulations and international labour standards; and
- Strengthened institutional capacity of the employers' and workers' organizations according to their respective mandates and responsibilities.

Highlights in 2012:

1. Development of new curriculum of mandatory Labour Inspection Training based on the ILO module on Building Modern and Effective Labour Inspection system.

The Directorate General of Labour Inspection and the Training and Education Center of the Ministry of Manpower and Transmigration has recently developed a new curriculum for 4-month training with more emphasis on "soft skills" for the newly recruited labour inspectors. Development of the training module was also followed by the training of around 40 trainers to deliver the new curriculum.

2. Establishment of Labour Inspection tripartite committee to ensure the participation of workers and employers in the implementation of labour

inspection. The establishment of the tripartite committee was initiated through a Tripartite Commitment in October 2011 and followed by Ministerial Regulation No 10 of 2012 that established a labour Inspection Committee. Labour Inspection Committee shall have the following tasks:

- ♦ Provide input to the Minister in the formulation and determination of labour inspection policy;
- ♦ Collect and analyse data for the development of human resources and improvement of labour inspection performance;
- ♦ Provide suggestions and inputs for the development of independent and professional labour inspectors; and
- ♦ Inform the labour inspection unit of any indication of violation of labour laws and regulations.

3. Workers and employers' organizations continue to actively organize trainings for their members.

Workers continue to advocate for the implementation of freedom of association, decent wages and social security. Employers under the Indonesian Employers Association (Apindo) have strengthened their role in voicing the interests of employers and businesses especially on issues of wages and outsourcing. One of the agreements achieved by workers' organizations and Apindo on minimum wages involves use of Bureau of Statistics (BPS) data to determine minimum wages in Central Java. This has helped reduce controversy on minimum wage fixing in the province.

Targets for 2013:

1. Adoption of training strategy on labour inspection at the national and provincial level by central and relevant provincial government (at least two provinces).
2. Improved understanding on gender equality for labour inspectors through the development of Gender Equality module and creation of a pool of trainers.
3. Publish National Occupational and Health (OSH) Profile as the comprehensive reference on OSH situation in Indonesia.
4. Tripartite constituents develop and action plan on the implementation of freedom of association in the garment, textile and footwear sector.
5. Improved setting of minimum wages and wage negotiation at the company level, through better understanding of the pay equity principle.
6. The Indonesian Employers Association (Apindo) will have a Human Resources certification programme.
7. Bipartite Cooperation Institution in selected companies will be effective and improved.

C. Social protection for all

1. Government and social partners have greater capacity in designing and implementing social protection policies and programmes.
2. Barriers to employment and decent work are addressed, particularly gender gaps and for persons with disabilities.
3. Effective implementation of the National Action Plan for the elimination of the Worst Form of Child Labour.
4. Enhanced policy, institutional framework and programme implementation for empowerment and protection for Indonesian migrant and domestic workers.
5. Integrated HIV policies and programmes for women and men workers.



Social Protection for All



In Brief:

The main objective of ILO Jakarta's social protection programme is to achieve the Decent Work Country Programme (DWCP) outcomes to ensure that the government and the ILO's social partners – employers' and workers' organizations – have greater capacity to design and implement social protection policies and programmes. The main programmes in 2012 focused on the promotion of the Social Protection Floor (SPF), in line with ILO Recommendation 202 adopted at the 101th International Labour Conference (ILC) in 2012. Recommendation 202 led to the research and launch of a report titled "Social Protection Assessment Based National Dialogue", which has recommended a "Single Window Service" approach to increase the outreach of social and employment services to uncovered and vulnerable groups.

Supported by:



• • Highlights in 2012:

1. Endorsement of the ILO's latest report, "Social Protection Assessment Based National Dialogue: Toward a nationally defined social protection floor in Indonesia" by the Ministry of National Development Planning (Bappenas) as a basis for policy and programme formulation for integrating the scattered existing social protection policies and programmes in Indonesia. Compilation of the report involved consultation with relevant national and provincial stakeholders including the United Nations Partnership Development Framework (UNPDF) Sub-Working group on SPF (led by the ILO). Indonesia continues to be the first ILO member state to pursue concrete, immediate follow-up action after the adoption of Recommendation 202 at the ILC in June 2012.

2. Adoption of a Single Window Service (SWS) approach by two provincial governments (East Java and Maluku) and one sub-provincial government in Soe-Timor Tengah Selatan (TTS).

Technical cooperation projects for the implementation of the SWS in two pilot districts in East Java and Maluku Provinces were developed in December 2012, funded by the Japanese Government and co-shared by the provincial governments of Maluku and East Java to ensure their sustainability.

3. Submission of ILO technical inputs at the request of the National Social Security Council (DJSN) on death and working injury schemes for the national employment social security scheme roadmap. The inputs will support the formulation of implementing regulations for the new social security service arrangements under the National Social Security System (SJSN) Law No. 40/ 2004 and Social Security Provider (BPJS) Law No. 24/2011, which have legislated for universal health insurance and social security schemes.

4. Partnership with Paramadina Graduate School of Diplomacy (PGSD) to raise awareness and build capacity of relevant stakeholders on issues related to social security policy and programme development, particularly: benefit schemes, institutional arrangements, financing and extending membership, and costing tools for practitioners and policy makers. The partnership was also extended to include other academic institutions, such as the Catholic University of Parahyangan and AKATIGA, a think-tank on social and labour issues.

5. Adoption of "Single Window Service" approach by the provincial governments of Nusa Tenggara Timur (NTT), East Java and Maluku as part of their poverty alleviation programmes, and initiation of feasibility studies for the implementation of the SWS approach through participatory dialogue with relevant stakeholders. Currently, the three provincial governments have made budgetary commitments for programme implementation to ensure sustainability.



6. **More than 200 workers in Jakarta, Yogyakarta, Bandung, Batam, Surabaya, Kupang and Ambon trained on issues related to social protection floor and social security.** This will eventually lead to an increase in awareness of social security schemes and contribute to an increase in the number of workers participating in the programmes.

7. **Ten per cent increase in workers' participation in Jamsostek's existing social security programme** from 10.1 million workers in 2011 to 11.2 million workers in 2012 (based on Jamsostek statistics).

Targets for 2013:

1. Contribute further technical inputs to the DJSN roadmap and implementing regulations.
2. Further capacity building activities and follow-up actions to implement a number of the SPF assessment report recommendations, including fiscal gap analysis and single window service projects (this will require additional resource mobilisation).

Promoting Rights and Opportunities of Persons with Disabilities in Employment through Legislation (PROPEL-Indonesia)



In Brief:

PROPEL-Indonesia aims to address gaps in policy and legislative protection on employment and training of persons with disability to ensure they are consistent with international standards. The Project supports the Government and other key stakeholders to enhance understanding of disability rights, especially concerning employment and training, through working with partners to build capacity of stakeholders and to raise awareness of disability rights. Funded by the Irish Aid, PROPEL-Indonesia Project started in June 2012, as part of a global PROPEL Project implemented in several countries in Asia and Africa.

Supported by:



• Highlights in 2012:

1. **Consultations and knowledge sharing with the disability community**, including regional, national and local Disabled People's Organisations (DPOs), other international organisations, training institutions as well as other stakeholders working in disability issues.

2. **Partnership with Atma Jaya Catholic University on raising awareness of disability rights** among law students and developing a plan to include disability rights, especially concerning work and employment related issues, in the human rights courses of the Faculty of Law.

3. **Presentation and examination of initial findings of the situation of vocational training opportunities in Indonesia** for persons with disabilities as well as the needs and challenges that DPOs face in their advocacy work.

4. **Reaching out to garment factories that employ or do not yet employ persons with disabilities** in order to support the enforcement of one per cent quota law (1 per 100), in collaboration with Better Work Indonesia.



Targets for 2013:

1. Conduct a series of capacity building workshops for the constituents and other stakeholders in West Java, East Java and Nusa Tenggara Timur. The workshops will focus on promoting rights of persons with disabilities in the workplace, especially around legislation and disability inclusion.
2. Raise the awareness of media representatives on rights of persons with disabilities and the portrayal of disability in the media. The activity will be conducted in collaboration with the Alliance of Independent Journalists (AJI) Jakarta and Diffa Magazine.

Child Labour Programme



In Brief:

The Government of Indonesia developed the National Action Plan on the Elimination of the Worst Forms of Child Labour in 2002 through Presidential Decree No. 59/2002. Indonesia is now in the middle of the 20 year National Action Plan. For the last 10 years, the Government and NGOs have collaborated to combat child labour in Indonesia. It is estimated that almost 4 million children aged 5–17 year still work in employment: almost 1.4 million children below the age of 13 years were in employment; almost 650,000 (13–14 year-old) in regular (non-light) employment and a further two million older children, (15–17 year old) were at work in hazardous employment.

In 2012 ILO implemented a Global Project on Combating Child Labour through Education which aims to strengthen the policy level linkages between work on child labour and education, leading to action that will improve the opportunities for those in or vulnerable to child labour. Funded by the Netherlands Ministry of Foreign Affairs, the Project targets four countries including Indonesia. The Project was initiated in September 2011 and works in three locations: Greater Jakarta area, Sukabumi district and Makasar City and will continue to 2013.

Supported by:



• • Highlights in 2012:

1. Together with Lembaga Perlindungan Anak, **a total of 100 child scavengers in Antang Dumpsite Community in South Sulawesi received formal and non formal education** from the project including vocational skill and life skill education.

2. **Strengthened the capacity of social workers and the Education Office of Jakarta on life skills education using ILO Modules of 3R (Rights, Responsibilities, Representation) Training Kit.** The capacity building activities were conducted in collaboration with Yayasan Kesejahteraan Anak Indonesia and the Ministry of Social Affairs, and aimed to improve the quality of education services at five community learning centers in Jakarta for children working in the street.

3. **Provided pre-vocational programmes to improve personal and social skills of**

children in 11 one-roof schools in Sukabumi district, reaching a total of 300 children from the targeted schools. The activity was conducted in collaboration with Education Office of Sukabumi.

4. **Issuance of two studies on relations between child labour and education:** (1) A new report by Understanding Children's Work (UCW)—a partnership between ILO, UNICEF and the World Bank, "Understanding Children's Work and Youth Employment Outcomes in Indonesia"; and (2) Child Labour and Education study in Indonesia.

5. **Implementation of a national campaign on child labour and education** as part of a series of activities conducted by the ILO and its partners to commemorate the World Day Against Child Labour 2012 and to highlight national efforts against child labour, particularly its worst forms.

- ♦ Development of six short innovative videos on child labour and education. The first of their kind, these videos were produced by child labourers themselves in Jakarta, Sukabumi and Makassar, showing five different areas of child labour: street children, scavengers, child domestic workers, child factory workers and children in prostitution. The videos are available at www.childlabourvoice.org.
- ♦ Media awareness raising through the organization of media fellowships and a media award on child labour and education, in collaboration with AJI Jakarta.
- ♦ Union engagement and awareness raising, in collaboration with the main national union confederations (KSBSI, KSPI and KSPSI), to educate and actively engage their members.

Targets for 2013:

1. Continue to support Ministry of Manpower and Transmigration on the development of Roadmap on the Elimination of Child Labour in Indonesia for 2022.
2. Conduct research and develop policy briefs on child labour and education to strengthen the mainstreaming of child labour into education sector.
3. Implement the ILO's new project to eliminate child labour in the domestic work sector, funded by the United States Department of Labour, in four provinces: the greater area of Jakarta, Lampung, East Java and South Sulawesi.
4. Commemorate the World Day Against Child Labour, with the theme of "No to child labour in domestic work."

Protecting Indonesian Migrant Workers



In Brief:

This section reports on two labour migration/domestic workers' projects. The first is the ILO project on Combating Forced Labour and Trafficking of Indonesian Migrant Workers, which aims to improve the protection of and services for Indonesian migrant workers, especially those overseas domestic workers. Funded by the Norwegian Embassy, the Project worked through ILO tripartite constituents and other partners such as Indonesian NGOs. The Project also collaborated with partners in Singapore and Hong Kong. The Project started in 2006 and officially ended in March 2012.

The second project is the Tripartite Action to Protect Migrants in the ASEAN Region (Triangle Project), which aims to significantly reduce the exploitation of labour migrants in the region through increased legal and safe migration and improved labour protection. The Project will promote bilateral and regional approaches to deal with shared concerns, make regionalism more effective, and enhance the capacity of institutions in ASEAN. The Project is funded by CIDA Canada as a regional labour migration project. It was officially initiated in March 2012 and will continue to 2016.

Supported by:



Highlights in 2012:

ILO's Project on Combating Forced Labour and Trafficking of Indonesian Migrant Workers

1. **Contributing to promotion of the ratification of UN Convention on the Protection of the Rights of Migrant Workers and Their Families (1990)** through various public campaigns and stakeholder meetings which led to ratification of the Convention by Indonesia in April 2012.

2. **Supporting various public campaigns and stakeholder meetings which led to the signing of the official letter by the President of Indonesia to the Indonesian parliament.** The letter marked the beginning of official parliamentary discussion of the proposed revision of the current Law on Placement and Protection

of Indonesian Migrant Workers (Law 39/2004) between Indonesian Government and Indonesian Parliament.

3. **Contributing to promotion of the ratification of ILO Convention No. 189 on Decent Work for Domestic Workers by Indonesia** through various public campaigns and stakeholder meetings. Those activities led to the Indonesian Government's decision to accept one of the recommendations of the 2012 UN Universal Periodic Review to ratify ILO Convention No. 189.

4. **Supporting the capacity building activities of migrant workers and their families** through a

series of trainings on financial education in two provinces (East Nusa Tenggara and West Java) and on entrepreneurship in seven provinces (West Java, Central Java, Lampung, West Nusa Tenggara, West Kalimantan, Jambi, and South Sulawesi).

5. **Providing technical support through comprehensive capacity building programmes on gender-based and HIV and AIDS sensitive programme** in the form of media campaigns, advocacy campaigns, workshops and community discussions for migrant workers at national and community levels.

ILO's Tripartite Action to Protect Migrants in the ASEAN Region (Triangle Project, Indonesia)

1. **Facilitating the Indonesian trade unions and civil society organizations' National Preparatory Meeting for the 5th ASEAN Forum on Migrant Labour (AFML)** in October 2012 which contributed to the promotion of protection of migrant workers through ASEAN mechanism.

Targets for 2013:

1. Support Regional Meeting in Indonesia on work in fishing in ASEAN organized by the Indonesian Ministry of Manpower and Transmigration.
2. Support the Indonesian Trade Unions and civil society organizations' National Preparatory Meeting and the Indonesian Employers Organizations' National Preparatory Meeting for the 6th ASEAN Forum on Migrant Labour (AFML).
3. Support Regional Meeting on Skills Qualification including on Domestic Workers.
4. Support Regional Journalism Award on Labour Migration in ASEAN for commemoration of the 2013 International Migrant Day.

HIV and AIDS Workplace Programme



In Brief:

Since the launch of the ILO Code of Practice on HIV and AIDS and the World of Work, a range of related policy and programmes have been introduced, including the launch of a ministerial decree in 2004; broad implementation of enterprise programmes nationwide; and numerous pilot initiatives to improve entrepreneurship skills for People living with HIV (PLHIV). In June 2010, the ILO adopted Recommendation 200 on HIV and AIDS and the World of Work. The Recommendation is the first and only international labour standard on HIV and human rights and is a well-targeted, normative instrument to guide the implementation of HIV workplace initiatives. Key priorities linked to this work in Indonesia will be to ensure that the emerging social protection floor initiative under the framework of the new social security law is inclusive of people living with HIV. It is critical that workplace initiatives are scaled up in sectors which have proven more vulnerable to high HIV prevalence amongst workers, including the natural resources, long distance land and sea transport and entertainment sectors.

• • Highlights in 2012:

1. **Finalization and adoption of the HIV and AIDS component of the Social Protection Floor (SPF) initiative** by the Ministry National Development Planning Agency (Bappenas).

2. **Finalization of the HIV and AIDS costing components by integrating inputs from the UN Joint Team on HIV**, consisting of UNICEF, WHO and UNFPA under UNAIDS facilitation. The costing components provide several scenarios for integrating HIV and AIDS prevention, care and treatment into the existing healthcare system.

3. **Issuance of the Ministerial Decree No. 20/2012 on Increased Coverage of Additional Benefit by the state-owned social protection provider**

Jamsostek (including HIV).

The Decree was issued based on on-going ILO advocacy through national dialogues on the SPF. The Decree improves the benefit of a previous Jamsostek decree from IDR 10.000.000 to IDR 20.000.000 coverage/person/year for all Jamsostek beneficiaries.

4. **Finalization of the National Action Committee's strategy on migrant workers and the adoption of the ILO Desk Review and Study on Addressing Gender Based Violence and HIV Vulnerability among Migrant Workers.** This strategy is part of the Committee's national strategy on HIV and AIDS.

5. **Finalization and adoption of informational media kits and**

training modules on HIV and AIDS by the Ministry of Manpower and Transmigration and the National Agency for Placement and Protection of Indonesian Migrant Workers (BNP2TKI) to strengthen the HIV component for pre-departure training for migrant workers.

6. **On-going review of the training of trainers' module for workplace programmes by the Ministry of Manpower and Transmigration and National AIDS Commission by adoption of ILO Recommendation No. 200.** The reviewed module will be used as a national module and will be part of private sector interventions on HIV integrated service prevention through sexual transmission programme (PMTS Paripurna).

Targets for 2013:

1. Continue to strengthen community advocacy through the establishment and fully-functioning of the National Task Force on HIV Sensitive Social Protection to ensure that HIV issues are integrated into the implementation of universal access to healthcare in 2014 (BPJS 1) and to build the capacity of key affected populations (KAPs).
2. Implement Single Window Services (SWS) in East Java Province and include HIV and AIDS services as part of the mechanism.
3. Conduct research on Access and Effect of Social Protection Programmes on Women and Men Workers in the Informal Economy Living with HIV and Their Households.
4. Support National AIDS Commission and the Ministry of Manpower and Transmigration on finalise ToT Module for HIV Workplace Programme and undertake follow-up activities to ensure the implementation of HIV and AIDS programme in seven trained enterprises under the ILO's Better Work programme.

Cross-cutting themes

Gender equality, tripartism and social dialogue, international labour standards are mainstreamed throughout the DWCP priorities.

Access to Employment and Decent Work for Women (MAMPU)



In Brief:

The ILO MAMPU Project is an AusAID-funded project that is designed to promote economic and social empowerment of women through strategies that strengthen women's access to and equitable involvement in formal employment and decent work in Indonesia. The Project is working in partnership with various institutions and organisations in Indonesia to strengthen the capacity of key stakeholders to promote the Project's objectives - increasing poor, vulnerable and marginalised women's access to decent work and promoting equality within employment.

Supported by:



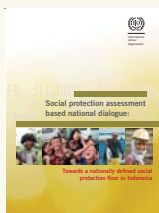
.. Highlights in 2012:

1. **Conducted research on barriers to women's access to employment and discrimination in employment in two provinces in Indonesia** (North Sumatra and East Java), covering 790 respondents in total. This provided some baseline data on women's access to employment, discrimination in employment and perceptions of women's role in the workplace.
2. **Designed second phase of MAMPU Project with a focus on supporting home-based women workers.** This was performed through extensive consultations and field research with project partners and stakeholders.
3. **Capacity building of trade unions on gender equality** by training 30 trade union leaders in Jakarta, East Java and North Sumatra on concepts and principles of gender equality and strategies to better represent women's interests and rights at work.
4. **Development of the pay equity guidelines**, in collaboration with the Ministry of Manpower and Transmigration.

Targets for 2013:

1. Initiate pilot program to strengthen the conditions of work and social protection of women in micro and small businesses.
2. Strengthen capacity of business development service providers to provide pro-poor services and respond to the needs of target beneficiaries.
3. Improve organisation, leadership and access to services for homeworkers.
4. Strengthen capacity of unions and civil society organizations to promote the rights of homeworkers and organise non-standard workers.
5. Strengthen Awareness and the ability of national and provincial governments to respond to the needs of home-based workers and discrimination against women in employment.
6. Strengthen capacity of employers to implement responsibilities to protect and empower women workers.
7. Reduce barriers to employment for women through the establishment and testing of a community childcare model.

Major Publications



Social protection assessment based national dialogue: Towards a nationally defined social protection floor in Indonesia

ISBN: 9789220270097

The social protection floor framework can be used to describe existing social security, social protection, and poverty alleviation programmes, identify policy gaps and implementation issues, and draw recommendations for the further design and implementation of social protection provisions in order to guarantee at least the social protection floor to all the population.



Indonesia Decent Work Country Programme 2012 - 2015

The programme reaffirms the following three priority areas: employment creation, industrial relations and social protection, with their corresponding outcomes, strategies, indicators and targets. It reflects the current socioeconomic context, national priorities of Indonesia, and the ILO mandate and the priorities of the ILO Constituents.



Trade and employment in services: Case of Indonesia

ISBN: 9789228264890

This study examines the importance of the services sector and its linkages with other sectors in terms of value-added and employment from the national accounts, trade and labour force data and the input-output data as well as associated government policies for employment in Indonesia.



Labour and social trends in Indonesia 2011: Promoting job-rich growth in provinces

ISBN: 9789220261576

This report focuses on job-rich growth at the province level. The underlying theme of this report "promoting job-rich growth in provinces" is derived from a guiding policy principle of the current Government, "pro-employment and pro-poor" growth.

Major Events

	Launch of the Employers' Guideline on Sexual Harassment in the Workplace, Jakarta, 8 March
	Series of Labour Migration Forums, Jakarta, 13, 20 and 27 March
	Voices of Youth: Facing the Global Challenge on Youth Employment, Jakarta, 27 March
	Launch of the Decent Work Profile for Indonesia, Jakarta, 23 May
	2012 International Year of Cooperatives: Reducing poverty and creating jobs through cooperatives, Jakarta, 12 June
	Launch of the Report: "Understanding Children's Work and Youth Employment Outcomes in Indonesia", Jakarta, 18 June
	Launch of Indonesian child labour video: "Indonesia, I am Your Future!", Jakarta, 28 June
	Green Jobs in Asia Regional Conference, Surabaya, 29 – 31 August
	Launch of ILO-SCORE Campaign, Jakarta and Makassar, 1 and 6 November
	Lessons Learnt in Rebuilding and Reconstructing Aceh and Nias, Jakarta, 13 November
	Regional Workshop on Masyarakat Adat, Jakarta, 19 – 20 November
	Workshop on Advancing HIV-Sensitive Social Protection in Indonesia, Jakarta, 21 November
	2012 Human Rights Day: The Right of Children to be Free from Child Labour, Jakarta, 10 December
	Regional conference on Trade and Employment in a Globalized World, Jakarta, 10 – 11 December
	Media Award on Child Labour and Education, Jakarta, 15 December