

Project Brief



MAMPU – Access to Employment and Decent Work

Objective

Women have improved access to employment and decent work in conditions of equality.

Key Partners

- Ministry of Manpower and Transmigration
- Ministry of National Development Planning (Bappenas)
- Ministry of Women's Empowerment and Child Protection
- Ministry of Cooperatives and Small and Medium Enterprises
- Ministry of Public Works
- Ministry of Home Affairs
- Indonesian Employers' Association (Apindo)
- Trade unions
- Civil Society Organizations

Duration

2013-2016 (phase 1)

Geographical Coverage

National, North Sumatra and East Java

Donor



Budget

USD 1,482,288 (2013)

Contact

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Project Background

The ILO Project under the Access to Employment and Non-Discrimination component of AusAID's Maju Perempuan Indonesia untuk Kesejahteraan dan Keadilan (MAMPU) Programme takes an institutional approach and a multiplier strategy to strengthen women's access to employment and decent work in Indonesia. Project interventions are designed to support sustainability beyond the life of the Project and to enable scale-up and replication of pilots. The Project is also grounded in a rights-based approach to women's social and economic development.

The Project is partnering with various national institutions and organisations in Indonesia to strengthen the capacity of key stakeholders to promote the Project's objectives - increasing poor, vulnerable and marginalised women's access to productive employment and promoting equality within employment. The Project is particularly focusing on strengthen working conditions of home-based women workers – both those homeworkers in the putting out system and home-based women-run micro and small enterprises.

Project objectives are being pursued through the following strategic interventions –

- ◆ Strengthening the organisational capacity and representation of targeted vulnerable women workers;
- ◆ Supporting women to transition from informal employment to greater degrees of formality (with a focus on terms of conditions of work and social protection);
- ◆ Strengthening the ability of civil society organisations to provide services and facilities to women to reduce barriers to decent work;
- ◆ Pursuing private sector partnerships to empower women workers, implement better working conditions and develop innovative employment responses; and
- ◆ Influencing and strengthening national and local policies, programs and laws to strengthen women's economic empowerment and equality in terms of labour market outcomes.

The main areas of intervention to support home-based women workers achieve decent work and non-discrimination in employment for women, are taking place through a series of pilot projects. Pilot Projects include –

1. Technical assistance to strengthen the conditions of work and social protection of women working in micro and small enterprises;



2. Technical assistance to strengthen the organisation, leadership, representation and access to services, better working conditions and social protection for homeworkers;
3. Technical assistance to employers to support decent work for women and substantive equality in terms of labour market outcomes; and
4. Technical assistance to women's cooperatives and groups to provide accessible childcare services and other facilities to enable poor women to remain in employment or return to employment after childbirth.

These pilots programs have a strong focus on institution building of local Project partners to strengthen the visibility, representation and social and economic empowerment of women workers in Indonesia. In addition to these pilot programs, the Project will engage in policy reform and programme support at the national and local levels as well as promote awareness raising and advocacy on homeworkers and principles of equality and non-discrimination in employment.



National level interventions – increasing visibility, awareness raising, policy support and advocacy

At the national level, the Project is focusing on supporting policy and program dialogue with the national government. This involves direct technical assistance through data collection, research and analysis, provision of policy advice and support for program development and awareness-raising on specific issues related to homeworkers, women-run micro and small enterprises and discrimination in employment. This will also involve information sharing from pilot programs.

Pilot 1 - Strengthening the conditions of work and social protection of women working in micro and small enterprises

The Project is providing technical assistance to support the social and economic empowerment of women-run micro and small enterprises (MSEs) through strategies to facilitate business growth. This will be pursued through pilot programs that work with the National Program for Community Empowerment (PNPM) funding and community empowerment mechanisms and which link to and build the capacity of local business development service providers. Interventions to reduce entry and operating costs in the formal economy for MSEs are also being pursued in partnership with provincial, district and national Government to increase incentives and opportunities for MSEs to operate formally. By reducing obstacles to women-run MSE's growth, it is intended that the Project shall develop scalable measures to facilitate gradual transitions from informal to formal operations – with a particular emphasis on strengthening MSE's ability to engage in productive employment relations and to comply with labour and social protection standards for workers.

Pilot 2 - Strengthening the organisation, leadership, representation, better working conditions and social protection for homeworkers

The Project is supporting increased visibility of homeworkers as well as implementing specific strategies to address the challenges faced by homeworkers in the putting-out system. Under this pilot, institutional strengthening of partner civil society organizations (CSOs), namely Mitra



Wanita Pekerja Rumahan Indonesia (MWPRI), and affiliated organisations and trade unions is being pursued. The Project will particularly focus on providing technical assistance to MWPRI and trade unions to strengthen its ability to organise and represent homeworkers as well as to MWPRI to expand its network and support to homeworkers to improve their conditions of work and social protection. The Project will also support MWPRI to transition from an NGO model of intervention and support for homeworkers, to a membership-based organisation.

Pilot 3 - Strengthening employers' capacity to support decent work for women and promote substantive equality in terms of labour market outcomes

The Project is partnering with Apindo and international buyers to strengthen women's equality in employment, and, particularly, to improve the working conditions of women in the putting out system. In the first year of the Project, partnerships with Apindo and international buyers will support the development and implementation of guidelines for employers to improve understanding of their responsibilities vis-à-vis homeworkers and to strengthen compliance with the national law. Apindo will also provide capacity building support to small and medium enterprises using the putting out system to support business improvement and growth as well as better employment relations and improve the conditions of work for homeworkers. In late years, the Project will partner with Apindo to support employer innovations to encourage women's participation and promotion in employment.

Pilot 4 - Strengthening women's groups' capacity to provide accessible childcare services to enable poor women to remain or return to productive employment

Establishing childcare services offers an opportunity to address tangible barriers to employment for women. Women and communities in North Sumatra have identified childcare as a significant barrier to employment, as reliance on family networks is reportedly difficult and paid domestic assistance is unaffordable for poor families. Therefore the Project is pursuing the development of a community model for childcare, which will also generate employment for (mostly) women. This pilot is integrating with and working in collaboration with national community empowerment programs and Child Friendly Cities initiatives. The focus of the pilot is developing community-based structures and models for childcare that will enable poor families in the community to access facilities and services.