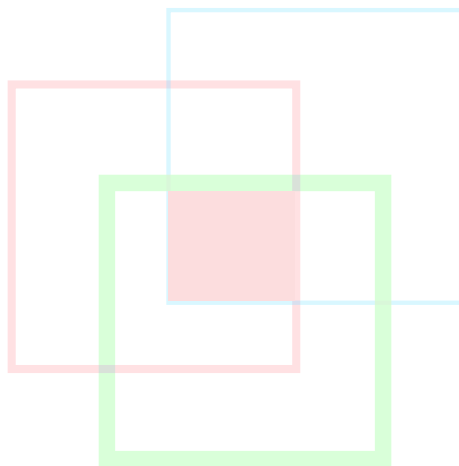


International
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ILO Works in Indonesia: **2014 Results**



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ILO Works in Indonesia: **2014 Results**

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Foreword



It is with great pleasure that we present to you our third annual results' report for our work in Indonesia. This publication covers the achievements in 2014. Over the last two years, the initiative to publish a results' document was well received in Indonesia as well as abroad as a good overview of what had been achieved.

The International Labour Organisation (ILO) is the UN's tripartite body with a mandate to promote decent work for all. Our members are governments of more than 180 countries as well as their workers' and employers' representatives. Indonesia is an active member of the ILO, as it has been for many years.

The results over time are quite impressive, including the ratification of all the ILO's core conventions against child labour, no discrimination, no forced labour and freedom of association. Increasingly, Indonesia is sharing its experience and expertise with other countries such as on its results in reducing child labour.

Our country programme for Indonesia (2012 – 2015) is based on the Indonesia's Jobs Pact and focusses on:

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

The details of the achievements in 2014 are reflected in the following pages.

The results in 2014 are based on a partnership with our constituents, the Government of Indonesia, workers' organisations and the Indonesian Employers' Organization (Apindo) on behalf of employers. We look forward to continue to work with them in 2015.

I would like to express our appreciation for the donor support from a variety of donors, without whom it would not have been possible to do our work. Finally a word of appreciation to the team of ILO colleagues in Indonesia for their work and results, working with our partners as well as ILO colleagues elsewhere.

We welcome any feedback on the work we did as well as suggestions for our next results' report 2015. For more information about our country programme as well as the different projects and publications, I invite you to have a look at this through www.ilo.org/jakarta

Happy reading!



Michiko Miyamoto
Officer-in-Charge of ILO Office in Indonesia

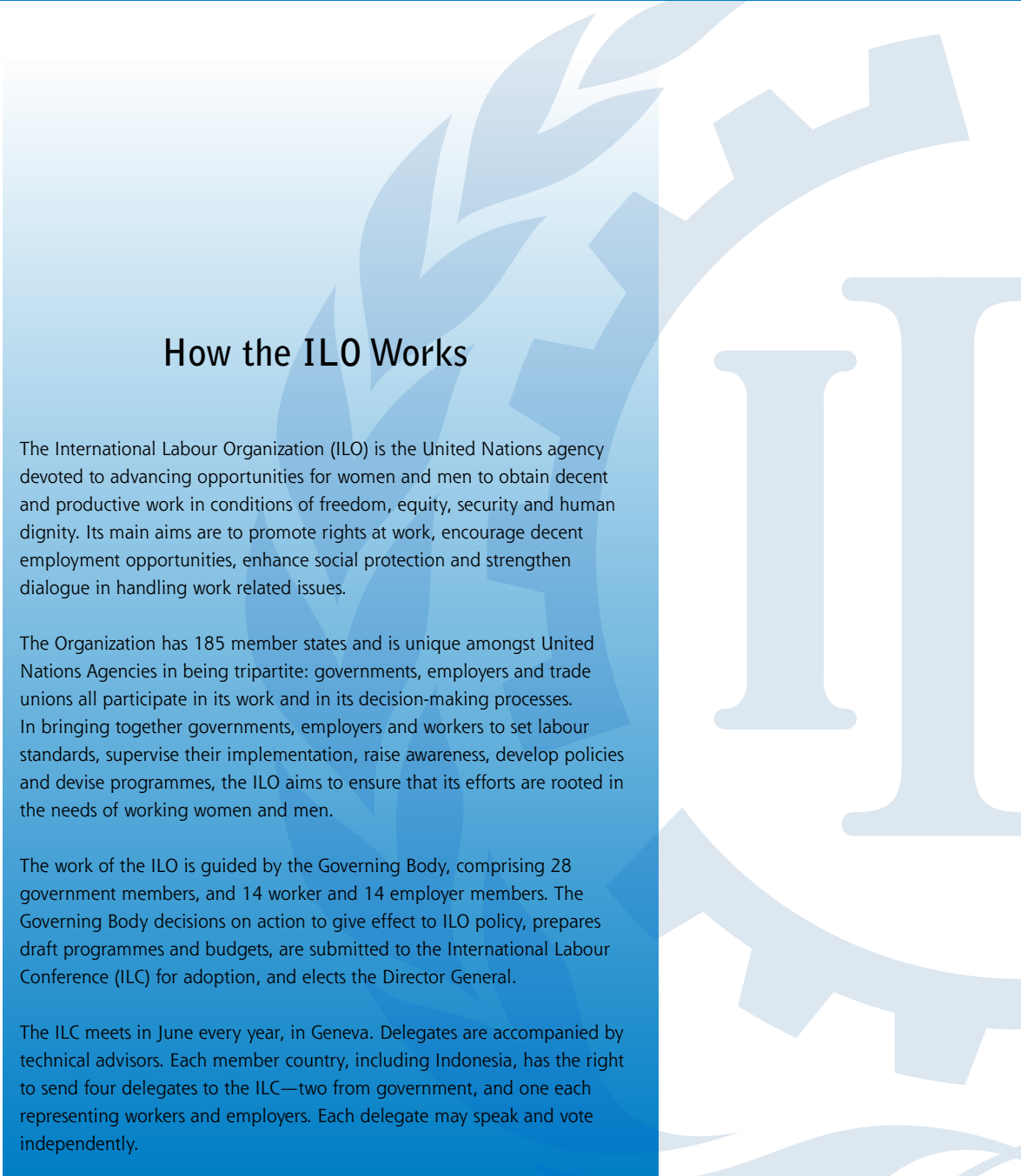
Decent work for all

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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The background of the page features a large, stylized, light blue graphic of the ILO logo, which includes a gear and a leaf. The text is overlaid on a darker blue rectangular area.

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, 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

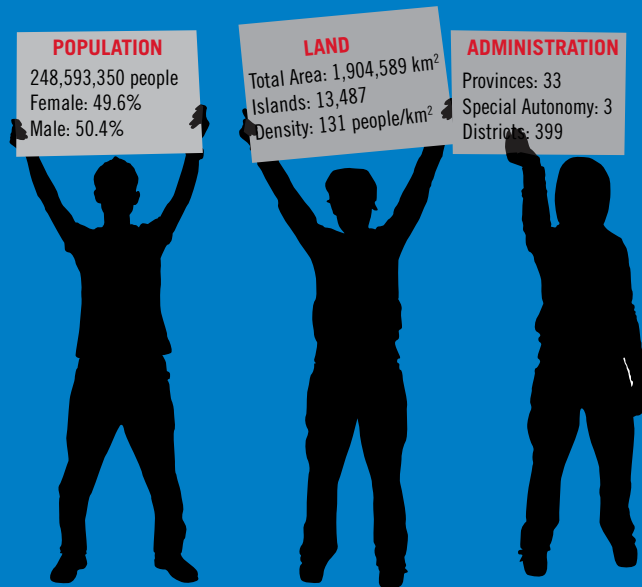
1. Government and social partners have greater capacity to design and implement social protection policies and programmes
2. Barriers to employment and decent work are addressed, particularly gender gaps and for persons with disabilities
3. Effective implementation of the National Action Plan for the 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**



182,992

Working population (in 000)

121,872

Economically active
population (in 000)

114,628

Total employment (in 000)

7,244

Total unemployment (in 000)

39,762

Total self-employed workers
(in 000)

Key Stats (2013)

66.4%

Labour force
participation rate

62.6%

Employment to
population rate

5.9%

Unemployment rate

34.7%

Share of self-
employed in total
employment

4.0%

Unemployment rate to
population rate

8.5%

Under employment
rate

33.4%

Inactive rate

Source BPS-Statistics Indonesia

PROJECTS:

YOUTH	Youth employment	MENTAWAI LIVELIHOODS	Mentawai Island Livelihoods Recovery Programme – Phase II
SOSIAL FINANCE	Social Finance/Financial Inclusion Programme	CHILD LABOUR	Child Labour Programme
MAMPU	Access to Employment and Decent Work for Women (MAMPU)	PROPEL	Promoting Rights and Opportunities of Persons with Disabilities (PROPEL-Indonesia)
ASEAN SBGP	ASEAN Small Business Competitiveness Programme	ASEAN TRIANGLE	Protecting and Promoting the Rights of Migrant Workers in the ASEAN Region (ASEAN Triangle Project)
SCORE	Sustaining Competitive and Responsible Enterprises (SCORE) Programme	GMP	Gender Mainstreaming Programme (GMP)
BWI	Better Work Indonesia	PROMOTE	Decent Work for Domestic Workers to End Child Domestic Work
UNPRPD	Promoting Rights of People with Disabilities in Indonesia (UNPRPD)	DWFS	Decent Work for Food Security

PROGRAMMES:

HIV	HIV and AIDS Workplace Programme	PADAT KARYA	Strengthening Padat Karya Infrastructure Programme for the Benefits of Communities
IGEP	Indonesian Green Entrepreneurship Programme	ILO KOREA PARTNERSHIP	Korea/ILO Partnership Programme: Integrating Decent Employment in the Formulation, Implementation and Monitoring of Development Strategies in Indonesia and the Philippines
AEC	Asean Community 2015: Managing integration for better jobs and shared prosperity	SOCIAL PROTECTION	Social Protection

ILO Ac



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Activities in Indonesia



IFC International
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**LUX
DEV** LUXEMBOURG



Norad



Sida



nzaid
New Zealand's International
Aid & Development Agency



Canada

Irish Aid
Department of Foreign Affairs
An Roinn Eireannach Eachtiríoch



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.

Youth Employment Project



In Brief:

For more than 10 years, the ILO Office for Indonesia has been promoting youth employment through various initiatives focusing on access to decent jobs, vocational and entrepreneurship training, skills development, and promotion of workers' rights. The ILO has been promoting the employability situation for Indonesian youth through its Decent Work Country Programme and through its technical cooperation projects such as the 'Education and Skills Training for Youth' (EAST) and 'Job Opportunities for Youth' (JOY), as well as the SIDA funded school to work transition project.

The ILO's dedication to youth employment is in line with the Government of Indonesia's policies towards the promotion of youth employment. The Government of Indonesia is promoting job creation and sustaining economic growth, and youth are a priority group as identified in the Medium-Term Development Plan. Indonesia has been committed to the Millennium Development Goals (MDGs), aimed to achieve full and productive employment and decent work for all, including youth. Now, Indonesia continues their commitment as a lead in the development of the Post-2015 Sustainable Development Agenda.

Supported by:



Highlights in 2014:

- 1. Re-launch of the Indonesia Youth Employment Network (IYEN) in National Development Planning Agency (Bappenas), with support from ILO and the Vice President's poverty alleviation task force (TNP2K).** A series of consultations and workshops were conducted with various Ministries, NGOs, academic institutions and private sector actors to update an inventory of existing youth employment promotion activities, and create a plan to use the IYEN online portal as a space to share knowledge, coordinate activities and strengthen partnerships. IYEN will also become a space for youth to find advice as they enter to world of work, job posting and other resources.
- 2. Implementation of workshop on "Youth Employment Policies and Programs in Indonesia: The Way Forward" held jointly with TNP2K and Bappenas.** The workshop brought together experts, policy makers and other stakeholders to discuss the school-to-work transition in Indonesia, and specific skills development systems including apprenticeship. The workshop was also the culmination of a series of consultations on the Indonesia Youth Employment Network, where specific strategies for policy reform were identified.
- 3. Completion of the ILO publication "Jobs and Skills for Youth: Review of Policies for Youth Employment of Indonesia".** The report, produced in collaboration with Understanding Children's Work (UCW), aims to support Indonesia's ongoing efforts to address the transitions into the labour market experienced by young people in Indonesia with an analysis of the current situation and recommendations for improving the prospects of youth.



Targets in 2015:

- Support IYEN and develop its capacity as a space for youth to find information and resources, as well as a space for all interested parties to access up-to-date information about youth employment in Indonesia, including ongoing programs.
- Conduct tripartite consultations on apprenticeships in Indonesia with the goal of creating an action plan to guide the improvement of the current apprenticeship system and support young people in upgrading their skills through formal channels.
- Identify areas within the tourism sector where there are opportunities for youth to develop green enterprises and find productive employment through a scoping mission to select tourism destinations in Indonesia with potential to expand and improve services.

Promoting jobs for youth in Indonesia

Unpreparedness of Indonesian young graduates with the right skills for the labour market and the skills mismatch were the key themes discussed at the one-day workshop, titled “Youth Employment Policies and Programs in Indonesia: The Way Forward”, hosted by the ILO on 25 September in Jakarta. The themes were in line with the high youth unemployment rate in the country, as it is around the world. It is widely acknowledged that young people must have the opportunity to work and support themselves.

The workshop was in support of the National Development Planning Agency (Bappenas) and the Vice President’s poverty alleviation task force (TNP2K) and was supported by the Government of Australia through the Department of Foreign Affairs and Trade (DFAT).

The overall purpose of the workshop was to improve communication and coordination between stakeholders, something that was mentioned



throughout the workshop as essential to solving all youth related issues in the country. The workshop was also aimed to share knowledge and ideas, and raise awareness of youth employment

....all of the workshop participants admitted to solve this skills mismatch issue... improvement is needed in the quality and quantity of training.

challenges in Indonesia.

During the discussions, all of the workshop participants admitted that the training providers and vocational high schools have not been able to solve this skills mismatch issue and improvement is needed in the quality and quantity of training. Some even noted that this is particularly true in agriculture—young people are less inclined

to enter into farming and are even less prepared with agricultural skills and education.

Another major theme discussed was the apprenticeship system in Indonesia. It was admitted that apprenticeships can be hard to manage, with the worker and apprentice taking chances and in some cases, even being left at risk of exploitation. However, it was agreed that a well-designed system involving trust, proper contracts, and the participation of all stakeholders can be one of the most effective ways to train young people. ❖

**Korea/ILO Partnership
Programme:
Integrating Decent
Employment in
the Formulation,
Implementation
and Monitoring
of Development
Strategies in
Indonesia and the
Philippines**



In Brief:

In Indonesia, the project focused on supporting various analysis, tripartite dialogue and capacity-building on relevant employment and labour markets issues with a view to informing the Government's Medium Term Development Plan 2015-19. Capacity-building activities included a study visit to the Korea Employment Information Service (KEIS) for representatives of the National Development Planning Agency (Bappenas) and Ministry of Manpower to learn more about the employment projections system in the Republic of Korea. A number of studies were undertaken and policy briefs were prepared in the following areas.

Supported by:



Highlights in 2014:

1. Methodological considerations in planning for job rich growth

- Employment projections are an important part of a system for monitoring labour market outcomes, as they provide policy makers with information on the employment outlook and can help to identify different types of labour market interventions that are needed to address emerging challenges. In support of mainstreaming employment in medium term development planning, the ILO prepared employment projections for 2014-2019 using a range of methodologies and facilitated technical discussions on the role of employment projections in supporting job rich growth.

2. Strengthening labour market information systems and services

- There are two cores types of labour market information in Indonesia, including macro data is that collected by Statistics



Indonesia and micro data that is collected by the Ministry of Manpower's employment services. The ILO commissioned a review of these systems and services in order to provide recommendations on strengthening labour market information in Indonesia.

3. Labour and social trends update, August 2014

- In order to ensure that the ILO's constituents have

access to the latest information on employment trends in Indonesia, an update of recent key labour market indicators was prepared. Key issues in the labour market, such as employment in the informal economy, were presented, along with a synthesis of policy recommendations for promoting job rich growth.

Targets in 2015:

- Employment planning tools and approaches are used by constituents for planning and monitoring job rich growth.
- Strengthen labour market information systems and employment services for supporting employment outcomes.



Sustaining Competitive and Responsible Enterprises (SCORE) Programme



In Brief:

Launched in July 2010, the SCORE Indonesia programme is designed to help small medium enterprises (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 and implemented by the Ministry of Manpower, 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 2014:

1. Implementation of SCORE Indonesia's Module 1 on Workplace Cooperation by the Ministry of Manpower using their own budget in three new provinces: North Sumatra, Lampung and West Nusa Tenggara. The total amount of allocated budget for this training activities was USD 45,868.

2. Implementation of SCORE modules in existing four provinces: Central Java, South Sulawesi, Lampung and Jakarta with the new module (Module 5 on Occupational Safety and Health/ OSH) and Module 1.

3. As the result of the SCORE Call for Interest, there are 10 Technical service Providers selected to organize and conduct the SCORE Training of Enterprises (ToE) throughout

Indonesia on the fee basis. One of them, BEDO in Bali has successfully conducted the ToE batch 1 where the participating enterprises paid USD 150 commitment fee. To this event, BEDO also invited the Swiss Contact officers to observe the whole workshop. The Swiss Contact found the SCORE methodology excellent and has interest to apply it in the tourism sector.

4. Conducted a training of Module 5 on OSH in South Sulawesi and Central Java, in collaboration with the Labour Inspection Directorate of Ministry of Manpower.

5. Supported the Ministry of Manpower in organizing the National Productivity Gain Sharing seminar as part of the work result of AC4 team and SCORE Indonesia.

6. Gender related data comparison between phase I (2009-2012) and Phase II (2013-now):

- Number of female active trainers increase from 8 to 16 people.
- Number of female owned enterprise, increase from 14 per cent to 23 per cent.
- Number of female staff trained in the workshop, increase from 33 per cent to 41 per cent.

7. The SCORE Evaluation and Monitoring (M&E) database system (established in 2012), presenting an overall results of **127 companies registered as participating enterprises of SCORE Indonesia, 60 active instructors; 303 managers (38 per cent) and 492 workers (62 per cent) trained. Around 38 per cent from total managers and workers are female** (as of Feb 2015).

Targets in 2015:

- Continue to support the SCORE implementation by the Ministry of Manpower through cost-share budget with the provincial budget.
- Develop a new National Standard Competency certification for SCORE trainer by adapting the existing standards to the SCORE methodology.
- Develop the SCORE short version modules through some adaption from the SCORE Global. These short versions modules will be used for provinces with limited number of productivity instructors and will be applied for SMEs outside the SCORE requirements.
- Assist the Ministry of Manpower, through its Productivity Training Centre in Bekasi, in modifying the basic training curriculum for the young/new national productivity trainers to fit the SCORE methodology. This will include classroom training, on-site visit and consulting services.



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Estiarty Haryani, Director of Productivity and Entrepreneurship, Ministry of Manpower:

Sustaining Competitive and Responsible Enterprise (SCORE) programme, launched in Indonesia in 2010, is designed to enhance productivity and competitiveness of small and medium enterprises (SMEs). Initially led by the ILO, the Programme has now become a tripartite programme, implemented together by government, workers' organizations and employers' organizations.

In 2012, the SCORE programme was adopted by the Government of Indonesia, through the Ministry of Manpower, by incorporating the SCORE methodology and modules into basic curriculum for the training of new national productivity instructors at the National Productivity Training Centre, which has provided Trainings of Trainers (ToT) for 46 instructors and labour inspectors.

The Ministry of Manpower has extended the implementation of SCORE trainings to new provinces, including North Sumatra, Yogyakarta and West Nusa Tenggara. To date, SCORE has been implemented in ten provinces, reaching 127 SMEs, five of which were awarded with Parama Karya, the Indonesian Productivity Achievement Award, presented by the President of Indonesia.

Moreover, the Ministry of Manpower with support from the ILO is now planning the establishment of a SCORE Centre of Excellence this year, which will act

as an information centre for SMEs to help them improve business and boost competitiveness. It is expected that this Centre of Excellence will be able to reach more SMEs, covering over 60 percent of Indonesian businesses, and is envisioned as a venue for SMEs to get information and knowledge about managing and improving productivity based on SCORE training modules.

”
Considering the vastness of Indonesia, having these short versions is intended to allow regional governments to conduct their own SCORE trainings using their own budget. To date, SCORE has already been part of the Regional Productivity Training Centres in 22 provinces, and will continue to expand
“

The strong commitment shown by the Ministry of Manpower and its officials has played an important role in ensuring the successful implementation and sustainability of SCORE in Indonesia. Estiarty Haryani, Director of Productivity and Entrepreneurship at the Ministry of Manpower, is one of them. To fully understand the SCORE programme, she participated in SCORE training and in the dissemination process of SCORE to provinces in order to ensure effective implementation of the programme and trainings.

“Different from other existing methodologies to boost productivity, SCORE provides a step-by-step guide to their approach that can be adjusted according to the needs of SMEs,” said Estiarty. “This has made the SCORE methodology very effective in boosting the productivity and competitiveness of SMEs,” she added.

The SCORE training programme combines classroom training with on-site enterprise coaching. Each module starts with a two-day workshop facilitated by a trainer to introduce participants to the basic concepts of the topic and to learn about various tools for improvement, followed by three site visits to each enterprise. Five training modules cover issues related to workplace cooperation, quality,

SCORE Programme is effective in boosting Indonesian SMEs' productivity

productivity and cleaner production, human resources management and safety, health and workplace relations.

Estiarty emphasized that it is not possible for SMEs to fake the results of participating in the SCORE programme.

Through enterprise assistance, all improvements are measured and monitored.

"In the beginning, many SMEs were doubtful. Is it really working? Are we not wasting our time for this? SMEs generally realize that their business performance is not yet productive and they do their business based only on what they know. However, after participating in the training and gaining the benefits, they requested more trainings on other modules," she explained.

In just three months after participating in the SCORE programme, companies have witnessed increased productivity, better working conditions and improved communication between management and workers. The enterprises also managed to reduce the number of reworked and rejected products, absents and workplace accidents.

Responding to requests for additional trainings, the Ministry of Manpower with support from the ILO is now formulating shorter versions of the five SCORE modules. It is expected that these short versions will help the implementation of SCORE trainings in areas with a limited



number of instructors and limited resources.

"Considering the vastness of Indonesia, having these short versions is intended to allow regional governments to conduct their own SCORE trainings using their own

budget. To date, SCORE has already been part of the Regional Productivity Training Centres in 22 provinces, and will continue to expand," said Estiarty.

She hopes that the SCORE programme can be sustained, expanded and even become part of society.

"My hope is that productivity and being productive can be part of everybody's lives and be at the heart of any worker and business. The SCORE programme can help change the mind-set and work patterns of SMEs and society more generally to be more productive," she added.

The SCORE programme was initially funded by the Swiss State Secretariat for Economic Affairs (SECO) and the Norwegian Agency for

Development (NORAD). 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. ❖

Mentawai Island Livelihood Recovery Programme



In Brief:

The Mentawai Islands Livelihoods Recovery Programme aims at supporting the recovery of the productive economy in among 477 households in Pagai Utara and Selatan communities affected by the 2010 earthquake and tsunami through supporting recovery of the agriculture and fisheries sectors, facilitating development of the agricultural and fishery value chain and supporting strategic planning on basic service provision, including water and sanitation.

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). This UN Joint Programme aims at achieving two main outputs, which are: 1) Restore, improve and diversify agricultural livelihoods through the Value Chain Approach, and 2) Strengthen institutional capacity of local governments to promote livelihood recovery efforts and encourage provision of basic social and public services. Started in 2012, the Project ended in September 2014.

Supported by:



Highlights in 2014:

1. **A total of 30 Mentawai youth (9 females and 21 males) who affected by tsunami completed and passed the certification process of competency-based vocational training** in three areas: motorbike repairing training, furniture making training and in light meals training. They all already returned to Mentawai Islands to rebuild their communities.

2. **Conducted After Training Support (ATS) for 30-trained-Mentawai youth** to start their own business. The ATS consisted of

provision of the standard working tools for 30 youths to be able to start their own business (furniture making working tools, motorbike repairing working tools and light meals production working tools as well as packaging set) and direct field assistance of business development by a team of business consultant.

3. **Completion of an integrated training on light meals production and entrepreneurship using the ILO's GET Ahead module by a total of 200 Mentawai women.** The light meals production training was

facilitated by the previous training participants; while, 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.

4. **Market penetration by one women group of light meals production** from KM 37 South Pagai to Padang. They were able to sell the first product of Mentawai in regular basis.

5. **Conducted a comprehensive assessment of micro finance institution in Mentawai,** aimed to identify what strategy and program to be developed

to increase the capacity of existing micro finance institutions so that they could reach Mentawai people who mostly live in remote area. The study covered more than 220 households and micro finance institutions.

6. **Completion of a training of client on financial education for family by a total of 100 Mentawai beneficiaries,** aimed to provide better understanding on better financial management. These series of trainings were conducted by 20 trainers who completed the Training of Trainers on Financial Education.

7. **Conducted a training on rights at work related issues for local beneficiaries, including local government officials** from the Ministry of Manpower at provincial and district level and trade unionists, providing better understanding about labour and employment standards.

8. **Conducted a field joint monitoring** which included representatives of the UN, New Zealand Aid, relevant government officials from national, provincial and district levels. Relevant government officials included officials from the Ministry of Agriculture, Ministry of Manpower, Ministry of Fishery, Ministry of Forestry and Plantation, Ministry of National Development Planning.



New Hopes for the Islands of Mentawai

It was still morning at Dusun Maurou, Bulasat Village of the South Pagai, Mentawai Islands. Yet, the sound of wood cutter was already buzzing loud from a furniture making workshop called SinulaPerabot. Ringgas Samaloisa, the owner, was busy producing a wooden cabinet; while his three employees were at the time occupied producing orders of doors and window sills.

"I never imagine my life will be like this. The 2010 tsunami has changed my life to a better life. My furniture making workshop have received continuous orders of 500 doors and window sills from local communities as they are now rehabilitating and building their new



homes," explained Ringgas. From his furniture making business, he claims that he can get Rp. 10 to Rp. 30 million per month.

Meanwhile, Januar chose to open his motorcycle repair service. Extreme road conditions have made motorcycles, used as a main transportation mode, need regular maintenance and repair service. Although he only receives three to four motorcycles per month, he believes that his repair service will continue to grow.

"I see a promising business opportunity for motorcycle repair service. Local people need to get their motorcycles maintained and repaired, especially with these kinds of road conditions, muddy and

inaccessible. Sometimes we have to carry our vehicles," said Januar.

Similar to Januar, Firky Agusta Pratama also focused his business on motorcycle repair service. However, he has chosen a mobile repair service as his competitive advantage. He would directly come to his customers' houses and is able to repair one or two motorcycles per week.

"Due to lack of spare parts and the long journey to each (customer's) home, I cannot repair more than two motor cycles per week. So far I can get an adequate income of Rp 2 million per month."

Relawati Tailleleu prefers to make taro chips. Once a week, she packages the chips into small plastic bags, selling them



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The training is part of the ILO's "4 in 1" training methodology, combining skills survey, competency-based training, certification of competency and after training support.

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for Rp. 7,000 to Rp. 8,000 per bag. She is no longer depending on her income from farming. "Mentawai is well-known for its resources. It is easy to find bananas and taros and it does not cost me a lot to make chips. The income that I get really helps my family."

Ringgas, Januar, Firky and Relawati were part of the affected beneficiaries from South Pagai and North Pagai of Mentawai who were selected by the ILO Mentawai Islands Livelihood Recovery Programme to undertake two weeks vocational training on light meals at Padang University Training Centre, and one month vocational training on motorbike repair and furniture at the Vocational Education and Training Centre (BLKI) of West Sumatra.



Neither of them has ever dreamt of becoming an entrepreneur. Like most Mentawai people, before the tsunami hit the islands in October 2010, they had worked in the plantation—farming cocoa, coconut and nilam oil—or as workers in the fishery industry. The tsunami caused 117.82 billion IDR in damages and losses, with nearly 80 percent of this total affected the plantation and fisheries sub-sector.

"We selected trainings that were relevant with the local needs and contexts so that they could own and apply what they have learned for a better living. The trainings focused not only on life skills and income generation, but also on mind-set and behaviour change. They have learned about business planning, marketing

management and network development," said Drs. Dinul Harbi, Head of Manpower, Social and Transmigration District Office of Mentawai Islands.

To ensure the training participants had the capacity to start their own business, all the beneficiaries received post-training support from the ILO. The ongoing support provided them with start-up working tools, along with packaging, branding, and marketing assistance, as well as business coaching.

"The training is part of the ILO's "4 in 1" training methodology, combining skills survey, competency-based training, certification of competency and after training support," said Irham Saifuddin, the ILO Programme Officer. "However, apart from the support and job training, the most important element is the motivation and devotion of the trainees. Their motivation and enthusiasm were remarkable. They refused to give up no matter what."

The Mentawai Islands are a chain of more than seventy islands and islets off the western coast of Sumatra in Indonesia. Funded by New Zealand Aid, the Mentawai Islands Livelihood Recovery Programme was a joint program of the United Nations Food and Agriculture Organization (FAO), the United Nations Development Programme (UNDP) and the ILO. ❖

Social Finance/ Financial Inclusion Programme



In Brief:

ILO's Social Finance Programme supports efforts to extend financial services to excluded persons by addressing two main goals: 1) The promotion of better employment; and 2) A reduction in the vulnerability of the working poor. Micro and small businesses (MSEs) account for 99.9 per cent of the total number enterprises in Indonesia and 91.7 per cent of total employment. Despite their economic importance, MSEs face significant structural, fiscal and non-fiscal issues and challenges. Addressing the challenges, the ILO Social Finance Programme of ILO Jakarta aims to enhance the quality of service of non-formal, semi-formal and formal Financial Service Providers to the working poor.

Due to the delayed approval process from the Swiss State Secretariat for Economic Affairs (SECO) as the main donor for Indonesia's Promoting Micro and Small Enterprises through Improved Entrepreneurs' Access to Financial Services (PROMISE IMPACT), in the course of 2014, Social Finance program of Jakarta acts more as a cross-cutting program, seamlessly embedded in various ILO ongoing projects. The varying programs keeps the momentum for the expected commencement of PROMISE IMPACT Phase II, due to start at quarter 2015.

Supported by:



Highlights in 2014:

1. Adoption of the ILO Smart Budget modules, particularly modules on Risk Management and Insurance and Managing Your Money Smartly, by Bank of Indonesia (the central bank).

ILO Jakarta jointly worked with government counterparts, such as Bank of Indonesia, Ministry of Manpower and the National Agency for the Placement and Protection of Indonesian Migrant Workers (BNP2TKI) on developing the localised modules. World Bank was also involved in this joint effort, contributing to the modules on "Savings" and "Managing Loans."

2. Completion and implementation of the Financial Landscaping Study, coupled with Making Microfinance Work Training, for the ILO's Mentawai Livelihood Recovery Programme (Mentawai

3. Development of new network alliances among financial institutions and non-financial institutions. In Mentawai, for example, one financial institution in Sipora have conducted major business model revamp to increase its market coverage and sustainability. In East Java, a strategic partnership between financial institutions, academicians, and manpower authorities is an exemplary synergy in conducting

Islands, West Sumatra). The study aimed for policy makers and implementer to make effective use of available resources towards narrowing the gap between community's financial access demands and needs as well as the financial institutions capacity in meeting these demands/needs. Similar action-based study embedded in the ILO's Decent Work for Food Security (Kupang, Nusa Tenggara Timur) commenced at the end of the year.

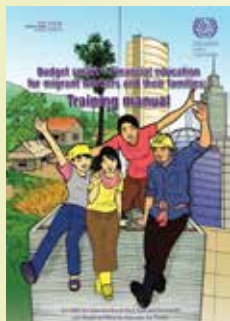
4. Completion of an Action-Based research on Microfinance-Occupational Safety and Health (OSH) in East Java, jointly conducted by Institute of Technology Sepuluh Nopember (ITS) Surabaya as well as Rural and SME Bank of East Java (Bank BPR UMKM Jatim). This baseline survey covered clients of 585 Bank BPR UMKM Jatim in eight regencies, aimed to promote better OSH practice and to effectively assess the impact of OSH improvement to the productivity and welfare of clients.

5. Implementation of OSH training of trainers (ToT) for 30 Bank's Account Officers, in collaboration with Ministry of Manpower at the national and provincial levels. The combined microfinance-OSH training was the first of its kinds in Indonesia. The participating officers were expected to train their clients on OSH related matters 2015.

Targets in 2015:

- Implement Financial Education for Migrant Workers and Families on government budget.
- Establish potential joint certification process for financial education trainers on materials of ILO/Bank of Indonesia.
- Conclude the Financial Landscaping Study in Decent Work for Food Security Project (DW4FS) together with adjoining community social services initiatives.
- Conclude Training of Clients by trained Bank BPR UMKM Jatim's Account Officers in 8 regencies in East Java, followed by first monitoring survey.
- Adapt modules on Community Based Enterprise Development/C-BED, Financial Literacy, Microfinance and Working Capital Management to be used in tandem with ILO's entrepreneurship training modules.
- Replicate Financial Literacy and Making Microfinance modules.
- Conclude with PROMISE IMPACT initiation phase as the following: 1) Undertake a baseline survey on enterprise size distribution in the portfolio of participating financial service providers (FSPs); 2) Identify challenges of clients and potential clients of FSPs; and 3) Provide technical assistance to partner FSPs in designing and pilot testing innovative financial services.
- Kick-off Microinsurance initiatives (supported by ILO Impact Insurance Initiative Geneva) and Financial Services Authority (OJK) of Indonesia.

ILO contributed to the Indonesian Financial Education for Migrant Workers Manual



An estimated 6.5 million Indonesians are currently working overseas such as Malaysia, Singapore, Brunei, Hong Kong SAR, Taiwan, and Middle East countries. Indonesia is the second largest sending country of migrant workers

in Southeast Asia after the Philippines. This has placed employment migration considered as the strategic economic sector due to remittances transferred from overseas, which undoubtedly has become the second largest country income after the oil and mining sectors.

Various efforts need to be taken to optimize the utilization of migrant workers' remittances, including to increase the awareness and strengthen the capacity of migrant communities about the effective utilization of remittances. Responding to this, Bank of Indonesia (BI) has invited the ILO to be part of a joint team in developing a financial education manual for Indonesian migrant workers.

In addition to the ILO, Bank of Indonesia has involved relevant government and non-governmental organizations in the development of a joint manual titled "Financial Education for Indonesian

Migrant Workers". Other organizations involved included the Ministry of Manpower, the National Agency for the Placement and Protection of Indonesian Migrant Workers (BNP2TKI), the World Bank, Tifa Foundation and some national banks.

"It is expected that the manual can be used as a practical guidelines for migrant workers and their families in managing their finance and in utilizing the remittances. In this joint manual, the ILO contributed to the sections on "Financial Management" and "Migrant Workers' Insurance" which provide a guidelines in preparing financial records and an introduction to insurance as well as migrant workers' insurance, including steps in preparing insurance claims," explained Irham Saifuddin, the ILO's Programme Officer.

To date, the manual has been finalized and validated. Up to the end of 2014, the manual will be used in the training of trainers conducted at the Migrant Workers' Training Centers (BLKLN) in the Greater area of Jakarta and in Malang City, East Java. Meanwhile for future application, the Government of Indonesia through BI, Ministry of Manpower and BNP2TKI plan to use the manual as a mandatory training package that is attached to the pre-deployment/pre-

departure training for every prospective migrant worker. Therefore, it is expected that the prospective migrant workers will have improved necessarily skills, particularly in managing and planning their income while working overseas.

Eni V. Panggabean, Executive Director of the Development of Financial Access, Cooperatives and Small Micro Medium Enterprises (DPAU) of BI, said that in addition to maintain the economic stability, BI has a vision to enhance community's access to financial services. "The knowledge and awareness of the community, including the migrant worker community, towards financial management is still poor. As a result, this will limit their capacity in income management, productive investment and risk mitigation for financial problems as well as saving habits," she said.

Highlighted the importance of financial education for Indonesian migrant workers, Irham concluded that "financial education has two important dimensions for migrant workers: improving migrant workers' protection as it introduces the rights-based risk mitigation and strengthening the basic capacity of migrant workers and their families in planning and managing the migration, their income and future investment that can help them prepare for a better future." ❖



Strengthening Padat Karya Infrastructure Programme for the Benefits of Communities

In Brief:

The Ministry of Manpower has the mandate for promoting the expansion of employment and development of the informal economy through provision of active labour market programmes that promote livelihood development. To implement this mandate, the Ministry of Manpower implements a number of national programmes including the national public employment programme (the Padat Karya).

These programmes aim to create and expand access to job opportunities through investing in assets and skills that support economic development within the villages. The immediate objective of the programmes are to empower workers and communities by creating an enabling environment, while the higher level objective is to promote employment expansion and enterprise development. With implementation in more than three hundred districts/municipalities, these programmes represent a core part of Indonesia's strategy for creating jobs and reducing poverty.

The Ministry of Manpower adopted the ILO's local resources-based (LRB) approach as part of its Padat Karya Infrastructure Programme in order to support improvements in both the quality of assets and the quality of work opportunities generated. The adoption is based on projects implemented by the ILO from 2006 onwards that demonstrated the application of the LRB approach in disaster recovery and climate change mitigation. As a way forward, the Ministry piloted this new approach in five villages: Jombang, Nganjuk, Bantul, Pandeglang and Wonosobo in 2014.

Supported by:





Highlights in 2014:

1. **Constructed five bridges:** three 45.5 meters of suspension trail bridges in Jombang and Nganjuk in East Java and Bantul, Yogyakarta; 57.4 meters of bridge in Pandenglang, Banten; and 62.5 meters of bridge in Wonosobo, Central Java.
2. **Generation of 26,100 work-days or 660 short term job opportunities** in each location. Around 38 per cent of the project budget was spent on labour.
3. **Increased local capacity through developing the skills of five bridge supervisors** (one supervisor for each village).
4. **Strengthened capacity for monitoring and evaluation** through introducing impact evaluation methodologies and training 30 enumerators on this methodology (four surveyors for each village and two district Manpower officials for each district).
5. **Trained a total of 15 District Public Works and District Padat Karya Infrastructure officials** as the master trainer for community bridge maintenance (three for each village).
6. **Trained a total of 40 community members on community bridge maintenance** (eight members for each village).

Targets in 2015:

- Construct of four suspension bridges in three districts and two truss bridges in two districts.
- Construct a unit of gravitation water supply network in Merabu village in Berau, East Kalimantan.
- Develop a pilot public employment programme for urban areas in 26 targeted locations throughout Indonesia.
- Build rural roads in 18 targeted locations with a total length of 18,000 meters.
- Develop a pilot public employment programme for "green works", focusing on climate change adaptation and mitigation.
- Create 4,100 short term jobs (132,138 work days) and support local economic development in the longer term.

Suparman: “The bridge increases access to markets and services for supporting our livelihoods”



Supaman, a 45-year old cassava farmer, in Slukatan village, Wonosobo, Central Java, does not have to spend hours anymore to transport his harvest from the plantation field to the market. He also does not have to endure a steep and narrow bamboo bridge to get across the river.

“The bridge was muddy and slippery during raining season. But, this is all in the past now,” he said, pointing to the

new suspended bridge built by local community with support from the Padat Karya Infrastructure programme of the Ministry of Manpower.

This 62.5-meter bridge was recently inaugurated by the Minister of Manpower, M. Hanif Dhakiri, in January. To demonstrate the endurance of the suspended bridge, during the inauguration the Minister Hanif passed the bridge riding a motorcycle. The inauguration was also attended by key officials of the Province Manpower Offices from the three targeted provinces (Central Java, East Java and Banten).

“The bridge is like an answer to our long prayers. We, local communities, gain so much benefit from the bridge and we believe that it will last for a long time. Since we built the bridge ourselves with support from the Padat Karya Programme and ILO, we will for sure make sure it is maintained,” exclaimed Suparman, a father of three.

Suparman is also one of the maintenance group members. Together with seven other villagers, he was trained on community bridge maintenance. The group would be in charge of ensuring routine maintenance of the bridge.

”

The bridge is like an answer to our long prayers. We, local communities, gain so much benefit from the bridge and we believe that it will last for a long time. Since we built the bridge ourselves with support from the Padat Karya Programme and ILO, we will for sure make sure it is maintained

“

“We do not want to go back to the old days when we had to carry our harvests and walked for hours to the market. We want to make sure that our children can go to school safely and easily. We believe the bridge will bring us a better future as it opens better access for all of us,” he said. ❖

Decent Work for Food Security and Sustainable Rural Development in East Nusa Tenggara



In Brief:

Today close to one billion people worldwide suffer from chronic hunger. At the same time the unprecedented increases in food prices makes for more hunger, poverty, unemployment, social unrest, and political instability. To address this issue, the ILO programme, “Decent Work for Food Security”, aims to promote food security through a better functioning food system by expanding opportunities for decent jobs underpinned by rights at work, social protection and social dialogue. Decent jobs can accelerate economic growth, stimulate food production, processing and accessibility, and can provide incomes to allow people to exit poverty and to be food-secure.

In Indonesia, the Project is seeking to promote food security and sustainable poverty reduction of rural communities in the most vulnerable and disadvantaged districts of Indonesia’s Nusa Tenggara Timur (NTT) province, through increased labour productivity, enhanced employment opportunities that comply with the principles of decent work, and expanding entrepreneurial opportunities in key agro-food value chains – particularly maize, seaweed and livestock – with high employment and income generation potential.

Supported by:



Highlights in 2014:

1. Trained 25 government officials, NGO, workers and employers' organization on value chain development.

2. Development of participatory value chain in targeted 13 villages and four sub districts in Kupang district (one targeted district) for three commodities: maize, cattle and seaweed.

3. Conducted Training of Trainers on Entrepreneurship Skills Development using the ILO's modules on GET Ahead, Community Based Enterprise Development/C-BED and Financial Literacy for 22 participants from government officials, unions, employers' organization and local NGOs.

4. Trained a total of 400 smallholder seaweed growers, maize farmers and cattle breeders regarding entrepreneurship and financial literacy.

5. Conducted technical assessment on cattle and maize in three targeted sub districts.

6. Conducted technical training of trainers on sustainable cattle breeding and maize farming for 40 lead farmers in 13 targeted villages.

7. Conducted technical seaweed farming for 110 seaweed farmers for production improvement.

8. Trained a total of 500 smallholder seaweed, maize and

cattle farmers in all 13 targeted villages on entrepreneurship and financial literacy.

9. Finalization of project document on joint ILO-FAO programme on decent work for food security.



Targets in 2015:

- Conduct a technical workshop to develop the capacity of the NTT provincial Local Economic Development Forum (recently created by the Governor of NTT).
- Market initiation pilot activities are underway with two local NGOs and one university that have been trained as Business Development Service Providers (BDSPs) to support farmers, aimed to improve access to market and price information, trading ability, negotiation skills and market options.
- Use the results of the recent household level baseline survey in Kupang and implement microfinance and/or micro-insurance activities. Self-help groups will be formed across two or four villages, according to groups' assessment of compatibility.
- Conduct Work Improvement in Neighborhood Development (WIND) training and ongoing activities at the provincial and district level.
- Continue to provide after-training support through local BDSPs and NGOs to entrepreneurship training recipients.
- Support workshops conducted by local partners to provide vocational training to remaining groups of participants who have not yet received in training.
- Conduct workshop to organize a multi-stakeholder working group to formulate an action plan for value chain development/rural development in province (including national, provincial and district actors).
- Conduct exposure visits for policy makers from local NTT government to project sites and conduct the follow-ups.

Promoting decent work in Food Security Agenda in NTT

Decent work is the principal way out of poverty and hunger. Drawing on its extensive experiences and success in implementing employment and income generating projects, the ILO is piloting a Decent Work for Food Security Project in East Nusa Tenggara (NTT) Province for a year, one of the isolated and disadvantage areas in Indonesia.

The main goal of the piloting project is to promote sustainable livelihoods of workers and their families through decent work in agro-food value chains with high employment, income generation and productivity potential. To reach the goal, the Project focuses on three different value chains identified in NTT, specifically in four districts: Kupang, Timor Tengah Selatan (TTS), Belu and Sumba timur.

This year, the Project will mainly focus in Kupang District with three commodities: Livestock, maize and seaweed. One of the targeted areas in the district is the Semau Island. The Semau Island has been set as the first priority on food security in NTT as it is characterized as one of the disadvantaged areas in the country. Located in the south east of Indonesia, the island is only accessible after half an hour boat ride from Kupang's port.

Three villages in the Semau Island has been targeted as a cluster in the area with main focus on increasing decent employment possibilities and securing

”
*We have been doing
 seaweed since 2000.
 Sometimes the harvest
 is good and promising,
 but some other time
 the disease destroys
 the seaweed leaving us
 penniless*
 “

the food availability and accessibility. After initial assessment on the supply and demand sides, seaweed farming is chosen as the main commodity.

“When approaching local villagers, they were so cautious at the beginning. Different from other programme activities, the ILO pilot project offers no money or no cash aid. Yet, after joining the training sessions on value chain development, they show more interest, particularly when learning about how to improve productivity and how to gain more profit from their hard work,” said Yuniwan Gah, the Project Manager of the ILO's Food Security Project describing the local beneficiaries' responses to the Project activities.

Meanwhile for Tince, Fince and Dortia, who were born and live in the Semau Island all their lives, the value chain activities have brought new hopes. “Yes, of course we are working on seaweed, onions, rice and other kinds of plantation. We also take care of goats and cows,” the three middle-aged women said in unison while attending their grandchildren.

Like most villagers in the island, their families work on seaweed farming as their main source of income. All family members, including the children, also involve in the family business.

In addition, marketing and selling prices are other main concerns of local beneficiaries. Thus, they greatly welcome any assistance related to the business development. “Usually we do not bargain. What is the point? Since we do not have the capacity, we really do not know how to negotiate with the collectors or buyers. We just depend on whatever price the collector is going to set for our harvest,” said Fince.

As a result, Dortia added, most villagers will have to sell what they have in the case of emergency or lend money to whoever they can. Thus, they hope that with more knowledge and better skills in developing and managing the local resources like seaweed, the local villagers will be able to get more income and improve their living conditions. ❖



Indonesian Green Entrepreneurship Programme

In Brief:

Entrepreneurship has been identified by the Government of Indonesia as an essential means to mitigate unemployment and achieve poverty reduction in Indonesia and has initiated a national entrepreneurship program. While Indonesia at the same time also faces environmental challenges to which the Indonesian President has pledged to reduce CO2 equivalent emissions by 26 per cent with its own initiative and up to 41 per cent with international support by 2020. Responding to these challenges, the ILO with an initial support of the ILO-Korea Partnership Program introduced the Indonesian Green Entrepreneurship Programme (IGEP), and since 2014 the funding has been continued by the ILO.

IGEP seeks to promote the establishment of and assistance for green entrepreneurs in rural and urban areas in Indonesia, supporting the shift to a green economy, with green jobs and decent work creation and a reduction in greenhouse gas emissions in several sectors of the economy. The program aims at supporting the Indonesian stakeholders in developing an Indonesian based toolkit on green entrepreneurship based on the ILO Green Entrepreneurship Toolkit (SYGB), providing capacity building activities and establishing a national green entrepreneurship programme

Supported by:



Highlights in 2014:

1. **Adaption of the “Start Your Green Business” (SYGB) modules.** The modules aim to improve existing business and at the same time to integrate green aspects into their existing business.

2. **Implementation of Green Jobs Foundation Training for 15 SYGB/SIYB (Start and Improve Your Business) trainers.** The training provided the trainers with better understanding of the overview on climate change, the linkages between environment, economy and employment and importance of the concept of people, profit and planet (3P).

3. **Implementation of SYGB After Training Support for new green entrepreneurs in Greater Bandung area, West Java.** Around six green entrepreneurs were assisted in preparing and starting their green businesses, covering a variety of business sectors from fashion, food processing and travel agent.

4. **Implementation of SYGB After Training Support for new green entrepreneurs in Makassar, South Sulawesi.** Five potential green entrepreneurs were assisted in preparing and starting their green businesses, covering a variety of business sectors from mushroom farm, handicraft and fashion.

5. **Implementation of a SYGB training of entrepreneurs (ToE),** in collaboration with Central Bank of Indonesia. The training was organized in Manado, South Sulawesi participated by 26 new green entrepreneurs of which the majority has already started a green business.

Targets in 2015:

- ILO-IGEP programme together with the Balai Besar Pengembangan dan Perluasan Kerja (Vocational Training Center) Lembang plans to organize a SYGB Training of Entrepreneurs (ToE) for returning migrant workers with the participation of 20 people.
- As a comprehensive training program, following the SYGB ToE training, a Financial Education training will be given to returning migrant workers to strengthen their knowledge in financial management
- A SYGB Training of Trainers (ToT) is planned to be held during the second semester of 2015 with a target of training instructors from vocational training centers that belongs to the provincial and district governments in West Java. This activity is aligned to the Indonesian government initiative to establish vocational training center for entrepreneurship.

Ilham Rhamanda should have been one of the most contented men in Bandung. As a successful young entrepreneur, he and his brother ran an established and thriving sportswear factory, with a reputation for original designs. They employed 12 people and supplied a number of department stores in the city, the capital of Indonesia's West Java Province. But when he looked to the future, the 34-year-old father of a 2-year-old daughter wasn't satisfied.

He saw the waste water running from his workshop running into the little streams in his neighborhood. He knew his sportswear factory, like many other small and medium-sized businesses in Bandung, was thriving at the expense of environmental quality, producing large amounts of sewage, garbage and industrial pollution. But making his business profitable and environmentally friendly appeared to him as a “complete puzzle”.

So, when the opportunity arose to attend a Start Your Green Business (SYGB) training, organized by the ILO, Ilham jumped at the chance. “Good business practices should take planet and people aspects, instead of only profit, into consideration,” he said. “Because they are critical for our business to grow sustainably.”

The traditional thinking is ‘prosper first and clean up later’ but you can't continue to prosper if you damage the environment, nor will you if you don't take care of your workers,” Lurraine

Young Indonesian Entrepreneur Goes Green

Villacorta, Environment and Decent Work Specialist of the ILO, said. "Fortunately, entrepreneurs, especially young entrepreneurs in Indonesia, have realized it. What they need is the knowledge and expertise to put their ideas into practice. And that's where the ILO comes in."

Lorraine points out that being "green" means not only reducing your impact on the environment but meeting standards of decent work, such as safe conditions, adequate wages, worker's rights, social dialogue and social protection. During the SYGB course the trainers explained these principles, policies and practices. They helped Ilham and his fellow entrepreneurs

come up with a wide range of green business ideas, including in food and agriculture, sustainable tourism, waste management and recycling, renewable energy and creative industries.

The course helped Ilham find a solution for the toxic water and chemicals coming out of his factory. It gave him the idea to install a filter made of fiber palm, active carbon and a sedimentation box to eliminate the dirt and waste from washing screen prints, inks and chemical liquids and prevent untreated waste water going into local drains and streams.

The filter is affordable, easy to install and operate, meaning his products are still priced competitively. His workers are also happier too. He has also started to promote the 'green' aspects of his business and is thinking of new ideas, such as using environmentally-friendly ink for screen printing. "Another plan to further green my business is to develop our own brand with organic raw materials and natural cloth dye," he said. In the longer term he aims to expand and create more jobs for his community.

The training also offered the young entrepreneurs valuable networking and

”
*My business activities
do no harm the
environment anymore
and the local people can
still have clean water....
Now, I have nothing to
worry about and my
clients too.*
“

business opportunities. Ilham now sell the fabric offcuts from his sportswear to another company, which produces headscarf accessories and ladies clothes.

So far the SYGB training has enabled almost 200 entrepreneurs in six provinces in Indonesia to balance their business ambitions with the environmental and climate change challenges around them, either by producing environmentally-friendly products or using environmentally-friendly production processes.

The SYGB training was organized with the support of the ILO/Korea Partnership Programme through Green Jobs Programme for Asia and the Pacific (Green Jobs-APV). ❖



ASEAN Small Business Competitiveness



In Brief:

Micro, small and medium enterprises (MSMEs) in ASEAN make up more than 90 per cent of all domestic firms and 75-90 per cent of the non-agriculture workforce. MSMEs provide the supplier basis which supports the success and productivity of large international corporations and are therefore an essential foundation of their operations. The great majority of employment creation in ASEAN has taken place in the informal sector, and it is the self-employed operators of micro-enterprises, especially those in marginalised communities, which are the intended targets of this project.

Small Business Competitiveness (SBC) tools are based on the ILO C-BED approach, a sectoral diversification of this trainer-less training methodology. The current phase of the SBC project covers the Tourism Sector, based on analysis of different factors: commonality of practices across ASEAN countries, availability of distribution channels, opportunity of SME development, pro-poor and Millenium Development Goals (MDGs) linkages, as well as sound ILO experience in the sector and in the region.

The direct beneficiaries of the project are national and local government agencies, business development services and development projects whom provide services and support to MSMEs. The ultimate beneficiaries are the entrepreneurs in tourism sectors, communities in which the businesses are located.

Supported by:



Highlights in 2014:

1. **Completion of the preliminary study and development of eight tools stage. Out of the conducted inception report, tourism sector was selected, along with common and suitable subsectors.** The course of 2014 was used mainly to develop toolboxes and conduct pilots to iteratively boost the quality of the tools developed; establish (and experiment) innovative partnerships with a variety of actors (i.e. government officials, NGOs, community leaders) to gain insight on various institutional 'best practices' in rolling out the training modules and assure programme sustainability.

2. **Dissemination of the tools stage (ongoing), through establishment of multi-media platform and workshops** to identify and communicate to key local partners across ASEAN countries on the toolboxes featured. The modularity of the SBC approach enables our partner intermediaries to easily incorporate SBC tools into their existing programs of community and sector-based support.

Targets in 2015:

- Continue to the dissemination strategy, aiming to lock commitment with various government and INGO stakeholders all across ASEAN to extend SBC modules training to at least 1.000 participants.
- Build campaign materials (websites, videos, animation and branding).
- Conduct Knowledge Sharing Workshop on "Path to Micro-enterprise development in Tourism Sector", together with the launch of the modules.
- Finalize the tools stage, covering following sectors (8 out of 8 targeted):

Sub-sector specific modules:

- Guesthouse/small hotel owners
- Homestay owners
- Restaurants/food vendors
- Handicraft makers
- Smallholders
- Market vendors (souvenir sellers)

Generic tourism modules:

- Aspiring entrepreneurs in tourism sector
- Destination management (setting up the Public-Private Partnership collaboration to catalyze local tourism development)



Local business communities take ownership of the SBC tools

More than 30 field partners took active role in rolling out small business competitiveness (SBC) pilot trainings, extending trainings to more than 300 participants in Laos, Thailand and Indonesia, with minimum external/ILO assistance. The pilot trainings covered seven out of the 8-designed SBC modules to take-stock of iterative feedbacks for the modules' final refinement. SBC project experimented on various delivery channels, with successful following outcomes:

- Through three phased implementation to "pass on the baton" from NGO-led to community-led in Vang Vieng, Laos.
- Through 100 Village-based tourism movement driven by tourism association (for example: Bali).
- Through provincial/national tourism board or office (cascading from provincial to district level (For example: Tourism Office of West Sumatera province).
- Through national level ministerial SME capacity building plan, SBC tools are adopted in several rural tourism development strategic plans (for example: the Ministry of Cooperatives and SMEs Indonesia or Thailand's One Tambon One Product initiatives).

The project works together with local communities in accommodating and facilitating the workshops (i.e. using temples, wats, schools, village offices, local restaurants as venue and local restaurants delivering the catering for the participants). Through these delivery channels experimentations, it was proven that the developed SBC modules were fairly easy to be implemented, requiring only minimal guidance and resources from the ILO. Due to the modules intuitive nature, the module's ownership is easily taken by the communities as they rapidly build their confidence in rolling out themselves the modules. ❖





ASEAN Community 2015: Managing integration for better jobs and shared prosperity

In Brief:

The ASEAN Economic Community (AEC), a single regional common market and production base, will become a reality in 2015 for the 600 million women and men of the 10 ASEAN Member States. This will lead to the freer flow of goods, services, investment and skilled labour in the region. New opportunities for growth and prosperity are likely to emerge, but the challenge is to ensure that growth is inclusive and prosperity is shared. The ILO and the Asian Development Bank, with support from the ASEAN Secretariat, have conducted a study titled "ASEAN Community 2015: Managing integration for better jobs and shared prosperity". The report examines the impact of the AEC on labour markets and offers evidence-based policy recommendations for better jobs and equitable growth, including strengthening regional cooperation, facilitating structural change, improving job quality, enhancing skills, boosting productivity and wages, and managing labour migration.

Supported by:



Highlights in 2014:

1. **Launch of the AEC 2015 study**, providing policy analysis and recommendations for managing integration for better jobs and shared prosperity.
2. **Development of country briefs** outlining the potential impacts of AEC 2015 on the Indonesia labour market.

Targets in 2015:

- Conduct in-depth country level analysis of AEC 2015.
- Engage the constituents in a policy dialogue on the ASEAN Community 2015 and identify actions for supporting job rich growth in the context of integration.

Can the AEC 2015 deliver



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To realize the full potential of closer economic integration, countries across the region need to take decisive action, right now.

“

Policymakers talk a lot about the impact of the ASEAN Economic Community (AEC) in 2015. But the real question is, how will this AEC affect the 600 million people who live in the region? Ordinary men and women first and foremost experience economic change through the labour market. What matters to them is whether they can find a good job that offers security, pays decent wages in decent conditions, and whether, in time, their children will be able to do the same.

for ASEAN's people?



Analysis in the AEC 2015 report highlights that AEC could boost the region's economies by 7.1 per cent by 2025 and, generate 14 million additional jobs. With this structural change, some sectors will flourish, while others are likely to see job losses. It will be important that labour market institutions support workers to increase their skills and capacities so that they can take advantage of the new opportunities created by the AEC. In addition, while improved productivity may bring increases in incomes for some, this could bypass the large majority of people, unless more effective wage-setting institutions are created.

To realize the full potential of closer economic integration, countries across the region need to take decisive action, right now. This is the core, take-away message from the study, "ASEAN Community 2015: Managing integration for better jobs and shared prosperity". The report highlights three priorities for ASEAN's leaders to focus on:

- The first priority should be to proactively manage and facilitate structural change. This means not only investing in infrastructure and implementing sound industrial and sectoral policies. It also

means improving the 'soft' infrastructure – investing in better education and vocational training systems so that workers' skills match those that enterprises need. To be successful, this adjustment process will also require support for small and medium-sized enterprises and for the most vulnerable members in our communities. One route is through stronger social protection systems.

- Secondly, economic gains must lead to shared prosperity. By linking wages to productivity gains, workers can benefit from economic progress while enterprises can remain competitive. This requires sound wage-setting systems that can deliver minimum wages that protect the most vulnerable, and stronger collective bargaining procedures that allow employers and unions to negotiate improvements in working conditions and to find solutions that raise productivity.
- Finally, ASEAN countries need to strengthen regional cooperation. Some of the architecture for this is

already in place. For example, ASEAN's leaders agreed to "promote decent, humane, productive, dignified and remunerative employment for migrant workers" in the Cebu Declaration. And in the ASEAN Declaration on Social Protection, they set out the principle of "equitable access to social protection". What is needed now is concrete action to turn these documents into practical change. Cooperation also needs to expand into other areas, such as skills recognition, labour market information, research and analysis.

The AEC 2015 will place ASEAN at a crossroads. If the three priorities list above are effectively addressed, the region can make great strides towards equitable economic development and shared prosperity. But if ASEAN's leaders fail to act, the AEC inequalities may increase, with the gains from economic integration bypassing the majority of the region's population. ❖



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.



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. Better work Indonesia combines independent enterprise assessments with advisory and training services to support practical improvement through workplace cooperation.

Supported by:



BetterWorkIndo



Better Work Indonesia

Highlights in 2014:

1. **Registration of 121 factories with BWI**, located in the Greater Area of Jakarta, West Java (Bandung, Sukabumi and Majalengka) and Central Java (Semarang) and Yogyakarta (Sleman) Provinces.

2. **BWI is now reaching over 245.000 workers** through its interventions.

3. **Registration of 22 major international buyers** purchasing from Indonesian factories with BWI. There has been a significant improvement in buyer participation with a number of buyers wanting to subscribe all of their factories in the programme. The third buyers' forum was held at the end of June 2014.

4. **Publication of BWI's fourth synthesis report**, which showed an improvement of compliance for factories in their second and third cycle of assessment.

5. **Launch of a pilot project to improve access for people with**

disabilities to decent jobs in the garment sector, in collaboration with a private training centre. The free-of-charge training took place for a two month period, training 43 participants as sewing operators in accordance with garment industry standards. During the sewing operator training, international garment companies with established partnerships with BWI visited the training center to provide opportunities for the trainees to work at their factories.

6. **Conducted trainings on supervisory skills for over 600 supervisors from 22 factories.** The training was financially supported by the Disney Foundation and has been by far the most requested training in 2014.

7. **Development of a mobile website to assist workers to calculate overtime payments.** The mobile website has been actively promoted by the Federations involved in Better Work.

8. **Capacity building for the tripartite constituents of BWI** through a series of trainings on freedom of association and collective bargaining.

9. **Increase of the percentage of factories registered with BWI** with at least one trade union from 47 per cent in 2013 to 62 per cent in 2014

10. **Supported the initiatives of the Ministry of Manpower on labour norms expert (KNK)** that is regulated under a Ministerial Decree No. 257/2014 by undertaking a series of knowledge-sharing events for BWI registered factories, labour inspectors at the local level as well as international brands/buyers. The Ministerial Decree regulates that it is a mandatory for each factory to have a KNK that is responsible for factory self-assessment.

11. **Distribution of BWI related information through BWI Website** (until now 50.000 visitors) and social media like Facebook (22,498 likes) and Twitter (1,332 Follower).



Targets in 2015:

- Implement the adjusted model for advisory and assessment services. The model aims to increase the ownership by the factory through a revision of the cycle.
- Technical inputs to the development of a labour inspection self-assessment tool that complements the government's initiative.

Boosting ability leads to greater opportunities

"I used to have low self-esteem, but not anymore," says Mardiana, 27 years old. Mardiana, a woman of a small stature is one of 43 people with disabilities participating in Better Work Indonesia's (BWI) sewing operator training.

Mardiana was studying at boarding school (Pesantren) when she received a short text message from one of her friends about a specialized training for disabled people to learn sewing skills. Although she says that her parents played an important role in making sure she got an education and instilling her self-esteem, she often felt limited by her disability and worried about what to do for employment. She decided to depart for Semarang to participate in BWI's training.

"I feel fortunate to be able to participate. I understand and am able to perform what the instructors here are teaching," she says, adding that "I hope that I will be able to secure a job once I complete the training. I want to be able to earn my own income rather than relying on other people."

24 million people in Indonesia (10 per cent of the population) live with disabilities but just 11 million of them are employed according to data from by the ILO.

BWI, under the auspices of the ILO, conducted a pilot project which supports

people with disabilities in securing employment in the garment sector. Participants were trained as sewing operators in accordance with garment industry standards. The purpose was to improve access for people with disabilities to decent jobs by providing vocational training in collaboration with a private training center in Semarang, Griya Inti Apac (Gripac) and BP SDM.

The purpose was to improve access for people with disabilities to decent jobs by providing vocational training

This pilot project received funding from the Government of Australia through the Department of Foreign Affairs and Trade (DFAT).

"BWI believes that this pilot project has successfully enhanced the skills and ability of training participants so they are now ready to enter the job market, especially in the garment sector. Additionally, BWI also believes that people with disabilities possess skills which are equally competitive in the job market provided



they have access to equal opportunities," says M. Anis Nugroho, National Operational Manager of BWI.

However, the work didn't end with the conclusion of the training. In the aftermath of the training, BWI assisted participants in securing jobs. The programme conducted a survey among several of garment industries which indicated that people with disabilities are not among job seekers approaching them.

"This training enables me to earn a livelihood for my children and wife" says another training participant, Abdul Karim, "I am now ready to work in the garment industry. I can make a pattern for shirts and pants, and operate a sewing machine at the same time to assemble the patterns. The shirt I am wearing now is produced through my own sewing skills,"

"They now possess the skills which enable them to work independently. They will not rely on other people's compassion to continue with their lives," says Peter Fremlin, Disability Consultant for BWI. ❖

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

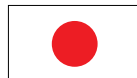
In Brief:

In line with the ongoing deep reform of the Indonesian social security system and the ILO's Social Protection Floor Initiative, The ILO Jakarta's social protection programme aims to support the government and other social partners – employers' and workers' organizations – efforts in the design and implementation of inclusive and efficient social protection policies and programmes. In 2014, the ILO has conducted two main interventions in this area in Indonesia: 1) Contribution to the national efforts to implement a more integrated mechanism for the delivery of social protection and employment services and 2) Technical assistance for the design of the upcoming public pension plan which is expected to be implemented in July 2015.

As for the first intervention, the ILO-Single Window Service (SWS) Project in Maluku and East Java was developed as a follow-up action to the recommendations of the Assessment Based National Dialogue for Social Protection. The objective is to contribute to the establishment of a better coordination mechanism of social protection programmes. Supported by the Government of Japan under its Social Safety Net, the Project contributed to national efforts developed by the National Development Planning Agency (Bappenas) and the Ministry of Social Welfare for a better integration of social protection and employment assistance programmes at national and local level.

The second intervention is related to the new pension plan for private sector workers that the government intends to introduce in July 2015. Responding to a request from the Ministry of Manpower, the ILO has conducted an actuarial study of the proposed pension scheme with a capacity building component in favor of BPJS Ketenagakerjaan actuarial team.

Supported by:



Highlights in 2014:

The ILO's Single Window Service (SWS) Project

1. **Endorsement of the Design study of the single referral system for the extension of social protection in Indonesia** by the Ministry of Social Affairs and the Ministry of Manpower
2. **Launching of the Design study of the single referral system for the extension of social protection in Indonesia** with participation of representatives from approximately twenty districts/municipalities, including the dissemination of the study at workshops organized by the Ministry of Social Affairs in November and December.

3. **Initiation of an ad-hoc team under the coordination of Ministry of Social Affairs** for the implementation of the Single Referral System in collaboration with UNICEF and GIZ.
4. **The Integrated Referral System approach has been adopted by the government as a national strategy for poverty alleviation** in the National Medium Term Development Plan (RPJM 2015-2019) notably Presidential Decree No. 43/2014 enacted on 17 May 2014 regarding the Government's 2015 work plan. Among the specific measures mentioned in this decree are the development of an integrated referral system that is expected to improve the delivery of social protection programmes and to reduce inequality.

Technical Assistance concerning the Upcoming Pension Plan

1. **Implementation of the actuarial study** of the proposed upcoming public pension scheme.
2. **Completion of a 10-day actuary training** for BPJS Ketenagakerjaan actuarial team.
3. **Presentation of the preliminary results of the actuarial study** to the ILO's constituents in November.



Extending social protection in Indonesia through a single referral system

Indonesia is moving towards an integrated social protection system. The Indonesian constitution recognizes the right to social security for all and the responsibility of the state in the development of social security. Law No.24/2011 on the National Social Security System mandates the extension of social security coverage to the whole population in the categories of health, work injury, old age pension, old-age lump-sum, and funeral benefit.

To support the national effort in the development of an integrated system linking social protection programmes and employment service at national and local levels, the International Labour Organization (ILO), in collaboration with the Ministry of Manpower, launched a study entitled *“Design study of the single referral system for the extension of social protection in Indonesia”* in December 2014 in Jakarta.

Single Referral System (SRS), also known as Single Window Service, is to ensure better coordination among all social protection stakeholders at both operational and policy levels, and thus to improve efficiency in delivering social protection benefits and employment services. This one-stop shop for social protection programmes and employment services would provide information to



potential beneficiaries on guarantees and services, facilitate registration processes, update beneficiary databases, facilitate the appeals mechanisms, and improve coordination among programmes.

The aim is the implementation of the SRS in all the country. This report has been developed after a feasibility study conducted in three provinces (Maluku, East Java, and East Nusa Tenggara (NTT)) by performing in-depth interviews with relevant stakeholders and organizing focus group discussions. The study takes stock of similar mechanisms that already exist

in some districts in Indonesia, such as in Sragen, Central Java.

The study provides additional ideas and guidance for the design of one or more SRS models that can be adapted and implemented in all parts of Indonesia. The SRS will serve as the core mechanism to provide access to social protection benefits and services, and will support BPJS 1 on health and 2 on employment, as well as Bappenas efforts to extend social protection coverage to informal economy workers, own account workers, farmers and other uncovered groups. ❖

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



In Brief:

ILO-PROPEL Indonesia aims to address gaps in policy and legislative protection on employment and training of persons with disabilities 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 2014:

1. Provided technical supports and inputs to Ministry of Manpower, Ministry of Social Affairs and disabled people organizations (DPOs) in reviewing the draft of Disability Law. In addition, PROPEL supported the involvement of DPOs from the targeted provinces to participate in the discussion of the draft with parliament.

2. Provided technical supports to Ministry of Manpower at province and district level to organize inclusive job fair events. In addition, Certificate of participation is provided to companies offering jobs opportunities for people with disabilities during inclusive job fair events.

3. Provided technical support to Kota Mojokerto in drafting and reviewing the Disability Law

on Employment of People with Disabilities.

4. Conducted consultation workshops in four universities (Semarang, Surabaya, Bandung and Kupang) to introduce and seek possibility **to incorporate disability topic in the curriculum of Law faculty.** In addition, grant awards is provided to students of law faculty conducting research on legal issues concerning the employment of people with disabilities.

5. Strengthened the capacity of stakeholders related to disability: line ministries, trade unions, employer organizations, universities and media. For this, two series of Disability Equality trainings were conducted in Jakarta.

6. Conducted Baseline Surveys in 16 Vocational Training Centres in East Java province to find out the access of people with disabilities to skill training.

7. Establishment of job placement mechanism for people with disabilities in East Java and Nusa Tenggara Timur (NTT) provinces to facilitate the access of job seekers with disabilities and job placement agencies as well as with companies.

8. Media raising awareness on disability issues were conducted in collaboration with AJI Jakarta, AJI Kupang and PWI Jawa Timur. One Training of Trainer was conducted for staff of DIFFA magazine and two media trainings for media representatives were conducted in Surabaya, East Java and in Kupang, NTT.

9. Development of a media guidelines on reporting disability, in collaboration with DIFFA and Dewan Pers and it was launched in December 2014.

10. Conducted Media Baseline Survey to find out the perspective of variety of media (TV, Newspaper, magazine, radio, online) for the last 10 years, in reporting disability in Indonesia.

11. Socialization of Video SAMA (video on the disability) to UN agencies and other stakeholders. The first of its kind, these videos were produced by persons with disabilities themselves featuring two important rights of persons with disabilities: rights to decent employment and public facilities.

Targets in 2015:

- Hold series of workshops at national and provincial levels on the review process of laws concerning persons with disabilities. This includes further regulations such as governor's regulation.
- Organize consultations and workshops to selected university/law department staff at national and province level with the support of UNIKA Atma Jaya University.
- Provide grant awards for students conducting research on legal issues concerning the employment of people with disabilities.
- Continue to support to constituents in the implementation of the mechanism between job seekers and men and women with disabilities and job placement agencies (job fair, gateway platform, referral system).
- Continue the media engagement on issues related to disability and employment.

Towards inclusive media on disability in Indonesia



The media play a critical role in influencing public perception and attitudes about disability. Perceptions created by the media inform the way people with disabilities are treated in society. The media, therefore, has a

responsibility to raise awareness about the rights of disabled persons; ensure that their rights are promoted and protected; and, accurately portray how people with disabilities live, what they are doing and how they contribute to their communities.

To support the Indonesian media in providing greater coverage on disability, the ILO, in collaboration with the Indonesian Press Council (Dewan Pers), launched the Media Guide on Disability in December 2014, at Dewan Pers Hall, Jakarta. The launch was organized in conjunction with the commemoration of the International Disability Day.

The first of its kinds, the Guide is created to provide a practical resource to media professionals interested in reporting on the issues facing people with disabilities in Indonesia. It is a 'one-stop' source for information on global disability statistics, and provides practical guidance on appropriate terminology, tips on

reporting, references to key national and international standards with a particular focus on the right to training and employment of people with disabilities.

The Guide also provides contact details of organizations working on disability issues. This Guide is intended for people working as editors, journalists, broadcasters, producers, programme makers and presenters. They are also relevant to people working as web editors, and on interactive multimedia products.

"Disability issues remain largely uncovered by the media even though a large portion of the population lives with a disability. This media guide is the first step towards inclusive media in the country. Through this media guide, I hope that disability issues would be part of the mainstream news coverage that, in turn, helps removing all types of barriers faced by persons with disabilities, ranging from attitudinal, physical, social, economic and cultural," said Nezar Patria, member of the Indonesian Press Council, who took part in the development of the Guide.

"Reporting on disability and in particular on the rights of disabled persons may not be easy, but it is an important responsibility. The ILO trusts that this media guide will be able to help Indonesian journalists shaping better understanding about disabled persons and in particular the overwhelming barriers they face with respect to health, education, employment and work, and access to the built environment," stated Peter van Rooij, ILO's Country Director in Indonesia, commenting on the launch of the Guide.

To date, there are over 1 billion people with disabilities worldwide or about 15 per cent of the global population. Meanwhile, in Indonesia, it is estimated that 10 per cent of the Indonesian population are people with disabilities ❖





Promoting Rights of People with Disabilities in Indonesia (UNPRPD)

In Brief:

In 2011, six UN agencies (ILO, WHO, UNDP, OHCHR, UNICEF and UN DESA) established the UN Partnership on the Rights of Persons with Disabilities (UNPRPD) – a multi-donor trust fund (MDTF) to support collaboration between UN agencies in country-level programmes to promote the rights and opportunities for persons with disabilities. The goal of the UNPRPD is to develop the capacities of national stakeholders, particularly governments and organizations of persons with disabilities, for the effective implementation of the UN Convention on the Rights of Persons with Disabilities (UNCPRD). One of the first implementing countries of the UNPRPD is Indonesia.

Although there has lately been increased attention on disability rights by the Indonesian government, with as a highlight the ratification of the UNCPRD in November 2011, there is still a strong need for increased awareness of rights of persons with disabilities, as well as strengthened disability architecture. Therefore, this project will focus on creating capable and inclusive institutions, and supporting the Statistics Indonesia for strengthened data collection concerning disability. In Indonesia the project is jointly implemented between the ILO, WHO, UNESCO and UNFPA. The Project came to an end in December 2014.

Supported by:



Highlights in 2014:

1. **Built the capacity of DPOs on UNCRPD refreshment in Jakarta.** This included introduction on how to deal with the portrayal of media on disability issues.
2. **Partnership with Persatuan Penyandang Disabilitas Indonesia (PPDI) to recruit an in-house trainer** from PPDI to support the capacity building on UNCRPD both for government officials and disabled people's organizations (DPOs).
3. **Organized series of capacity building on UNCRPD and on managing disability at workplace** for government officials of Provincial Manpower Offices in West Java, East Java and Nusa Tenggara Timur (NTT) provinces.
4. **Conducted a series of trainings** for DPOs in Greater area of Jakarta, East Java and NTT provinces on financial education, communications, negotiation and presentation skills and project management.
5. **Development of two innovative video diaries on disability under the titled "SAME: Spaces, Opportunities and Treatment for Persons with Disabilities, in collaboration with Yayasan Kampung Halaman.** The first of its kind, these videos were produced by persons with disabilities themselves in Jakarta

featuring two important rights of persons with disabilities: rights to decent employment and public facilities. Using their own words and selection of scenes, these videos document daily lives, plights, journeys and hopes of persons with disabilities.





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

In Brief:

In June 2011, the ILO adopted ILO Convention No. 189 on Decent Work for Domestic Workers (DWDWs) that, in ratifying Member states, will extend key labour protection to millions of workers, mostly women and children, whose basic rights are not assured. Through its adoption, the International Labour Conference gave a clear message: Domestic workers (DWs), like other workers, have the right to decent working and living conditions. The Convention asks Members States to set a minimum age for DWs that must be consistent with ILO's child labour Conventions and be not lower than that established for workers generally. The PROMOTE project promotes the realization of DWDWs as a means to reduce child domestic workers (CDWs).

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

In July 2014, a Memorandum of Understanding for the implementation of Promote Project was signed by ILO Jakarta and the Ministry of Manpower and Promote Action Plan/Work Plan was endorsed by the Promote Technical Project Advisory Committee in mid-September 2014.

Supported by:



Highlights in 2014:

1. **Gained supports from local level stakeholders, particularly in targeted provinces**, through socialisation of the Project to local stakeholders in the target provinces (DKI Jakarta, East Java, Lampung, and South Sulawesi).

2. **Development of a refined methodology to estimate number of DWs and CDWs** using data from existing surveys (National Labour Forced Survey and National Socio Economic Survey). The estimation has been used by the Project for various works, including awareness raising and information to the public.

3. **Raised the awareness on decent work for DWs and elimination of CDWs through various media and social media channels.** Media engagement was actively conducted through talk shows and public service announcement programmes. Through social media, the facebook account has been liked by more than 7,100 facebookers and the twitter account has reached 2,800 followers.

4. **Formulation of a Code of Conduct for the Indonesian Association of the Domestic Workers Placement (APPSI) with support from the ILO.** The Conduct provides guidelines for the APPSI members in the application of minimum age (18 years old) in recruiting and placement of DWs and in protecting them through monitoring after placement activities.

5. **Implementation of a survey on Knowledge, Attitude and Behaviour towards the Legal Protection of DWs**, in collaboration with the Laboratory of Sociology, University of Indonesia. The survey results will be used to raise the awareness on DWDWs and elimination of CDWs.

6. **Mobilization of youth to promote DWDWs and elimination of CDWs using video diaries and photo stories**, in collaboration with Yayasan Kampung Halaman.

7. **Development of information and communication technology based system to provide DWs and employers with access to information.** It is expected that through this system, around 10,000 DWs will be reached out and receive educational information with regards to DWDWs and elimination of CDWs.

8. **Development of action programmes by main partners** (KAPPRT BM, JALA PRT and JARAK). The programmes will be implemented after the ILO's approval. In addition, as part of the partners' capacity building, various capacity building trainings, such as training on DWs and CDWs, advocacy, mobilizing and organizing with mobile phones have been developed.

9. **Organization of a Trade Union Regional Workshop on Capacity Building of Domestic Workers Organizations and Elimination**

of Child Domestic Labour, with support from the ILO's Workers Activities Bureau (ACTRAV), in December 2014. Around 40 representatives from trade unions and domestic workers organizations from Indonesia, China, Hongkong, India, Pakistan, Sri Lanka Vietnam, Cambodia, and the Philippines participated in the workshop and developed an action plan to advocate policies and action programmes for each country.

10. **Supported the International Domestic Workers Federation to establish a web-based communication network** among DWs and domestic workers organisations in the Asia region.



New Code of Conduct on Domestic Workers to prevent children entering domestic work

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

Based on the 2012 National Labour Force Survey, the ILO estimated the number of domestic workers in Indonesia has reached 2.6 million. Apart from adult domestic workers, one of the most common child labour forms found in Indonesia is child domestic labour. It is estimated, however, that in 2009 approximately 237,000 children under 15 years old work as domestic workers and in 2012 around 111,000 aged 15 to 17 years work as domestic workers in Indonesia.

Realizing that domestic workers, like other workers, have the right to decent working and living conditions and that employing children as domestic workers is prohibited, the Indonesian Association



The Code of Conduct emphasizes the importance of monitoring after placement. Monitoring activities will be conducted through house visit, phone calls and emergency contacts, particularly for the first 3-month

of the Domestic Workers Placement (APPSI) formulated a Code of Conduct on Protection of Domestic Workers and Elimination of Child Domestic Workers for its members in 2014. The Code of Conduct was formulated with support from the ILO through its Decent Work

for Domestic Workers to End Child Domestic Work (PROMOTE) Project.

The Code of Conduct urges all members of APPSI to collaborate in preventing underage children working as domestic workers and to work together in ensuring decent working conditions through regular monitoring after placement.

Drawing on the related national regulations, the Code of Conduct requires all members of APPSI not to recruit children below 18 years old as domestic workers. The Code of Conduct also urges members of APPSI to conduct advocacies on minimum age to their recruit agencies in sending areas and communities.

The Code of Conduct emphasizes the importance of monitoring after placement. Monitoring activities will be conducted through house visit, phone calls and emergency contacts, particularly for the first 3-month. It also states that "members of APPSI provide socialization for potential domestic workers on working conditions and benefits that they are entitled to, such as social security.

The Code of Conduct also regulate sanctions for violations by APPSI members . ❖

Targets in 2015:

- Conduct comprehensive trainings on reducing CDWs and promotion of DWDWs for stakeholders.
- Support the development and implementation of national and provincial advocacy plans for elimination of CDWs and protection of DWs.
- Conduct an assessment on health and safety risks in domestic work.
- In partnership with domestic workers organisation, establish activity centers for DWs (adult and children) in four provinces.
- In partnership with ILO constituents and domestic workers organisations, pilot the skill trainings for DWs.
- Improve responsiveness of selected hotlines.
- Develop and implement police training curricula on the legal framework related to elimination of child labour in domestic work and DWs exploitation, including gender and child sensitive case management and investigation techniques.
- Establish an informal network of social services providers at the provincial and district levels.
- Conduct targeted awareness raising campaigns and commemoration of 'special days', including World Day against Child Labour, Indonesian Domestic Workers Day, National Children's Day, National Women's Day and Human Rights Day.
- Develop and pilot a service system to support withdrawal of child labourers, including CDWs and to build commitment from service providers.
- Establish innovative partnerships with business and civil society entities to reduce the prevalence of child domestic work and DWDWs in Indonesia.



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Child Labour Programme

In Brief:

The Government of Indonesia has developed the National Action Plan on the Elimination of the Worst Forms of Child Labour (WFCL) in 2002 through Presidential Decree No. 59/2002. Indonesia now is in the middle of the 20 years of the National Action Plan. For the last 10 years, the Government and NGOs have collaborated to combat child labour in Indonesia.

ILO in 2012 implementing a Global Project on Combating Child Labour through Education 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 to benefit from education. Funded by Ministry of Foreign Affairs of the Netherland Government, the project targets four countries and Indonesia is one of them. Started in September 2011, the project works in three locations: the greater area of Jakarta, Sukabumi district and Makasar City, until the year of 2014.

In addition to the above project, in 2013, ILO also received a support on Global Action on Child Labour Issues which are implementing in 41 countries and Indonesia is one of the target countries. The project funded by US Department of Labour. In addition, at the end of 2013, the ILO developed a new project focussed on Skills Training for Older Children for 15 months, building on the work of the on-going project on child labour and education. Subsequently the project "Combating child labour through skills training for older children in rural areas" was developed and became operational in July 2014. The Project involves support to older out of school children, involved in or vulnerable to the worst forms of child labour. Vocational skills training is often reinforced by literacy and numeric skills or broader life skills training that can provide older children with opportunities to find a path to decent work.

Supported by:



Highlights in 2014:

ILO's Project on Combating Child Labour through Education

1. **Improvement of the quality of education services for a total of 100 street children in four community learning center in Jakarta** by providing trainings for 30 tutors and 60 social workers on joyful teaching learning method and life skill education using the ILO's Modules of 3R (Rights, Responsibilities and Representation) Training Kit. The improvement was conducted in collaboration with Yayasan Kesejahteraan Anak Indonesia (YKAI).

2. **Provided vocational skill training for the older street children to capacitate them with the better skills**, in collaboration with the Ministry of Social Affairs under their Social Protection scheme for child welfare (Program Kesejahteraan Sosial Anak/PKSA).

3. **Provided intermediate level of the vocational skill training programme for 40 child scavengers of Antang Dumpsite, Makassar City, South Sulawesi.** These programmes focused on automotive and sewing skill trainings, internship programme as well as basic entrepreneurship skill training, conducted in collaboration with Lembaga Perlindungan Anak South Sulawesi. Based on the success of these programmes, the Provincial Education Office allocated funding for 50 other child laborers.



4. **Improvement of personal and social skills of a total of 750 children in 11 targeted one-roof schools through pre-vocational programme in Sukabumi district.** The Programme was conducted in collaboration with the District Education Office of Sukabumi, West Java.

5. **Regional commitment in combating child labour through the organization of the South-to-South Cooperation workshop in Jakarta**, joined by five neighbouring countries (Cambodia, Lao PDR, the Philippines, Viet Nam, and Timor Leste). The Cooperation identified progress made and challenges faced to

ensure the acceleration of actions against child labor in the regions.

6. **Development and adopted of a manual on Mainstreaming Child Labour Concern in Education Sector Plans and Programmes.** The manual was piloted in West Java province and collaborated with Manpower office of West Java Province and Save the Children.

7. **Implementation of the campaign on the plight of child domestic workers through the theatrical performance by child domestic workers titled "The Broken Pearl behind the Mop" in Jakarta.** The performance was

ILO's Project on Combating Child labour through Skills Training for Older Children in Rural Areas

organized in conjunction with the commemoration of the World Day Against Child Labour on 12th of June under the theme: *"No to Child Labour in Domestic Work"*.

8. Issuance and launch of the ILO's child labour publication titled *"Eliminating Child Labour in Indonesia: 20 Years of Support"*.

The publication captured activities and actions taken by the ILO and its partners in tackling child labour in Indonesia since the year of 1992. The publication also documented initiatives taken, progress made, commitments made, challenges faced and ways to move forward in ensuring a future without child labour in Indonesia.

9. Completion of a series of research studies on child labour as the following: 1) Macro Analysis and Rapid Situational Assessment on Child Domestic Workers in Indonesia: *Case studies of Jakarta and Greater Areas* (conducted by Pusat Kajian Perlindungan Anak (PUSKAPA UI)); 2) A Review on the Mechanism and practice of Law Enforcement in Cases Related to Child Labour and Forced Labour in Indonesia (conducted by Pusat Studi Hukum dan Kebijakan Indonesia (PHSKI)); and 3) Survey to Estimate Commercial Sexual Exploitation of Children (CSEC) in Bekasi Region of West Java.

1. **Support to the Education office of Sukabumi district to provide pre-vocational skills programme for a total of 300 children in ten selected one-roof schools.** Universitas Pendidikan Indonesia will also be involved in the program to strengthen the teachers' training, development of modules and to assess the program effectiveness to prevent children from dropping out and becoming child labour.

2. **Support to the Government of Indonesia on the development of the Child Labour Roadmap** to accelerate the elimination of child labor in Indonesia to 2022.

3. **Conducted programmes to tackle problems of child labour on dumpsites**, in collaboration with Lembaga Perlindungan Anak (LPA) Makassar, South Sulawesi.

4. **Provided vocational skills training for a total of 50 child domestic workers aged 15 – 17 years old** in Bekasi and to Tangerang districts, in collaboration with Yayasan Mitra Imadei.

5. **Implementation of a national campaign on child labour and social protection** as part of a series of activities conducted by the ILO and its partners to commemorate the World Day Against Child Labour 2014 and to highlight national efforts against child labour, particularly its worst forms.



Targets in 2015:

- In collaboration with Ministry of Manpower, conduct the replication of ILO's International Training Centre (ITC) Turin training model for capacity building of skill training providers on Skills and Livelihoods Training: A guide for partners in child labour projects in Jakarta areas and East Java
- Engage union in the training and awareness rising, in collaboration with the main national union confederations (KSBSI, KSPI and KSPSI), to educate and actively engage their members.
- Conduct skills training programme for 150 out of school children aged 15 – 17 years old, providing them with relevant skill according to market opportunities in the area of Malang, Pasuruan and Bojonegoro district, East Java Province. This skill training programme is residential training in Vocational Training Centre (BLK) conducted in collaboration with LPKP (a local NGO).
- Select 60 graduated out of school children who benefited from the skills and livelihood trainings to participate in a one-month apprenticeship programme in local small and medium industries and to guide them on the preparation of business proposal.
- Provide vocational training for older children aged 15 – 17 years old to equip out of school children and child labour with required skills in the area of Blitar and Lamongan district, East Java Province. This skill training programme is a combination between residential training in BLK and community based training with targeted 120 children. The activity was conducted in collaboration with PARAMITRA (a local NGO).
- Conduct a Law Enforcement Workshop for key stakeholders dealing with child labour issues, aimed to strengthen the roles of stakeholders in ensuring the implementation of the existing laws and in strengthening the application of the Child Labour Road Map to reach the government's target to be free from the worst forms of child labour in 2022.

Inspiring students

Students of the junior one-roof school programme in Sukabumi have shown significant improvements in their personal, social and life skills after being taught using the new pre-vocational teaching modules, stated the latest post-test on the pre-vocational intervention programme in Sukabumi District during the Knowledge Sharing Workshop held in April 2014.

The workshop was conducted by the ILO through its Combating Child Labour through Education, in collaboration with the District Education Office of Sukabumi and the Indonesian University of Education.

The workshop also marked the end of the first phase of the ILO's Child Labour Programme in Sukabumi District and other target areas (Greater area of Jakarta and Makassar). Funded by the Ministry of Foreign Affairs of the Netherlands, the Project 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 to benefit from education. The next phase of this programme will focus on skills and livelihood training.

The post-test study was a follow-up to the pre-test study, measuring changes in personal, social and life skills of the 371 students from nine junior one-roof schools

through an interactive pre-vocational teaching modules

and three pre-vocational bridging course programmes after the implementation of the intervention programme using the new pre-vocational teaching modules and structure.

The post-test study revealed that the greatest change was found in personal skills (i.e attitude and communications),

interactive. The teachers interactively engaged the students through simulations and practical pre-vocational activities such as handy-craft making,” said Fasrul, the ILO’s Child Labour and Education Project Officer. The modules were developed by the Indonesian University of Education using and combining various modules, including the ILO’s modules like SCREAM

their future lives. Most students even said that they refuse early marriages,” said Anne.

The workshop concluded with the submission of the results of the studies to the Ministry of Education and Culture as well as the District Government of Sukabumi as recommendations for



followed by life skills (i.e mind-set and behavior) and social skills (i.e team work). The study also demonstrated a profound impact on the improvement of the personal skills. The findings also demonstrated the successfulness of the new intervention to prevent the students from early drop-outs and make them stay at school.

“The new pre-vocational teaching modules and structure used in the intervention programme are more participatory and

– Supporting Children’s Rights through Education, the Arts and Media.

In addition, Dr. Anne Hafina, the Research Team Leader of the Indonesian University of Education, said that the students were also found more confident, more motivated and more communicative. “What they have learned from schools also reflect to the personality of the students. They are more respective towards their friends and have stronger realization about the importance of education to

future educational planning at national, provincial and district levels. In addition, participants from other districts, such as Garut and Tasikmalaya Districts, which share similar conditions with Sukabumi were interested in replicating the new pre-vocational teaching modules to prevent early drop-outs and to encourage more students stay at school. ❖

HIV and AIDS Workplace Programme



In Brief:

The ILO Recommendation No. 200 on HIV and AIDS and the World of Work adopted in June 2010 recognizes the vital role of workplace to play in the wider struggle to limit the spread and effects of the HIV epidemic. ILO Office in Indonesia has been mobilizing tripartite constituents to set up a workplace policy on HIV and AIDS that focuses on three results: 1) Eliminate of employment discrimination towards people living with HIV; 2) Deliver prevention and voluntary HIV testing linked to safety and health in formal and informal work settings; and 3) Ensure access to HIV care, treatment and support through the workplace.

The ILO's work is in-line with the Government of Indonesia's policies on HIV and AIDS, i.e. the Ministry of Manpower and Transmigration Decree 2004, No. 68 and the National Strategic Plan on HIV and AIDS 2010-2014.

Supported by:



Australian Government
Department of Foreign Affairs and Trade

Highlights in 2014:

1. **Support to the Social Security Provider on Health (BPJS-1) Task Force coordination** in ensuring that People Living with HIV and AIDS (PLHIV) and other vulnerable groups are given access to the universal health scheme.
2. **Completion of a study on Gender Identity and Sexual Orientation: Promoting Rights, Diversity and Equality in the World of Work (PRIDE).** The study aimed to identify policy barriers and the extent and forms of discrimination in the workplace faced by lesbian, gay, bisexual and transgender (LGBT) workers in Indonesia.
3. **Promotion of HIV information, counselling and testing in the workplace as part of VCT@ Work initiative.** The initiative has reached over 150,000 workers participated in the HIV Voluntary Counselling and Testing in 2014.
4. **Completion of an economic corridor mapping** that analyzed the implications of economic development along the planned economic corridors for the national HIV prevention, care and treatment efforts.
5. **Partnership with The Australian Department of Foreign Affairs and Trade (DFAT) to mobilize private sector to deliver HIV Prevention, Treatment and Care** in high prevalence areas of Papua and West Papua.



Targets in 2015:

- Continue to support working group of government and civil society to access challenges in accessing social protection schemes at local levels and make improvements.
- Conduct capacity building for the tripartite constituents on the implementation of HIV and AIDS program in the workplace.
- Disseminate the result of VCT@Work initiative during the fifth National AIDS Congress which will be held in Makassar.
- Develop a low cost model to deliver effective HIV prevention, counselling and testing and treatment support services through the private sector.

Strengthening Private Sector Engagement for HIV and AIDS Workplace Programmes

Representatives of community organizations gathered in Jakarta, from 29-31 August, to strengthen community organization capacity to overcome challenges in reaching high-risk men (HRM) in the workplaces. The two-day workshop titled "Private Sector Engagement Method for HIV and AIDS Workplace Programme" was organized by the ILO through the Voluntary and Confidential HIV Counselling and Testing at Work (VCT@Work)" programme.

Launched in 2013, the VCT@Work initiative in Indonesia is assisting 350,000 workers to obtain VCT services by the end of 2015, with an immediate target of 10,000 workers by the end of 2013. Priority is being placed on industrial sectors with demonstrated HIV vulnerability, including transportation, plantation, mining, and construction.

To date, through close collaboration between the ILO and various community organizations, the VCT@WORK initiative in Indonesia has reached more than 29,000 workers with VCT and has referred those who tested positive for treatment. Key partners include Kusuma Buana Foundation, Lembaga Advokasi HIV dan AIDS Sulawesi Tenggara, Kantong Informasi Pemberdayaan Kesehatan

Adiksi and Indonesia Planned Parenthood Association.

As part of the effort to reach the target of the initiative, the capacity workshop aimed to increase the capacity of field officers as well as community members of relevant community organizations at the provincial and city/district level to actively engage the private sector on HIV and AIDS programmes.

Private sector involvement for overcoming the HIV epidemic will significantly enhance the effectiveness of workers' rights protection policies and advocacies for workers who are at risk or already HIV positive.

During the workshop, Dr. Sudi Astono, MS, Head of Occupational Health Norms Supervision Section, at the Ministry of Manpower and Transmigration, reminded participants of the key principles of Ministerial Decree No. 68/2004 concerning HIV Prevention and AIDS response in the Workplace, noting that this policy remains a useful tool for mobilizing the private sector. Meanwhile, Dr. Adi Sasongko, Health Service Director of Kusuma Buana Foundation, highlighted the private sector outreach strategy as one of the most strategic interventions to

Indonesia has one of the fastest growing HIV epidemics in Asia. Around 70.4 percent people living with HIV (PLHIV) in Indonesia are within their productive prime, between the ages of 25-49 years old. Workplace is where those who are most affected by the epidemic spend most of their time

increase awareness on safe sex practice, condom usage, HIV and AIDS risks.

The workshop concluded with the development of a follow-up action plan to strengthen private sector engagement on HIV and AIDS prevention. The participants also developed a map of prospective companies at their own regions. ❖



Tripartite Action for the Protection and Promotion of the Rights of Migrant Workers in the ASEAN Region (ASEAN TRIANGLE Project)

In Brief:

In recent years labour migration flows from and within south east Asia have grown in volume and complexity. This trend is linked to a number of factors, including demographic changes, income disparities, human security concerns, established migrant networks and improved transport. But while migrant workers make an enormous development contribution to both their countries of origin and destination, many – particularly those with irregular status – suffer human and labour rights violations.

There is no effective, effective, unilateral approach to international labour migration governance. Actions taken in countries of origin have fundamental consequences in destination countries and vice versa. Moreover, there is a remarkable commonality in the challenges faced by women and men migrants, service providers and governments across the region.

The ASEAN TRIANGLE project funded by Canadian Department of Foreign Affairs, Trade and Development aims to significantly reduce the exploitation of labour migrants in the region through increased legal and safe migration and improved labour protection. The project promotes both bilateral and regional approaches to deal with shared concerns, make regionalism more effective, and enhance the capacity of institutions in ASEAN. The project objectives are in line with the strategic priorities of the ASEAN Labour Ministers Work Programme (2010-2015).

Supported by:

Canada 

Highlights in 2014:

1. **Tripartite Seminar Towards the Ratification of ILO Convention 189 on Decent Work for Domestic Workers:** a one day seminar opened officially by the then Indonesian Minister of Manpower and Transmigration, H.E. Muhaimin Iskandar, and attended by Indonesian Tripartite representatives and Indonesian NGOs, as a forum where relevant stakeholders in Indonesia discussed the content of ILO Convention 189, learned from the experiences of the ASEAN neighbour, the Philippines, and discussed the possibility and challenges of ratification of the Convention

2. **Launch of the International Labour Migration Statistics (ILMS) database for ASEAN,** consist of statistical data on labour migration from ASEAN Countries including from Indonesia. The ILMS Database is hosted on ILOSTAT – the world's leading portal for labour market statistics – as a

unique information source, freely available to users online - www.ilo.org/ilostat - under 'Databases by subject', 'Special collections', 'International Labour Migration' - http://www.ilo.org/ilostat/faces/help_home/data_by_subject?_adf.ctrl-state=qsaro0yjq_754&_afLoop=1096035999106465

3. **Indonesian Tripartite and NGOS representatives in the 7th ASEAN Forum on Migrant Labor (7th AFML) in Nay Pyi Taw, Myanmar.** AFML is an annual meeting which brought together representatives of governments, workers' and employers' organizations as well as civil society organizations in ASEAN Member States to discuss issues related to the protection of the rights of migrant workers in ASEAN region. For 2014, the theme selected was "Towards the ASEAN Community by 2015 with enhanced measures to protect and promote the rights of migrant workers", with the following sub-themes: "Promotion of fair and appropriate employment

protection, payment of wages, and adequate access to decent working and living conditions for migrant workers; and Coordination and role of key stakeholders to set up and implement policies and procedures to facilitate aspects of migration of workers, including recruitment, preparation, protection abroad, and return and reintegration."



Targets in 2015:

- The Second ASEAN Regional Meeting on Work in Fishing which will be held in Jakarta, Indonesia.
- Participation of the representatives of Indonesian Tripartite Constituents and NGOs in the upcoming 2015 ASEAN Forum on Migrant Labour (AFML) which is scheduled to be held in Kuala Lumpur, Malaysia.
- Senior Executive Seminar on Labour Migration, a seminar organized by ILO/ ITC, COMPAS at Oxford University, provided for senior government officials on labour migration, which is scheduled to be held in Indonesia.

Promoting cross-border movement of skilled laborers in ASEAN

Paving the way for the cross-border recognition of skills in the ASEAN Economic Community (AEC) was discussed by ASEAN member countries' high-level representatives in Jakarta in 2014.

The two-day meeting discussed the mutual recognition of skills, once the AEC comes into effect in 2015, and developed action plans through discussions between government, workers' and employers' organizations.

Abdul Wahab Bangkono, Secretary General of the Ministry Manpower and Transmigration of Indonesia, emphasized the need for harmonization of competency standards among ASEAN member countries. "We need to harmonize our competency standards and need to find a model that can be used by all of us. Thus, I greatly appreciate this meeting as we need to promote the mutual recognition of skills," he said, adding that most of Indonesian competency standards were referred to Australia and New Zealand.

"The mutual recognition of skills (MRS) is the major instrument for skilled labour mobility in technical/vocational skills in ASEAN." said Carmela Torres, the ILO Senior Specialist on Skills and Employability. "The ILO, as a vital player

in the labour area, will stay committed to providing technical support, to ensure smooth pathways to decent work as we move towards the goal of the AEC in 2015".

Attended by representatives from ASEAN governments, employers' and workers' organizations, the workshop played an important role in helping the ASEAN member states accelerate their



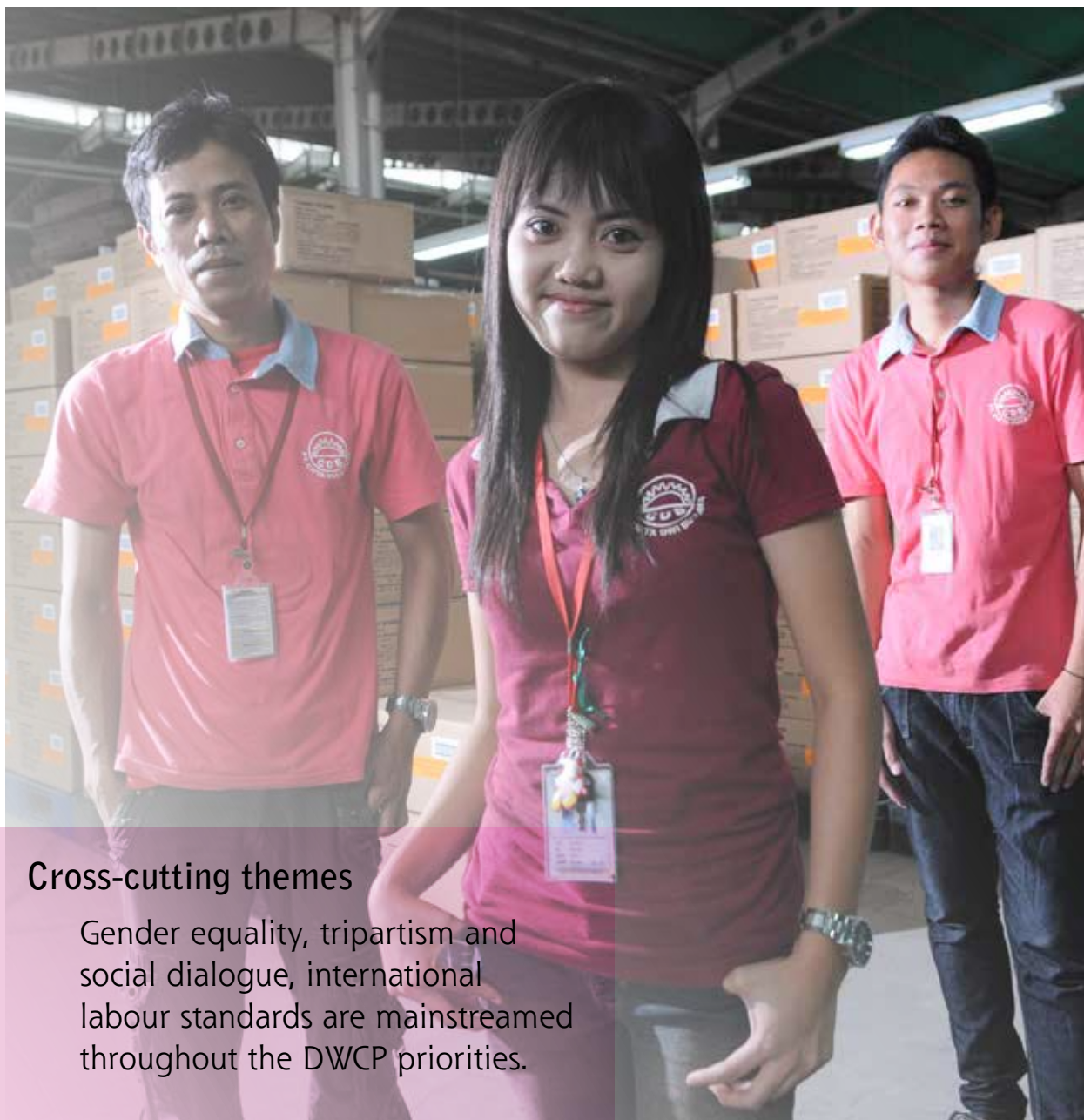
mutual recognition of skills. The event was organized by the ILO Regional Skills Programme, the ILO project to improve labour migration in ASEAN (ASEAN TRIANGLE), the ILO Country Office for Indonesia, and the Ministry of Manpower and Transmigration (MoMT) of Indonesia. It is supported by the Canada Government and the ILO/Korea Partnership Programme.

"We aim to reduce the exploitation of labour migrants in the region through increased legal and safe migration and improved labour protection. The mutual recognition of skills is considered to be one of the essential tools for rights' protection of all migrant workers," said Manuel Imson, Senior Programme Officer/ Project Coordinator for ASEAN TRIANGLE project.

The ILO has provided a range of technical assistance and advisory services related to the mutual recognition of skills. This has included the development of Regional Model Competency Standards (RMCS), which have been used as a benchmark for developing national skills standards in the region, and activities to promote mutual skills recognition mechanisms in the Greater Mekong Sub-region. In addition a study has been published, the "Assessment of the

Readiness of ASEAN Member States for Implementation of the Commitment to the Free Flow of Skilled Labour within the ASEAN Economic Community from 2015".

The ASEAN Secretariat has been actively involved in the consultation meetings and played a key role in developing the ASEAN Regional Qualifications Framework (AQRF). ❖



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 working to provide decent work to women who are especially vulnerable in the labour market with a focus on women engaged in home work including those with disabilities. It is part of a Programme on Empowering Indonesian Women for Poverty Reduction (Maju Perempuan Indonesia untuk Penanggulangan Kemiskinan – MAMPU) initiated by the Government of Indonesia's Ministry of National Development Planning (Bappenas) and the Government of Australia which aims to improve the welfare of women in Indonesia.

Homeworkers, often referred as the workers in the “putting-out system” in Indonesia, are workers who work at home or in other places other than the workplace of the employer for remuneration by making products as specified by the employer. Since they work in isolation and through informal arrangements, they lack recognition, representation and voice, and have weak bargaining power, they work long hours for little pay, often in unsafe and unsanitary conditions and are vulnerable to exploitation.

Supported by:



MAMPU
Maju Perempuan Indonesia
untuk Penanggulangan Kemiskinan



Highlights in 2014:

Identifying and empowering women homeworkers

1. **Identified and trained at least 1,540 homeworkers** (1,453 women and 87 men) and **formed 33 homeworkers' groups** in 13 districts of four provinces (North Sumatra, Central Java, Daerah Istimewa Yogyakarta and East Java) by Project's civil society organization (CSO) partners. Topics of trainings included advocacy, organizing, legal literacy, leadership, gender, occupational safety and health (OSH) and financial literacy.
2. **Collected baseline data of the targeted women homeworkers.**

3. **Outreach to homeworkers initiated by trade union partners in their sectors.** The participating trade unions were as follows: FSB Kamiparho-KSBSI, FSB Garteks-KSBSI, FSP RTMM-KSPSI Rekonsiliasi, FSP TSK-KSPSI Rekonsiliasi, FSP TSK-KSPSI Kongres Jakarta, and KSPI.

2. **Raised the awareness on home work and homeworkers' issues** among officials of the government, trade unions, employers' organization, and CSOs supporting homeworkers and homeworkers through workshops at the national and provincial levels (East Java and North Sumatra).

Raising awareness on home work

1. **Developed and published a booklet on ILO Convention and Recommendation on Home Work** in English and Indonesia: Home Work Convention, 1996 (No. 177)/Home Work Recommendation, 1996 (No. 184).

3. **Developed and widely disseminated campaign materials on decent work for homeworkers** in the format of posters, postcards, project briefs, t-shirts, hats, wristbands, bags, stories book and picture stories to tripartite constituents, project's partners and other stakeholders during workshops and general activities.

Targets in 2015:

- Increase knowledge and capacity of homeworkers, homeworker leaders and their groups to improve their working conditions and advocate for their rights.
- Document good practices and lessons on promoting decent work for homeworkers from community-based activities in target provinces for further dissemination.
- Contribute to greater understanding and awareness of home work in Indonesia through awareness-raising activities, researchers and dissemination of good practices and change stories.
- Increase awareness, knowledge and capacity on homeworkers' issues among officials of the government, trade unions, employers' organization and other relevant stakeholders at the local and national levels to lay a foundation for improving the policy environment
- Strengthen the capacity of Trade Unions to provide support to homeworkers to access decent work.
- Strengthen the capacity of employers and their organizations to design and pilot initiatives to promote decent work for homeworkers and women with disabilities.
- Validate and pilot training on community-based childcare facilities.
- Finalize OSH material for homeworkers.
- Make evidence-based data on homeworkers available for policy advocacy and programme development (BPS Survey, mapping study, Apindo study, IKEA study and so forth).

Highlights in 2014 (cont):

Strengthening capacity of the key stakeholders to support women homeworkers and women with disabilities in home-based work to access decent work

1. Built capacity and knowledge of trade union and CSO partners, so that they could provide support services on gender equality promotion, leadership, legal literacy, organizing, advocacy, financial literacy and OSH to homeworkers, through training of trainers workshops, a study tour to the Self-Employed Women's Association (SEWA) in India, and participation in knowledge sharing events.

2. Knowledge shared and linkages created between Indonesian homeworkers' leaders and staff of trade union and CSOs partners, and regional and global homeworkers and informal economy groups through:

- Homenet South-East Asia Sub-Regional Workshop, Bangkok, Thailand
- Public Event of the WIEGO (Women in Informal Employment: Globalizing and Organizing – a global network on women in informal economy) in Yogyakarta, Indonesia

3. Strengthened the capacity of Project's partners on project management (technical and financial reporting, monitoring and evaluation and survey/database management).

4. Developed various training materials including occupational safety and health for homeworkers, gender equality, advocacy, legal literacy, organizing, financial literacy, leadership, and community-based childcare training manual.

5. Home work issues included in the social dialogue forums consisting of the tripartite constituents in East Java and North Sumatra.



Creating knowledge-base to improve working conditions of women homeworkers and women with disabilities in home-based work

1. Technical advice provided and preparations made for quantitative and qualitative research:

- Survey outline and questionnaire to capture prevalence of home-based workers prepared to be attached to one of the regular labour force survey in cooperation with Statistics-Indonesia (BPS).
- Cooperation agreement with IKEA signed to carry out a study on working conditions of homeworkers in the IKEA's rattan value chain.
- Research of the Indonesian Employers' Organizations (Apindo) on employers' practices engaging homeworkers initiated.
- Training of Project partners on undertaking gender studies and mapping studies on homeworkers and women workers with disabilities carried out, and studies initiated to assess the working conditions of homeworkers in selected provinces (North Sumatra, West Java, Banten, Central Java, Daerah Istimewa Yogyakarta and East Java).

“We should develop local regulation to protect the homeworkers”



Totok Nurhandajanto, Head of Industrial Relations of Manpower, Transmigration and Population Office East Java Province, is among the 22 participants who participated in a study tour to the Self-Employed Women's Association (SEWA), a membership-based organization in Ahmedabad, India. The study tour was organized by the ILO-MAMPU Project in collaboration with SEWA from 16 to 25 September 2014.

During the study tour, he was amazed with the achievements of SEWA that started with volunteers to reach and organize women home-based workers four decades ago, and now has almost two million members in several provinces of India. He also recognized similar

conditions between India and Indonesia pertaining to homeworkers, where they faced various challenges including low wages, limited occupational safety and health protection, limited social security and long hours work.

SEWA organizes homeworkers, links them to government social protection and welfare programmes, and advocates their rights as workers to the government. Learning all of these challenges and achievements by SEWA over the past 40 years, Totok promised to himself to utilize his capacity as a civil servant to raise public awareness on homeworkers' issues, particularly in East Java province. Homeworkers are precarious, vulnerable and marginalized workers. The definition of homeworkers in ILO Convention No. 177 embraces the three common elements of an employment relationship under Indonesian labour law: defined work, remuneration and a degree of subordination. However, homeworkers are not recognized or explicitly defined by national laws or regulations, leaving them with no legal and social protection in Indonesia.

“Before I became involved in the ILO MAMPU Project, I was not aware of the existence of homeworkers. Being involved in the Project and participating in the study tour, I learned about homeworkers and their working conditions, and also

what we could do to recognize them as workers through regulations,” he said.

In addition to being the Head of Industrial Relations of the Manpower Office, Totok is the Head of a Committee of Cooperation Body of the Tripartite (government, employers and workers) mechanism in East Java Province. Realizing the importance of developing regulations to acknowledge and protect homeworkers, he is utilizing the Cooperation Body to hold discussions on the need to protect homeworkers by also engaging relevant local NGOs supporting homeworkers.

“The main challenge in developing regulation at the local level is the absence of national laws that explicitly regulate homeworkers,” he said. Yet, on the other hand, he has seen cases where local regulations were developed without the existence of national laws. “It highly depends on the commitment of the government and legislature in order to respond to the social condition.”

Learning from India, his concern is that homework is becoming more prevalent in Indonesia. “The number of homeworkers may be increasing but they are invisible and unprotected. We hope East Java could initiate regulation although it would not be easy. But if we start from small steps, I believe we will see some changes,” he concluded. ❖

¹ ILO Convention on Home Work, 1996, No. 177, defines a homeworkers to be: “a person who carries out work in his or her home or in other premises of his or her choice, other than the workplace of the employer; for remuneration which results in a product or service as specified by the employer, irrespective of who provided the equipment, materials or other inputs used.”



Gender Mainstreaming Programme (GMP)

In Brief:

Promoting gender equality and women's economic empowerment in the world of work is the responsibility of all ILO constituents and staff. Following on from the activities undertaken under different phases of the Norway/ILO Partnership throughout 2008-2011, this GMP project focuses on ensuring that the work of the Norway/ILO partnership Agreement in Indonesia is gender mainstreamed: i.e. that "women's as well as men's concerns form an integral dimension of the design, implementation, monitoring and evaluation of the ILO's work in Indonesia, so that 'women and men benefit equally and inequality is not perpetuated'. The objective of this GMP project is to ensure that the immediate objectives and outputs outlined in a gender sensitive manner in Indonesia. Started in 2012, the Project ended in March 2014.

Supported by:



Highlights in 2014:

1. **Development of training module for labour inspectors on “Labour Inspection and Gender Equality”**, including the delivery of the training of trainers to the relevant labour inspectors.
2. **Development of Pay Equity Guidelines for the company.**
3. **Provincial step-down training workshops for domestic workers leaders and trade unions leaders**, using new trainers manual on decent work for domestic workers adapted for Indonesia.
4. **Advocacy for ratification of Convention No. 189 on Decent Work for Domestic Workers**, and for a rights-based national legislative framework for domestic workers rights.
5. **Implementation of the Provincial Gender Equality at the Workplace programme** in Nusa Tenggara Timur (NTT).

Four ministries agree to stop discrimination in the workplace

27 August 2014 marked an important step in the elimination of discrimination in the workplace. Four ministries—the Manpower and Transmigration Ministry, the Women’s Empowerment and Child Protection Ministry, the Home Affairs Ministry and the National Development Planning Agency (Bappenas)—signed a Memorandum of Understanding (MoU) to strengthen their partnership in reducing discrimination in the workplace.

After the signing which was attended by around 500 participants, including 34 provincial representatives, the Ministry of Manpower and Transmigration rolled out the Equal Employment Opportunity (EEO) Task Force to be established at the provincial level as an effort in supporting equality in the workplace. Currently, the EEO Task Force only exists at the national level.

Irianto Simbolon, Director General for Industrial Relations and Social Security Affairs of the Ministry of Manpower and Transmigration, said that the main purpose of the MoU was to establish an EEO Task Force at the provincial level, as well as at district and municipal levels. “The purpose of the task force is to ensure that employees enjoy equal rights in terms of working conditions at all levels.”

Occupational segregation continues to be an issue, with women being under-represented in higher paying jobs and senior management positions. The proportion of workers in vulnerable employment is higher for women at 65 percent compared to 57 percent for men, with a higher percentage of women as unpaid family workers and a higher percentage of men as own account workers.

In Indonesia, women also earn less than men and the gender wage gap is particularly high among employees with a low level of education; 35.54 percent for those not completing primary school and 36.42 percent for those completing primary school.

In response to the persistent problem of gender discrimination, many countries have established specific mechanisms to combat discrimination in the labour market and promote gender equality and diversity. With the launch of the EEO Taskforce, the Government of Indonesia has joined the ranks of countries in Asia who have taken practical action towards promoting equality and non-discrimination in employment. ❖

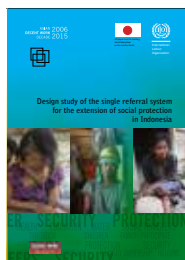
Major Publications



Media guide to reporting on disability in Indonesia

ISBN: 978-92-2129328-6

The first of its kinds, the Guide is created to provide a practical resource to media professionals interested in reporting on the issues facing people with disabilities in Indonesia. It is a 'one-stop' source for information on global disability statistics, and provides practical guidance on appropriate terminology, tips on reporting, references to key national and international standards with a particular focus on the right to training and employment of people with disabilities.



Design study of the single referral system for the extension of social protection in Indonesia: Background and justification, design of the single referral system (SRS), and roadmap for its implementation

ISBN: 978-92-2129083-4

Single Referral System (SRS), also known as Single Window Service, is to ensure better coordination among all social protection stakeholders at both operational and policy levels, and thus to improve efficiency in delivering social protection benefits and employment services. This one-stop shop for social protection programmes and employment services would provide information to potential beneficiaries on guarantees and services, facilitate registration processes, update beneficiary databases, facilitate the appeals mechanisms, and improve coordination among programmes.



ILO Works in Indonesia: 2013 results

ISBN: 978-92-2-127811-5

This publication presents the results of the ILO works/activities in Indonesia in 2013. The results in 2013 are based on a partnership with our constituents, the Government of Indonesia, workers' organisations and the Indonesian Employers' Organizations (Apindo) on behalf employers..



Good Practice Guidelines for the Employment of Homeworkers

ISBN: 978-92-2128035-4

The Code of Practice contains general principles taken from the labor law in Indonesia as well the ILO Conventions, especially the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) and Equal Remuneration Convention, 1951 (No. 100).



Review of the regulatory framework for homeworkers in Indonesia 2013

ISBN: 978-92-2127621-0

This report offers an overview of the current situation of homeworkers in Indonesia and the extent to which existing regulatory mechanisms are able to afford effective protection to these workers. It draws attention to current challenges to the application and enforcement of regulations for homeworkers and offers some suggestions for regulatory, policy and programmatic responses.

For further download the e-version of these publications, please visit ILO Jakarta website: www.ilo.org/jakarta

Major Events

	Commemoration of the World Day for Safety and Health at Work titled "The Importance of Occupational Safety and Health in Improving the Productivity and Competitiveness of SMEs in Indonesia", Jakarta, 28 April
	Launch of SCORE Programme Phase II, Jakarta, 26 May
	Union Workshop on Wage Fixing Policy, Bogor, 16-18 June
	Commemoration of the World Day against Child Labour titled "Extend Social Protection to Combat Child Labour", Jakarta, 23 June
	Media Training for Disabled People's Organizations, Jakarta, 17-18 July
	Launch of new study on labour market effects of ASEAN Economic Community 2015 titled "
	ASEAN Community 2015: Managing integration for better jobs and shared prosperity", Jakarta, 20 August
	Youth Employment Workshop titled "Youth Employment Policies and Programmes in Indonesia: The Way Forward", Jakarta, 23 September
	Regional Workshop on the Implementation of Mutual Recognition of Skills in ASEAN, Jakarta, 24-25 September
	Regional Symposium on Occupational Safety and Health, Jakarta, 1-3 October
	Private Sector Dialogue on HIV Workplace Programmes and VCT@Work Initiative, Jakarta, 31 October
	Community-Based Enterprise Development (C-BED) on Campus titled "Accelerating Entrepreneurship in Campus", Jakarta, Bandung and Yogyakarta, 22 November
	Workshop on Combating Child Labour through Skills and Livelihoods Training for Older Children, Jakarta, 24-26 November

- Launch of a new study titled "Design study of the single referral system for the extension of social protection in Indonesia", Jakarta, 2 December
- Launch of the Media Guide on Disability on Wednesday, Jakarta, 3 December
- Visit of the ILO Director-General, Guy Ryder, to Indonesia, Jakarta and Kupang, 10-13 December
- Regional Trade Union Workshop titled "Capacity Building of Domestic Workers Organizations and Elimination of Child Domestic Labour", Yogyakarta, 15-17 December.