



Women in Leadership – Access to Employment and Decent Work

Objective: To improve equality in employment for women in Indonesia via strategies that improve opportunities for access to formal employment and address discriminatory practices in recruitment and pay equity.

Key Partners:

- Ministry of Manpower and Transmigration
- State Ministry for State Apparatus Reform
- Ministry of Home Affairs
- Trade unions
- Indonesian Employers Association (Apindo)
- Civil Society Organizations

Duration: 8 months 'Preparatory Phase' (2012 – 2013)
5-6 years 'Implementation Phase' (2013 – 2018/9)

Geographical Coverage: National, North Sumatra and East Java

Donor:  Australian Agency for International Development (AusAID)

Budget: USD 528,317 (Preparatory Phase)

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Project Background

Economic and social empowerment of women is central to the success of sustainable human development in Indonesia. However, many Indonesian women continue to experience discrimination at all stages of the employment cycle. In spite of an expansion of employment opportunities over the past decade, and significant gains in increasing girls' access to and participation in education, women do not participate equally in the labour market. Women earn approximately 25 per cent less wages than men for similar work. Women workers are largely engaged in unpaid work and in the informal economy where wages, working conditions and job security are typically poorer. Gender-based job segregation also tends to trap women in low-level jobs with minimal decision-making functions, impacting on perceived opportunities for younger generations entering the labour force.

This not only violates a most basic human right, but carries wider social and economic consequences. Discrimination against women stifles opportunities, wastes human talent necessary for economic progress, and accentuates social tensions and gender inequalities. Against this background, AusAID and the ILO Jakarta Office have developed a **women in leadership** project to strengthen the welfare of women through strategies to increase their access to employment in the formal sector and to support the realisation of decent work. This project aims to:

- Build a new generation of leadership and organising capacities among women in the workforce;
- Develop policy reform and support existing programs to better promote equality for women in employment;
- Strengthen institutional capacities of national and local actors to promote and realise substantive equality for women; and
- Strengthen access to services and mechanisms to support the enforcement of women's rights in employment and their access to employment.

These results will contribute to the realisation of better working conditions for women and improved welfare for poor women in Indonesia.

Project Strategies

A combination of upstream and downstream interventions using a rights-based approach to promote gender equality and women's access to employment are pursued by the project. This approach will support the development of policy advice, women's leadership within the Government and civil society organizations (CSOs), and awareness raising and practical measures to promote women's access to and equality in employment. The project re-examines, clarifies and enhances the roles and responsibilities of the four main actors – government, trade unions, employers and women's CSOs – individually and collectively and at the national and local levels, to strengthen women's leadership and equality in the world of work through innovation, adaptation and building on past experiences.

Institution building and support

The Project provides technical assistance and support to existing institutions - the Government, trade unions, the private sector and CSOs to promote women's leadership within their institutions and more broadly in the world of work, and to develop strategies to improve gender equality at work and promote women's employment. Specifically, the Project assists partners to respond to issues of pay equity, equality of opportunity and working conditions; to support women's representation and organisation within the leadership ranks of partner institutions; to strengthen or pilot the provision of services to support women to defend their interests and rights; and, to address cultural and structural barriers to women's employment.

Strengthen national and local laws, policies and programs

The Project identifies ways to integrate strategies to strengthen women's access to employment through existing Government programs and approaches, such as PNPM, TNP2K's Employment Action Plan, gender mainstreaming and the Ministry of Manpower and Transmigration's Equal Employment Opportunities campaign. Policy advice for legislative and regulatory reform is also provided to strengthen the legal framework for women's access to and equality in employment.



These pilots will be documented to inform expansion or scaling up of the programs and for policy advice at the local and national levels.

Main Activities in Indonesia During the 8 Month Preparatory Phase

- Research on barriers to formal sector employment for women; discrimination in employment; pay equity; and policy and legislation to identify key entry points for the second phase of the Project.
- Capacity building of government partners, trade unions, employers and civil society organisations at the national and local levels in target provinces;
- Consensus building and dialogue among key stakeholders to develop appropriate interventions that address core challenges to women's access to and equality in employment; and
- Policy advice aimed at legislative and program reform to address gaps in provisions and Government programs.

Social dialogue and knowledge sharing

The Project promotes social dialogue - consultation, negotiations and exchange of information, between representatives of the government, employers, workers and women's CSOs - to support consensus building and democratic involvement among the main Project stakeholders to address the constraints currently faced by women in accessing decent work in the formal sector. The Project also facilitates knowledge sharing between the national to local levels to inform decision-making processes and share experiences.

Experimental pilot programs to address discrimination against women and to support their access to employment

The Project supports CSOs, Government, employers and trade unions to develop and test innovative strategies to address challenges to women's access to employment and inequalities faced within employment. Pilot projects designed during the first phase of the Project, will be implemented and reviewed in the second phase.



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