

ILO JAKARTA NEWSLETTER

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National Children's Day: Call for children's right to education instead of child labour

Greater Jakarta Area

To commemorate the National Children's Day, almost 1,000 students and domestic workers from the Greater Jakarta area (Jakarta, Bogor, Bekasi, Tangerang and Karawang) as well as Indramayu participated in a rally campaign to raise awareness about children's rights at Indonesia Hotel Roundabout. They spread out banners and handed out flyers and balloons as a Chinese traditional dance, *Barongsay*, and Betawi music performed.

The campaign was jointly organized by the ILO through its International Programme on the Elimination of Child Labour (IPEC), the Indonesian of Child Welfare Foundation (YKAI), Association of Indonesia Domestic Workers' Suppliers (APPSI), and the

Office of the State Minister for Women's Empowerment. The main focus of this Saturday's campaign was to promote the idea of minimum labour standards, including a minimum hiring wage of 15 for domestic workers. It also encouraged people to provide one-day off in a week for their domestic workers.

Working as domestic workers also prevents school-age children from receiving proper education. According to a study conducted by the ILO in collaboration with University of Indonesia and YKAI in 2003, there were **688,132 children under 18 years old worked as domestic workers**. Compared to adult domestic workers, **the number of child domestic workers who work more than 9 hours is higher**. They also receive smaller wages ranging from Rp 125,000 – 150,000. Some of them even receive much smaller amount. In terms of education, the majority of them (72.1%) would like to go back to school when there were opportunities.

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To mark the National Children's Day on 23 July, the ILO in collaboration with its partners in several provinces organised activities to increase awareness of the need to tackle child labour and to improve the level of participation in education. These series of events are to highlight national efforts against child labour, particularly its worst forms.

"The ILO Project on prevention of child labour is now supporting more than 40 programmes across the country. The main emphasis of this work is to keep children in education and out of child labour. This year, the ILO together with its partners will focus on providing better access to education, particularly for children from poorer households, as a way to combat child labour," said Alan Boulton, Director of the ILO in Indonesia, commenting on the Day's activities.



from Us

There have been several initiatives in the education area – with the start of the pilot teaching in 60 schools of the *Know About Business* (KAB) curriculum, and – with research on the relationship between child labour and access to education, particularly the issue of affordability for poor families. We have also helped children in Aceh who failed their high school exams with tutoring to assist with re-sitting exams.

The Declaration Industrial Relations Project has continued its support for the training of new judges of the Industrial Relations Court. The Police Training Project assisted the National Police with the adoption of *Guidelines on Handling Industrial Disputes* and with socialization of the Guidelines.

We have also made progress with several new projects. In Timor Leste, the Skills Training for Gainful Employment Programme (STAGE) Project now has its team of technical staff in place, has completed necessary planning work, and is moving forward with implementation programmes with the Ministry of Labour and Community Reintegration.

In Indonesia, the HIV/AIDS Project has been conducting tripartite workshops to plan programmes for targeted provinces. We have secured funding for a new project in Papua to assist indigenous people and for work in East Java to assist migrant workers. We are seeking to expand the work on rural road rehabilitation in Aceh and to develop programmes of assistance for earthquake-devastated Nias island.

It is pleasing that the Indonesian Manpower Minister and Timor Leste's Labour Minister, together with delegates from employers and unions, referred to these developments in speeches and meetings during the International Labour Conference in Geneva.

Alan Boulton, Director of ILO Jakarta (left), and Kari Tapiola, ILO Executive Director (right) visited training programmes facilitated by the ILO-IPEC and Abdi Asih Foundation to combat and withdraw trafficked children for prostitution

A lot of effort this year has gone into the ILO's response to the tsunami and earthquake disaster in Aceh and North Sumatra. The achievements of this work and how we are seeking to help the people and communities affected to rebuild their lives through employment, enterprise and livelihood opportunities are explained in the special edition of this Newsletter published in July.

In this edition, we concentrate on significant developments in other programmes and activities in Indonesia and Timor Leste.

There is a growing awareness of the position of domestic and household workers both in Indonesia and those who go overseas to seek employment. The child labour and trafficking projects are making a major contribution to the calls for better protections and rights for these workers.

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Following an address from State Minister for Women's Empowerment, Meutia Hatta, the crowd moved to Taman Ismail Marzuki where painting and best-letter-to-the-President competitions were held and children's movies on child domestic workers screened. Out of ten short feature films, "Srengenge" (Sun, in Javanese) was selected as the best one. Directed by third-year IKJ (Jakarta Art Institute) student, Emil Heradi, the film revolves around Marsih's, a child domestic worker, longing to pursue higher education, an aspiration soon met with resistance by her employer.

The festival was also attended by Marsellius Sumarno, Head of IKJ Film Department, and Director of ILO Jakarta, Alan Boulton. "The country's entertainment industry should produce more films that focus on unemployment," said Marsellius

Imelda Sibala, ILO-IPEC's Mining Project Coordinator, said that the ILO in collaboration with its partners had been organised a variety of activities in these districts. A public discussion was jointly organized with East Kalimantan PKBI on issues related to child labour and occupational safety and health. "The discussion concluded with childrens' medical check ups, particularly for mining children, implemented together with Government's Health Centres in Muara Komam and Batu Soppang of Pasir District," she continued.

In Muara Komam Sub-district of Pasir, a film festival on agro forestry was jointly held with Yayasan PADI Indonesia on Sunday, 24 July, followed by a public discussion with representatives from Provincial Forestry and Mining Department in Pasir District. Meanwhile, the writing competition conducted

by PGRI of Pasir District targeted elementary school children on the theme of "Nine Years Basic Education and Child Labour".

Furthermore, Yayasan Pembangunan Sendawar Sakti, which has established an Open Junior High School programme in collaboration with local Education Office, conducted an art show under the banner "National Children's Day and Proper Education for Children" on Monday, 25 July, in Kampung Kelian Dalam, Kutai Barat District.



A story telling on the importance of education attended by surrounding children and parents was held in Parakan Village, Ciomas, on 24 June 2005.

commenting on the film, as quoted by the *Jakarta Post* as saying. Meanwhile, the State Minister called for all parties to pay more attention to children's welfare.

In addition, around 150 scholarships from P.T. Indofood were also submitted for children who were at risk of dropping out of school.

East Kalimantan

Many children in the province continue to work in traditional gold mining areas, particularly in Kutai Barat and Pasir Districts. In those two areas, according to the ILO, there are an estimated 520 mining children between the ages of 10 and 17 years. Some of them work long hours, carry heavy loads, sieve sand and dirt, crawl down narrow tunnels, breathe in harmful dusts and work in murky water, often in the presence of dangerous toxic substances.

West Java

Ciomas and Tasikmalaya have been identified as two key locations in West Java which harbour a high number of children working in the footwear sector. They often work in awkward postures, like squatting or sitting cross-legged on the floor, without adequate personal protective equipments such as gloves or masks. They are also exposed to a number of safety and health hazards, in particular dangerous chemical hazards such as solvent based glues and leather dust.

In collaboration with the Institute for Sustainable Agriculture and Rural Livelihoods (ELSPAT), the ILO conducted a dialogue on "Education and Health for Children in Ciomas Footwear Sector" at Parakan Village known as the centre of footwear industry in Ciomas on 23 July. The dialogue was attended by representatives from government institutions, academia, employers (workshop owners), community leaders, NGOs, mass media as well as footwear children.

During the dialogue, main findings of baseline study conducted by the ILO-IPEC in collaboration with the Health Office of Bogor Regency Programme were presented. The study

"The ILO Project on prevention of child labour is now supporting more than 40 programmes across the country. The main emphasis of this work is to keep children in education and out of child labour."

was conducted from July to August 2004, covering 545 workshops in five villages in Ciomas: Parakan, Mekar Jaya, Pagelaran, Sukaharja and Sukamakmur. **The study found** that around **312 workshops (57%) still employ children** between **the ages of 13-17 years old**, with a total number of



Some girls enjoy reading story books at the library in Banyuwangi, East Java, as part of the ILO-IPEC's efforts to combat children trafficked for prostitution.

child labourers around 575 children (mainly boys). Majority of these children (around 88%) have already dropped out of school.

According to the ILO-IPEC's Footwear Project Coordinator, Mediana Dessy, based on these findings, the dialogue aimed to raise awareness on the crucial role of education. "It is also aimed to point the way forward on how education can be used as a means of combating child labour in Bogor," said Dessy, adding that the dialogue was concluded with the opening of 'Saung Sasarea' (Information and Creativity Centre) and the signing of commitment to create a future without child labour in Bogor.

Similar activities were also held in Tasikmalaya, focusing on children activities such as writing competition, art performances, and sport activities.

East Java

Banyuwangi District is infamous as one of sending areas in East Java for children who are being trafficked for prostitution. Some of these children can be found in approximately 14 prostitution spots in the district; while, some are being trafficked to other provinces in the country, such as Bali, West Nusa Tenggara and East Kalimantan. **Around 4,000 sex workers in Bali, including under-aged children, were reported coming from East Java—Banyuwangi, Jember and Lumajang.** Poverty, lack of educational facilities, geographical conditions, early marriages, and traditional view on economic values of a girl, are pointed as the contributing factors.

To commemorate the Day, the ILO-IPEC together with a NGO, Hotline Surabaya, organized a public discussion on child trafficking as a way to raise local stakeholders' awareness on the urgency to address this problem. As part of the discussion, children from surrounding areas performed a musical drama called "*Halimah Kepingin Sekolah*" (Halimah wants to go to school). It illustrated a 7-year old girl who really wanted to go to school but

her family was too poor. Ironically, her sister who strived to get a job in an effort to make Halimah's dream come true became a victim of trafficking and ended up as a sex worker. This musical drama will also be performed at other nearby villages as a mean to raise awareness about the importance of education and the alarmingly threat of trafficking.

North Sumatra

Hundreds of children aged between 13 and 17 years olds are still found working in offshore fishing. **They engage in hazardous works, exposed to unsafe working conditions, risk of drowning, being robbed by pirates and long working hours (between 10-19 hours per day).** They are also vulnerable to physical and emotional abuses from adult workers or employers. On top of that, they only earn low wages, ranging from Rp 200,000 to Rp. 500,000 per month. The risks are even greater since the safety equipment available is very minimal. **There are no life jackets, boats, safety gears, and first aid kit.**

To raise awareness about the plight of children working on offshore fishing, the ILO-IPEC and its partners organized a media gathering, attended by national and regional media in the province. In the gathering, the ILO-IPEC's Fishing Project Coordinator, Edy Sunarwan, stressed the important role of the media in disseminating information on issues related to child labour, particularly its worst forms, raising the awareness and triggering behavioural changes in the community in North Sumatra. The gathering was followed by a series of interactive radio talk shows.

Nanggroe Aceh Darussalam

Responding to high failure rate in the national exams in the province, the ILO-IPEC in collaboration with the NAD Provincial Education Office developed a remedial programme designed for students from 50 schools in Banda Aceh, Aceh Besar and Aceh Jaya. In Banda Aceh, the failure rate had reached 39 percent, Aceh Besar 24 percent and Aceh Jaya 22 percent. **Devastated school buildings, lack of educational facilities and of teaching personnel had been pointed as a cause of the bad results in the national exams in the Province.**

In association with Primagama, a teaching institution, refreshment training was conducted for 150 Maths, English and Indonesian for a week from 21 – 27 July. After the completion of the training, these teachers would develop a remedial programme for their own schools. This programme is expected **to assist around 1,000 students retaking and passing the national examinations phase II.** It is also designed to prevent children from dropping-out of junior high school.

Two students are taking a remedial programme designed for assisting students retaking and passing the national examinations phase II in Banda Aceh.



93rd International Labour Conference (ILC):

Minister Fahmi Idris addresses the ILC, outlining the latest employment developments in Indonesia

The Indonesian Minister of Manpower and Transmigration, Fahmi Idris, addressed the International Labour Conference (ILC), held from 31 May – 16 June, outlining the latest developments in labour and work-related issues in Indonesia, particularly those aimed at young people.

More than 3,000 government, employer and worker delegates attended the 93rd annual Conference meeting of the ILO's 178 member States, addressing the need for urgently eliminating forced labour, creating jobs for youth, improving safety at work and tackling what ILO Director-General Juan Somavia called a "global jobs crisis".

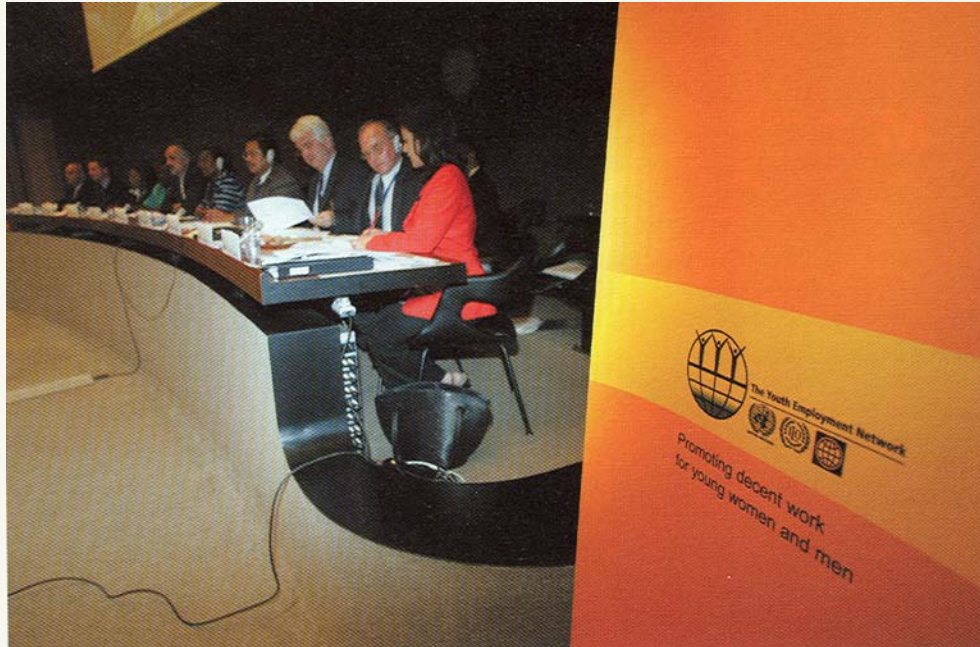
In his remarks, Minister Fahmi stated that as member of the ILO for more than 50 years, Indonesia has made considerable progress on labour related issues, particularly since 1998 when Indonesia ratified all the ILO's Core Conventions and began its labour law reform. He noted that there has been a general positive trend, linked to the spread of democracy, freedom of association and collective bargaining, equal employment opportunities and fundamental rights at work.

In relation to youth employment, the Minister said that Indonesia's commitment to positive action began with its volunteering to become a lead country of the Global Youth Employment Network. "The Government of Indonesia has submitted National Youth Employment Action Plan 2004 – 2007 as part of its commitment in ensuring decent and productive working conditions for young people."

He added that the Government has also fully supported the ILO's Youth Employment program in Indonesia. "We have closely worked with local governments to build a solid foundation which in turn will accelerate our efforts in addressing youth employment."

The Minister also highlighted the need for improved social security services through the enactment of Act No. 40 of 2004 concerning National Security System, and noted the importance of social dialogue to create sound, harmonious industrial relations.

"This year, the Government of Indonesia has promulgated a government regulation on tripartite relations with the aim of developing a better cooperation and coordination among tripartite constituents. The Indonesian National Tripartite Summit was also held, yielding eight recommendations on how to improve the quality of relationship among industrial relations actors."



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Indonesian Manpower Minister, Fahmi Idris (fourth from the right), together with other 3,000 representatives of governments, employers and workers, discussed key labour concerns at the ILC in Geneva.

“ This year, the Government of Indonesia has promulgated a government regulation on tripartite relations with the aim of developing a better cooperation and coordination among tripartite constituents. ”

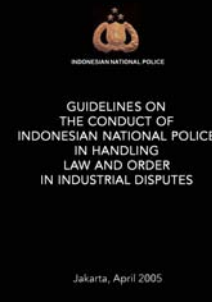
The Minister welcomed the ILO Director-General's report on "Consolidating Progress and Moving Ahead", focusing on providing better living and working conditions under the Decent Work Agenda as well as the Millennium Development Goals.

"Unfortunately, there is still evidence of social exclusion and marginalization in most of developing countries, as many still do not have access to employment opportunities due to the adverse impact of globalization. Hence the ILO has a significant, important role in addressing employment challenges, including poverty eradication," he said.

The ILC at A Glance

The Annual International Labour Conference brings together more than 3,000 delegates, including heads of State, labour ministers, and leaders of workers' and employers' organizations from most of the ILO's 178 member States. Each member country has the right to send four delegates to the Conference: two from government and one each representing workers and employers, each of whom may speak and vote independently. The role of the International Labour Conference is to adopt and oversee compliance with international labour standards, establish the budget of the Organization, and elect members of the Governing Body. Since 1919, the Conference has served as a major international forum for debate on social and labour questions of worldwide importance.

Polri, ILO Issue Guidelines on Handling Labour Disputes



Indonesian police officers now have guidelines on how to handle industrial disputes situations involving workers' strikes, picketing, demonstrations and company lockouts. The National Police (Polri) and the ILO jointly launched the new Guidelines, *Guidelines on the Conduct of Indonesian National Police in Handling Law and Order in Industrial Disputes* on 19 April. The launch was attended by the then National Police Chief, General Da'i Bachtiar, Minister of Manpower and Transmigration, Fahmi Idris, US Ambassador for Indonesia, B. Lynn Pascoe, and ILO Executive Director for Standards and Fundamental Principles and Rights at Work, Kari Tapiola.

According to National Police Chief, the Guidelines would prevent the police from interfering in labour disputes as had happened in the past, when the police became involved in negotiations between workers and management. "These guidelines essentially ensure the police will not intervene in dispute cases. Yet, it does not mean that the police can be ignorant about violations of the law," Da'i said emphasizing that the police must fully comprehend issues related to labour disputes.

“ These guidelines essentially ensure the police will not intervene in dispute cases. Yet, it does not mean that the police can be ignorant about violations of the law. ”

This is part of the transformation process towards an industrial relations system that is more democratic and respective of the basic rights of workers and employers in Indonesia. The Guidelines are also a further step forwards to the promotion of sound, harmonious and productive industrial relations system aimed at promoting economic growth while guaranteeing rights of Indonesian workers and employers.

"We are pleased with the initiative and commitment made by the Polri to develop Guidelines on Handling Industrial Disputes. With the implementation of the Guidelines, the police will be able to exercise their proper law and order functions in industrial disputes situations in a more professional manner in guarding, protecting and serving the public," said Kari Tapiola, ILO Executive Director.

Agreed with Kari, Manpower Minister said the implementation of the Guidelines would contribute to an improved investment climate and to harmonious industrial relations in the country. He also pleased with the police efforts to understand and implement its role, rights, limitations and obligations in handling industrial disputes and labour issues in general. "Through these Guidelines, the police will be able to take accurate measures in handling industrial dispute situations," he continued.

The launched was concluded with the signing of a declaration, which urges all parties to collaborate in maintaining law and order without violence when handling or conducting workers' strikes or company lockouts for the creation of harmonious and productive industrial relations. The Declaration was signed by the then National Chief Police, General Da'i Bachtiar, Minister of Manpower and Transmigration, Fahmi Idris, Chair of Employers' Association of Indonesia (Apindo), Sofjan Wanandi, Chairman of the Federation of Indonesian Prosperity Labour Union (KSBSI), Rekson Silaban, Chairman of the Indonesian Trade Union Congress (KSPI), Rustam Aksan, and Chairman of the Federation of All-

Indonesian Workers Union (KSPSI), Jacob Nuwa Wea.

The Guidelines stipulate that the police conduct in handling strikes, lockouts and industrial relations disputes in general shall be limited to the maintenance of law and order. Thus, police officers may not interfere in the negotiations relating to industrial relations disputes. In addition, the Guidelines provide for coordination between the police and manpower offices, as well as trade unions and employers in order to maintain public order and peace in industrial relations. They also regulate the use of mass handling equipments and firearms when dealing with industrial disputes.



Fahmi Idris, the Minister of Manpower and Transmigration (left), congratulated General Da'i Bachtiar, the then National Police Chief (far right), after the launch of the Police Guidelines on Handling Labour Disputes, witnessed by Rekson Silaban, Chair of KSBSI (far left), and Djimanto, Secretary General of Apindo (middle). Inserts: (from left to right) B. Lynn Pascoe, US Ambassador for Indonesia, and Kari Tapiola, ILO Executive Director.

The first of its kind in Indonesia, the main objective of the Guidelines is to clarify the role of the police in industrial dispute situations. It was developed through a series of consultative processes with representatives of the Ministry of Manpower and Transmigration, trade unions, Indonesian Employers Association (Apindo) and other groups.

ILO Trains 739 Police Officers on **Industrial Relations**

The ILO under its Police Training Project has since 2003 trained a total of 824 people, 97 of which are female participants, on fundamental principles and rights at work and the role of police in handling workers' strikes/demonstrations and company lock outs in some of the Indonesia main industrial areas by August 2005. The training was organized in North Sumatra, Greater Jakarta area, Central Java, West Java, East Java, DI Yogyakarta, Riau Islands, South Sulawesi and East Kalimantan.

Of the total number, there are 739 police officers and 85 representatives of the tripartite constituents from local Manpower offices, Apindo, KSPSI, KSBSI and KSPI.

The Project is part of a bilateral technical cooperation project between the Government of the United States of America (USA) and the Government of Indonesia on Narcotics Control and Law Enforcement, which agreement was signed in Jakarta by Chief of the Indonesian National Police and Ambassador of the USA to Indonesia.

The main objective of the Project is to assist in enhancing the institutional understanding and capacity of Polri to be able to maintain law and order in industrial dispute situations in a more professional manner in guarding, protecting and serving the public.

Established in 2003, the first phase of the Project will conclude in September 2005. According to Christianus Panjaitan, National Coordinator of the Project, the ILO is currently developing programmes for phase two of the Project in an effort to further enhance and sustain the impact of the programmes.

Under its first phase, in addition to the trainings, the Project has also launched and socialized the Police Guidelines on Handling Industrial Disputes; developed a Police Training Manual on Fundamental Principles and the Role of the Police in



A large banner under the theme "Let's Step Up Change: Stop Violence" is being displayed at the police headquarters.

Industrial Disputes; produced information and promotional materials; produced a training video on handling strikes and demonstrations; and displayed a large banner under the theme "Let's Step Up to Change: Stop Violence!" at the police headquarters.

The closing event will be held in September in Jakarta. "The event will officially appoint 27 master trainers, who are expected to be able to develop and conduct in-service training on police functions in their respective areas," said Christianus.

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ILO Activities in Aceh and Nias



Better Employment Opportunities for Timorese

To promote economic growth and income generation in Timor Leste, the ILO in collaboration with European Commission and United Nations Development Programme, has developed a Skills Training for Gainful Employment Programme (STAGE). The programme will run for five years from 2004. It aims to reduce poverty and promote economic growth, build national capacity, deliver a demand driven enterprise and skills training, and to contribute for the establishment and development of income generating activities within communities.

STAGE has initiated the development of the first module of the computerized database that will allow the electronic registration of job seekers and vacancies, as well as the management of the job mediation process. Market surveys were finalised in the communities of the districts of Dili, Baucau, and Bobonaro, and field works are still ongoing in Oecusse. Data processing and reporting was initiated, and results are expected to be available during September 2005. The objective of the surveys is to identify real opportunities for income generating, which will ground subsequent activities promoted and coordinated through the District Employment Centres.

According to José Assalino, the STAGE Chief Technical Adviser, the Programme is placing an intense focus on the launching of the enterprise development component, involving enterprise training and the establishment of micro-credit schemes. Training manuals on *"Generate Your Business Idea"* (GYBI) were already concluded, and the *"Start Your Business"* training materials will be also finalized soon. "The GYBI training is designed for the Timorese women and men who want to start an income generating activity but do not have a concrete business idea. The manual provides, for example, new business ideas that the future entrepreneurs can analyze and select the best one," explained José.

Simultaneously, the STAGE Programme is setting up the foundations of its Employment and Vocational Training Fund (EVTF) as a durable, financially self-sufficient delivery mechanism. STAGE is proposing the establishment of revolving loans, according to which the Micro-Finance Institutions (MFIs) will be required, at the end of the contracted period (between two to three years), to return to the Fund the loan amount initially made available to them. To date, potential partner MFIs

"...the Programme is placing an intense focus on the launching of the enterprise development component, involving enterprise training and the establishment of micro-credit schemes."

©ILO/J. Assalino



Market surveys were conducted in the communities to identify real opportunities for income generating.

were already identified to work in the districts of Dili, Baucau, and Bobonaro, and contacts and discussions are ongoing to define partnerships for the district of Oecusse.

Other major activities included the implementation of a continuous institution-building programme targeting the Division of Employment and Skills Development of the Ministry of Labour and Community Reintegration, and the development of a database of formal and informal training providers, which will provide details on the available capacities in the districts of Dili, Baucau, Bobonaro and Oecusse. The database will represent an important instrument for the operation of the District Employment Centres. "In addition to this myriad of issues, the Programme is also concentrated in the preparative for the Training of Trainers activities for the organizations that will implement enterprise training within communities," José concluded.

CHILD LABOUR

Combating Child Labour through Education

ILO and Bappenas discuss follow up on the
Medium Term Development Plan



(From left to right) Marzuki, Director of JARAK; Bambang Widianto, Bappenas Director of Manpower and Economic Analysis; Patrick Quinn, CTA of IPEC, and Nina Sardjunani, Bappenas Director of Education and Religion.

Government policies and programmes at all levels.

“Child labour not only jeopardizes the rights of children, it also has a wider social cost. Child labourers are likely to experience low incomes and deprivation when they become older. Their own children are also more likely to drop out of school and become child labourers. We need to break this cycle. It is crucial to give children the

opportunity of a proper education,” he continued.

State Minister Sri Mulyani in her opening remarks read by Deputy of Economic and Manpower, Soekarno, appealed to all stakeholders, social partners, and non-governmental organizations to work together to formulate ideas on how to eliminate child labour through education. “Today, I would like to re-emphasize the commitment of Bappenas to eliminate child labour and to strengthen and use education as a key part of this process,” said Minister Sri Mulyani.

Bambang Widianto, Bappenas Director of Manpower and Economic Analysis, gave an overview of the child labour situation and emphasised the need to strengthen the role of the National Action Committee, to effectively eliminate the worst forms of child labour.

Meanwhile, Patrick Quinn, Chief Technical Advisor of International Program of Elimination of Child Labour, presented the results of a new study on Public Attitudes towards Child Labour and Education. The study found that around 19 percent of children below 15 years old were not attending school, and one third of these were already working for money. More than 70% of families whose children had dropped out indicated that the costs of education was the major factor. Patrick emphasised that it was therefore crucial to reduce both direct and indirect cost of basic education, particularly for poor families.

The ILO-IPEC in collaboration with the National Development Planning Agency (Bappenas) held a national seminar, “Combating Child Labour through Education”, on Monday, 27 June, at Bappenas, Jakarta. The seminar followed the publication of the new Medium Term Development Plan which calls for implementation of the National Action Plan on the Elimination of the worst Forms of Child Labour.

The seminar considered recent developments in policies on education and child labour and ways to mainstream child labour in the development agenda and education policies. It was attended by around 100 key stakeholders from government (Bappenas, the Ministry of Education, the Ministry of Manpower and Transmigration, and other Ministries), workers’ and employers’ organizations, non-governmental organizations, and various international and national institutions. Donors such as AUSAID and the World Bank also shared some lessons learned and pointed the way forward on how access to education can be increased.

Alan Boulton, ILO Country Director, emphasized in his opening remarks that the single most important step that can be taken to reduce child labour is to ensure that the policy of nine years basic education for all children is fully implemented. He said that Bappenas can play an important role in helping to mainstream child labour as an issue to be addressed by

“The education sector, especially formal education, is a great solution for poor children. If we are serious, it will only take about 10 years to overcome the problem (child labour). We have to see that education is the most important investment – a fertile soil may produce good plants.”

Irwanto, Research Institution of Atma Jaya University

Both Irwanto from the Research Institution at Atma Jaya University and Ahmad Marzuki from Jarak (a National NGO networking for the elimination of child labour) provided an overview on tackling child labour through education opportunities. Irwanto underlined that government and other stakeholders, including parents and children themselves, have to build a strong commitment to tackle child labour through education.

The seminar was organized in cooperation with a regional IPEC project focusing on child labour and education in APEC. Seminars to promote the linkage between child labour and education policy have recently been conducted in Bogor, Tasikmalaya, Sukabumi, East Kalimantan and Medan. These have sought to increase awareness of the connection between access to education and child labour and the need for programmes to address the issue.

Public Attitudes to Child Labour and Education

Key Findings

To mark the World Day against Child Labour on 12 June, the ILO-IPEC released the findings of new survey which provides important new data on attitudes to child labour and education. The ILO launched the World Day in 2002 as a means of raising the visibility of the problem and highlighting the global movement to eliminate child labour, particularly its worst forms.

Some of the key findings of the survey were:

- 19% of school age children below 15 were not attending school.
- The average costs of keeping one child in elementary school and one in junior secondary school for one year, including transport and uniform costs, can be more than two months gross salary at the level of the provincial minimum wage.
- 71% of respondents whose children were out of school cited costs of education as the main factor.
- Only 50% of respondents knew that the Indonesian government's policy is for all children to complete school for nine years to the age of 15. 39% thought it was six years (completion of elementary education).
- Despite cost factors there is a high commitment to the idea of education. Most households who have children out of school, either in the labour force or helping at home, are not strongly committed to this behaviour. This implies that if cost issues could be addressed then education participation would increase.
- When asked about the number of hours it might be acceptable for a child below 15 to work 37% indicated 3 hours or less. 27% said 4 hours, 19% said 5 hours, and 15% said 6 hours or more. This finding is important because other research suggests that when children begin to work longer hours (more than 3 hours a day) their attendance at school falls.
- Whilst the vast majority agreed that children below 18 should not be allowed to work in illicit sectors (prostitution, drugs), the numbers were much smaller when it came to sectors that are regarded by the law as hazardous. Only 16% said children should not be allowed to work with chemical substances, only 23% said children should not be allowed to work in off shore fishing, and only 27% though children should not be involved in heavy lifting work.

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child labour

The International Day against Drug Abuse and Illicit Trafficking:

Child Drug Traffickers

as Young as 13 Years Old

The ILO Convention No. 182 on the Worst Forms of Child Labour specifies the use of children for the production or trafficking of drugs as a worst form of child labour, which requires elimination. The ILO-IPEC programme has been supporting government efforts to deal with this issue and recently actively participated in a major anti-drug trafficking campaign. Together with Cinta Anak Bangsa Foundation (YACAB) and Jakarta Narcotics Agency (BNP), the ILO jointly organized an anti-drug rally called “Lights On” to observe the International Day against Drug Abuse and Illicit Drug Trafficking at Hotel Indonesia on 26 June.

Around 1,500 volunteers and public figures, including street children, participated in the rally. They held hands to make a human chain around the roundabout, and also distributed anti-drug brochures and stickers to motorists and passers-by. Motorists were also invited to express their support for the war on drugs by driving with their headlights on. The rally also included a campaign through drama performance by street children from Kebon Singkong

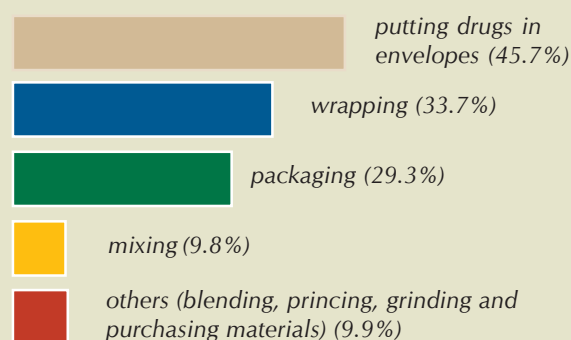
called “Don’t Sell Your Future by Selling Drugs!”

Dede Shinta Sudono, the ILO’s national programme officer under its prevention of child labour programme (ILO-IPEC), warned that many people, including young children, have become involved in drugs abuse and trafficking. A 2003 ILO study on children involved in sale, production and trafficking of drugs in Jakarta, found that of 92 child respondents between the ages of 14 and 19 involved in trafficking drugs, 28 had become drug traffickers when as young as 13 years old.

The key findings also showed that two out of ten users are involved in drugs sale and trafficking. The entry age of children involved in sale, production and trafficking of drugs is between 13 and 15 years old when they are still at school or have dropped-out from elementary and junior levels.

“As they have no chance to study in school, they end up on the streets, spending much of their time with older people who expose them to drug abuse and dealing,” explained Dede.

Children’s involvement in drugs trafficking



The reasons they become involved in trafficking, among others, are because of peer pressures, poverty, hostile living environment, lack of parental guides, and a close relationship with the dealer and others, such as to get free drugs.

To tackle this problem, the ILO-IPEC, in collaboration with Yayasan Pelita Ilmu (YPI), Yayasan Kesejahteraan Anak Indonesia (YKAI) and Yayasan SEKAM, has started three action programs in East Jakarta. These action programmes are mainly focused on the prevention and withdrawal through three different approaches: A Community and health-based approach, a Street-based approach and a School-based approach.

The first approach is targeted to parents and children from the poor urban community. YPI has set up a centre in Kebon Singkong, East Jakarta, that provides various services, such as library, regular medical check up for parents and children, drugs counseling, sport and arts activities. In addition, the centre also aims to strengthen the referral system designed for children with drugs abuse and the capacity of family members, particularly mothers, on how to prevent and manage drugs problems.

The second approach, implemented by an NGO, SEKAM, is particularly targeted to children who work in the street, off the street and who are at risk of being street children. Currently, around 140 children between the ages of 15-17 years old are provided with trainings on automotive, sewing, computer, English and music for three months. Meanwhile, those who are below 15 years old and not in school are provided with formal or non-formal education, such as package A and B.

Child Labour Free Zone

Kutai Kartanegara District, located in East Kalimantan, declared its region as a Child Labour Free Zone (CLFZ) in 2002. As a CLFZ, the District has proclaimed that there will be no child labourers below the age of 15 years, including the worst forms of child labour for children under 18 years, by year 2009.

To reach this goal, the ILO has provided support in preparing, managing, and monitoring CLFZ programmes. The aim is to establish more concrete and direct action programmes to eliminate child labour, particularly in the regions with a high number of child labourers. The support has been provided in the forms of training workshops (some activities have facilitated by the Ministry of Manpower and Transmigration), consultations with national government, as well as the production and dissemination of advocacy materials.

The support given has included the following activities conducted in July 2004 – June 2005:



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A 2003 ILO study on children involved in sale, production and trafficking of drugs in Jakarta, found that of 92 child respondents between the ages of 14 and 19 involved in trafficking drugs, 28 had become drug traffickers when as young as 13 years old.

SEKAM will also collaborate with local employers/entrepreneurs to place these children after the completion of the trainings. In addition, other programmes include efforts to develop and strengthen community-based monitoring, a “watch-dog system”, particularly in the neighborhoods with many high risk street children. “Through this system, local communities are

Around 1,500 volunteers and public figures, including street children, participated in the rally. They held hands to make a human chain around the roundabout, and also distributed anti-drug brochures and stickers to motorists and passers-by.

encouraged to replace the role of the absent families and provide a role model for these children who mostly live in the street,” said Dede.

Under the school-based approach, YKAI together with the East Jakarta Education Office have selected two Junior and Senior High Schools as pilot schools. In these schools, around 80 students are trained as peer educators who are assigned to share information through a variety of activities ranging from drama, music and arts to workshops and bulletins.

Other programmes include the development of a Standard Operation Procedure and the implementation of capacity building programmes for teachers and headmasters so that they can play an active role in preventing and managing drugs problems at their own schools. “At the end of this programme, students and teachers from these pilot schools will share experiences and best practices with other schools for replication in order to combat drug trafficking,” said Dede.

Enters a New Step

- ♦ Review Planning Workshop on CLFZ Implementation Programme, which also included the finalization a logical framework and its indicators of achievement;
- ♦ Consultation meetings with related government agencies, particularly the Ministry of Manpower and Transmigration;
- ♦ Design, Management and Evaluation Training;
- ♦ The establishment of child labour database and monitoring activities;
- ♦ Programme support from East Kalimantan Provincial Government and Parliament and Kutai Kartanegara Parliament;
- ♦ Training-Workshop on Child Labour related-Legislations;
- ♦ The development of draft on District Regulation No. 9/2004 on CLFZ; and
- ♦ The production and dissemination of information materials.

Basran Yunus, the District’s Fourth Assistance on Social Welfare and Public Relations, greatly appreciated the assistance

and support provided by the ILO. “The development of logical framework and monitoring forms has given us clear direction and guidance on what we must prioritize now and should do in the future. They are also applicable as activities and programmes are divided into steps, completed with time frames and objectives,” said Basran.

So far, based on the monitoring forms submitted by 10 out of 128 heads of villages in three sub-districts, there are around 138 child labourers. The number is estimated to be higher as the remaining villages are still in the process of collecting data. “I’ve required all villages to submit the data on child labourers in their areas soon as it will be used as a basis to develop a 2006–2007 Workplan and concrete actions for next year,” explained Basran.

He added that the workplan will play an important role as a guideline to accelerate the programme implementation. “In 2002, we have declared and committed to create a future without child labour in 2009, and there is no point of return. The workplan is also marked the beginning of a new, concrete step for the realization of CLFZ.”

child labour

Providing a Better Life for Children Trafficked for Prostitution



Proper education and training opportunities for young girls in Indramayu District are provided to give them a better future as well as decent employment and income.

Child trafficking and prostitution in Indonesia have become a major issue in recent years. Several studies and mass media reports have shown an alarming condition. The ILO estimates that 30 percent of the 240,000 commercial workers in 2004 were children under 18 years old. This figure excludes Indonesian girls working as prostitutes overseas.

The ILO, under its International Programme on the Elimination of Child Labour (IPEC), and its partners have developed programme activities to combat child trafficking for labour and sexual exploitation in three Districts: Indramayu and Sukabumi in West Java and Banyuwangi in East Java. These areas are notorious as sending areas for children who are being trafficked for prostitution. Poverty, permissive culture, geographical conditions, view on economic values of a girl, early marriages, and loose social control are identified as main causes.

The aims of these activities are to assist children and families in high risk sending areas to reduce children's vulnerability to trafficking and to improve the capacity of social partners in providing services to rehabilitate and reintegrate child victims of trafficking.

These girls are generally trafficked by their own parents or relatives via procurers who roam around the area. They are sent to receiving areas, mostly major cities, in all provinces, especially Jakarta, Bandung, Surabaya, Denpasar, Medan, Riau/Batam, Ambon, Manado, Makassar, and Jayapura. Some children are even trafficked to Singapore, Malaysia, Taiwan, and Japan. They usually end up working as sex workers at nightclubs, bars, discotheques and massage parlours.

Indramayu District

According to Indramayu Office of Social and Manpower Affairs, there were 140 sex workers in Gabus Kulon in 2002. The figure was higher than those of other nine villages in the Gabus Wetan sub-district. There were 638 sex

workers from Gabus Wetan sub-district, which is higher than figures for the other 27 sub-districts in Indramayu.

To date, in Cekedung and Gabus Wetan Sub-districts of Indramayu, the ILO-IPEC in collaboration with the Indonesian of Child Welfare Foundation (YKAI) have established a community centre that provide various activities including the establishment of Open Junior High School, the implementation of catch-up education designed for young girls under 15 years old who have divorced from their husbands and desire to get back to school, community gatherings and so forth.

The centre is also equipped with a community radio station called *Radika* (*Radio Kreativitas Anak Cinta Ilmu*). Targeted surrounding children and communities, *Radika* aims to continuously promote the importance of proper education for children, particularly girls, and their rights to an education. Began operating in early 2004, the radio programmes have also provided explanations regarding the negative effects of working as a sex worker and urged parents not to allow their children become sex workers.

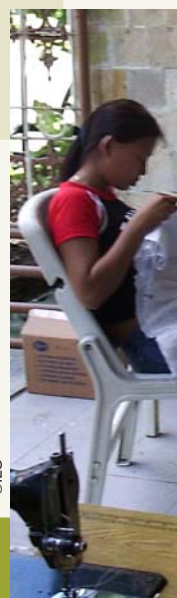
Other programmes have included scholarships for local children who are at high risk of dropping out of school and a mobile library to improve children's reading capability and interest. Today, around 150 scholarships have been given to junior and senior high school students. These programmes are funded by private companies as part of their social contributions.

Junior high school graduates are also provided with work and vocational training opportunities at the Bogor International Garment Training Centre. In the first phase, around 49 girls were trained and obtained work in garment factories in Bogor and Bandung. Around 30 girls will join the next stage of the programme. The aim of this programme is to provide these girls with a role model that with proper education and training, they can reach a better future as well as gain decent employment and income.

Moreover, the programme has also withdrawn some girls under 15 years old who would be sent to Arab countries as domestic workers and to Japan as erotic dancers. These girls are now continuing their schooling at senior high schools.

Banyuwangi District

Together with Hotline Surabaya Foundation, the ILO-IPEC has utilized various non-conventional media outlets, such as art performances, to raise local communities' awareness on the importance of children protection from trafficking. In addition, to ensure sustainability, local school teachers have also been trained as facilitators for awareness raising activities. A modul for such activities has been developed, covering issues on reproduction health, safe migration, gender equality and trafficking. One of the highly recognized performances is called "*Halimah Pengin Sekolah*" (Halimah wants to go to school), which has performed to surrounding villages in the District. It illustrates a 7-year old girl who really wants to go to school but her family is too poor. Ironically, her sister who strives to get a job as an effort to make Halimah's dream come true become a victim of trafficking and ends up as a sex worker.



The aims of these activities are to assist children and families in high risk sending areas to reduce children's vulnerability to trafficking and to improve the capacity of social partners in providing services to rehabilitate and reintegrate child victims of trafficking.

Others programmes have included vocational trainings for around 66 children who are not in school and financial assistance as well as additional tutorial sessions for 125 children who are at high risk of dropping out of school. "The uniqueness of these training programmes is the active involvement and ownership of community members. They have provided training equipments, such as sewing machines, venues, and even become tutors," said Arum Ratnawati, the ILO-IPEC's National Project Coordinator.

Sukabumi District

The ILO-IPEC, in collaboration with the Local Government Office of Family Planning and Women's Empowerment, has jointly organized a seminar to raise awareness of stakeholders to prevent women and child trafficking. The seminar was attended by representatives from local legislative, executive and judicative bodies as well as non-government organisations. In addition, around 400 village-level officials will be soon trained on how they can prevent trafficking in their villages.

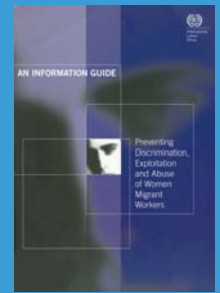
At the grassroot level in selected villages, programme activities have focused on efforts to empower communities, particularly women, through awareness raising, educational supports and family economic developments. Implemented by West Java Planned Parenthoods Association (PPA West Java) and the Center for Women Resources Development (CWRD), these activities are specifically designed to better protect children, especially girls, from the threat of trafficking.

The Project has also worked together with government and non-government organizations in major receiving areas (Surabaya and Jakarta) to withdraw children who are trafficked for prostitution and to provide rehabilitation as well as reintegration services for child victims. As a result, around 14 girls have successfully withdrawn from Dolly and Jarak, the largest prostitution centres in Surabaya.

A sewing training provided for girls being trafficked for prostitution in Surabaya, East Java, as part of the ILO-IPEC's efforts to provide a better life and greater opportunity for them.



An Information Guide: Preventing, Discrimination, Exploitation and Abuse of Women Migrant Workers



The information guide is intended to enhance knowledge and understanding of the vulnerability of women migrant workers to discrimination, exploitation and abuse throughout all stages of the international migration process, including being trafficked. It also aims to promote and improve legislation, policies and action to prevent such mistreatments. The Guide consists of the following six booklets: (1) Introduction: Why the focus on women international migrant workers; (2) Decision-making and preparing for employment abroad; (3) Recruitment and the journey for employment abroad; (4) Working and living abroad; (5) Back home: return and reintegration; and (6) Trafficking of women and girls.

Labour Regulations

Act No. 13/2003 on Manpower and Act No. 2/2004 on Industrial Relations Dispute Settlement required the formulation and promulgation of a number of implementing regulations in the form of Government Regulation, Presidential Decree and Ministerial Decision. This first edition of the labour regulations consists of one implementing regulation for Act No. 21/2000 on Trade Unions; 29 regulations for Act No. 13/2003 and five regulations for Act No. 2/2004.



Upgrading the Central Java Wood Furniture Industry: A Value-Chain Approach*

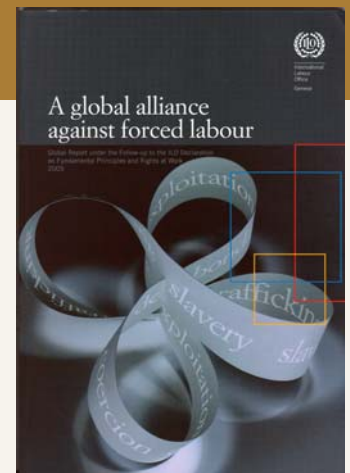
Wood furniture production in Central Java has a long history and is a major economic sector. Today there are more than 30 furniture clusters in the province and timber furniture is the largest export from Central Java. Chapter one describes the ILO's involvement with the sector, while chapter two presents the actual research carried out, starting with the cluster analysis and value chain analysis. Key findings are summarized in chapter three, highlighting that the industry is highly fragmented, with many furniture-producing enterprises competing for business, and sandwiched between a virtual monopoly and dwindling supply of teak timber. Chapter four identifies the main challenges facing the wood furniture sector in the province, and the concluding chapter five recognizes that changes in both the structure of the industry and the employment landscape are inevitable.



* Only available in English

RIGHTS AT WORK

The ILO's Global Report on Forced Labour: **Millions of Indonesian Domestic Workers at Risk of Forced Labour**



Alan Boulton, Director of ILO Jakarta, submitted the new ILO's Global Report on Forced Labour to Nurlini Kasri, Deputy III to the State Minister of Women's Empowerment, Fifi Arianti Pancawedha, Director for Socialization and Education, the Ministry of Manpower and Transmigration, Rustam Aksam, Chair of KSPI, and the representative of the Indonesian Employers' Association, Zaky Abdullah.

At least 12.3 million people are trapped in forced labour around the world, according to the new ILO report, entitled *"A Global Alliance against Forced Labour"*. ILO Director-General Juan Somavia called forced labour "a social evil which has no place in the modern world".

The report says that that nearly 10 million people are exploited through forced labour in the private economy, rather than imposed directly by states. Of these, the study estimates a minimum of 2.4 million to be victims of human trafficking. It also confirms that forced labour is a major global problem which is present in all regions and in all types of economy.

Of the overall total, some 9.5 million forced labourers are in Asia, which is the region with the highest number; 1.3 million in Latin America and the Caribbean; 660,000 in sub-Saharan Africa;

260,000 in the Middle East and North Africa; 360,000 in industrialized countries; and 210,000 in transition countries.

It is the second Report of the second cycle of Global Reports on forced labour under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work adopted in 1998. The first report is *Organizing for Social Justice* on freedom of association and collective bargaining published in 2004.

The report was nationally launched on 12 May by the ILO's Domestic Workers Project in cooperation with the Ministry of Manpower and Transmigration and the Ministry of Women's

Empowerment. The launch was initiated by Wamti, a victim of forced labour. She gave an emotional testimony about her traumatic experiences as a domestic worker. She was forced to work 21 hours a day without pay, harshly abused, not given any food, and kept in isolation from the outside world.

In his opening remark, Alan Boulton, Country Director of the ILO Jakarta, noted the high incidence of forced labour conditions that domestic workers experienced both at home and overseas for years, and there was an urgent need to address these problems. "In Indonesia, there are around 2.4 to 3.7 million Indonesian women are at risk of forced labour and trafficking because they are migrant workers, domestic workers or sex workers who are employed without a work contract," he asserted.

On behalf of the Minister of Manpower and Transmigration, Fifi Arianti Pancawedha, Director for Socialization and Education, stated that "in spite of undertaken efforts by the government, such as the new migrant workers law of 2004, which institutes sanctions against perpetrators as well as law enforcement activities against traffickers, much yet remains to be done".

“ In Indonesia, there are around 2.4 to 3.7 million Indonesian women are at risk of forced labour and trafficking because they are migrant workers, domestic workers or sex workers who are employed without a work contract. ”



Lotte Kejser, CTA of Domestic Workers Project (left) and K.H. Abdurrahman Wahid, former President of Indonesia (right), during a media briefing on forced labour.

Similarly, Nurlini Kasri, Deputy III to the State Minister of Women's Empowerment, on behalf of the State Minister, said that efforts to strengthen law enforcement and equal treatment were needed to improve domestic workers conditions. "Domestic workers, mainly women, work involuntarily because of poverty. Therefore, the government should be serious in improving the quality of human resources and provide everyone access to at least elementary and secondary education," she added.

During panel discussions, Lita A., the Coordinator of the Yogyakarta-based Rumpun Tjoet Njak Dien women's organization, said that the majority of domestic workers do not get their normative rights and worse still, many are physically abused or raped mainly because of the absence of a contract between them and their employers. "Domestic workers are working long hours, seven days a week, and are treated as slaves. They are not insured and their monthly wages, which vary from one family to another, are paid once a year," she said.

Meanwhile, Ari Sunarijati from the Confederation of All-Indonesian Workers Union (KSPSI) asserted that it is the time to

acknowledge domestic workers' normative rights after being treated as "second-class citizen" both at home and overseas for years. She also urged that the government should comply with the law on migrant workers that requires government to allow domestic workers to work only in foreign countries that have bilateral agreements with Indonesia.

"The law also requires foreign employers to sign a strict labour contract with their domestic workers. Without a rigid labour contract, the rampant abuse of domestic workers both at home and overseas will go on," she continued.

As a conclusion, Lotte Kejser, Chief Technical Adviser of the ILO's Domestic Workers Project, reemphasized the need for a legislative and policy framework for the protection of domestic workers. "Thus, the ILO calls for a global alliance against forced labour involving governments, employers' and workers' organizations, development agencies and international financial institutions concerned with poverty reduction, and civil society including research and academic institutions."

Other panelists included Maria Ulfah (Fatayat NU), Nursyahbani Katjasungkana (Commission III on Law, House of Parliament), Dra. Darwati (Indonesian Women Congress), and Budi Rahayut (Association of Indonesia Domestic Workers' Suppliers). They presented views on how to strengthen the protection of domestic workers and also discussed urgent issues concerning the situation of domestic workers.

A day before the launch, as part of an effort to raise media attention and disseminate the issue as wide as possible, the ILO organized a media briefing targeted national media organizations. Attended by around 20 journalists, the briefing presented K.H. Abdurrahman Wahid, former President Republic of Indonesia who has also a strong interest in issues related to the protection of domestic workers as a guest speaker.

Smart Workers Radio Talk Show: Migrant Workers: A Solution or Problem?

The ILO and SmartFM jointly organized a live interactive radio talk show on migrant workers, "Migrant Workers: A Solution or Problem?", on 19 May, in Jakarta. This 90-minute interactive talk show was broadcasted live by SmartFM and its networks in seven provinces (Jakarta, Semarang, Palembang, Balikpapan, Makassar, Manado and Banjarmasin).

The panelists included Maria Pakpahan (ILO's National Project Coordinator of Domestic Workers Project), Husein Alaydrus (Head of Migrant Workers Employment Agencies Association), Sofiati Mukadi (Chair of Indonesian Trade Union) and Ripka Tjiptaning (Vice Chair of Commission IX, House of Parliament). Lively debates among panelists raised a flood of questions from the listeners and invited audiences, particularly from mass media.

Main raised issues, among others, were the conditions of migrant workers in Indonesia, the ILO responses in tackling this problem, the comparison of Indonesia with its neighbouring country, the Philippines, in terms of the protection of migrant workers, actions taken by the Government of Indonesia in addressing this issue, the role of trade unions and employment agencies, sanctions given to illegal employment agencies.

This event marked the second talk show from a series of live talk shows jointly organized with SmartFM. The first one was



(From left to right) Husein Alaydrus (Head of Migrant Workers Employment Agencies Association), Sofiati Mukadi (Chair of Indonesian Trade Union), Maria Pakpahan (ILO's National Project Coordinator of Domestic Workers Project), and Teddy Zuhari, SmartFM

held in Makassar regarding the role of the police in industrial disputes in April, and the last one will be conducted in Balikpapan by end of September, raising child labour issues.



ILO Domestic Workers Project: Laying Down the Foundations for Future Activities

In May, the ILO's Domestic Workers Project was launched in Indonesia as part of an ILO Sub-Regional Project 'Mobilizing Action for the Protection of Domestic Workers from Forced Labour and Trafficking in South-East Asia'. The aim of the Project is to meet the critical need to protect domestic workers, both migrant and in-country domestic workers, against exploitation and abuse.

After 15 months, the Project is reporting good progress both at the policy level and in local programme implementation. According to Lotte Keijser, Chief Technical Adviser of the Project,

♦ Study on Forced Labour and Human Trafficking

The Project has completed a study on forced labour and human trafficking based on various desk studies and the collection of first-hand data in six provinces. The study maps the forms and magnitude of forced labour and trafficking in East Kalimantan, West Kalimantan, East Java, Riau and Riau Islands, Banten and DKI Jakarta. The aim is to provide guidelines to the Ministry of Manpower, the Ministry of Women's Empowerment and the Ministry of Law and Human Rights for the implementation of their respective mandates and in the area of forced labour and trafficking.

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♦ Legislative and Policy Framework at Provincial Level on the Protection of Domestic Workers

The Project supported a series of activities to develop and implement a provincial legal framework for the protection of domestic workers in East Java. The Project also facilitated stakeholders' consultation and public dialogue meeting on the situation of domestic workers in East Java and their protection needs. Based on the outcomes of the meeting, East Java stakeholders founded a Provincial Working Committee on Domestic Work, chaired by Bappeda (Provincial Development Planning Agency), to develop a local ordinance and a position paper for a local policy on the protection of domestic workers.

♦ Training Module on the Protection of Migrant Workers for Master Trainers and Counsellors of the Manpower Ministry

The Project supports the Ministry of Manpower and Transmigration in developing a comprehensive Counseling Training Module for counselors of migrant workers and their families in sending areas, as well as for Indonesian labour attaches in Indonesian Embassies and Consulates abroad. The module entails curriculum, training materials, and IEC materials. In addition, the Project will conduct a Training of Trainers (ToT) for 20 counselors for Indonesian migrant workers and a supervised pilot training by master trainers for local ministerial counsellors.

♦ Training Module for Master Trainers of Ministry of Foreign Affairs

The Project supports the Ministry of Foreign Affairs in developing a comprehensive training module for consular staff in Indonesian Embassies and Consulates abroad. The training module entails curriculum, print and audio-visual training materials, and IEC materials, and will be integrated into the overall training curriculum of the Ministry.

the first year of the Project has been very positive and has laid down the foundations for future activities. The Project has also managed to initiate project cooperation with most major stakeholders and a wide range of counterparts, and have produced promising mid-term results.

"Our close cooperation with the local government and local NGO's has developed into good and effective initiatives to improve the situation of domestic workers, which is encouraging. However, given the scope and ingrained nature of the problems, this is only the initial phase of a long process to provide domestic workers with the needed protection against exploitation and abuse," she continued.

The Project has initiated a wide-range of activities, from targeted research, public advocacy, capacity building, awareness-raising, to community-based activities. Some progress to date includes:





capacity of the Federation—in the process becoming a trade union federation for local trade unions and associations of migrant workers.

♦ **Public Dialogue Meetings on the Protection of Domestic Workers**

The Project supported a series of three public dialogues held during April and May by Fatayat NU, a major Muslim women's mass organization, to disseminate and exchange information to their local constituents and communities; to alert the public on trafficking issues; and to explain the multi-layered exploitation that domestic workers face. Each of these dialogues was attended by more than 500 participants.

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♦ **Domestic Workers Trade Union's Plenary Session and a Seminar Sensitizing Members on Working Contract for Domestic Workers**

The Project supported Tunas Mulia, the domestic workers union, in evaluating its past activities and conducting a strategy planning session on 8 May 2005 for its upcoming activities. The Union also held a seminar on the same day on the standards requirements and contents of a standard working contract entailing a job description for domestic workers.

♦ **Second Congress of Indonesian Migrant Labor Organization Federation and Seminar**

The Project assisted FOBMI (The Federation of Indonesian Migrant Workers' Organizations) in organizing their Second Congress in April in Batu, Malang, East Java. The aim of the congress was to further strengthen the institutionalization and

♦ **Community-Based Outreach to Domestic Workers**

The Project has supported a domestic workers outreach and empowerment programme, which is conducted by the NGO Rumpun Gema Perempuan. The Project activities reach out to domestic workers and their employers in the communities of Kemuning, Pasar Minggu, Parung Bogor, Depok 1 and 2 in West Java, consisting of in total 200,000 inhabitants. The Project has facilitated local meetings of domestic workers during which they discuss their problems and support each other, eventually leading to local self-help groups consisting of organized domestic workers who can articulate their problems and needs and organize a response to them.

GENDER

Gender Equality and HIV/AIDS Issues in Collective Bargaining

The ILO conducted a national tripartite workshop on Collective Bargaining, Gender Equality, and HIV/AIDS Awareness Raising in Makassar, South Sulawesi, from 27–28 July. Jointly conducted by three projects under the ILO (Industrial Relations, Gender Equality at Workplace and HIV/AIDS in the World of Work), it was a follow-up to a previous one organized in August last year.

Improved negotiation skills are essential for effective collective bargaining which in turn prevents disputes and brings efficiency, stability and equity at the workplace. At the same time, even as a significant number of the national workforce are women and the rate is increasing, issues directly relevant to women which include maternity and family responsibilities, working conditions, rights of non-permanent and vulnerable workers and employment discrimination are often neglected and ignored in collective negotiations.

Many forms of discrimination still exist while the percentage of women in the workforce has increased. Today,

women represent over 40% of the global labour force. However, compared with their male counterpart, women continue to face difficult access to employment, training and promotion opportunities, wages and social security. Moreover, the number of women not only in the policy-making levels of both employers' and workers' organizations, but also in their negotiating panels, is still disproportionately and miserably low.

In terms of HIV/AIDS, over 40 million people worldwide are now living with HIV/AIDS, and about half of them are women. Women are also becoming infected at a faster rate than men. Many women experience sexual and economic subordination in their personal relationships and at work. As a result, it is difficult for them to negotiate safe sex or refuse unsafe one. Moreover, the traditional domestic and nurturing roles of women mean that they bear most of the burden of care. This is not only adds to their workload, but undermines the vital productive, productive and community roles they play.

Thus, the workshop aimed to combine collective bargaining with gender perspectives in order to promote more effective gender-responsive collective bargaining. In addition, it aimed to promote HIV/AIDS awareness as more equal gender relations and the empowerment of women are vital to preventing the spread of HIV infection.

Making a Difference:

ILO Declaration Project on Industrial Relations

The ILO/USA Declaration Project in Indonesia is designed to realize freedom of association and collective bargaining and to help the government, employers and workers' organizations, as well as bipartite and tripartite institutions to strengthen their institutional capacity in implementing their mandates under the relevant labour laws and legislations, and in building sound and harmonious labour relations in Indonesia.

Work Accomplished

At the end of its fourth year and the start of its fifth year in May 2005, the Project has conducted at least 300 separate activities of various nature and subjects for the tripartite constituents, involving more than 11,870 direct beneficiaries from more than 10 major provinces of Indonesia including some participants from Timor Leste. It has produced and published a large number of relevant publications, such as the compilation and user guides of the three major labor laws, resource books and training materials, leaflets and posters in English and Bahasa Indonesia with around 44,000 copies disseminated to the tripartite constituents from at least ten major provinces in Indonesia including those from Timor Leste and various concerned organizations.

Unique Feature of Activities

Since 2003, Project activities have consisted more and more of a good and balanced mix of activities comprised of those organized and financed mainly by the Project and those by the constituents requiring merely project technical support.



FMCS Senior Commissioner/Project Director, Eileen Hoffman, when conducting a series of workshops in Jakarta and Semarang

This approach is expected to continue until the conclusion of the project.

The activities organized mainly by the project have consistently covered issues on freedom of association and the right to collective bargaining, labor administration, social dialogue and tripartism, international labor standards, gender equality, prevention and resolution of disputes through mediation and the labor courts, negotiation skills and joint problem solving, workplace cooperation as well as comparative best practices from other countries. The major Project activities are as follows:

- As a follow up to the "Emerging Trade Union Leaders (ETUL) Course" in 2002, the Project conducted the Trade Union Leadership Training with the participants comprising of ETUL graduates and additional young trade union leaders nominated by the three major labour confederations plus some trade unionists from Timor Leste (in cooperation with the ILO's SIMPLAR Project).

- The project also conducted a series of four workshops in close collaboration with the Federal Mediation and Conciliation Services of the United States (FMCS), conducted by FMCS Senior Commissioner/Project Director, Eileen Hoffman. Those workshops were Enhancing Mediation Skills in Jakarta (17-18 May) and Semarang (21-21 May) for Indonesian mediators from selected provinces, a tripartite workshop on Joint Problem and Interest Based Bargaining in Jakarta (25-26 May), and a tripartite workshop on Workplace Labour Management Cooperation in Jakarta (27-28 May). The last two workshops also presented Giuseppe Casale, Deputy Director of Social Dialogue, Labour Law and Labour Administration Department (DIALOGUE), and was attended by tripartite delegation from Timor Leste.

General Indicators



“ The Project recognizes the need to formulate and implement a project sustainability plan well before its conclusion... The main aim is to ensure that the major initiatives and work of the project will be continued and sustained by the constituents. ”

- ♦ In the interest of promoting the sustainability of the Project activities, technical reinforcement and support were continuously provided in the increasing number of the activities initiated, financed, and organized by the constituents themselves, such as The Importance of Social Dialogue in the Industrial Relations organized by Disnaker Central Java in Solo, Trade Union Workshop on Manpower by Disnaker, trade unions and Apindo in Bontang, Freedom of Association by the Observer of Indonesian Workers (LPTKI) in Jakarta, Minimum Wages by FSPMI-KSPI in Puncak and ILO Convention and Function by SP-PELNI in Jakarta.

Exit Strategy and Programme Development

The Project recognizes the need to formulate and implement a project sustainability plan well before its conclusion. The final year of the Project will provide ample time for all parties concerned to develop and implement an appropriate exit strategy and a detailed sustainability plan to ensure sustainability viewed both from the standpoints of the constituents (such as what they are capable of doing on their own and what remaining technical assistance they need) and that of the ILO (such as the development of successor projects and general technical assistance can and will be provided on a continuing basis).

The main aim is to ensure that the major initiatives and work of the project will be continued and sustained by the constituents preferably solely by themselves and in other cases with minimal technical assistance and support. The programme development can cover a number of the obvious and clear preferences, priorities and needs of the constituents as reflected in particular in the eight

recommendations of the Tripartite Summit on Industrial Relations Priorities held in January 2005. They would include continuing assistance in the following actions:

- ♦ The implementation of labor laws notably Act No. 2 of 2004 on the settlement of labor disputes,
- ♦ The institutionalization of enterprise level labor management or bipartite cooperation (LMC) programmes for productivity improvement, efficiency, competitiveness and equity as an important component of the national productivity movement,
- ♦ The wage policy and minimum wage-fixing which takes performance/productivity into account, and
- ♦ The periodic review and assessment of the provisions of existing labor laws and implementing regulations to ensure that they remain to serve as the basic legal framework or instruments to promote and protect the interests and welfare of both employers and workers and promote economic efficiency and competitiveness while respecting the fundamental principles and rights at work.

(From left to right): Carmelo Noriel, CTA of the ILO Declaration Project; Sutanto, Deputy Director of Industrial Relations Institution of MoMT; Giuseppe Casale, Deputy Director of DIALOGUE; Sihar Lumban Gaol, Director Terms of Employment of MoMT; Djimanto, Secretary General of Apindo; Rekson Silaban, Chair of KSBSI and Rustam Aksam, Chair of KSPI.



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Agenda

- 1 ILO-Apindo Strategic Planning Workshop, Manado, 5–6 September 2005
- 2 Rural Infrastructure Clinic, Banda Aceh, 10–12 September 2005
- 3 Sensitization Training on Protection of Human Rights and Fundamental Principles and Rights at Work, Jakarta, 13 – 15 September 2005
- 4 Interactive Radio Talkshow on Child Labour, Balikpapan, 23 September 2005*
- 5 Planning Workshop on Child Labour Free Zone, Tenggara, 25–30 September 2005
- 6 The closing ceremony of the Police Training Project, Jakarta, end of September 2005
- 7 The launch of Equal Employment Opportunity Guidelines, Jakarta, October 2005*
- 8 The launch of Know about Business, Jakarta, October 2005*
- 9 The commemoration of World AIDS Day, Jakarta, 1 December 2005*

* planned

2005

Strengthening the Capacity of Apindo

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Since the transition of power in the country in 1998, the Employers Association of Indonesia (Apindo) has become increasingly active in ILO activities and programmes, carrying out studies and initiating projects to reach out to employers in small- and medium-sized enterprises. Apindo has recognized the need for training and capacity building among employers, particularly staff skill upgrading, improved facilities, and educating member and non-member employers on how to deal with freedom association and collective bargaining.

Under the workplan 2004 – 2005 for ILO's support for employers, there are four major activities: (1) Improving organizational capacity to represent and advocate interests of Apindo members and improving the capacity of Apindo's secretariat to support the functions; (2) Improving capacity to influence legal reform and develop appropriate industrial relations services; (3) Expanding representation by addressing enterprise development needs of existing and potential members, including specific needs of women entrepreneurs; and (4) Improving capacity to promote Global Compat and socially responsible initiatives of the members.

As a follow-up, the ILO Jakarta and Bureau for Employers' Activities (ACTEMP) have provided support to various activities focused on capacity building and technical advisory for Apindo in the area of productivity, SME development, poverty reduction and organizational development.

- ♦ **Technical assistances to develop business plans for productivity-related services** were provided to strengthen the role of Apindo in national productivity institutions and to develop a benchmarking methodology. Three institutions have shown strong interests to enhance the productivity movement

in the country, such as the Ministry of Manpower and Transmigration, the Indonesian Chamber of Commerce (Kadin) and Apindo itself. In relations to this, the ILO will further provide support to develop a productivity-based wage system, benchmarking mechanisms and best practices.

- ♦ **A 3-day workshop on Managing, Lobbying, Advocacy and Communication Function of an Employers' Organization** was conducted from 1 – 3 June. Around 30 senior officials of Apindo at both national and regional levels participated in the workshop. The aim of the workshop was to enhance the capacity of Apindo members in terms of lobbying and advocacy functions both from theoretical and practical aspects. The workshop presented Communications Managers from Business New Zealand as resource persons.
- ♦ **A one-day workshop on SME Development in the Poverty Reduction Programme: Trade and Labour Issues** was organized in Jakarta on 16 June. In the workshop, a recent study on SME Development was also released, highlighting the importance of public policy improvement on trade and labour issues in shaping a conducive environment for SME development in the context of poverty reduction. Opened by the Chair of Apindo, Sofjan Wanandi, the workshop was attended by around 40 participants from government bodies, the parliament, and the Central Bank.
- ♦ **Workshop on Strategic Planning** will be conducted from 29–30 August in North Sumatra and from 5–6 September 2005 in North Sulawesi. In these workshops, Apindo will present its visions, missions and challenges faced locally and globally; meanwhile, the ILO will highlight the needs for Apindo to apply strategic approaches in order to face global challenges.

Know About Business:

Employability and Young People

At the end of the 80's and beginning of the 90's the ILO was strongly involved in SME development and vocational education through a number of projects involving government institutions and private sector institutions. Training of entrepreneurs in management skills was part of those projects. Entrepreneurship education was seen as an important element to develop entrepreneurial attitudes for future entrepreneurs. However, no specific training programmes were available.

Entrepreneurship education stimulates young people to think about entrepreneurship and the role of the business community in economic and social development. Students also get an opportunity to analyse the changes taking place in their countries and are encouraged to consider self-employment and enterprise creation as a career choice.

A number of countries have adopted KAB in their National Education Programmes since 2000. Their positive experience and the increasing demand for in other countries led to the decision to review and update KAB so that it corresponds better to the needs of education programmes in a fast changing and globalising world. The focus of KAB had been extended from vocational training to general secondary education. This new edition constitutes the generic version of Know About Business (KAB) for all further national adaptations.

Collaboration is underway with the Ministries of National Education and Manpower and Transmigration in Indonesia, key stakeholder partners in the Indonesia Youth Employment Network (IYENetwork), to introduce the KAB methodology and tools into the education system.



INTERACTIVE TRAINING

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TOOLS FOR DELIVERY

MONITORING and EVALUATION

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- ☒ **Trainer Handbook**
- ☒ **1. What Is Enterprise?**
- ☒ **2. Why Entrepreneurship?**
- ☒ **3. Who Are Entrepreneurs?**
- ☒ **4. How Do I Become An Entrepreneur?**
- ☒ **5. How Do I Find A Good Business Idea?**
- ☒ **6. How Do I Organize An Enterprise?**
- ☒ **7. How Do I Operate The Enterprise?**
- ☒ **8. What Are The Next Steps To Becoming An Entrepreneur?**
- ☒ **9. How To Elaborate One's Own Business Plan**



Know About Business

Entrepreneurship Education
in Schools and Technical Vocational Training Institutions



Digging for Survival*

The reality of **child mining** worldwide

By Patrick Quinn, Chief Technical Adviser of ILO's Child Labour Project

Somewhere in the world at this very moment, in a mine or a quarry, a child is hard at work. They may be labouring underground in stifling heat and darkness. They might be carrying loads of coal and ore too heavy for their backs. They could be breaking stones in a quarry using only a hammer or be exposed to dangerous chemicals, explosives, pit collapses or other hazards.

The money that they earn is crucial to ensuring that they and their families can afford even the basics of life. There are over one million of these children worldwide. They are the *Child Miners* and they are *digging for survival*.

While all forms of child labour are harmful to children, those who work in the mining sector are in particular danger, labouring in conditions that pose a serious risk to their health and well being, exposing them to serious injury or even death on a daily basis.

In East Kalimantan many children continue to work in traditional gold mining areas, particularly in Kutai Barat and in Pasir. Many of these children are exposed to danger. It is known that in both West Kutai and Pasir, children are involved in mining. This work may involve panning for gold, diving or other work in mining operations.

The dangers of the sector were vividly illustrated in July 2004 when the International Labour Organisation (ILO) undertook a study on child labour in the two areas. During the visit to Pasir there was an accident at one of the mining units which killed three adult workers.

The study team reported it had rained all day long, causing the wall of a dug out hole at one of the units to collapse and causing three workers to be buried alive by the land side. A major accident in the Kelian Dalam area in 1998 also claimed many lives.

Apart from mine collapses, the use of mercury in gold mining villages represents a serious danger to the immediate users, and also pollutes rivers. This is of particular concern in West Kutai.

Diving is another hazardous occupation in some forms of mining units. The murky river water does not allow the divers to see the falling debris, even collapsing walls. The cramped pit walls, only 2-3 m diameter, do not allow divers to escape collapses. Diving to a depth of 8-10 meters from the river surface can cause bleeding in the divers' noses and ears.

Despite ongoing efforts in many countries to eliminate the practice, child miners can still be found all over the world. Child labour is most commonly found in small-scale underground and open cast mines and quarries in many countries in Asia, Africa and Latin America. Children work in the extraction and



processing of many types of ore and minerals, including gold, silver, iron, tin, emeralds, coal, chrome, marble and stone. Most of today's child miners are not working directly for big mining companies. They work for a small local mining or quarrying concern or may work with their own families on small concessions near bigger mines. They may also work in mines abandoned by multi-national companies when large-scale mining became unprofitable.

Bringing about change, demands an understanding of the complex nature of the problem. Most child miners are employed in small-scale enterprises which are unregulated and

Most child miners are employed in small-scale enterprises which are unregulated and often undocumented. Without accurate information about the scale of the problem, it is difficult to put in place effective measures to deal with it. Also, many mining enterprises are family run, with the money from mining often ensuring the family's survival.

often undocumented. Without accurate information about the scale of the problem, it is difficult to put in place effective measures to deal with it. Also, many mining enterprises are family run, with the money from mining often ensuring the family's survival.

Children cannot be withdrawn from labour in the mining sector without adequate alternative sources of support for their family being put in place. Children who leave mining must then have access to good quality education with real prospects of meaningful employment when they leave school. This is the only real way of breaking the cycle of poverty which afflicts their communities.

Problems with access to education increase the chances of children spending long hours at work. In the Keliam Dalam area of West Kutai, once children complete elementary school, if they wish to continue education they have a very long journey to make to school, or must move away and live close to the nearest junior secondary school. This can be expensive, and for many families is not an option.

To try to tackle this problem, the ILO's International Programme for the Elimination of Child Labour (ILO-IPEC), in collaboration with a local NGO, has worked with local Ministry of Education to establish an Open Junior High School in the village. Based in the elementary school, in the afternoons older children now have the opportunity to continue their education.

In Pasir, the ILO is also working with teachers, local government and NGOs to find ways of strengthening education, and improving the family economic situation so that families do not need to have children working.

The pilot projects undertaken by the ILO-IPEC have shown that the best way to assist child miners is to work with the children's own communities. Mining and quarrying communities have been assisted in developing essential services such as schools, clean water and sanitation systems.

While projects on the ground can assist child-miners in a direct and practical way, only worldwide awareness of the problem can mobilise the international effort that is needed to end the practice for good.

In the meantime, all around the world, thousands of children are still hard at work, digging for survival.

** This article was published in Tribun Kaltim Daily on 12 June 2005, in conjunction with the commemoration of the World Day Against Child Labour focusing on the plight of child miners world-wide.*

Upholding Human Rights and Rights at Work

The ILO in collaboration with Ministry of Law and Human Rights is going to hold a three-day Sensitization Training on Protection of Human Rights and Fundamental Principles and Rights at Work from 13 – 15 September in Jakarta. The training is aimed to enhance the knowledge and understanding of the participants on the fundamental principles and rights at work, as well as national labour laws in the context of human rights protection.

The adoption of Presidential Decree No. 40/2004 concerning National Action Plan on Human Rights (RANHAM) (2004-2009) requires the Ministry to take the leading role in implementing the RANHAM through the establishment of national and regional committees. Programmes of the RANHAM cover ratification of international human rights instruments, including the two International Covenants on Economic, Social and Cultural Rights and Civil and Political Rights, as well as the Optional Protocol on the Right of the Child concerning Child Trafficking, Child Pornography and Child Prostitution.



Indonesia Plantation Workers Still Face Lack of Labour Rights

The ILO held a three-day seminar on Decent Work in Agriculture for Plantation Workers in Indonesia from 29 – 31 August in Medan, North Sumatra. It aimed to highlight the decent work deficits in agriculture for plantation workers in light of international labour standards and globalisation and to emphasize the important role that trade unions can play in the development of the plantation sector.

In Indonesia, according to data from the National Bureau of Statistic in 2002, about 43,3 percent, accounting for 40 million workers, are found in agricultural, plantation and forestry sectors. However, poverty and low incomes of workers are common in these sectors. There are frequent reports of denial of rights at work, poor quality employment and high levels of unemployment, unsafe working conditions and lack of income security and also inadequate representation of agricultural/ plantation workers in social dialogue. Women, in particular, suffer even greater poverty. They are powerless in exercising their basic rights, despite their high levels of labour force participation.



Indonesia to Improve Labour Dispute Settlement

Key labour and ad hoc judges from Indonesia and Timor Leste met in Jakarta, commencing on Tuesday (23/8), to look at ways of promoting effective settlement and resolution of labour disputes. It is in line with the Act No. 2 of 2004 on Industrial Dispute Settlement which will take effect in 2006. The three-day Labour Judges Training on International Labour Standards and Modern Labour Court Administration was held by the ILO under its ILO/ USA Declaration Project on Industrial Relations from 23 – 25 August 2005 in Jakarta.

The aim of this workshop was to improve industrial relations and labour adjudication through sharing comparative information on how labour courts use the ILO's fundamental international labour standards on freedom of association and collective bargaining, elimination of forced labour and child labour, and ending discrimination. The other aim was to better deliver justice through modern labour court administration.

In Short: Workers' Activities

As part of its work in Indonesia, the ILO has been initiating discussions with the workers' organisations on how to organise and address the concerns of informal sector workers, especially those in the agriculture sector. Earlier in 2005, two (2) studies were commissioned to assess and analyse the decent work deficits in agriculture for plantation workers and rural workers, respectively.

In July, a seminar was convened to share the findings on the decent work deficits in agriculture for rural workers. The study recommended, amongst other things:

- ♦ Education of rural dwellers;
- ♦ Capacity building for public and private institutions responsible for rural development;
- ♦ Capacity building for rural organisations; and
- ♦ Ratification of the ILO Rural Workers Convention, 1975 (No. 141).

A similar seminar was convened in Medan, North Sumatra, in August, to share the findings of the study on decent work deficits in agriculture for plantation workers. A strong recommendation of the study was the call for improved labour inspection of plantations, to ensure companies conformed to legislated labour standards. As a follow-up to the studies, the participants of both seminars recommended that the ILO initiate a separate programme to address the concerns of workers in the agriculture sector.

The plight of migrant workers has never been a priority concern for unions in Indonesia, primarily due to the difficulties they encounter when recruiting prospective migrant workers. To assist them appreciate the need for the protection of such an important Indonesian economic asset, a seminar on Migrant Workers' Rights was convened in May. At the end of the seminar, six activities were identified by the unions, to be undertaken in the next 12 – 24 months. In order of priority, these included:

1. Socialisation and awareness-raising amongst union members, and the public, on migrant workers' rights – through brochures, posters, workshops, etc.
2. Advocacy in sending communities
3. Union-to-union networking across national borders, tapping into local, regional and international union affiliations where it exists
4. Union-to-NGO networking, both domestically and across national borders



Female trade unionists discussed recommended actions to protect Indonesian migrant workers in Jakarta

5. Work towards the review of existing policies/laws on migrant workers, for the improved protection of migrant workers
6. Work towards the ratification of ILO Migration for Employment Convention (Revised) 1949 (No. 97), and ILO Migrant Workers (Supplementary Provisions) Convention 1975 (No. 143)

Gender mainstreaming has been a core component of the ILO's programmes with the unions. To assess the impact of the ILO's gender work with the unions over the last ten years, a small study on Gender Equality in Trade Union Structures was conducted, covering 35 unions and 15 economic sectors. The study found that although unions had, or were beginning to have, gender policies, its implementation was still slow, and they still were yet to monitor its effectiveness. The study recommended practical and realistic recommendations, such as:

- ♦ Strengthening women's structures, by giving them voting rights on executive boards, increasing accountability to women members, ensuring funding, allowing them to collaborate with other unions and institutions;
- ♦ Having quotas with sanctions, and having resources for monitoring and evaluation;
- ♦ Having family-friendly policies;
- ♦ Gender training activities for both men and women;
- ♦ Mentoring programmes for young women leaders;
- ♦ Improved and sustained sex-disaggregated data collection;
- ♦ Expansion of inter-union contacts; and
- ♦ Collective fund-raising for gender-related activities.

FROM THE REGION

IYENetwork and the East Java Provincial

Youth Employment Strategy

Through its technical assistance programme of support with the Indonesia Youth Employment Network the ILO has been working with the East Java provincial government to socialise the Indonesia Youth Employment Action Plan (IYEAP) among key stakeholders in all 38 districts. Twelve workshops were held between April and June and around 900 stakeholders from government, workers, employers, NGOs and youth organisations, around 300 of which were between the ages of 15 and 29 years, participated in the process.

Apart from more general dialogue on the challenges that young people face in finding productive and decent work discussions also focused on the challenges that district and provincial leaders face in trying to increase investment and ensure that economic growth is sufficient to increase aggregate employment, and thus provide greater opportunities for young people.

District teams were invited to identify the level of importance of each of the recommendations in the IYEAP and then a comprehensive picture of provincial priorities, from the perspective of the two groups was compiled. The Coordinating Team is now in the process of compiling information that will be used to develop a Provincial Youth Employment Strategy (PYES) for East Java that responds to the Regional Medium Term Development Strategy (RPJMD) goals.

An IYEAP Implementation Manual and Toolkit is also being developed and will provide a generic guideline for other provinces interested in developing their own provincial youth employment strategies and district implementation plans.

Once the PYES is approved the provincial government is proposing to socialise it in the districts that participated in its development, as a guideline and stimulant for developing district level Implementation Plans, linked closely to the goals and objectives of the RPJMD.

An IYEAP Implementation Manual and Toolkit is also being developed and will provide a generic guideline for other provinces interested in developing their own provincial youth employment strategies and district implementation plans.

The IYENetwork Coordinating Team has also indicated that it will be organising, through the Ministry of Manpower and Transmigration, a series of socialisation activities to stimulate other provinces to take more concrete action.

Some young people were collecting and sharing ideas during the process of the formulation of Youth Employment Strategy in East Java.



In Short: ILO Activities in East Java

Established in June 2004, the ILO Surabaya Coordination Office has covered various activities and programmes on youth employment, child labour, vocational training and skills development, and HIV/AIDS.



Action against HIV/AIDS

The ILO's HIV/AIDS Workplace Education Programme was regionally launched by Kari Tapiola, ILO Executive Director for Standards and Fundamental Principles and Rights at Work, in Surabaya, East Java, in April, attended by representatives from the Ministry of Manpower and Transmigration at both national and provincial levels, and from the HIV/AIDS Commission of East Java. As a follow-up, Tripartite Actions against HIV/AIDS at Workplace was conducted in August. The main aim was to identify the contribution the ILO can make in preventing the spread of and in mitigating the impact of HIV/AIDS at workplace. As the first effort, concrete actions will be focused on migrant workers in two districts: Blitar and Tulungagung.

Prevention of Child Labour



During his stay in East Java, Kari Tapiola, ILO Executive Director for Standards and Fundamental Principles and Rights at Work, visited the training shelter organized by the ILO's partner, Abdi Asih Foundation. The shelter has provided various life skills training for children trafficked for prostitution as part of the ILO-IPEC efforts to combat and withdraw trafficked children for prostitution from two largest prostitution spots, Dolly and Jarak.

In July, the ILO conducted a one-day workshop to identify strategic and immediate activities to be undertaken in Dolly and Jarak. As a follow-up action, the workshop generated a consensus to reach same perceptions, strengthen local capacities of local actors and provide legal advocacies in handling trafficked victims in Surabaya. A similar action has also been taken in Banyuwangi.



(From left to right) Drs. Mudjiono (Chair of Indonesia Youth National Committee Madiun), Drs Puji Hartono (Provincial Youth and Sports Office), DR. Slamet Susilo (Area Coordination I Madiun), Tri Andhi S. (ILO's Programme Coordination Officer), Faisal Djalal (ILO Consultant), Drajad Yuswanto (Area Coordination I Madiun) and M. Nasor (Provincial Education Office)

Kretek Study



A study on Workers' Conditions at Kretek Industry is still ongoing, covering two provinces: Central Java and East Java. The study is being conducted in two largest cigarette companies: PT Djarum Kudus and PT Gudang Garam. The study is expected to be complete in the mid of September 2005.

Future Plans:

- ♦ Stakeholder consultative meeting on Youth Employment Strategy
- ♦ The launch of study on Workers' Conditions at Kretek Industry.
- ♦ Tripartite Actions against HIV/AIDS at workplace.

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