



International
Labour
Organization

Project Brief

MAMPU – Access to Employment and Decent Work for Women



Development Objective

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

Key Partners

- Ministry of National Development Planning (Bappenas)
- Ministry of Manpower
- Ministry of Social Affairs
- Statistics Indonesia (BPS)
- Trade Union Confederations
- Indonesian Employers' Association (Apindo)
- International Buyers
- Civil Society Organizations
- Disabled People's Organizations
- Department of Foreign Affairs and Trade (DFAT)'s MAMPU Program Partners

Duration

June 2012 – February 2014
February 2014 – June 2016 (with annual funding)

Geographical Coverage

National, North Sumatra, West Java, Banten, Central Java, Daerah Istimewa Yogyakarta and East Java.

Decent Work Country Programme Reference

IDN105: Barriers to employment and decent work are addressed, particularly gender gaps and for persons with disabilities.

Donor



Budget

AUD 2,705,845 (February 2014 – June 2015)

Contact

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Project Background

To improve the welfare of women in Indonesia, the Government of Australia's Department of Foreign Affairs and Trade (DFAT) and the Government of Indonesia's Ministry of National Development Planning (Bappenas) began an initiative entitled: Empowering Indonesian Women for Poverty Reduction (Maju Perempuan Indonesia untuk Penanggulangan Kemiskinan – MAMPU) in mid-2012. As part of the MAMPU Program, the ILO-MAMPU Project is working to contribute to increase the quantity and the quality of women's employment in Indonesia and provide decent work to women who are especially vulnerable in the labour market with a focus on women engaged in home-based work and women with disabilities in home-based work.

Home-based workers (both independent and dependent sub-contracted workers), who are mostly women, represent the weakest segment in global supply chains and they are among the most disadvantaged workers.

They lack recognition, representation and voice. They work long hours for low-pay, often in unsafe and unsanitary conditions. They are also not aware of their legal rights, and have no means of securing these.

To promote decent work for homeworkers, the project has the following immediate objectives:

1. Women homeworkers have better working conditions and are represented in relevant decision making bodies and processes in North Sumatra, East Java, Central Java, Greater Jakarta, and Yogyakarta.
2. Employers promote decent work and better working conditions for homeworkers.
3. Civil society organizations (CSOs) and trade unions support women with disabilities in home-based work to have improved access to decent work.
4. The rights of women workers to decent work and quality jobs are strengthened through the adoption and implementation of national policy, programmes and/or regulations.
5. Women are empowered to take action on their own priorities in target provinces.

Gender in the world of work in Indonesia: A snapshot

- In 2012-2013, the labour force participation rate for men ranged between 84 and 85 per cent while the rate for women ranged between 50 and 53 per cent.
- In May 2013¹ more than half of all workers (53.6 per cent) were in informal employment and only 46.6 per cent of workers had formal jobs. Among the workers in formal employment, only one in three were women (35.4 per cent) and two of them were men (64.6 per cent).
- Women are 24 per cent more likely to be working informally than men².
- Women generally earn less than men and the gender wage gap is 35.54 per cent for those not completing primary school and 36.42 per cent for those completing primary school.
- The proportion of workers in vulnerable employment was higher for women (65 per cent) compared to men (57 per cent), with a higher percentage of women as unpaid family workers and a higher percentage of men as own account workers.

¹ Page 64, Labour and Social Trends in Indonesia 2013: Reinforcing the role of decent work in equitable growth, ILO Country Office for Indonesia, 2013.

² Page 63, Indonesia Jobs Report – Towards better jobs and security for all, World Bank, Indonesia, 2010.

Key Outputs

- Homeworkers and their support organizations know how to promote decent work for homeworkers through knowledge sharing and capacity building about successful strategies for example from the Self-Employed Women's Association (SEWA) in India and through workshops on safe home work.
- The establishment of homeworkers union – Serikat Pekerja Rumahan Sejahtera (North Sumatra).
- Policy dialogue on homeworkers' issues initiated at national level and in and North Sumatra and East Java provinces through social dialogue among government, employers' and workers' organizations with representation of homeworkers and their support organizations.
- Relevant tools and materials to support partners with promoting decent work and gender equality:

- ILO Convention on Homeworkers.
- ILO/Apindo good practice guidelines on engaging homeworkers.
- ILO/Apindo code of practice and practical guide on equality and non-discrimination at work.
- Training modules and materials on various topics (Community-based childcare, gender, advocacy, legal literacy, leadership, organizing, financial literacy and occupational safety and health).

Ibu Atim Subiarti, 55 years old
Installs racquet strings. Works 8-10 hours per day for Rp 12,500. Suffers pains in her arms as result of work. Children help with the production



- Evidence-based data to support policy and programme development to promote decent work for women homeworkers and women with disabilities:

- Data collection on homeworkers with the National Statistics Office (BPS) (quantitative survey), and with researchers and organizations of people with disabilities (qualitative research).
- Research on experience of organizing homeworkers in selected countries (India, Chile,

Philippines, and Thailand).

- Research on practices of engaging homeworkers among companies by Apindo.
- Study on the working conditions of homeworkers in the IKEA's value chain in the rattan industry, done in collaboration with IKEA.

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