

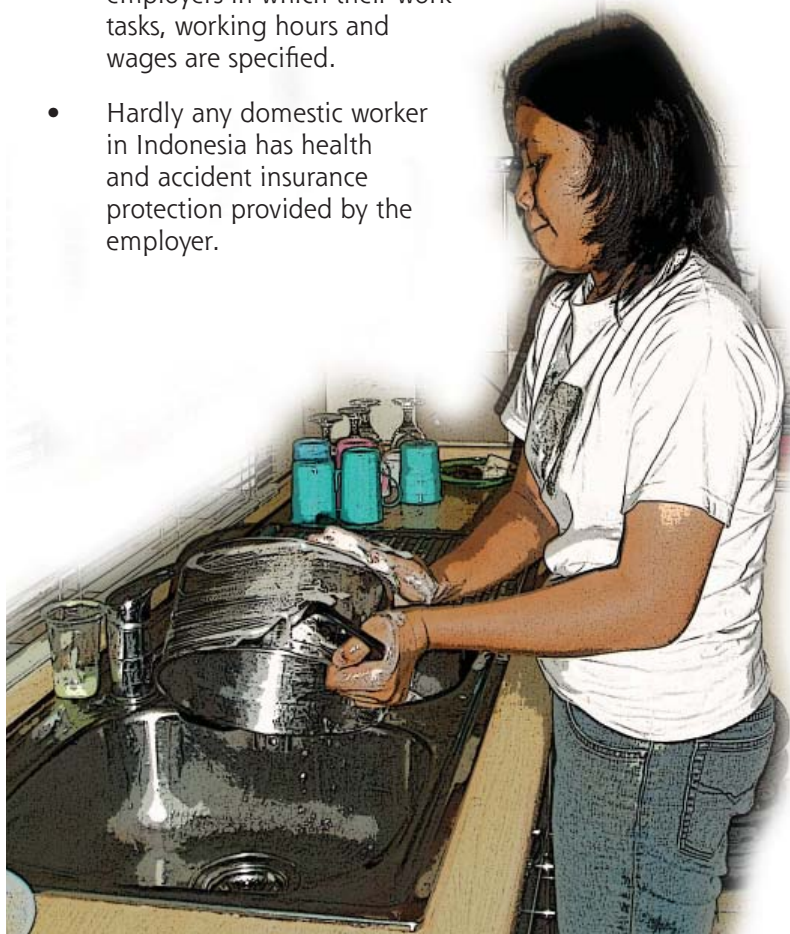
Factsheet **Domestic Workers in Indonesia**

- Domestic work constitutes an increasingly important part of the Indonesian economy. Up to 2,593,000 domestic workers are estimated to be working in Indonesia;¹ of these, 1.4 million domestic workers are estimated to work in Java alone.²
- Approximately 92% of domestic workers in Indonesia are female,³ most of whom are between 13 and 30 years of age, from rural areas and with low levels of education.
- Many domestic workers in Indonesia are children; at least 25% of domestic workers in Indonesia are estimated to be under the age of 15,⁴ and up to 35% of all domestic workers are estimated to be 17 years of age and below.⁵
- The government's current interpretation of national labour law excludes domestic workers from its scope, meaning that domestic workers are not covered by the labour protections of this law.
- There is no regulation of domestic workers' work conditions in Indonesia; work hours, days of leave, a minimum wage and requirements for food and accommodation among others are not stipulated by law. As a result, most employers demand that their domestic workers work very long hours for little or no pay. A survey undertaken in Jakarta and suburbs found that 81% of domestic workers work for 11 hours or more.⁶ In another survey among domestic workers in Jakarta and surrounding areas, 39% of respondents indicated that they were not allowed to have a break during work hours, and 55% were not given a weekly day off by their employers.⁷ Furthermore, the study confirmed that very low pay of domestic workers is common; 72% of domestic workers interviewed earned less than Rp. 300,000 a month.⁸
- The vast majority of domestic workers do not have a written contract with their employers in which their work tasks, working hours and wages are specified.
- Hardly any domestic worker in Indonesia has health and accident insurance protection provided by the employer.

Cendana's case

Cendana, 24, worked as a babysitter for a couple in Mataram, West Nusa Tenggara. She fled from her employer after eight months, during which she experienced continuing physical abuse. Her employer would hit her with bare hands, a broom stick and an umbrella, push her and pull her hair. Cendana had been hired on a 6 months contract for a salary of Rp 1 million/month to work as a babysitter for the couple. However, once she arrived at her employment position, she was made to perform other household chores besides babysitting, and was never paid a salary. Cendana reports that she was allowed to have only little food and sleep, and that she was locked inside the house. Cendana is one of few domestic workers who have the courage to report cases of abuse to the local police.

Adapted from: The Jakarta Post, 14/03/2009. Babysitter flees after abuse.



- Domestic work takes place in the private household and consequently, the work conditions and treatment of domestic workers are hidden from the public view. Moreover, incidents of domestic violence (which according to its definition also encompasses violence against domestic workers) are often not thoroughly investigated, even if they are reported to the police. These factors lead to a lack of effective enforcement of relevant national and regional laws.
- Due to their isolation and confinement in private households, domestic workers are highly vulnerable to mental, physical and sexual abuse; evidence from law suits, interviews with domestic workers and surveys all confirm this. There are no reliable statistics as most cases of abuse are not reported. However, a study conducted by an NGO among 173 domestic workers in Java found that 93% had experienced some forms of physical

violence, 68% had experienced mental abuse and 42% had suffered from sexual harassment or abuse.⁹

- Some domestic workers in Indonesia are the victims of trafficking and debt-bondage. This occurs when workers are forced to work in a particular household in order to repay debts. An IOM survey among trafficking victims in Indonesia in 2006 found that 29% of victims had been trafficked for domestic work including baby-sitting.¹⁰

The role of the ILO

The International Labour Organization's Decent Work Country Programme for Indonesia has identified as a key objective to Stop Exploitation at Work. The ILO's Migrant and Domestic Workers' Project contributes to this objective by combating forced labour and trafficking of Indonesian migrant workers and domestic workers. To achieve this objective, the project works on several levels to address both the causes and the impact of forced labour and trafficking in Indonesia and the main receiving countries for migrant domestic workers in Southeast Asia.

The ILO Migrant and Domestic Workers' Project works closely with all stakeholders at national and local levels both in Indonesia and in destination countries, in order to improve protection and assistance for domestic workers.

Footnote

- 1 ILO IPEC, *Flowers on the Rock*, 2004.
- 2 Report by Atma Jaya University in: Rosenberg, *Trafficking in women and children in Indonesia*, ICMC ACILS 2004.
- 3 UNICEF and BPS survey of 1993.
- 4 Rosenberg, *Trafficking in women and children in Indonesia*, ICMC ACILS 2004, p18.
- 5 Indonesian Central Bureau of Statistics, 2001.
- 6 Study conducted by Rumpun Gema Perempuan in Kemuning Pasar Minggu, Pamulang, Parung, Depok, and Rangkapan Jaya, April – May 2005.
- 7 Survey conducted by Rumpun Gema Perempuan in Pamulang (Tangerang), Bekasi, Depok & Kemuning (Pasar Minggu), March – May 2008.
- 8 Ibid.
- 9 Study conducted by Rumpun Gema Perempuan in Kemuning Pasar Minggu, Pamulang, Parung, Depok, and Rangkapan Jaya, April – May 2005.
- 10 The exact figures are 71 out of 242 victims of trafficking. IOM database, July 2006 in: *When they were sold- trafficking of women and girls in 15 provinces in Indonesia*, ICMC 2006.



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Pls. find more information on ILO standard-setting for domestic workers at:
<http://www.ilo.org/public/english/region/asro/jakarta/programs/pmw/trafficking/trafficking.htm>

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