



International
Labour
Organization

Jakarta



Eliminating Child Labour in Indonesia:

25 Years of Support

Bersama Bisa

"Together it's possible"



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Child Labour in Indonesia:

25 Years of Support

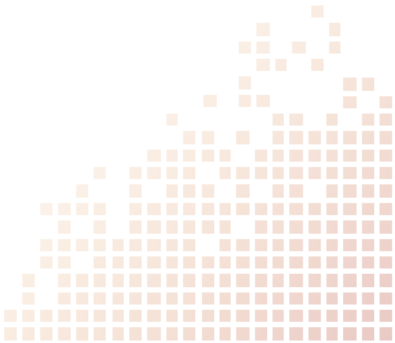




Table of Contents

Glossary

3

The Role of the ILO

4

Introduction

5

Understanding Child Labour Issue

8

Main Milestones

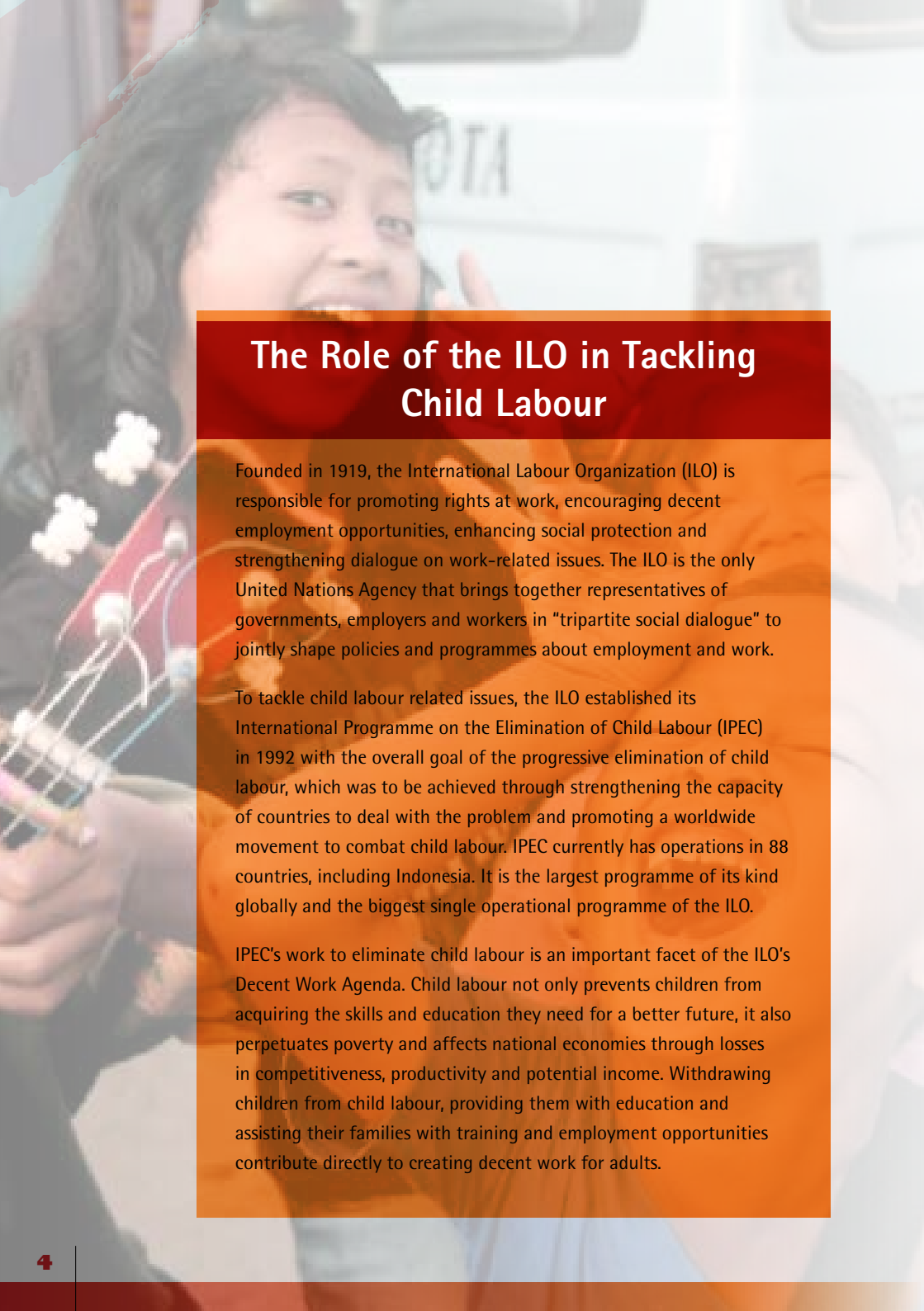
9

The Next Decade

49

Glossary

3R's	Rights, Responsibility and Representations, A tool for trainers to improve understanding on gender equality, rights, responsibilities and representation among children, youth and adults who are at risk of child labour and trafficking of children and women for labour or sexual exploitation
BOS	Bantuan Operasional Sekolah or Operational Assistance for Schools
BPS	Central Bureau of Statistics (Badan Pusat Statistik)
CCT	Conditional Cash Transfer
DME	Design, Management and Evaluation – a training programme on the design, management and evaluation of action programmes on child labour
EAST	Education and Skill Training
Gol	Government of Indonesia
ILO	International Labour Organisation
IPEC	International Programme for the Elimination of Child Labour
JARAK	NGO Network for the Elimination of Child Labour (Jaringan LSM Penanggulangan Pekerja Anak)
JEC	Job and Education Counselling
KAB	Know About Business, A training methodology to create awareness about entrepreneurship among youth.
MOMT	Ministry of Manpower and Transmigration
MOU	Memorandum of Understanding
NAP	National Action Plan
NGO	Non-Government Organization
NSC	National Steering Committee
OSH	Occupational safety and health
PKH	Program Keluarga Harapan (Hope for Families), a conditional cash transfer poverty reduction programme
PGRI	Persatuan Guru Republik Indonesia or the Indonesian Teachers Association
PKSA	Program Kesejahteraan Sosial Anak (Child Welfare Program), a conditional cash transfer programme for street children
PPA – PKH	Program Penarikan Pekerja Anak – Program Keluarga Harapan, a withdrawal of child labour program to support Indonesian Conditional Cash Transfer program.
SCREAM	Supporting Children's Right through Education, the Arts and the Media, an education pack to enable young people to express themselves through different forms of artistic media, such as drama, creative writing, music and the visual arts in a manner specific to their culture and traditions.
SYB	Start Your Business, a training programme for starting entrepreneurs who have a feasible business idea for their own small enterprise
SMP	Junior secondary school (Sekolah Menengah Pertama)
TBP	Time Bound Program
USDOL	US Department of Labor
WFCL	Worst Forms of Child Labour: ILO defines this as work in hazardous environments, slavery or other forms of forced labour, illicit activities including drug trafficking and prostitution, and involvement in armed conflict

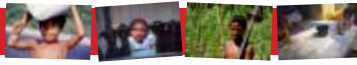


The Role of the ILO in Tackling Child Labour

Founded in 1919, the International Labour Organization (ILO) is responsible for promoting rights at work, encouraging decent employment opportunities, enhancing social protection and strengthening dialogue on work-related issues. The ILO is the only United Nations Agency that brings together representatives of governments, employers and workers in "tripartite social dialogue" to jointly shape policies and programmes about employment and work.

To tackle child labour related issues, the ILO established its International Programme on the Elimination of Child Labour (IPEC) in 1992 with the overall goal of the progressive elimination of child labour, which was to be achieved through strengthening the capacity of countries to deal with the problem and promoting a worldwide movement to combat child labour. IPEC currently has operations in 88 countries, including Indonesia. It is the largest programme of its kind globally and the biggest single operational programme of the ILO.

IPEC's work to eliminate child labour is an important facet of the ILO's Decent Work Agenda. Child labour not only prevents children from acquiring the skills and education they need for a better future, it also perpetuates poverty and affects national economies through losses in competitiveness, productivity and potential income. Withdrawing children from child labour, providing them with education and assisting their families with training and employment opportunities contribute directly to creating decent work for adults.



Collaboration of the ILO and Indonesia in Tackling Child Labour: **Introduction**

Through its unique tripartite structure, the International Labour Organization (ILO) has worked closely with the Government of Indonesia, the Indonesian Employers' Association (APINDO) and the trade unions to tackle the variety of complex issues encompassing child labour in Indonesia during the past 20 years. This short publication intends to highlight on the long-term partnership that the ILO has established with its constituents and key stakeholders by revisiting some of the milestones achieved, lessons learnt, and challenges ahead.

The signing of an MoU to implement the ILO's International Programme for the Elimination of Child Labour (IPEC) in 1992 marked the significant start of this long journey and collaboration between the Government of Indonesia (GoI) and the ILO. This MoU was built upon earlier work in Indonesia on advocacy for children's rights, initiated in 1979 when the Government passed the Law on Child Welfare, and followed in 1987 by a Ministerial Decree on Child Labour. The MoU signified the start of ILO's partnership with Indonesia through implementation of IPEC programme to work towards the common cause to protect Indonesian children from child labour for their better future.

The ILO–Government of Indonesia collaboration was further strengthened in 1993, when a Declaration on the Elimination of Child Labour in Indonesia was signed by all stakeholders at the first National Conference on Child Labour, calling on the Government to promote law enforcement, improve education programmes, and continue research on child labour.¹

This Declaration has led to some significant changes over the last two decades. Numerous initiatives on policy development have been discussed and implemented, capacity and institutional building efforts have taken place, social dialogue and direct interventions in areas such as education, advocacy and campaigns, and the improvement of working conditions have been made.

Some of the major interventions and lessons learned during this 20-year period are reflected under the five key milestones: Raising awareness about child labour (1992-1996); Moving towards sector based approach (1997-2001); Improving life opportunities for children (2002-2006); and Tackling child labour through education (2007-2011).

At a Glance:

20 Years of Government of Indonesia-ILO Collaboration on Eliminating Child Labour

1992-1996

1992:
Signed MoU on
IPEC

1993:
Established
National Steering
Committee for
IPEC

1993:
Declaration on
the Elimination
of Child Labour

1997-2001

1997:
Second MoU
(1997-2001) signed

1999:
Ratified ILO Convention 138
on the Minimum Age for
Admission to Employment

2000:
Ratified ILO
Convention 182 on
the Elimination of the
Worst Forms of Child
Labour

2001:
Established National
Committee for the
Elimination of the
Worst Forms of Child
Labour

These milestones also show that how this long standing partnership for the past 20 years has evolved, shifted its focus and approaches. It was a continuous learning process for all parties involved. The ILO, working along with its government, social partners and non-government counterparts tackling child labour related issues in Indonesia, is convinced that there are no short-cuts and silver bullets to eliminate child labour instantly. It takes a form of persistence and long-term partnership involving all key actors and sectors of Indonesia to advance the cause to realize the goal committed by the Government- to have a future without child labour in Indonesia by 2022.

2002-2006

2007-2012

2002:
National Action
Plan for the
Elimination of the
Worst Forms of
Child Labour

2002:
District of Kutai Kartanegara
declared itself a Child Free
Labour Zone, the first of its
kind in the world (reported
at the International Labour
Conference in 2008)

2003:
Labour Law (adopted
parts of ILO
Convention 182)

2003:
Ministerial Decree on
Jobs that Endanger the
Morals, Safety and
Health of Children

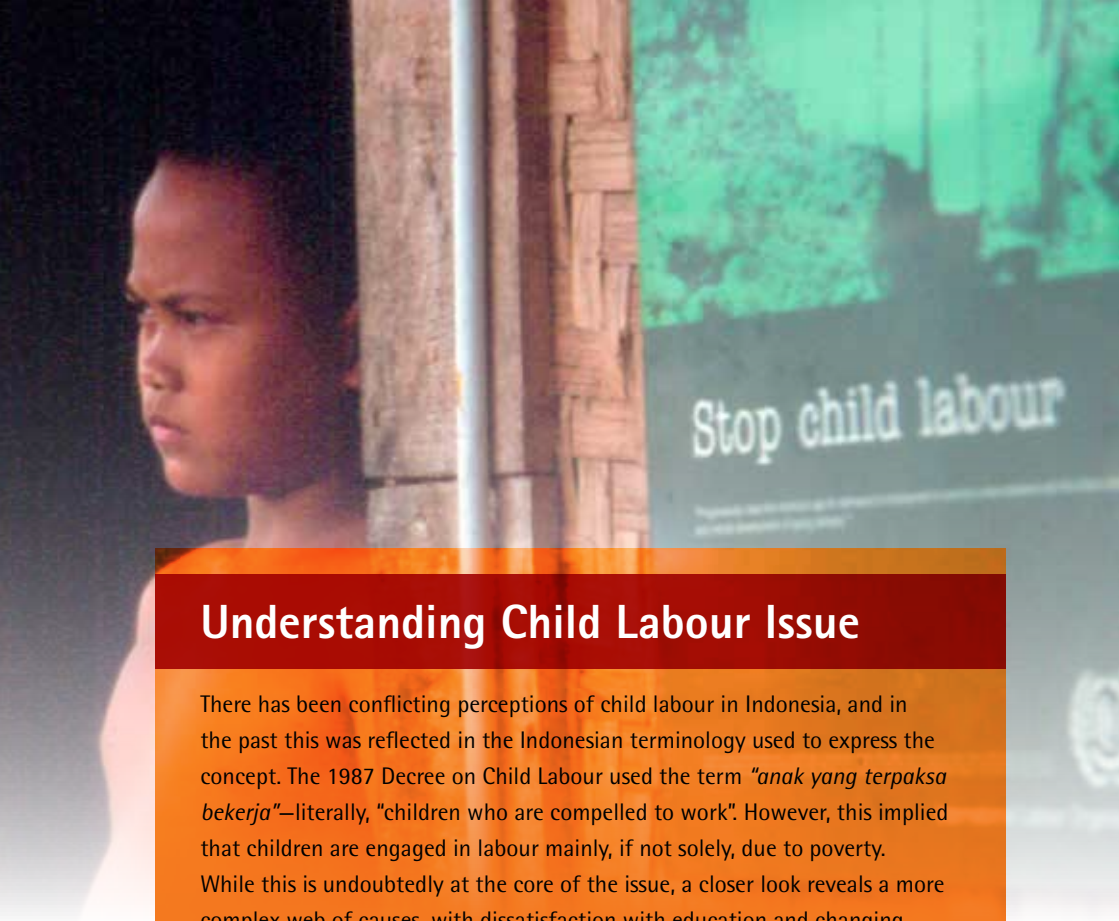
2003:
National Education System Law (defines life
skills training, which is embedded in
prevocational and vocational
training programmes)

2007:
Program Keluarga Harapan
launched, a cash transfer
poverty alleviation programme
that mainstreamed child
labour issues

2008:
Programme to
Withdraw Child
Labourers in support of
PKH (PPA-PKH)

2008:
Child Welfare
Programme (PKSA)

2009:
Minister of Home Affairs Regulation on
the Establishment of Regional Action
Committees, the Formulation of Regional
Action Plans and the Empowerment of
Communities on the Elimination of the
Worst Forms of Child Labour
In progress: Development of the Indonesia
Roadmap to Eliminate Child Labour by 2022



Understanding Child Labour Issue

There has been conflicting perceptions of child labour in Indonesia, and in the past this was reflected in the Indonesian terminology used to express the concept. The 1987 Decree on Child Labour used the term "*anak yang terpaksa bekerja*"—literally, "children who are compelled to work". However, this implied that children are engaged in labour mainly, if not solely, due to poverty. While this is undoubtedly at the core of the issue, a closer look reveals a more complex web of causes, with dissatisfaction with education and changing lifestyles just two of the many other contributing factors.

After much consultation, the Government, the employers' association, trade unions and other stakeholders therefore agreed to adopt the term "*pekerja anak*". It is agreed that the definition of child labour or *pekerja anak* is work performed by children who are under the minimum age legally specified for such work. Children who have reached the minimum age can legally work, unless the form of work in which they are involved has been specified by national law as being unacceptable for children.

Realising the need to promote a better understanding among stakeholders, the first action as reflected in the milestones by the Gol was the establishment of a National Steering Committee (NSC). Comprising tripartite representatives, NGOs, mass media and academia, the NSC is responsible for upholding Indonesia's commitment to eliminate child labour.

Main Milestones

1992 – 1996: The Story Begins -

Raising awareness about child labour

The first real indication of the scale of the problem came in 1993, when the ILO estimated that there were three million child labourers aged between 10 and 14 years old in Indonesia.ⁱⁱ

Two years later, a report issued by the Central Bureau of Statistics (BPS) put the number of child labourers aged 10–14 at two million, or 9% of all children in that age group;ⁱⁱⁱ this was thought to be just one-third of the actual population of child labourers at that time.

Realizing that raising awareness was critical, the ILO, with the Government and NGOs, advocated through various channels—employers, schools, families, communities and the media—to promote a better understanding among stakeholders on the issue of child labour, and in particular attempting to dispel the misconception that a child going to work was a normal and even beneficial part of their development. The key tripartite partners—the trade unions and the employers' association—appealed to their members to discontinue child labour practices, while the Government began to exercise stricter supervision over employment.

An important initiative introduced during this period was the ILO's innovative Design, Management and Evaluation (DME) training, which showed stakeholders how to design, manage and evaluate targeted action plans to eliminate child labour.

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Nine Years of Compulsory Basic Education

Recognising that Indonesia needed to reach a critical mass in education in order to support the rapid economic and social development needed to lift the country out of poverty, the Government launched its Nine-Year Compulsory Basic Education policy in 1994. Nine years is considered the minimum required to equip young people with the basic knowledge and skills they need to continue to higher levels of education, earn a decent living and benefit from technological advances. For children who drop out of school before acquiring these skills, decent jobs with decent wages are almost unattainable.

and universities went on to tackle child labour through action programmes that ranged from institutional development to direct action to protect children at risk by withdrawing them from work or providing basic education and training.^{iv} The NSC provided support and feedback for all such activities.

Under this period, the current Minister of Health, Nafsiah Mboi and other academicians such as Prof. Irwanto from University of Atmajaya have conducted assessment on child labour and the involvement of the stakeholders. The assessment recommended the urgency of capacity building and awareness raising on child labour related issues as a way to respond to their lack of understanding.



From the outset, **education has been the cornerstone of Indonesia's response to child labour**, with the ILO, the Government and stakeholders all recognizing that education needed to be both more accessible and more relevant if it was to effectively draw children away from, or prevent them from entering, the workforce. The partners worked with children, parents, employers, teachers and community leaders on a succession of remedial and skills training programmes for out-of-school children, as well as direct referrals to formal education institutions (elementary, junior secondary and senior secondary schools). Teachers benefited from capacity building and better materials were developed for non-formal education. Particularly important were interventions that supported the use of the Government's non-formal equivalency education programme, allowing children to 'catch up' with missed school work and take school leaving exams.

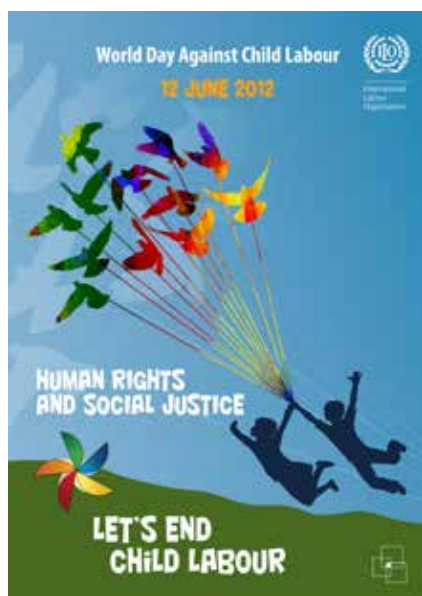
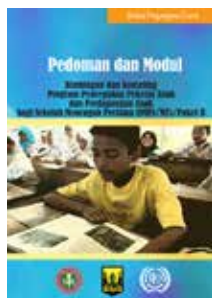
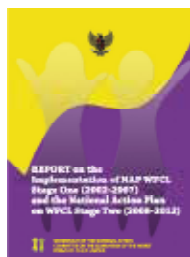
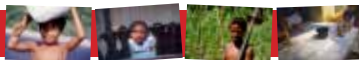
While the education-based interventions began to show results, another initiative fared less well. The Government and the ILO collaborated on a cash transfer programme to parents to replace the income earned by children. Despite being a favourite among beneficiaries, the programme was deemed ineffective when it emerged that many parents had admitted to having children engaged in hazardous work with the sole intention of receiving the transfer.

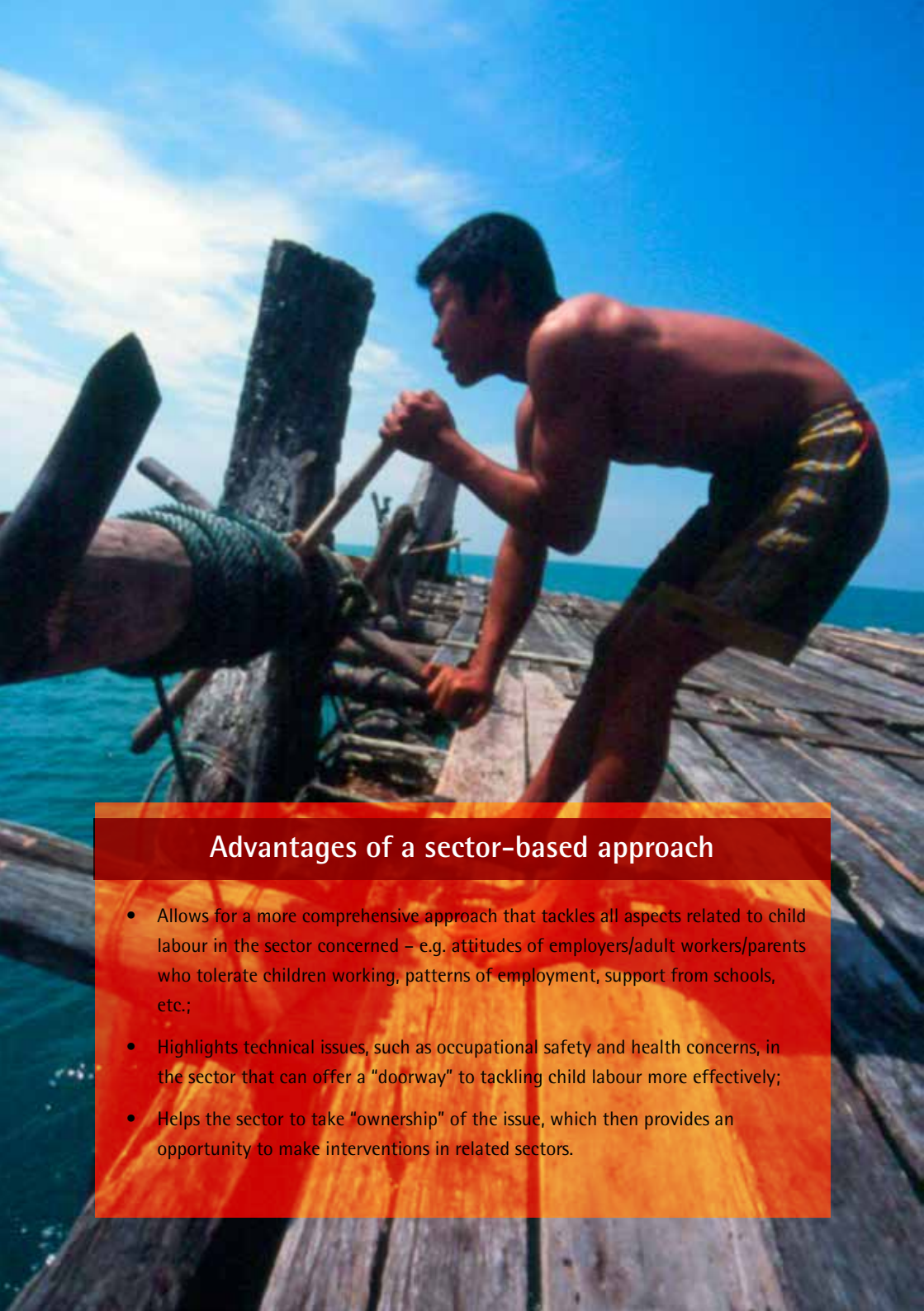
A key government initiative at this time was the "Left-Behind Villages" ("*Desa Tertinggal*") programme, launched by a Presidential Instruction in 1994 to alleviate pockets of rural poverty. The Government and the ILO, recognising this as a strategic opportunity to integrate child labour concerns within the development agenda, worked with stakeholders to prioritize the rights of the child in community-level interventions by raising awareness about the harmful impacts of child labour and increasing access to education.^v

Key Summary

	Policy Development	Capacity and Institution Building	Direct Interventions
1992-1996	1992: Signed MoU on IPEC 1993: Declaration on the Elimination of Child Labour 1993: Established National Steering Committee for IPEC	ILO introduced DME training for action programmes on child labour	Education: remedial programmes, skills training, capacity building for teachers and developing resources for non-formal education







Advantages of a sector-based approach

- Allows for a more comprehensive approach that tackles all aspects related to child labour in the sector concerned – e.g. attitudes of employers/adult workers/parents who tolerate children working, patterns of employment, support from schools, etc.;
- Highlights technical issues, such as occupational safety and health concerns, in the sector that can offer a “doorway” to tackling child labour more effectively;
- Helps the sector to take “ownership” of the issue, which then provides an opportunity to make interventions in related sectors.

1997 – 2001:

Moving towards a sector-based approach

The Minister of Manpower Cosmas Batubara heralded the signing of the second MOU with ILO IPEC in 1997 as a significant step towards improving the condition of Indonesian children, and considerable progress did indeed take place over this period. The Government of Indonesia and the ILO worked hard to consolidate the strategic measures of the previous five years—advocacy for policy change, and direct interventions in risk areas and education—and introduced workplace monitoring as a new approach to eliminating child labour. Above all, building on the work done during the previous period, Indonesia and the ILO intensified efforts to mainstream the issue of child labour into the core of the problem: poverty.

The ILO and the Government also reached out to more stakeholders during this period. In 1998, the Government and the ILO fostered the development of the NGO Network for the Elimination of Child Labour (*Jaringan LSM Penanggulangan Pekerja Anak*, or JARAK). Established as part of ILO's commitment to promoting ownership of the issue, JARAK's members began to generate action programmes to highlight the rights of the child and combat child labour.

At the same time, the ILO and Indonesia continued to build the capacity of stakeholders in the Manpower Ministry, the trade unions and the employers' association through Design, Management and Evaluation training, not only in Jakarta but in other areas with a high incidence of child labour as well, including North Sumatra, West Java, West Nusa Tenggara and South Sulawesi. Meanwhile, the number of labour inspectors specially trained to tackle the issue increased exponentially.

The Indonesian Teachers Association (*Persatuan Guru Republik Indonesia*, or PGRI) trained teachers all over Indonesia to enable them to actively prevent child labour by strengthening teaching materials and methods.

To back up these efforts to increase stakeholder engagement, the ILO and the Government of Indonesia published a series of studies and assessments on child labour in several sectors. These served to enrich the knowledge base on

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child labour, mobilised more people to respond to the issue and paved the way for a more targeted, sector-based approach.

At the turn of the decade, a series of decisive actions were taken on the policy front. One of the most important milestones was the passage of **Law No. 20 of 1999 to ratify ILO Convention No. 138** concerning the

Minimum Age for Admission to Employment and setting 15 as the minimum age for admission to employment in Indonesia.

Not long afterwards, Indonesia ratified **ILO Convention No. 182** concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour through **Law No. 1 of 2000**. This made Indonesia the first country in the Asia Pacific region to ratify all eight core ILO Conventions, covering freedom of association, discrimination, forced labour and child labour. Indonesia followed up this landmark legislation in 2001 by establishing a **National Action Committee for the Elimination of the Worst Forms of Child Labour (WFCL)**, which was tasked with developing national programmes and projects that would be undertaken by the Government and other stakeholders.

Reflecting the new sense of urgency to combat the worst forms of child labour, direct action began to take a more sector-based approach, which allowed for more accurately targeted interventions in specific sectors where exploitative child labour was rife. In 1999 the ILO launched two programmes, funded by the US Department





of Labor (USDOL), to combat child labour in the fishing and footwear sectors in Indonesia. These projects pioneered the role of workplace monitoring in tackling child labour. Local government and stakeholders carried on the work once these projects had ended which is a reflection of the growing commitment to ending child labour. In 2001, the ILO initiated a project to tackle child trafficking for commercial sex, an intervention that also highlighted the goal of decent work for all.

Key Summary

	Policy Development	Capacity and Institution Building	Direct Interventions
1997-2001	1997: Second MoU (1997-2001) signed 1999: Ratified ILO Convention 138 on the Minimum Age for Admission to Employment 2000: Ratified ILO Convention 182 on the Elimination of the Worst Forms of Child Labour 2001: Established National Committee for the Elimination of the Worst Forms of Child Labour	1998: JARAK (NGO network on child labour) established Capacity building for labour inspectors, trade unions, employers expanded beyond Jakarta	Advocacy publications on child labour Action programme on mainstreaming the elimination of child labour into the national poverty reduction programme Sectoral approach: programmes in agriculture, fisheries and manufacturing



Occupational safety and health opens the door to interventions to eliminate child labour

Drawing on its experience of improving workplace health and safety in Indonesia, the ILO conducted a study on the correlation between improving occupational safety and health and productivity in the informal footwear workshops of Cibaduyut, Bandung.

The results, complemented by practical demonstrations in model workshops, convinced business owners that healthier, safer working conditions and practices made good business sense, and many began to adopt and apply occupational safety and health standards in their own workshops.

Having made the work less hazardous, workshop owners achieved even more productivity gains after making efforts to improve young workers' capacity by training them to be more productive and engage in and higher-earning activities, such as designing and drawing footwear patterns.

Once the community had taken 'ownership' of the occupational safety and health issue, interventions on eliminating child labour were more readily accepted.

2002 – 2006:**Improving Life Opportunities for Children**

Indonesia and the ILO continued to broaden the scope of sector-based interventions, and began to address child labour in domestic work, categorised as one of the worst forms of child labour. A 2002 study indicated that at least 700,000 children, the majority of them girls, were in domestic service, often working long hours in isolation from others of their own age.^{vi}

Significant strides were made in policy development, with Indonesia taking serious actions to comply with ILO Conventions 138 and 182, including the development of the National Action

Plan for the **Elimination of the Worst Forms of Child Labour (NAP WFCL)**, which set a target of ridding Indonesia of the worst forms of child labour by 2022. This time-bound plan was validated by the 2003 Labour Law and other regulations, as well as the establishment of supporting agencies within the government.

With ILO support, local governments in East Java, North Sumatra, West Java, East Kalimantan, Jakarta and Central Java began to play a more prominent role in developing policies, committees and action plans on child labour. Some provinces went a step further by allocating funding for the elimination of the worst forms of child labour. Kutai Kartanegara in East Kalimantan even declared itself a **Child Labour Free Zone**, pledging that by 2022 the district should be free from child labour.

Capacity building for stakeholders continued to be significant in strengthening efforts to eliminate the worst forms of child labour. The stakeholders

Significant strides were made in policy development, with Indonesia taking serious actions to comply with ILO Conventions 138 and 182, including the development of the National Action Plan for the Elimination of the Worst Forms of Child Labour (NAP WFCL), which set a target of ridding Indonesia of the worst forms of child labour by 2022

focusing on trade unions, the teachers' association, employers, government officials, journalists and members of civil society, while joint initiatives by the Government of Indonesia and the ILO in the field of education. Raised awareness and increased vigilance among teachers and other community members was having an effect: nearly all programmes that included school-



based monitoring successfully increased school attendance by child labourers, reducing the number of hours they worked, and in some cases withdrawing them from work altogether.

Meanwhile, a new approach was improving the options available to older children (aged 15 to 17) by providing them with safer work opportunities. Indonesia and the ILO recognized that, for some of these children—who have already reached the minimum legal age for work—improving working conditions might be a more effective way to remove them from the worst forms of child labour than attempting to directly withdraw them from the workplace.



In the footwear centres of Cibaduyut in West Java, community groups, government agencies and other stakeholders concerned with child labour have continued activities to prevent adults from employing children. The production process frequently involves the use of hazardous chemicals, processes and equipment. Children, whose bodies and minds are still developing, risk long-term damage to their health from exposure to such hazards.

Children who have been displaced, orphaned or otherwise affected by natural disasters or conflict are among the most vulnerable to the worst forms of child



labour. The ILO and the Government of Indonesia launched programmes to support young victims of the 2004 Aceh tsunami, as well as children whose parents were engaged in armed or political conflict.

By 2005, the Government of Indonesia and the ILO had ensured that thousands of children had been withdrawn from, or prevented from entering, the worst forms of child labour.

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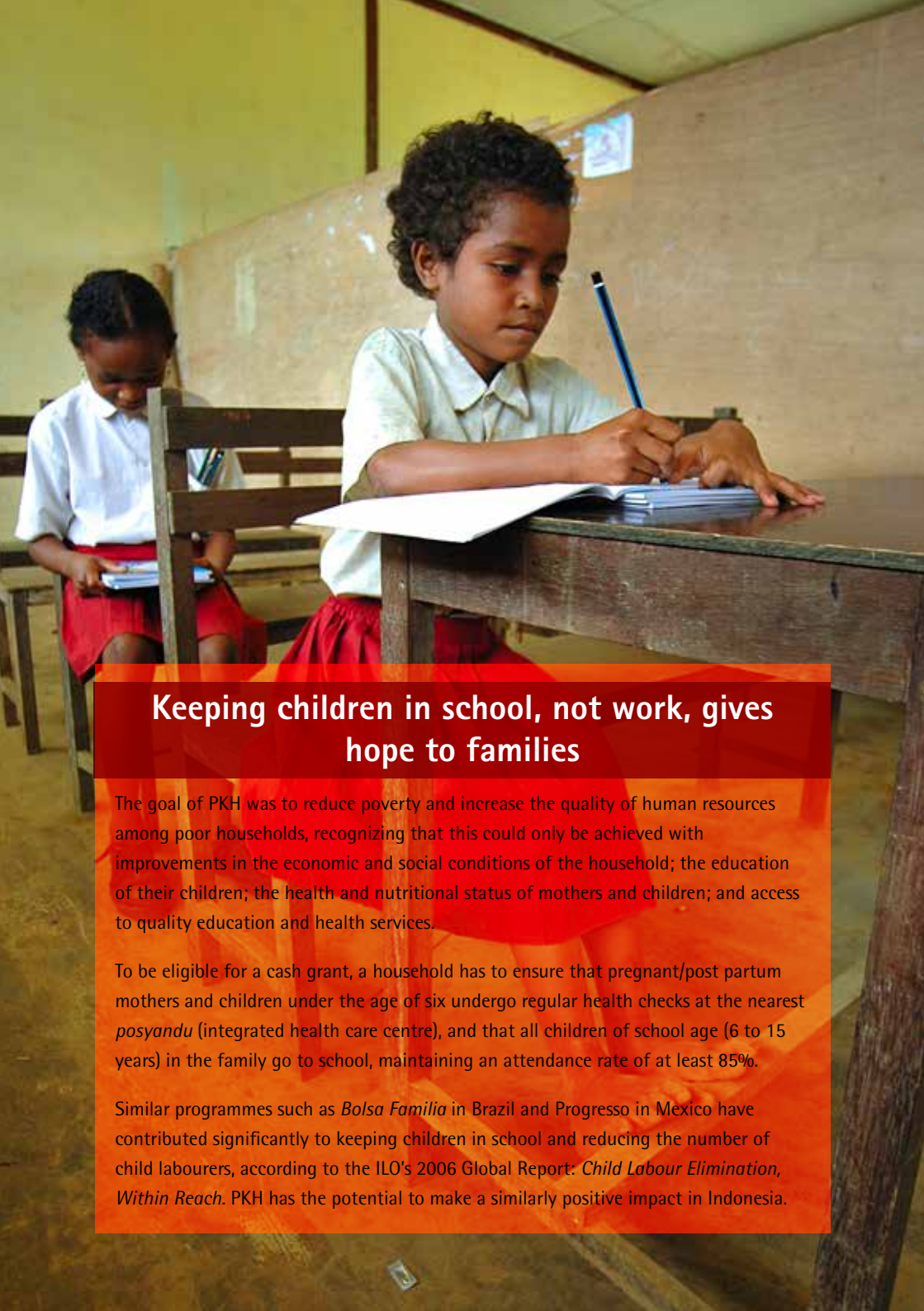
Numbers of children withdrawn or prevented from entering worst forms of child labour (WFCL), 2002 – 2006

Sector	Withdrawn	Prevented	Total
Trafficking for prostitution	144	4,935	5,079
Drug trafficking	476	8,128	8,604
Domestic work	2	1,321	1,323
Footwear	1,694	6,080	7,774
Fishing	671	6,125	6,796
Gold mining	411	1,987	2,398
Mitigation/prevention in disaster areas	-	6,119	6,119
Total	3,398	34,695	38,093

Source: ILO-IPEC and MOMT beneficiaries 2002 – 2006

Key Summary

	Policy Development	Capacity and Institution Building	Direct Interventions
2002-2006	2002: National Action Plan for the Elimination of the Worst Forms of Child Labour	Capacity building expanded to teachers' association (PGRI), journalists, civil society	Programmes to eliminate child domestic labour
	2002: District of Kutai Kartanegara declared itself a Child Free Labour Zone, the first of its kind in the world (reported at the International Labour Conference in 2008)	Trade unions and employers implementing programmes/projects to eliminate child labour	Life skills education and apprenticeship programmes to prepare children to find decent work and support the elimination of WFCL
	2003: Ministerial Decree on Jobs that Endanger the Morals, Safety and Health of Children		
	2003: Labour Law (adopted parts of ILO Convention 182)		Safer working conditions for 15-17 year-olds
	2003: National Education System Law (defines life skills training, which is embedded in prevocational and vocational training programmes)		



Keeping children in school, not work, gives hope to families

The goal of PKH was to reduce poverty and increase the quality of human resources among poor households, recognizing that this could only be achieved with improvements in the economic and social conditions of the household; the education of their children; the health and nutritional status of mothers and children; and access to quality education and health services.

To be eligible for a cash grant, a household has to ensure that pregnant/post partum mothers and children under the age of six undergo regular health checks at the nearest *posyandu* (integrated health care centre), and that all children of school age (6 to 15 years) in the family go to school, maintaining an attendance rate of at least 85%.

Similar programmes such as *Bolsa Familia* in Brazil and *Progreso* in Mexico have contributed significantly to keeping children in school and reducing the number of child labourers, according to the ILO's 2006 Global Report: *Child Labour Elimination, Within Reach*. PKH has the potential to make a similarly positive impact in Indonesia.

2007 - 2011:

Tackling Child Labour through Education



From the outset, the drive to eliminate child labour has been closely linked to education. According to Abdul Latif, Minister of Manpower from 1993 to 1998, one of the central aims of signing the original IPEC Memorandum of Understanding in 1992 was to increase access to education for Indonesian

children, and to strengthen Indonesia's participation in global efforts to improve the quality of education. **The Government of Indonesia also continued the programme on Operational Assistance for Schools (*Bantuan Operasional Sekolah*) which already started in 2005.** The scheme was to remove direct school costs by disbursing a grant to schools based on the number of students.

This ambition was reflected in child labour policy and programming development over a 5-year period, with a growing emphasis on increasing access to education as an effective instrument to eliminate child labour.

Program Keluarga Harapan (PKH), or "Hope for Families", a conditional cash transfer (CCT) programme launched in 2007, is a poverty alleviation initiative that requires beneficiaries of the cash transfer to keep their children in school until they have completed their basic education; any beneficiaries not fulfilling this condition are removed from the programme.

The Program Keluarga Harapan explicitly acknowledged the link between poverty and child labour, noting that children in poor households are often compelled to work from an early age, leading to high rates of school

absenteeism and drop out. Children who do not finish primary school have few prospects of getting a job in the formal economy once they are adults.^{viii} As a result, they remain trapped in a vicious cycle of poverty. The inclusion of child labour as one of the programme's achievement indicators was a clear sign that the issue of child labour had been successfully mainstreamed into poverty alleviation efforts, marking the fulfilment of a goal that Indonesia and the ILO had been aiming at from the very first programmes to eliminate child labour.

To strengthen this conditional cash transfer initiative, **Gol launched the Withdrawal of Child Labourers to support Program Keluarga Harapan (PPA-PKH) and the Child Welfare (PKSA) programmes in 2008.^{ix}** Supported by government funding to the tune of USD 10 million, they resulted in more than 10,000 children being withdrawn from hazardous work; more than 11,000 child labourers from PKH families benefited from bridging education courses to help them transition into the formal education system;



while nearly 5,000 street children received scholarships and life skills training. The Government has decided to extend the two programmes until 2015, and has allocated a further USD 10 million to withdraw children from hazardous work in 2012.

Using a mix of proven approaches and new strategies, Indonesia and the ILO continued to improve the quality and variety of education interventions to withdraw children from hazardous work and improve their prospects of finding decent jobs for the right age. **Pre-vocational training and life skills training were provided through junior secondary schools to prepare children for the transition into the world of work by developing marketable skills while completing their basic education.** Older children have access to training on a wide range of skills through vocational secondary schools, which increases their chances of competing for better paid jobs in the formal economy. The ILO has also modified and strengthened entrepreneurship training and made this available to a wider range of participants, including the parents of child labourers.

Life skills and occupational safety and health training

One of the most unique characteristics of the prevocational and vocational training programmes developed by the ILO and Indonesia is life skills training, which is embedded throughout the prevocational and vocational training programme. Life skills are broadly defined as the set of personal, social and intellectual skills that young people need when entering the world of work, including problem-solving, critical thinking, negotiation and communication skills.

The second unique characteristic of the programme is the provision of occupational safety and health education, so that students have a better awareness of potential workplace hazards, their rights and how to protect themselves when they eventually enter the world of work.

Life skills and occupational safety and health training help to empower young people who have dropped out of school to find safer employment with better conditions, if they are unable to continue their studies.



Tackling child labour effectively calls for broader and more flexible access to education for children who have dropped out of school or are working. During the early years of the collaboration, the ILO and Indonesia sought to achieve this by increasing access to equivalency education through the non-formal sector. Equivalency education is designed to help children who are not currently enrolled in school to acquire the skills, competencies and qualifications that they would have obtained through the formal education system, and which improve their chances of participating in the economy or in further or higher education. Over the last ten years, however, the focus has shifted to providing such opportunities through the formal economy.

While most villages in Indonesia have at least one primary school, secondary schools may be few and far between, especially in remote rural areas. The SMP Satu Atap ('one-roof' junior secondary school) programme is designed to ensure that children have access to a junior secondary education even where such schools are not available, by assigning qualified teachers and making use of existing primary school facilities. The SMP Terbuka ('open' junior secondary school) programme offers a similar service through community facilities.

Efforts to withdraw more children out of the workforce and put them back into school by expanding access to quality education continued. The ILO with support of the Government of Netherlands

launched a new innovative project on Education and Skill Training (EAST) which was implemented for four years in the Eastern part of Indonesia and Aceh. The project was developed to response to the need to further look into the link between the child labour and youth employment. The main objectives were to prevent children from dropping out

and becoming child labour by providing a better quality basic education, to strengthen the quality of skills training for youth in order to increase the job opportunities and to access to the decent work.

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Learning from the experiences of ILO TBP 2 and EAST, In 2010, the ILO launched a new project, on Combating child labour through education and funded by the Netherlands Government. The project seeks to take forward the work on the National Action Plan on the Elimination of the Worst Forms of Child Labour by learning from the lessons of successful interventions in Indonesia and elsewhere, building the capacity of partners in the education sector, civil society and others to actively engage in bringing child labour issues to the forefront of education sector planning and policy making.

Project beneficiaries include street children and children working on a dump site in South Sulawesi. As well as providing better access to educational opportunities for child labourers and children at risk, the project has supported a number of awareness-raising and advocacy campaigns, including a short film and video diaries produced by children engaged in some of the worst forms of labour: scavenging, prostitution, domestic work and factory work.^x These are powerful advocacy tools that document daily lives, plights, journeys and hopes of child labourers. Through the project, the ILO is also supporting the further development of the Roadmap to Eliminate Child Labour in Indonesia by 2022.

Local action against child labour was empowered by a 2009 Ministry of Home Affairs Regulation on the Guidelines for the Formation of Regional Action Committees, the Establishment of Regional Action Plans, and the Empowerment of Communities in the Elimination of the Worst Forms of Child Labour. The ILO supported

the development of this legislation, which was intended to strengthen the authority of local governments to take action and allocate local finances to the worst forms of child labour, as well as to facilitate community empowerment and participation in efforts to prevent and withdraw children from child labour. The ILO has also supported the establishment of regional committees in a number of provinces and districts. Though challenges remain, such as how regional action committees should coordinate their actions with other agencies such as the labour inspectorate, the judiciary and the police force that report directly to the central authority, the regulation has been instrumental in increasing the level of local actions to combat child labour.

Numerous capacity building programmes and activities involving thousands of participants, implemented by the ILO in collaboration with a wide range of stakeholders, have played an invaluable part in supporting direct action projects at local and central levels. It is worth noting that the Design, Management and Evaluation Training, first introduced in Indonesia almost 20 years ago, continues to be replicated widely by JARAK with the support of the European Commission.



The SMP Satu Atap ('one-roof' junior secondary school) programme is designed to ensure that children have access to a junior secondary education even where such schools are not available, by assigning qualified teachers and making use of existing primary school facilities.



At the same time, **trade unions, with support from the ILO and other stakeholders, have played a major role in the elimination of child labour through various programmes and projects.** The ILO has also encouraged employers, through their association, to campaign against child labour in various occasions. World Day against Child Labour, which commemorates every 12th June, is one of the important tools to campaign the issue of child labour. The World Day against Child Labour selects a different theme each year so that the participating countries, including Indonesia, better understand the varieties, complexity, and different categories of child labour and further sensitized the general public how they can fight against it.



In 2009, the ILO with the support of the US Department of Labour, collaborated with Badan Pusat Statistik conducted a survey on child labour. The Indonesia Child Labour Survey is a sub-sample and integrated in the 2009 National Labour Force Survey (Sakernas). The survey derived the result from the listing of 2008, from 248 selected districts and 760 census block. The survey was the first Government survey on child labour that provides reliable data on the statistics of child labour including the situation and conditions in each districts/provinces.

The achievements have been encouraging. During the period from 2007 to 2011, tens of thousands of children have benefited from various programmes to withdraw children from labour or prevent children from entering hazardous work. Some have gone back to school; while others have gone on to work in safer sectors with better workplace conditions.

Meanwhile, awareness of the issue has continued to grow: thousands of adults, including many parents, acknowledged that they not only knew a lot more about the dangers of child labour but had also increased their productivity and/or income after taking part in the action programmes implemented by the ILO and its partners.^{xi}

Numbers of children withdrawn and prevented from child labour

Sector	Withdrawn			Prevented			Total
	Boys	Girls	Total	Boys	Girls	Total	
Plantations	1,356	1,304	2,660	3,115	2,796	5,911	8,571
Trafficking	26	395	421	1,886	2,197	4,083	4,504
Domestic child labour	193	1,034	1,227	1,784	2,648	4,432	5,659
Street children	157	77	234	291	442	733	967
Total	1,732	2,810	4,542	7,076	8,083	15,159	19,701

Source: ILO IPEC Time Bound Program Phase 2 – Database for Monitoring Report 2007 – 20011

Key Summary

	Policy Development	Capacity and Institution Building	Direct Interventions
2007–2012	2007: Program Keluarga Harapan launched, a cash transfer poverty alleviation programme that mainstreamed child labour issues 2008: Programme to Withdraw Child Labourers in support of PKH (PPA-PKH) 2008: Child Welfare Programme (PKSA) 2009: Minister of Home Affairs Regulation on the Establishment of Regional Action Committees, the Formulation of Regional Action Plans and the Empowerment of Communities on the Elimination of the Worst Forms of Child Labour In progress: Development of the Indonesia Roadmap to Eliminate Child Labour by 2022	Trade unions and employers implementing programmes/projects to eliminate child labour	Programmes to withdraw & prevent children from domestic labour, plantations, trafficking and streets Improved access to both formal and non-formal education & training Intensified advocacy through the voices of child labourers

Using education to separate children from child labour (since 2007) – in figures

Child Labour/Back to School

- 2,566 (54% women) educational stakeholders were trained on life skills education ('3Rs'), campaigning and advocacy ('SCREAM') and inclusive education
- 4,154 child labourers and 12,046 children who were in school but at risk of dropping out received a junior secondary-level education and/or non-formal education courses and extracurricular/recreational activities based on SCREAM & 3Rs



Life Skills

- 470 teachers trained
- 11,700 junior high school children benefitted



Job and Education Counselling (JEC)

By February 2011:

- 2,599 teachers out of a targeted 2,876 junior, senior and vocational high school teachers (57% female- 43% male) had been trained on the JEC programme in ILO-EAST's targeted provinces
- 79,148 students (52% girls) out of a target of 117,554 had been counselled by teachers through group and or individual counselling sessions



Livelihood

- 6,346 out-of-school youths (exceeding the planned 5,850) were trained in life skills and core work skills



Know About Business (KAB)

By May 2011:

- 877 teachers had been trained on KAB, representing 98% of the target (46% male and 54% female)
- 57,898 students had been trained on KAB, representing 178% of the target of 32,500 students (49.5% male and 50.5% female)



Start Your Business (SYB)

By January 2011:

- 7,462 youths had received SYB training (83% of a planned 9,000; 48.6% male and 51.4% female)
- 2,468 youths had started a business (SYB only) (32% of the target; 43% were male and 57% female)



2005 Edition

CDW: A hidden, unreachable and ignored issue

A number of literatures and researches indicate that domestic workers (DWs) do not have adequate protection. Service users or employers do not feel obliged to provide protection to DWs in the absence of employment contracts. This makes DWs, especially child domestic workers (CDWs), very vulnerable to violations of their basic and labour rights. They also do not have minimum wage standards or occupational safety and health protection.

Various traditions and cultures in Indonesia, such as the culture of '*ngenger*' in Java, classify CDWs not as workers, but as '*titipan* (entrusted)' with the aim of the children to receive better education opportunities in the city. In fact, however, many of them do not attend school and are even asked to work to help the family with whom they live, with long working hours and without payment.

CDWs are a hidden issue as they are in the domestic sphere, working behind private home doors and are unreachable to labour inspectors. CDWs are also not considered a labour issue as they are considered just "helping", even though they are expected to do various domestic chores for more than 40 hours a week and without fixed rest days.



2012 - 2017:

Toward the Elimination of Child Domestic Workers (CDWs)



In 2011, the ILO adopted Convention No. 189 on Decent Work for Domestic Workers (DWs). The convention is the first global standard for 67 million domestic workers worldwide. The Convention affirms: DWs, like other workers, are entitled

to decent working and living conditions. Children below the minimum age for admission to employment are not allowed to work as CDWs.

As a follow up to this convention, the ILO with support from the US Department of Labour (USDOL) developed a project to promote decent work for DWs entitled "Promoting Decent Work for Domestic Workers to End Child Domestic Work Project" (PROMOTE) in 2013.

The project aims to eliminate CDWs through strengthening the capacity of DWs' organizations in promoting decent work for DWs. The project works in partnership with various organizations dealing with DW issues such as the Network of National Advocacy for Domestic Workers (JALA PRT), Action Committee on the Protection of Domestic Workers (KAPPRT-BM) and JARAK (Network of NGOs on the Elimination of Child Labour). The project also built the capacity of partners to address CDW issues pursuant to ILO Convention No. 138, 182 and 189.

The following are some of the achievements of the ILO-PROMOTE project in its efforts to eliminate CDWs in Indonesia during the duration of the project from 2013 to early 2018:

- **Launch and implementation of Campaign of our Equal Rights on decent work for DWs and the elimination of CDWs.** The campaign was conducted through various activities such as the production and screening of the anthologies of seven stories of DWs and CDWs, the publication of the book *"Kami Tidak Akan Diam: 31 Kisah Pekerja Rumah Tangga di Balik Tembok Ruang Domestik (We Will Not Be Silent: 31 Domestic Workers Stories Behind the Domestic Wall)"*, involving Indonesian celebrities in launching activities, publication of cases regarding DWs and CDWs, production of story-telling photos among other activities.

- **Public awareness raising of decent work for DWs and the elimination of CDWs through various forms of media and social media.** Media was actively involved in raising public awareness through various activities such as scholarships and media awards, radio and television talk shows and public service announcements.

In addition, campaigns through social media were also conducted by ILO partners, including DWs, using Facebook, Twitter and citizen journalism. The Facebook account "Stop Pekerja Anak" managed by JARAK, for example, is active in campaigning for the elimination of CDWs and to date has received 2,300 likes.

- **Development of a methodology to better estimate the number of DWs and CDWs using data from existing surveys (Sakernas and Susenas).** These estimates have been used for various activities, including policy advocacy and public awareness raising on the elimination of CDWs.
- **The involvement of the Children's Forum as an agent of change.** Members of the Children's Forum in several regions (Jakarta, Lampung, South Sulawesi and East Java) have attended training on the need for protection of domestic workers and the importance of the elimination of CDWs. Following the training, the Children's Forum has been strengthened as an agent of change in the community to support the efforts to eliminate CDWs, especially among their peers.
- **Codes of Conduct of the Indonesian Association of Domestic Workers Training and Placement (APPSI).** The Codes of Conduct provides guidance to APPSI members regarding the application of minimum age for employment as DWs (18 years), in recruitment and placement of DWs, and to protect DWs placed through post-placement monitoring activities. Sanctions will be imposed to violating APPSI members. Periodic monitoring of APPSI found that approximately 70 percent of its

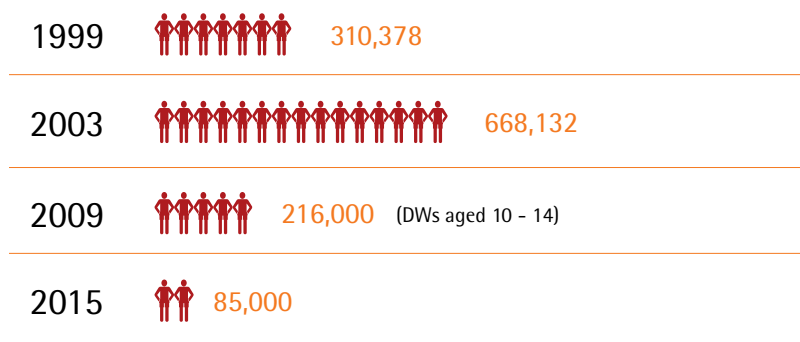
members had verified the minimum age and did not recruit or place DWs under the age of 18.

- **Socialization of CDW Prevention by PGRI and ILO.** Together with PGRI, the ILO developed a Teacher's Guideline to Prevent CDWs in schools. PGRI has trained teachers in the CDW sending areas, in a number of provinces.
- **Development of Community-Based Monitoring with partners.** The Minister of Manpower Regulation No. 2 of 2015 on the Protection of DWs emphasizes the need to the obligation to monitor DWs placed and the obligation to provide guidance and supervision through strengthening supervisory networks up to the household level (RT). The community-based monitoring then becomes a strategic approach as it involves the authorities in the household neighborhood such as community authorities (RT/RW). The monitoring has been developed in 35 RTs in four provinces (Banten, Lampung, South Sulawesi and East Java) and many villages from different regions expressed their interest in replicating this monitoring system.
- **Mainstreaming the issue of the elimination of CDWs into Child-Friendly City policies.** Particularly in Makasar City, the CDW prevention programme has been integrated into the Local Action Plan for Child-Friendly City where one of its success indicators is the absence of child labour, including CDWs. The ILO, with its partner, Child Protection Agency (LPA) of South Sulawesi, ensured that the issue of CDWs was integrated into Cluster 5, namely the elimination of child labour.
- **The completed Sectoral Action Plan (SAP) on the Elimination of Child Domestic Workers.** The SAP on the elimination of CDWs was developed by stakeholders driven by JARAK and has been approved by the Ministry of Manpower. The SAP on the elimination of CDWs complements the Road Map toward a Child Labour-Free Indonesia by 2022 by mapping in more detail the activities that need to be implemented in the effort to eliminate CDWs in Indonesia.
- **Development of Handling of Child Labour in the Domestic Sector: Handbook for DWs and DW Organizations.** DWs have a strategic position in the elimination of child domestic workers. The handbook is developed to serve as a training material on how DWs can contribute to the elimination of child labour in the domestic work sector.

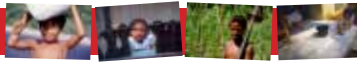
The various achievements of the ILO-PROMOTE project are the result of various ILO efforts and activities with its previous partners for more than two decades. The ILO and its stakeholders have started the efforts to eliminate CDWs since 1990.

Preliminary studies regarding CDWs in Indonesia were conducted in 1990. These studies began with a look at the linkage between child trafficking and DWs conducted by Prof. Dr. Irwanto, under the Indonesian Catholic University (Unika) of Atma Jaya. The study provides an overview of the DWs' situation and conditions in Indonesia, which also includes the main reasons why children become DWs and the involvement of employment agencies, including families and relatives, in the recruitment of CDWs.

Information Graphics of Number of CDWs (10–18 years old) based on Surveys of BPS



Referring to the results of the study, the Indonesian government began to recognize the existence of CDWs and included DW as one of the worst forms of child labour. CDWs have become one of the 13 worst forms of child labour in Presidential Decree No. 59 of 2002 on the National Action Plan for the Elimination of the Worst Forms of Child Labour (RAN WFCL), and this effort of elimination is outlined in the Road Map towards a Child Labour-Free Indonesia by 2022. This is an important part in the steps to tackle child labour in the domestic sector.



Minimum Age for Admission to Employment as a DW

Minimum age for admission to employment as DWs becomes a gray area due to various views that do not consider DWs as workers and the culture of '*ngenger*' for children working in the domestic sector. These views ultimately lead to various interpretations of the minimum age for admission to employment as DWs.

Some interpret the minimum age for admission to employment as DWs to be 15 years, pursuant to the Law No. 20 of 1999 on the ratification of ILO Convention No. 138 stating that the minimum age for admission to employment in Indonesia is 15. Therefore, children aged 15-18 are allowed to work in the domestic sector on the condition that their basic rights are met, such as not doing hazardous duties, not being required to work in the evenings, limitation of working hours, opportunity to get an education and playing with peers.

Given the challenges in monitoring the working conditions of DWs and in order to ensure the implementation of the conditions of employing children in the domestic work sector, the Minister of Manpower, in 2015, issued the Minister of Manpower Regulation No. 2 of 2015 on the Protection of DWs, which also sets the age of 18 as the minimum age for admission to employment in the domestic sector.



The ILO and its partners then developed models for dealing with the issues of DWs and piloted them through the Action Programme for Withdrawing and Preventing CDWs, especially those under the age of 15 in the Tambun (Bekasi) and Pamulang (Tangerang) areas. This withdrawal was executed by providing alternative skills for CDWs such as sewing, and also through basic education. Through such practices, it was intended that children under the age of 15 would be equipped with the skills to find decent jobs as DWs or other jobs.

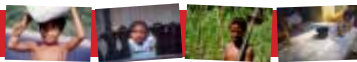
At the same time, a variety of prevention programmes in sending areas, such as West Java and East Java, were also organized by improving the quality of basic education to prevent dropouts. These models are expected to continue developing in other parts of Indonesia.

The efforts to develop the models of withdrawal and prevention were then focused on more concrete campaign activities in 2001–2003. The ILO and its partners engaged in campaign and advocacy activities entitled Holidays for DWs through various media. This Campaign of Holidays became a form of protection for domestic workers to realize decent work for them.

The ILO also continued to build and strengthen the knowledge regarding CDWs through various researches both qualitatively and quantitatively.

The efforts were made to provide an overview and inform on the drivers, causes and risks of being a CDW as a basis for advocacy, and strengthening the policies on the elimination of CDWs both at the national and local levels. Surveys were conducted by the ILO with





its partners to obtain a clearer picture of CDWs, including the reasons and motivation of children to become DWs and the geographic receiving and sending areas.

During the period of 2005-2014, efforts of prevention and withdrawal of CDWs were further intensified, especially through educational interventions including expanding access and quality of education in sending areas. This expansion of access to education, for example, ensures that children in sending areas are able to continue their education, at least in primary education.

The ILO in cooperation with the Ministry of Education, both at the central and regional levels, sought to provide access to nine years of basic education through the construction of one-stop schools and open schools, and the education programmes of package B. The improvement in the quality of education was achieved by through training on participatory learning for teachers and alternative activities such as pre-vocational programmes. The pre-vocational programme is a skills training programme focused on the process rather than results, especially in the establishment of social and personal skills such as self-confidence.

In early 2010, the ILO with the Ministry of Women's Empowerment and Child Protection and an NGO, Rumpun Gema Perempuan (RGP), developed a socialization and training module to prevent and withdraw CDWs. This module was developed based on the various experiences of the ILO and its partners in developing a model of action programmes in different locations in Indonesia.

The ILO then adapted the Rights, Responsibility and Representative (3R) module that had been used in different countries to provide capacity building of social and personal life skills for children so that they can prevent themselves from the worst forms of child labour (WFCL), including becoming CDWs. The module is used by partners as a tool for prevention and withdrawal under the action programmes for CDWs.

Innovative efforts were developed through the active involvement of journalists and mass media organizations, as well as the involvement of school children aged 10-17, including CDWs, in the making of diary videos and storytelling photographs of their daily experiences of living with DWs, and the ups and downs of working as CDWs. In collaboration with Kampung Halaman Foundation (YKH), the video-making was created by children and CDWs themselves: from identifying the stories, scripting, shooting and finishing the videos and storytelling photographs. The set of diary videos and storytelling photos were greatly welcomed and broadcasted on a number of Indonesia's largest cinema networks as well as schools reaching at least 1,500 students in four provinces: Jakarta, Surabaya, Lampung and Makassar.

ILO and the Journey of the Elimination

CDW-related Projects	Project Objectives
2001 – 2003 Addressing Trafficking of Migrant Domestic Workers in Asia <i>(Funded by the Royal Netherlands Government for CDW Programme – Phase 1)</i>	Responding to the concerns of DWs including CDWs in Asia through advocacy and policy reform, capacity building and direct assistance for DWs, especially CDWs.
2002 – 2005 Combating Child Trafficking for Employment and Sexual Exploitation under ILO-IPEC Programme	Supporting regional processes for the development of a policy framework on the child trafficking for employment and sexual exploitation including increased knowledge, capacity and prevention and aid for victims.
2004 – 2006 Combating Exploitation of CDW <i>(Funded by the Royal Netherlands Government for Phase 2)</i>	Continuing efforts of awareness raising and capacity building to combat the exploitation of CDWs and to develop networking among ASIA countries.
2007 – 2011 Project of Support to Time Bound Programme for the Elimination of WFCL – Stage 2 <i>(Funded by the United States Department of Labour)</i>	Contributing to the reduction of the number of children involved in WFCL.
2013 – 2014 Project of Combating Child Labour through Education <i>(Funded by the Royal Netherlands Government)</i>	Focused on educational interventions as an effort to prevent and withdraw child labour. In addition to CDWs, the project also worked for the prevention and elimination of other forms of child labour.
2002 – 2018 Project of Promoting Decent Work for Domestic Workers for the Elimination of Child Domestic Work (PROMOTE) <i>(Funded by the United States Department of Labour (USDOL))</i>	Significant reduction of CDWs by building the institutional capacity of DW' organizations in order to promote Decent Work for DWs and the effective elimination of CDWs.

on of CDWs in Indonesia

Achievements

- Campaign on one day off in a week for DWS with Radio of the Republic of Indonesia (RRI).
- Broadcasting radio drama, "Flowers on the Rock" for 20 episodes (period of pilot) with RRI.
- Public mobilization on protection of child labour rights, especially for CDWs through the revision of Local Regulation no. 6 of 1993 on the recruitment of DWs and adding the policies regarding the protection of the DWs and CDWs' rights.
- Center for skills training and non-formal education in Jakarta and Tangerang with YKAI and RGP.
- Initiating contact with the Ministry of Education to develop modules and curricula for CDWs.
- Research of CDW with Unika Atma Jaya
- Pilot Action Programme of Withdrawing CDWs in Bekasi, Tambun and Pamulang with YKAI and RGP
- Survey on CDWs in Bekasi and East Jakarta with University of Indonesia and YKAI
- The publication of a book entitled 'Flowers on the Rock' about the ups and downs of CDWs.
- Continuing the radio drama with RRI for 20 episodes.
- The production of 10 short films on CDWs, in collaboration with the Institut Kesenian Jakarta (IKJ) with the selection of 'Srengenge' (Sun) as the best film.
- Scholarships for dropout students in collaboration with private companies
- Campaign on minimum age for admission to employment and holidays with YKAI, APSI and KPPA.
- Development of model of action programmes for withdrawing and preventing CDWs in Jakarta, West Java, Lampung and East Java
- Strengthening the National Action Committee for the Elimination of WFCL in Indonesia
- Development of action programmes for withdrawing and preventing CDWs in Jakarta and West Java (Sukabumi).
- Awareness raising regarding CDWs and the importance of education for all through diary video campaigns and musical drama show by Bekasi CDW Group.
- Development of the DWs' Codes of Conduct, including the minimum age for DWs by APPSI
- Development of model of Community-Based Monitoring System
- Awareness raising through various media, audio-visual, drama, social media and other forms of campaigning
- With PGRI developed the module of Socialization of CDW Prevention in schools
- Mainstreaming CDW issues into existing policies at both local and national levels
- Development of Sectoral Action Plan for the Elimination of CDWs in Indonesia





2

PT PERSADA KABUPATEN BANGKALAN

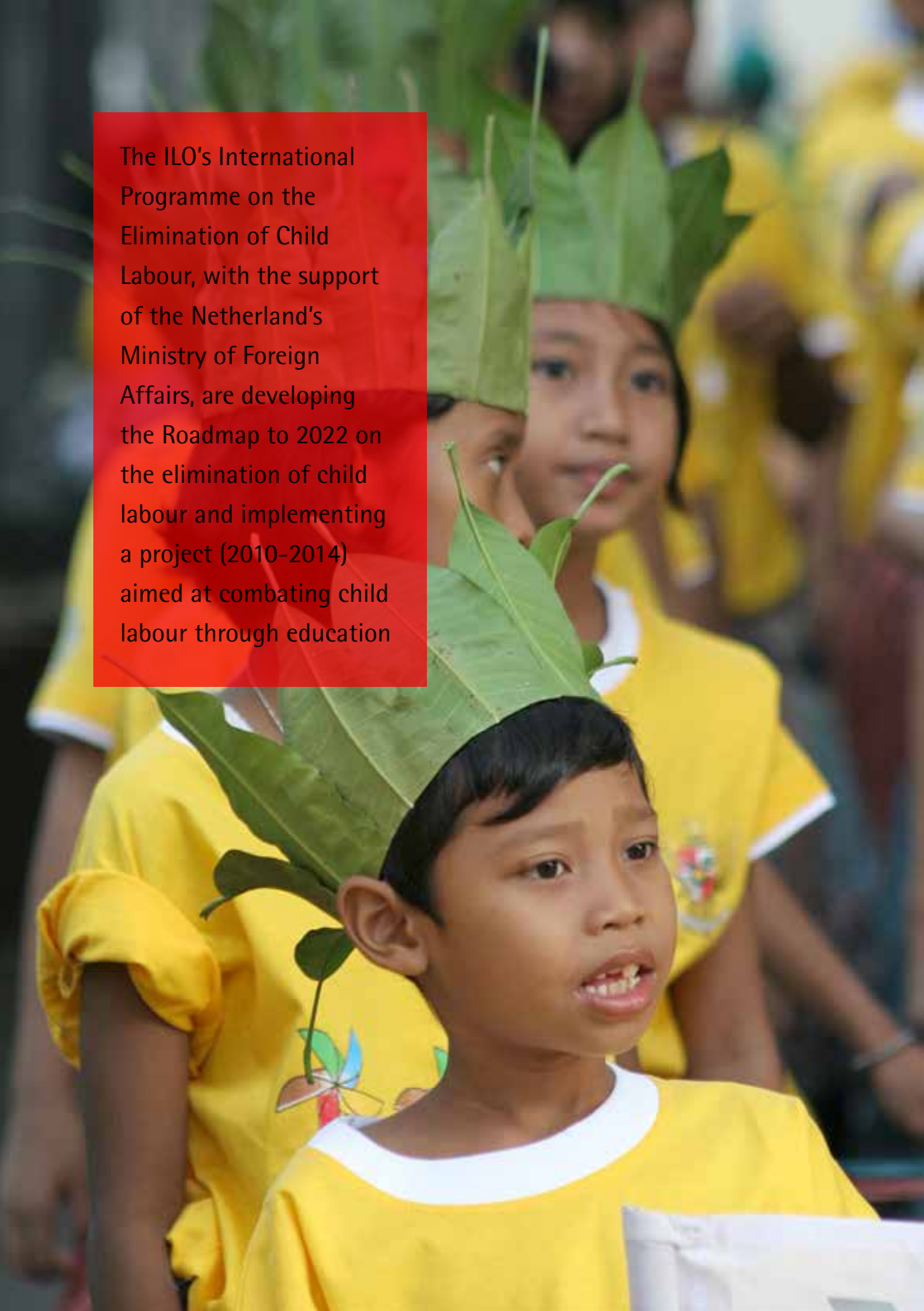
Unsur Kerja Layak PRT

1. Pekerjaan kerja sesuai
2. Pendidikan atau Upah
3. Uang lembur
4. Waktu Kerja (1 jam dalam 1 jam)
5. Fasilitas Kerja (alat – Alas dan 8 jam kerja)
6. Lulus seleksi dengan minimal 24 persentase
7. Lulus tes tertulis (mencakup 100 pertanyaan)
8. Lulus tes lisan (mencakup 100 pertanyaan)
9. Cuci tangan
10. Cuci tangan minimal 12 kali
11. Jam kerja sesuai

12. Kesehatan berkemampuan
13. Fasilitas kesehatan (uang kesehatan yang setara dan asuransi kesehatan)
14. Fasilitas makan yang sehat
15. Pendidikan dan pelatihan dan Kesehatan Kerja (KK)
16. Menyangkut dan menyangkut dokumen perusahaan
17. Lulus tes lisan yang paling banyak 100 pertanyaan
18. Penyelesaian permasalahan secara adil, cepat
19. Fasilitas kesehatan
20. Pendidikan dan pelatihan yang diselenggarakan oleh PT
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PROMOTE
Pekerja Lulus dari
Pekerja Rumah Tangga
dan Penghapusan Pekerja
Rumah Tangga di
Indonesia

A photograph of several children, likely of Southeast Asian descent, wearing bright yellow short-sleeved shirts and crowns made of large green leaves. They are standing in a line, looking towards the right. The background is blurred, showing more children in similar attire. A semi-transparent red rectangular box is overlaid on the left side of the image, containing white text.

The ILO's International Programme on the Elimination of Child Labour, with the support of the Netherlands' Ministry of Foreign Affairs, are developing the Roadmap to 2022 on the elimination of child labour and implementing a project (2010-2014) aimed at combating child labour through education

The Next Decade:

Ridding Indonesia of WFCL by 2022

Indonesia has already made a commitment to eliminate the worst forms of child labour by 2022, and has identified poverty reduction and education as the key strategies towards meeting this objective. The collaboration between Indonesia and the ILO over the last two decades has put in place a strong foundation for this work, and has highlighted a number of key directions for future education policy development as an effective instrument for eliminating child labour. These include:

- Improving education which is integrated into poverty alleviation and the elimination of child labour programmes;
- Ensuring the availability of competence-based skills and entrepreneurship training towards decent work;
- Improving all programmes to prevent children from dropping out of school;
- Harmonizing the equivalency education programme with the formal education system;
- Implementing national examinations for students studying in the non-formal education system so that they are motivated to reach the same standards as formal education. This will enhance the value of non-formal education from the perspective of both students and prospective employers.

Despite the progress made, the road towards eliminating child labour is still strewn with challenges, particularly among the more 'hidden' sectors. The ILO has already drawn the Government's attention to the presence of child labour in poultry farms, and trafficking of boys for prostitution. Incidences of children with disabilities engaged in work and child labour among indigenous peoples are also being studied, and are likely targets for intensified actions to eliminate this harmful phenomenon.



The ILO's International Programme on the Elimination of Child Labour, with the support of the Netherlands' Ministry of Foreign Affairs, are developing the Roadmap to 2022 on the elimination of child labour and implementing a project (2010-2014) aimed at combating child labour through education. The main objective of the project is to strengthen the policy level linkages between work on child labour and education, leading to action which will improve the opportunities for those in or vulnerable to child labour, to benefit from education. In February 2013, ILO received support from US Department of Labour to implement the PROMOTE project: *Decent Work for Domestic Workers to End Child Domestic Work*. This project will, with its domestic worker organisation partners, focus on a unique strategy to end child labour in the domestic work sector. The 3,5 year project will implement PROMOTE in four provinces of Indonesia: Greater Jakarta, Lampung, East Java and South Sulawesi.

New Initiatives

Second Chance Education for Ex-Child Labourers Aged 15-17 Years Old



In an attempt to provide opportunities on the second chance education, the ILO-IPEC in collaboration with the International Garment Training Centre (IGTC), a vocational garment training center, provided vocational and life skill training for 30 ex-child labourers and at risk children. The vocational training was sewing operator training for which there is a market in the garment industry in Indonesia as textile and garments are

among the major contributors to the Indonesia's exporting industries.

This training emphasized basic sewing techniques for export oriented industries and delivered in six weeks. The sewing training was enriched with the life skill education programme using the ILO Trainer's Kit on Empowerment for Children, Youth and Families: Rights, Responsibilities and Representation – in short the 3-R Kit. The Kit aims at empowering the children so that they can protect themselves from engaging in the worst forms of child labour.

Using the same approach, the Ministry of Social Affair under the Directorate of Children Welfare, continued to provide the vocational and life skill training to ex- street children aged 15 – 17 years old in IGTC. Built in 2001, IGTC consists of members from garment producers, buying agents, vocational educators and banks.

*"I only went to elementary school because my family had no money to send me to middle school. After finishing this course, I want to become a designer."
Pemi (16), one of the training participants.*



Public-Private-Local Community Partnership Against Child Labour in Indonesia

In June 2011, ILO has initiated a Forum titled **"Public-Private-Local Community Partnerships against Child Labour in Indonesia"** The Forum provided an opportunity to strengthen collaboration among various public and private stakeholders as well as local communities towards a more integrated approach towards the elimination of child labour. For private sector participants, the Forum provided valuable information on designing and implementing corporate social responsibility (CSR) initiatives on child labour and allowed them to identify potential partnerships with different organizations, particularly with local communities.

The Forum played an important role in building stronger and better public-private-local community partnerships. Through dialogue and exchange of experiences, the future cooperation among these three important partners will be improved. These partnerships have the potential to play an important role in the sustainability of current initiatives on tackling child labour in Indonesia.

Better Work Indonesia, a unique partnership program between the International Labour Organization (ILO) and the International Finance Corporation (IFC), aims to improve compliance with labour standards including zero tolerance on child labour and promote competitiveness in Indonesia's apparel industry. A guideline is currently developed for the industry when they find children below and above 15th years old including to collaborate with the local communities to tackle the child labor cases if any.

Workshop on South-to-South Cooperation in Combating Child Labor

In March 2013, the Ministry of Manpower and Transmigration and ILO with the support of the Ministry of Foreign Affairs of the Netherlands conducted a South-to-South Regional Workshop to look at ways of strengthening South-to-South cooperation in combating child labour. The Workshop identified challenges and gaps in implementing actions against child labour and discussed ways to strengthen collaboration and networks between neighbouring South-East Asian countries.

Six participating countries in the regions (the Philippine, Viet Nam, Lao PDR, Cambodia, Timor-Leste and Indonesia) presented their country reports, highlighting some of the country-specific issues that they were dealing with. The thematic sessions such as social protection, child labour and education and labour market policies were also discussed during the workshops. The workshop concluded with a Strategic Planning Session during which the participating countries used the checklist of the draft "ASEAN Roadmap on the Elimination of the Worst Forms of Child Labour by 2016" to identify their achievements so far as well as the challenges and the gaps that remain.

This South-to-South Cooperation Workshop is considered a new innovative initiative by other countries to conduct similar workshop annually to accelerate the elimination of child labour within the regions.



Innovative Child Labour Advocacies



ILO in collaboration with Kampung Halaman Foundation (YKH) has developed two types of films and photos concerning the plight of child labour related to education and the roles of domestic workers from the perspectives of youth aged 12-17 years old. These films and photos were developed in the forms of videos, photo essays and interactive websites titled "Indonesia, I am Your Future" (AMDI) dan "From Youth to Youth: Nine Stories of Our Friendship with Domestic Workers" (TRTS) launched in 2012 and 2015, respectively.

These two campaigns were part of the ILO's campaigns together with its social partners to eliminate child labour and to promote decent work for domestic workers (DWs) as well as the elimination of child domestic workers (CDWs).

For AMDI, these videos were produced by child labourers themselves in Jakarta, Sukabumi and Makassar showing five different areas of child labour: street children, scavengers, child domestic workers, child factory workers and children as victims of sexual exploitation. For TRTS, the videos and photo stories were produced by 25 youth aged 12-17 years old, selected from hundreds of youth, in Jakarta dan Makassar, showing the roles of DWs in their lives and the lives of DWs from the eyes of their teenager children.

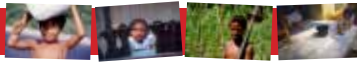
Using their own words and selection of scenes, AMDI consisted of six videos with a total duration of 60 minutes, while TRTS consisted of nine videos with a total duration of 90 minutes.

"I want viewers of the documentary to realize how difficult it is to be a domestic worker. The job is really not as easy as most people think, especially when our employers are indignant." **Imah, 17-year old, participates in the making of domestic workers' video.**

"The society tends to have negative perspective and prejudice about what my friends and I do. Through this video diary, I hope the society at large will have a better understanding that we do not want to do this. We do not choose to be what we are now." **Putri, 18-year-old, participating in the making of children as victims of sexual exploitation video.**

"People tend to view us as a trouble maker. It is not easy living in the street as my friends and I are vulnerable to accidents and bullying from other street children and adults. Through this video, I hope that people will see street children like me differently." **Surip, 14-year-old, participates in the making of street children video.**

"I am proud to have a mother who works as a domestic worker. I wish the society will have more respect to the profession of domestic workers. Because of these domestic workers, they can perform their works or activities outside the households." **Muhamad Andika, 17 years old, one of the TRTS participants from Makassar.**



Working with Media, Raising the Awareness on Child Labour

ILO and the Alliance of Independence Journalists (AJI) Jakarta have collaborated in raising the awareness and the involvement of mass media in issues related to child labour and education as well as decent work for DWs and the elimination of CDWs through media scholarship and media award programmes.

Through media scholarship programme, selected media were chosen to conduct in-depth media reporting on the issues above. Meanwhile, media awards were given in 2012 for comprehensive reportings on child labour, while in 2016 for reportings related to DWs and CDWs.

These media awards were aimed to honor the efforts of journalists and media organizations in producing outstanding journalism across a range of media that comprehensively depicts issues on child labour as well as DWs and CDWs. The media award is also part of the ILO's campaign to highlight national efforts, including mass media, in eliminating child labour as well as promoting decent work for DWs and the elimination of CDWs.

Through this media award, it is hoped that mass media could continue to educate the society, reinforce national and local efforts and give the voice to the voiceless child labourers through their outstanding journalism works on child labour and education.



(Endnotes)

- i Proceedings of the First National Conference on Child Labour, YKAI, Jakarta, 1993
- ii ILO. 1993. World Labour Report. ILO, Geneva.
- iii BPS. 1995. Labour Force in Indonesia 1994. BPS, Jakarta.
- iv According to ILO data, during this period 55 action programmes (each with a budget of over \$3,000) and 16 mini programmes (with budgets of less than \$3,000) were implemented all over Indonesia, in provinces known to have a high incidence of child labour, including Yogyakarta. The targeted sectors were agriculture, manufacturing and fishing (focusing on offshore fishing platforms, or jermal). All were funded by the ILO.
- v Through the implementation of a joint action programme with the Ministry of Home Affairs (Efforts to Mainstream in the National Poverty Reduction Programme (1996 – 1997), more than 100 cadres were trained to identify the benefits of programmes for children, particularly those from poor families. This was one of 14 new action programmes and seven mini programmes funded by the ILO with support from the German government.
- vi ILO data from 2003.
- vii Presidential Decree No. 59/2002 regarding the National Action Plan on the Elimination of WFCL; the incorporation of the content of ILO Convention No. 182 (especially Paragraph 3) into the Labour Law (Law 13/2003) and the Decree of the Minister of Manpower and Transmigration on Jobs that Endanger the Morals, Safety and Health of Children. The Minister also established a Directorate of Inspection of the Labour Norms of Women and Children. This is part of the Directorate General of Labour Inspection.
- viii ILO. 2006. Indonesia Youth Labour Market and the Impact of Early School Dropout on Child Labour. Jakarta.
- ix PPA-PKH was a Ministry of Manpower and Transmigration programme, while PKSA was implemented by the Ministry of Social Welfare's Directorate General of Social Protection and Rehabilitation.
- x The videos are available at www.childlabourvoice.org
- xi TBP 2 Tracking Data shows that among 2,759 parents of child labourers benefiting from the programmes implemented by the ILO and partners, 60% admitted that they had increased their productivity and/or income after taking part.

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