

ILO Jakarta Newsletter

Bilingual Edition August 2013

Commemorating the World Day Against Child Labour 2013: **Say No to Child Domestic Labour**

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Celebrating the World Day Against Child Labour 2013 in Jakarta, Surabaya and Makassar

Dozens of doves flew through the skies of three major cities in Indonesia (Jakarta, Surabaya and Makassar) on 12 June 2013, symbolizing freedom for all Indonesian children to achieve their dreams and be free from exploitation. The doves were released by representatives of the ILO and its social partners as part of national and provincial actions organized to commemorate the World Day Against Child Labour on June 12th, under the theme: “No to Child Labour in Domestic Work”.

These actions marked the long journey and significant efforts in tackling issues related to child domestic work. The actions also marked the recent adoption of ILO Convention No. 189 on Decent Work for Domestic Workers which addresses the need to set a minimum age for domestic workers, and is essential for eliminating child labour in domestic work.

Other activities were also conducted to commemorate the day, including a social media campaign through facebook and twitter, public dialogue and seminar, media briefing and engagement, film screening, and theatre performance across five cities: Jakarta, Sukabumi, Surabaya, Lampung and Makassar.

DKI Jakarta

Recognizing Domestic Workers as Workers, **Eliminating Child Domestic Workers**

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AROUND 200 people from various organizations, including former child labourers, gathered at HI roundabout in Jakarta as part of the national action aimed at raising the awareness of the plight of child domestic workers, and highlighting the efforts to eliminate child domestic work. They spread out banners and handed out flyers, napkins and paper fans, and acoustic music was performed by former child labourers. The messages were clear: "Stop Employing Children in Domestic Work", "Zero Tolerance to Child Domestic Workers", and "Children Should Go to School, Not Work".

"I highly appreciate the campaign against child domestic workers, conducted by the ILO, JARAK and other relevant partners. Children should be free from any forms of discrimination, exploitations and abuses, including child domestic workers. Therefore, I call for an intensified effort from all of us to realize decent lives for children," said Wahyu Hartomo, Deputy of Children's Development, Ministry of Women's Empowerment and Child Protection.

Meanwhile, Adji Dharma, Director of Supervision of Women and Child Labour Norms, Ministry of Manpower and Transmigration, highlighted the commitment of the Government of Indonesia in tackling child labour. "The Government of Indonesia is committed to tackle child labour, including child domestic workers. The commitment is part of the effort to realize a future without child labour in Indonesia."

The national action was jointly organized by JARAK, the Alliance for the Elimination of Child Labour and the ILO. The main focus of this national action was to promote the recognition of domestic work as work, as mandated by ILO Convention 189. "Since domestic work is done in private households, which are not considered work places in many countries, the employment relationship of domestic workers

Makassar, South Sulawesi

Together, We Can – Calling for the Participation from All Parties

"**CHILDREN** should go to school and not to work. Children should be well educated as they are the next generation and the future of our nation... Therefore, as the Governor of South Sulawesi, I am calling for the participation of all of you to prevent and eliminate child labour. Let the children be free from hazardous work," said the recorded message from the Governor of South Sulawesi, Syahrul Yasin Limpo, played for 200 people who joined the public campaign on the streets of Makassar, South Sulawesi, on 12 June 2013.

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The campaign, organised by the South Sulawesi Child Protection Board (LPA Sulawesi Selatan) in collaboration with the ILO, was conducted outside of the official residence of the Governor of South Sulawesi, where participants representing various organizations from government institutions, academia, NGOs, students, and including former child labourers, raised awareness about the plight of child domestic workers in Makassar by handing out flyers, napkins and paper fans.

is not addressed in national labour laws or other legislation, denying them recognition as workers who are entitled to labour protection," said Arum Ratnawati, the Chief Technical Adviser of the ILO's Domestic Workers Project (PROMOTE).

Around the world, large numbers of children are engaged in paid or unpaid domestic work in the home of a third party or employer. Hidden from the public eye, these children are particularly vulnerable to exploitation. The ILO estimates that there are 2.6 million domestic workers in Indonesia, of which 26 percent are children under the age of 18. The vast majority of domestic workers are female (around 90 percent) with little education; they mainly come from poor families in rural communities. ❁

"With the participation of all of us, I believe we can achieve a future without child labour in Indonesia by the year of 2020. One of the key programmes is conditional cash transfers, that should be strengthened and supported by strong cross-sectoral partnership," stated the Head of the Provincial Manpower and Transmigration Office of South Sulawesi, Saggaf Saleh.

The action was concluded with participants and the local public writing messages on a big signboard, expressing their feelings on preventing and eliminating child labour, particularly child domestic work.

"The campaign plays an important role in encouraging more people to support the back to school programme. All parties should be involved in preventing children from working," wrote Andi Murlina, Head of the Women and Children's Empowerment Board of South Sulawesi; while Meisye Sahetapy, Senior Anchor of the State-owned Radio RRI, said "I could contribute more effectively to the fight against child domestic workers by continuously broadcasting this issue to the public."

In addition, a media awareness raising activity was also conducted, attended by around 20 local media partners in Makassar. A film on the plight of child domestic workers was screened, followed by a dialogue between mass media and relevant partners. Key issues raised were the lack of information received by local media on conditional cash transfer programmes, the position of South Sulawesi in providing legal protection to domestic workers, and the law enforcement for domestic worker related issues, including child domestic workers. ✿

“Children should go to school and not to work. Children should be well educated as they are the next generation and the future of our nation... Therefore, I am calling for the participation....to prevent and eliminate child labour. Let the children be free from hazardous work”

Syahrul Yasin Limpo,
Governor of South Sulawesi

Lampung

Legislative Advocacy for Stronger Policy Commitment

A SERIES of legislative advocacy efforts were conducted by DAMAR, a local NGO dealing with women's issues, including domestic worker issues, in collaboration with the ILO and with support from three main domestic workers organizations: JALA PRT, KAPRT BM and JARAK in Lampung. To commemorate the World Day Against Child Labour, DAMAR and its partners visited key government organizations: the Provincial Manpower Office of Lampung on June 12th, the Provincial Agency for Women's Empowerment and Child Protection also on June 12th and the Provincial House of Parliament on June 17th.

The visits were part of the advocacy activities of the ILO's partners to raise awareness for the recognition of domestic workers as workers, and as part of the effort to eliminate child domestic workers. During the visits, the Lampung Manpower Office expressed their support for policy review, while the Lampung Parliament agreed to push the National House of Parliament to accelerate the deliberation of the Domestic Workers Act.

"We strongly support the issuance of the Domestic Workers bill, as the bill will not only protect the workers but will also make the employers feel more secure. We will address a formal letter to national parliament members through our respective political parties to pass the bill as soon as possible, as deliberation on the bill has been delayed since 2004," said Yandri Nazir, Head of Commission V of the Provincial House of Parliament of Lampung.

In addition, public awareness raising activities were conducted through media briefings and a public dialogue on decent work for domestic workers and the elimination of child domestic workers. During these activities, strong support for the enactment of the Domestic Workers bill that has been delayed since 2004 was demonstrated by the participants.

"We are going to continue to advocate for issues related to domestic workers. The bill should be enacted," said Siti Wuriyani from the Islamic Student Movement of Indonesia (PMII). Similarly, Ikram, Sociologist of Lampung University, said "The bill should be enacted as it is really about the protection and recognition the basic rights of domestic workers as workers." ✿

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Surabaya, East Java

Realizing Surabaya as a “Decent City for a Child”

IN LINE with the promotion of Surabaya city as a “Decent City for a Child”, the Provincial Government of East Java strongly supported the provincial action against child labour held by the ILO, in collaboration with the Society and Development Review Institution (LPKP), and four relevant local partners; Samitra Abhaya Kelompok Perempuan Pro Demokrasi (SA-KPPD), Child Protection Board (LPA) of East Java, Indonesian Women Commission for Justice and Democracy of East Java, and Embun Foundation, on 12 June 2013 at ‘Bungkul’ Garden, Surabaya.

Before 150 people, including street children and child domestic workers, Antiek Sugiharti, Head of the Community Empowerment Office of Surabaya, said that the local government is committed to using education as a strategic means to eliminate child labour. “As part of our continuous effort to eliminate child labour and to create Surabaya as a Decent City for a Child, we are going to allocate more funding for education, improve the quality of education and implement a compulsory 12-year education cycle for all children,” said Antiek in her opening remarks on behalf of the Mayor of Surabaya, Tri Rismaharini.

She added that currently the local Government of Surabaya prioritizes street children, child victims of sexual exploitation, children in hazardous industries and child domestic workers as key sectors. “We are now working on programmes to remove children involved in such work, and prevent children from entering and engaging in this type of work in the future, by involving not only relevant government offices but also local communities.”

During the Surabaya action, flyers, napkins and paper fans were handed out to raise public awareness about the plight of child domestic workers. The action was concluded with a petition on decent work for domestic workers and on the elimination of child domestic work being signed by the ILO and its partners, while street singers gave a percussion performance. Representing the Head of the Manpower Officer of East Java, Roem Hidayat, the Head of Labour

Sukabumi, West Java

An Hour Campaign Against Child Labour in Schools

AN HOURLONG campaign against child labour in 262 junior high schools across Sukabumi District was conducted by the ILO and the Sukabumi Education Office on June 12th, 2013, from 10am to 11am. The first of its kind, the campaign was conducted in collaboration with local schools, headmasters and teachers of Sukabumi, under the supervision and budget of the Sukabumi Education Office.

“The campaign aimed to raise awareness for the plight of child domestic workers and highlight the efforts to prevent local children entering such work, and eliminate child domestic workers,” said Dede Sudono, Programme Coordinator for the ILO’s Child Labour and Education Project. The campaign was also part of the Sukabumi Education Office’s initiative to highlight the importance of education and to prevent school drop-outs.

In addition to the one hour campaign, a child labour film screening titled “Indonesia, I am your future!” was conducted on June 23rd 2013, targeted to 100 Sukabumi children, aged 15–18. The film screening was followed by an interactive discussion, presenting two children work as a garment factory worker and child domestic worker and representatives from the Sukabumi Education Office, Sukabumi Manpower Office, Sukabumi Legislative Body and Mitra Imadei Foundation. ❁

Inspection of the East Java Manpower Office, said that he hopes the draft bill on domestic workers, which has been delayed since 2004, would be finalized soon. ❁

“...we are going to allocate more funding for education, improve the quality of education and implement a compulsory 12-year education cycle for all children”

Antiek Sugiharti,
Head of the Community Empowerment
Office of Surabaya

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I AM proud to present you the latest addition of the ILO Jakarta Newsletter to celebrate our joint achievements in advancing the Decent Work in Indonesia. We have had an active participation of the tripartite delegation from Indonesia at the International Labour Conference 2013, not only as one of the largest delegation but also in terms of technical discussions held with ILO headquarter colleagues in Geneva to further strengthen mutual partnership with concrete follow-up agenda.

This particular issue of the newsletter covers highlights of the training workshops, launch of studies, project updates, campaigns, and awareness raising events took place in promoting fight against child labour, improved occupational safety and health, social protection, job creation, industrial relations, and labour migration. It also features some individual stories from an indigenous entrepreneur in Papua and another inspiring story from Mentawai. After all, all the work we do will need to be trickled down to the individual level – individual with a name and a face.

In June, we have marked the 20 years of collaborative work on child labour between the government of Indonesia and the ILO. I always believe that any meaningful and sustainable achievements are possible through long term commitments



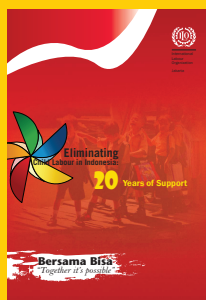
from all concerned parties, including tripartite partners and ILO experts from all offices. This is a real good example of the constant efforts bearing some fruits. I trust that the joint work against the child labour will continue until our final goal is fulfilled.

Meanwhile, in the global scene, the discussion on the post-MDG development goal has been taken place actively all around the world. The President of Indonesia being one of the Co-Chairs of the High-Level Panel, the issue of growth with equity has been stressed. The importance of the job creation has been voiced by many parties. Our work and contribution to promote decent work will continue to be relevant to countries of all development stages.

I hope you find this newsletter useful to update your knowledge on ILO's work jointly conducted with partners in the world of work. I trust that the implementation of the Decent Work Country Programme of Indonesia will continue to serve its purpose to support these important areas work in Indonesia. 🌸

The Launch of Eliminating Child Labour in Indonesia: 20 Years of Support

A NEW ILO publication titled "Eliminating Child Labour in Indonesia: 20 Years of Support" was launched on 18 June in Jakarta. The publication highlights some milestones and actions taken by the ILO and its partners, ranging from government institutions, trade unions, employers' organizations, non-governmental organizations (NGOs), academia and other stakeholders, in tackling child labour



in Indonesia since the 1992. The publication also highlights progress, commitments, and challenges, and looks at ways to move forward in ensuring a future without child labour in Indonesia.

The launch was concluded with an appreciation ceremony for relevant partners, including donors, who have been actively involved in tackling child labour related issues in Indonesia for the past 20

years. A plaque of appreciation was presented by Michiko Miyamoto, Deputy Director of the ILO in Indonesia, to around 18 partners, including government ministries, NGOs, media organization, employers' and workers' organizations and academia.

Mudji Handaya, Director General of Labour Inspection of the Ministry of Manpower and Transmigration, greatly appreciated the gift from the ILO. "The Government of Indonesia is committed to reaching a future without child labour in the country by the year 2020." 🌸

The appreciation ceremony for relevant partners who have been actively involved in tackling child labour in Indonesia.



Child Domestic Workers Presented

“The Broken Pearl behind the Mop”

I really want to go to school.
It is only a hope as school is not free.
I have no option but working as a child domestic worker.
Although if I could choose, I would not want to live like this.

Nothing is free in the world.
Everything needs a fight and sacrifice.
To survive.

Don't be sad.
Keep smiling behind the bitterness.
I am sure I am not alone.
Don't give up.
A bright future awaits me.”

FIFTEEN child domestic workers aged 15 – 17 years old, boys and girls, sang together on stage the opening song of a 45 minute musical theatrical performance on child domestic workers, titled “The Broken Pearl behind the Mop”. More than 150 invitees were captivated by the scenes, dialogues and emotions presented by these children in both serious and humorous ways. The audiences were drawn to feel the hopes, dreams, sadness and struggle of these children’s lives as child domestic workers.

The play was performed on 18 June 2013 at Erasmus Huis, Jakarta, organized by the ILO and Mitra Imadei, supported by the Embassy of the Kingdom of the Netherlands in Indonesia. The performance was organized in conjunction with the World Day Against Child Labour on the 12th of June, under the theme No to Child Labour in Domestic Work.

The performance aimed to voice the lives and plight of child domestic workers, and raise public awareness regarding the importance of education and protection for children so that they can get better jobs as adults and live more prosperous lives. Featured guest stars concerned with child domestic workers participated as well, including Imada (guitarist), Ninik L. Karim (actress) and Chef Haryo Pramoe (professional chef).

Herlina Syarifuddin, Director of the Performance, said that these children had been practicing since December of last year. “We tried our best to find places and times for practicing. Amazingly, the children always brought high energy and enthusiasm to practice, even after their long working hours.”

“Through this performance by child domestic workers, the ILO is taking a different approach to advocacy on issues related to child labour and education, particularly child domestic work. We hope that the dialogues and scenes make the audience reflect on the way they treat their domestic workers at home,



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and how they can help in preventing children from engaging in domestic work,” said Dede Sudono, Programme Coordinator for the ILO’s Child Labour and Education Project. ❀

South-to-South Cooperation Regional Workshop:

Marking the Regional Efforts to End Child Labour by 2016

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“We must build strong partnerships, not only government to government, but also between and within all stakeholders, including private sectors, NGOs and public at large. We must lend support where we can, and find support where it is available”

Muchtar Lutfie,
Secretary General of Ministry of
Manpower and Transmigration



The South-to-South Regional Workshop hosted by the Indonesian Ministry of Manpower and Transmigration.

KEY LEADERS representing government, employers, trade unions and other relevant stakeholders from six countries gathered in Jakarta in March 2013 in Jakarta to look at ways of strengthening South-to-South cooperation in combating child labour. Hosted by the Indonesian Ministry of Manpower and Transmigration, in collaboration with the ILO, this three-day Regional Workshop marked the regional efforts to end child labour, particularly its worst forms, in the participating countries by 2016.

The Regional Workshop provided a forum for dialogue and knowledge sharing among relevant key stakeholders on achievements, challenges and experiences in eliminating child labour, particularly its worst forms. The Workshop also aimed to identify challenges and gaps in implementing actions against child labour and to strengthen collaboration and networks between neighbouring South-East Asian countries.

Simrin C. Singh, Senior Specialist on Child Labour of the ILO Decent Work Team, said that “I hope this South-to-South exchange could inspire even more accelerated action so that very soon the sub-region can boast itself a global leader not only in terms of its economic growth, but also in its fight to protect its children and harness the potential of its working age population through decent work.”

The Workshop presented lessons from participating countries, including Indonesia, Lao PDR, Cambodia, Viet Nam, the Philippines and Timor-Leste. Through field visits, the Workshop provided an opportunity for participating countries to learn from actions taken by Indonesia as the host country in tackling child labour. Participating countries were taken to visit and observe activities conducted by community learning centres located in Jakarta, targeting to among others street children, child scavengers in Bantar Gebang Bekasi and child domestic workers in Tangerang district.

The Ministry of Manpower and Transmigration shared its experiences in tackling child labour through the so-called Family Hope Program. This programme was targeted to child labour and dropping out children from the very poor household. In addition, the Manpower Ministry shared its target to withdraw a total of 11,000 child labourers in 2013 in 21 provinces and 72 districts/cities in the country, an increase from 10,750 child labourers in 2012.

In addition, Cambodia shared its experiences on the implementation of a national social protection strategy with focus on child labour and education; while Viet Nam presented its strategy on school to work transition as an effort to mainstream child labour into education for all. Both Lao PDR and the Philippines shared their experiences dealing with data collection and analysis on child labour as part of policy development.

The Workshop also included sessions on good practices on labour market policies as a way to move towards better policy recommendations in the region to tackle child labour. At the end of the third day, the Workshop concluded with strategic planning and mapping to ensure that the region will be child labour free by the 2016.

The workshop is supported by the ILO through its Child Labour and Education Project, funded by the Ministry of Foreign Affairs of the Netherlands. The Project aims to strengthen the policy level linkages between work on child labour and education, leading to action that will improve the opportunities for those in or vulnerable to child labour to benefit from education. ✿

ILO-AJI Jakarta Awarded Journalists on Child Labour and Education

THE ILO and the Alliance of Independent Journalists (AJI) Jakarta conducted a media award ceremony on child labour and education on the 15th December 2012 in Jakarta. The winners from five categories—print, online, radio, TV and photo journalist—were officially announced during the ceremony.

The media award was aimed to honor the efforts of journalists and media organizations in producing outstanding journalism across a range of media that comprehensively depicts issues related to child labour and education. The media award was also part of the ILO's campaign to highlight national efforts, including mass media, against child labour, particularly its worst forms.

"The ILO greatly appreciates partnering with AJI Jakarta in this award ceremony. The ILO believes that education plays a crucial role in achieving the elimination of child labour, particularly its worst forms. Thus, through this media award, it is hoped the media could continue to educate society, reinforce national and local efforts and give the voice to the voiceless child labourers through their outstanding journalism works on child labour and education," said Michiko Miyamoto, the ILO's Deputy Director in Indonesia.

The registration and selection processes began in June last year, identifying media reports that combine both education and child labour issues. The winning entries were selected by a panel of jurors made up of distinguished editors, a professional photojournalist, AJI Jakarta and the ILO. The jurors consist of Riza Primadi, a senior TV journalist, Maria Hartiningsih, a senior journalist of Kompas Daily, and Kemal Jufri, a professional photojournalist.

In addition to the media award, the ILO and AJI Jakarta also provided media fellowship for selected journalists to undertake in-depth media reporting on child labour and education. Selected journalists from six leading media published a series of in-depth reporting covering issues: child domestic workers, child drivers, child scavengers, child seafarers, footwear children and children as victims of sexual exploitation.

The media award and fellowship were part of the campaign conducted by the ILO through its Child Labour and Education Project, funded by the Ministry of Foreign Affairs of the Netherlands. The Project aims to strengthen the policy level linkages between work on child labour and education, leading

to action that will improve the opportunities for those in or vulnerable to child labour to benefit from education. 🌟

The Winners of the ILO/AJI Jakarta Media Award 2012

Print category:

The first winner: *"They Have to Work Hard to Go to School"* (Mereka Harus Bisa Bekerja Keras untuk Bisa Sekolah) by Rini Kustiasih of Kompas Daily.

The second winner: *"Mining Rocks to Survive"* (Menambang Batu Merajut Hidup) by Suryadi of Modus Aceh.

Online category:

The first winner: *"Dropping out of School, Polishing Shoes to Help Mother"* (Putus Sekolah, Jadi Tukang Semir Sepatu demi Belanja Ibu) by Agung Budi Santoso of Tribunnews.com.

Photo category:

The first winner: *"Street Children"* (Pekerja Anak Jalanan) by Fransiskus Parulian Simbolon of Kontan Daily

The second winner: *"Child Labour under the Bridge"* (Pekerja Anak Kolong) by Septiawan of Sinar Harapan Daily.

Television category:

The first winner: *"Children of the Sea"* (Anak-anak Laut) by Odit Praseno and Alvi Apriyandi of Kompas TV.

The second winner: *"Child Labourers"* (Pekerja Anak) by Jekson Simanjuntak, August Hasoloan, Yanuar R. of Beritasatu TV.

Radio category:

The first winner: *"The Story of Child Miners"* (Kisah Anak Perut Bumi) by Ikhsan Raharjo of KBR 68H Radio Network.

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Media Fellowship on Child Labour and Education

- ♦ *Underage drivers rule the road by night* by Rizky Amelia and Ezra Sihite, Beritasatu.com (an in-depth reporting on the plight of child drivers in public transportation of Metromini in Jakarta).
- ♦ *He wouldn't hesitate to kill* by Evi Tresnawati and Aryo Bhawono, Detik E-paper (an in-depth reporting about Indonesian child seafarers).
- ♦ *The true sole of Indonesia's child laborers* by Grace Susetyo, the Jakarta Globe (an in-depth reporting on the lives of children working at the footwear sector in West Java, Indonesia).
- ♦ *Heart breaking stories of child workers in domestic roles* by Adhitya Himawan, Media Pembaruan (an in-depth reporting on the plight of child domestic workers in Kranji, Bekasi, West Java).
- ♦ *Learning spirit from the hill of trash* by Hamludin, Koran Tempo (an in-depth reporting on child scavengers in Bantargebang, Bekasi, West Java).
- ♦ *Kimung, marginalized child worker: Fate of child sex workers* by Agustinus Da Costa, Kontan (an in-depth reporting on children as victims of sexual exploitation in Jakarta).

ASEAN Countries Team Up to Tackle Youth Unemployment

DELEGATIONS of ASEAN countries have called for intensified and integrated efforts to create more and better jobs for young people, improve youth labour market information, promote youth employability and foster entrepreneurship development in the ASEAN member states as critical steps to tackle youth unemployment and youth employment crisis.

The ASEAN Forum on Youth Employment, 13 May 2013, hosted by the Ministry of Manpower and Transmigration of the Republic of Indonesia in Semarang, Central Java, with support of the ILO and the ASEAN Secretariat. The Forum is a follow-up to 4th ASEAN-SLOM Working Group held in Langkawi, Malaysia, in 2011.

"The world is facing a growing youth employment crisis, including ASEAN countries. Therefore, this Forum plays an important role in renewing commitments of member states of ASEAN to tackling the complex challenges of youth employment and in intensifying cooperation among us in ASEAN," said Abdul Wahid Maktub, Senior Advisor of the Ministry of Manpower and Transmigration in his opening remarks, adding that young people's potential to society and economy is invaluable.

Similarly, Mega Irena, Assistant Director who is also Head of Social Welfare, Women, Labour and Migrant Workers of the ASEAN Secretariat, emphasized the important role of young people to the future of ASEAN countries. "Youth employment is recognized as one of the priorities of ASEAN as they have a significant contribution to continue improving the competitiveness of ASEAN's labour market."

This Forum provided an opportunity for ASEAN Member States to come together and share best practices and lessons learned while working towards a cohesive action plan to tackle the issue of youth unemployment across the region. The Forum was also aimed to strengthen cooperation and collaboration among member states and to agree on a set of recommendations that could be undertaken by ASEAN Member States in the near future.

The delegations expressed a renewed commitment to include the provision of relevant quality training programmes in line with industry demands, developing structured and regulated apprenticeship programs, and encouraging entrepreneurship.

"Youth employment is recognized as one of the priorities of ASEAN as they have a significant contribution to continue improving the competitiveness of ASEAN's labour market"

Mega Irena,
Head of Social Welfare, Women,
Labour and Migrant Workers of the
ASEAN Secretariat



Young Indonesians at the vocational education and training



Learning from the various experiences shared in the Semarang Forum on the existing national policy and legislation framework of each Member State, the delegations highlighted the need to work together on mainstreaming of youth employment issues at policy level through enhanced information sharing, better transition from school to work, employment services, labour migration, youth labour market information and social protection.

The Forum is attended by delegations of ASEAN countries: Indonesia, Brunei Darussalam, Cambodia, Lao PDR, Malaysia, Myanmar, the Philippines, Thailand and Viet Nam.

Currently 75 million youth unemployed globally and 40 per cent of them is in the Asia and Pacific region. The global economic crisis in 2008 has also resulted in significant increase of youth unemployment, 7 million more youth unemployed as the aftermath of the crisis. Globally, the issues has also been raised and discussed in many global forums, including the G-20 and the International Labour Conference (ILC). ❁

The World Day for Safety and Health at Work:

Better Work Indonesia tackles fire safety during April's safety month

WHEN A FIRE broke out at the Swallow Sandal Factory in West Jakarta in March 2010, workers scrambled to get escape the flames. Four people died after they were trapped between the inferno and a blocked and locked emergency exit.

The Jakarta Fire Department blamed the factory for its safety violations. Not only was the emergency exit locked, there were allegedly no working fire extinguishers, and chemicals were poorly stored, which stoked the flames and decreased escape times.

Locked and blocked emergency doors also contributed to a deadly factory fire in Bangladesh in late 2012 that killed 112 people, mostly women. These fires have reminded the garment industry to ensure fire prevention protocols are reviewed and maintained every step of the way.

"It's a hot topic for garment factories right now," said Andy Agusta, compliance manager for PT Hollit International. "Human error has a big impact."

Agusta is one of many managers working with ILO-Better Work Indonesia (ILO-BWI) during April's fire safety month. On 18 April, BWI held fire prevention training in KBN, a factory complex in North Jakarta. From labour laws to equipment and prevention techniques, participants broadened their knowledge on what they need to do to contribute to safer workplaces.

Highlights of OSH Event in Workers' Kampong

AS PART OF commemoration of occupational health and safety day, ILO-Better Work Indonesia hosted a second event which located in the area of workers housing compound in northern part of Jakarta. This event was aim to raise awareness on the importance of fire safety both in the workplace as well as in workers private homes.

"I'm going to analyse the lessons learned from today when I get back to the factory," said Warlim Wibawa from PT CSITE TEXPIA. "I think as a whole, we need to assess everything."

That kind of direct action is exactly what is needed, said one of the trainers, an official from the Ministry of Manpower and Transmigration. Lena Kurniawati said human error and oversight contribute greatly to unsafe workplaces and that training and adopting lessons learned are vital to improving conditions.

"Factories can prevent fires by identifying hazards; controlling the potential danger; for example, if something is highly flammable, don't put it close to heat; **maintain procedures,** like checking machines and equipment often as they may no longer be in good condition; **and train personnel,"** she said.

This training is only one part of BWI work in factory fire prevention. Through BWI assessments, factories are able to see gaps and potential danger zones; and both work together to improve the conditions.

However, upgrading and maintaining equipment can carry an initial high cost. "We need fire prevention devices (like alarms and extinguishers), develop a team to support fire prevention, but most importantly, we need management willingness to change the settings," Agusta said.

It's a cost worth paying. 🌟

The event started early in the morning at 9 am and it was attended by 150 workers and families. The first session was used to introduce the basic principal on fire safety and it followed by quizzes and games to brisk the atmosphere.

Mr. Abdul Azis, the Neighborhood's Chief, said, "This event is very important because workers and their families live in a very tightly populated area. Fire threats often occur in this area. Through this event, the neighborhood is continuously reminded on the importance of safety and health." 🌟



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Improving the Implementation of OSH in Indonesian SMEs

WORK TAKES an enormous toll. The ILO estimates that 2.34 million people die each year from work-related accidents or diseases. A further 317 million suffer from work-related injuries. These estimates, if anything, understate the problem, as many of the world's occupational accidents and illnesses are never notified.

However, most of these incidents are avoidable. It will take commitment from governments, employers and workers, but they all have every reason for giving high priority to occupational safety and health (OSH). First and foremost, good prevention policies and practice can reduce human suffering; they also make sound economic sense. About 4 per cent of the world's gross domestic product is swallowed up by the direct and indirect costs of occupational accidents and diseases. That adds up to about US\$1.25 trillion a year.

It is no coincidence that the best figures on OSH are found in the most competitive economies. These days, many governments, employers and workers recognize that higher levels of work place safety and health protection mean both higher productivity and major savings on social security budgets.

Thus, to promote OSH practices at the enterprise level, particularly small medium enterprises (SMEs), the Government of Indonesia through its Ministry of Manpower and Transmigration organized a Training of Trainer (ToT) on Participatory Action Oriented Training (PAOT) methodology in Bogor, West Java, in March 2013. Supported by the ILO under its ILO/Korea Partnership Programme, the ToT focused on Work Improvement on Small Enterprise (WISE) programme.

WISE, also known as "Higher Productivity and a Better Place to Work", is a programme developed by the ILO to assist SMEs to improve working conditions and productivity using simple, effective and affordable techniques that provide direct benefits to owners and workers. The WISE programme has also been applied in many Asian countries.



A worker wearing safety gears

A. Mirza/© ILO Jakarta

"The Ministry of Manpower and Transmigration is very keen to collaborate with workers and employers to ensure a safety workplace including for the small medium enterprises," stated Saut Siahaan, Secretary to Director General of Labour Inspection.

Meanwhile, dr Jung-Keun Park, the ILO's WISE Expert who also facilitated the ToT, said that "the PAOT methodology enhances the voluntary participation of local people instead of adopting solutions from the outside. Thus, it is very fit for the SMEs".

As a follow-up to this ToT, the Ministry of Manpower and Transmigration has developed an intensive programme to provide PAOT methodology to the SMEs using their own funding. Similar trainings will be conducted in several provinces, such as Bali, Nusa

Tenggara Timur and Lampung.

"We are committed to continue encouraging SMEs to improve their implementation of OSH, particularly through this well-tested PAOT methodology," said Saut. 🌟

what's inside...

Headlines.....	1
Child Labour.....	2
From Us.....	5
Employment.....	4
OSH.....	10
Labour Migration.....	12
In Briefs.....	13
Gender.....	26
Social Protection.....	30

Better Protecting Indonesian Migrant Workers through Bilateral and Multilateral Agreements

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“The ILO’s Multilateral Framework on Labour Migration provides a comprehensive set of rights-based guidelines and principles to act as a global compilation of good practices on labour migration, developed by governments and social partners”



Michiko Miyamoto,
ILO’s Deputy Director
in Indonesia

“THE EFFECTIVENESS of the existing bilateral and multilateral agreements on Indonesian migrant workers is questionable. These agreements are still unable to provide better protection to Indonesian migrant workers abroad as they are not in their best interest,” said Anis Hidayah, Executive Director of Migrant Care, an organization focusing on labour migration issues, during an interactive talk show held on the 8th of May 2013 in Jakarta.

The interactive talk show, “Optimizing the Protection of Migrant Workers through Bilateral and Multilateral Agreements”, was conducted by the ILO in collaboration with SmartFM Network, a leading radio station in Jakarta. The talk show was conducted in an effort to raise awareness for the protection and recognition of Indonesian migrant domestic workers.



From left to right: Anis Hidayah, Executive Director of Migrant Care, Yuni Chizaifah, Head of the National Commission for Women, Nyoman Darmanta, Head of the Sub-Directorate of International Cooperation and Placement, Ministry of Manpower and Transmigration, and Daryl Adam, talkshow host of SmartFM.

Similarly, Yuni Chizaifah, Head of the National Commission for Women, emphasized the urgent need to review and re-evaluate existing bilateral and multilateral agreements, including through ASEAN mechanisms, to ensure effective protection of Indonesian migrant workers, particularly women.

The Launch of “10 Years of Work on Labour Migration in Indonesia”

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AS PART OF the continuous effort to provide better protection to Indonesian migrant workers, and as part of the interactive talk show, the ILO launched its latest publication on labour migration, “10 Years of Work on Labour Migration in Indonesia”. The publication highlights the ILO’s support and actions on labour migration in the country, ranging from policy development and capacity building, to migrant workers empowerment and awareness raising campaigns.

Best practices on labour migration are divided into four milestones: 1) Political commitment and policy change, highlighting commitments and changes at both the international and national levels, including the recent adoption of Convention No. 189 on Decent Work for Domestic Workers; 2) Advocacy and awareness raising, including the appointment of Goodwill Ambassadors of Indonesian Migrant Workers; 3) Capacity building for a better labour migration system, capturing success stories of migrant workers; and 4) Targeted research, documentation and publication as a reference on issues related to labour migration. 🌸



Albert Y. Bonasahat, the ILO’s Labour Migration Coordinator, presented the labour migration publication.

"Considering 90 percent of Indonesian migrant workers are women, we have to include provisions in the agreements that specifically recognize the needs of female workers."



Nyoman Darmanta, Head of the Sub-Directorate of International Cooperation and Placement, Ministry of Manpower and Transmigration, said that the official main reference for the placement of migrant workers is Act No. 39 on Placement and Protection of Indonesian Migrant Workers. The Act clearly stipulates that the placement of Indonesian workers abroad should be based on a bilateral agreement between Indonesia and the destination country.

Responding to Migrant Care and the National Commission for Women, Nyoman recognized the need to evaluate existing agreements. "To date, the Government of Indonesia has tried to provide the best protection possible to its citizens working abroad. However, I highly appreciate all the comments and suggestions given and I agree that we have to evaluate and review the agreements to better protect our workers,

and ensure that future agreements will be more effective in protecting the rights of Indonesian workers."

For better protection of migrant workers through bilateral and multilateral agreements, Michiko Miyamoto, the ILO's Deputy Director in Indonesia, reminded the audiences about the 2006 ILO's Multilateral Framework on Labour Migration: Non-binding Principles and Guidelines for a Rights-based Approach to Labour Migration, which aims to assist governments, social partners and stakeholders in their effort to regulate labour migration and protect migrant workers.

"This framework provides a comprehensive set of rights-based guidelines and principles to act as a global compilation of good practices on labour migration, developed by governments and social partners. We do hope that the governments of all ILO Member States, including Indonesia, will be able to develop a mechanism to monitor their citizens employed as migrant workers abroad," said Michiko.

As the second largest country of origin, some 700,000 documented Indonesian migrant workers leave the country for work abroad every year, primarily to work in East and South East Asia as well as the Middle East. Of these, 78 percent work as domestic workers. In 2012, around 4.3 million Indonesians were estimated to be working abroad. Even though Indonesian migrant workers are the second largest contributor to Indonesia's foreign exchange income, amounting to about USD 7 billion annually, many of these "foreign exchange heroes" experience exploitation and abuse throughout the migration process, both in Indonesia and abroad. ❀

ILO Provided Training on Agricultural Products Marketing and Logistics for Cooperatives

THE ILO was invited by the All China Federation of Supply and Marketing Cooperatives (ACFSMC) to provide a training course on marketing and logistics in agricultural cooperatives in Beijing, China, 23-26 May 2013. Using the ILO's module of My.Coop, "Managing Your Agricultural Cooperatives", the ILO team, consisting of Tendy Gunawan of ILO Indonesia, Mohamed Farzan of ILO Bangladesh, and Huseyin Polat, a Senior ILO Consultant on Cooperatives, delivered a comprehensive training course on agricultural products marketing and logistics for cooperatives.

The training course participated by 30 participants from 15 different countries—13 from Asia (Cambodia, India, Indonesia, Lao PDR, Malaysia, Mongolia, Myanmar, Nepal, Philippines, Sri Lanka, Thailand, Vietnam and the host country China) and two from Africa (Tanzania and Uganda). The participants were cooperative practitioners and managers from primary, secondary and apex bodies practitioners.

Interesting methodologies and content of training were delivered by the ILO to strengthen the participants' knowledge and to equip them with useful tools on agricultural cooperatives management, value chain management, cooperative marketing and logistics, role of cooperative federations in agricultural products marketing and logistics. An interesting topic on the latest trends and development of agricultural cooperatives was also delivered by Huseyin as the ILO's expert who has involved in the cooperative development in 20 countries in Asia, Africa and Latin America for more than 25 years. ❀

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Keeping SCORE with Better Work Indonesia: How one factory improved its production

THERE'S a hum that emanates from the halls of PT Logos Indonesia as rows and rows of sewing machines whirr to life. The small building houses 233 workers who stitch logos destined to adorn garments of famous brands.

PT Logos is considered one of Jakarta's smaller factories. It made for a perfect pilot location for ILOs Better Work Indonesia and Sustaining Competitive and Responsible Enterprises (SCORE) programmes to implement a training series that seeks to improve productivity while upholding workers' rights.

In only three months since SCORE delivered the first of five training modules, changes in PT Logo's production system is visible. Management said they learned by doing.

"You can see how clear the pathways are," said M. Manalu, PT Logos' SCORE liaison. "We have limited space so we have to be smart with how we use it."

Prior to SCORE, the factory had a certain level of organized chaos with samples and patterns scattered around the workspace, but afterwards, management had created a system that made it easier for workers to access materials they need when they need it.

"The programme has helped increase the cleanliness and neatness of the factory," M. Manalu said.

According to senior management, the training results were also good for the bottom line. "We've seen a decrease in the reject rate from three percent down to 2.5 percent, but we'd like to see it at zero," said Hendrawan, Chairperson of the bipartite cooperation institution within PT Logos.

"This is **the ultimate goal of the SCORE programme** to have **enterprises** like PT Logos to **be more competitive in national and global market**," said Januar Rustandie, SCORE's Programme Manager in Indonesia.

Better Work Indonesia began conducting independent assessments of garment factories in Indonesia in 2011 and is committed to improving workplace conditions. An appropriate training programme is one way to reach this objective.

Partnering with SCORE, another ILO initiative, Better Work Indonesia is able to offer companies tried and tested training methods.

"There's already a good training system established with experienced trainers (SCORE)," said Simon Field, Better Work



© ILO Jakarta

A garment factory in Indonesia

Indonesia's Programme Manager. "Let's use this existing framework and create synergy between ILO programmes."

The packet has five modules that include leadership and workplace cooperation. One common complaint from workers in Indonesian garment factories is that management and unions sometimes lack communication skills. This is something PT Logos' management is looking forward to the most.

"Communications between workers and management is really important to address issues in the workplace," Hendrawan said. "Right now we have information boards but we need to make it more fluid."

While many of the workers have adopted the company's safety protocols because of good communications, managers say they still have challenges in convincing workers to wear the safety masks in one particularly high-risk chemical area. Most of the workers easily adopted the mask and ear plug policy; but to complete one higher-risk chemical job, managers say workers are reluctant to don the larger bulky black plastic mask.

"They think it makes them look ugly, like a pig," Hendrawan said. "We need to communicate the safety rules better."

Better Work Indonesia will offer the SCORE training programme to its willing partner factories in the future.

"Logos can lead the way," Field said. 🌸

A Five-Year Extension for the ILO-SCORE Programme to 2018

THE ILO'S Sustaining Competitive and Responsible Enterprises (SCORE) program successfully received a five-year programme extension, from 2013 to 2018, from its main donors, the Swiss Secretariat for Economic

Affairs (SECO) and the Norwegian Agency for International Development (NORAD). Under this extension, the implementing countries of SCORE will be expanded to Peru, covering a total of eight countries. In addition to Indonesia, the programme is also active in India, China, South Africa, Ghana, Viet Nam, and Colombia.

Globally, the pilot enterprises witnessed increased productivity, reduced numbers of reworked and rejected products, better working conditions and improved communication between management and workers. In addition, based on the 2012 evaluation, the SCORE



programme globally trained 19 institutions, ranging from government agencies to industry associations and training organizations, and these institutions trained more than 250 SMEs, representing

more than 200 managers and 49,000 workers, with more than 500 consulting visits.

"SCORE programme covers essential aspects of workplace relations and working conditions, and generally responds to the needs and requirements of SMEs globally, including in Indonesia. With this extension, it is hoped that the SCORE Programme can continue assisting service providers to effectively deliver SCORE training and advisory services, and increase awareness on responsible workplace practices, including issues related to gender equality," said Januar Rustandie, the Programme Manager of ILO-SCORE Programme in Indonesia. 🌟

Business Continuity Management to Keep Business "in Business"

SMALL medium enterprises (SMEs) are vulnerable to various types and forms of threats, dangers or crisis. The recent flood emergency in Jakarta in early 2013, for example, had severely hurt businesses, particularly SMEs. Floods had destroyed SMEs' business assets and disrupted their business continuity, which in turn would put them at risk of losing their businesses and falling into poverty.

Responding to such crisis and threats, the ILO and Indonesian employers' Association (Apindo) organized a Training of Trainers (ToT) on Business Continuity Management (BCM) for the SMEs from 16 – 19 April 2013 in Sentul, West Java. The ToT was conducted with support from the ILO Programme for Crisis Response and Reconstruction (ILO/CRISIS), the ILO International Training Centre and PT Nestle Indonesia.

BCM is a management process that identifies potential impacts that threaten an organisation and provides a framework for building resilience and the capability for an effective response which safeguards the interests of its key stake holders, reputation, brand and value creating activities.

Developed by the ILO and the International Organization of Employers (IOE), this business continuity management is a user-friendly model which aims at supporting SMEs in their effort to develop contingency plans to protect their workers and businesses from the consequences of sudden disasters. Using a participatory, action-oriented training programme,

this model business continuity management tries to capture the essence of the many questions that arise prior to the occurrence of a likely disaster and presents options for a possible response.

"The need of many entrepreneurs to stay in business and protect their workforce and assets has no end. It is a continuous process which should be articulated around a flexible plan. Thus, **business continuity management is not about entirely avoiding a risk, but building the ability of business to prepare, plan and cope with a disaster as well as to reduce losses,**" said Michiko Miyamoto, Deputy Director of the ILO, commenting on the important role of BCM for enterprise, particularly SMEs.

Meanwhile, Nina Tursinah, Chairwoman of Apindo for the SMEs, said that "there are about 80 per cent SMEs contributing to the Indonesian economic. Therefore, it is necessary to support SMEs in continuing their business and keeping business activities on-going after an adverse event, with the human, material and financial resources available at the time".

Produced in response to requests from business associations across a range of sectors, BCM provides step-by-step instructions for business continuity management from preparation and activation along the whole risk cycle, including preparedness, prevention, response and recovery. 🌟

Improving Garment Industry Performance in Indonesia through Labor Inspection

ONE OF the largest contributors to the Indonesian economy is the manufacturing sector of apparel products. In addition to creating over a million jobs, the apparel industry significantly contributes to the economy and is a major source of income. The growth rate of the Indonesian apparel industry exceeds 8 per cent annually as garment factories move its production plants from China and other countries, to Indonesia.

The benefits of the growing industry, unfortunately, have not extended to workers struggling with job insecurity and short-term contracts. Unregulated outsourcing, non-compliance in the payment of minimum wages and lack of workplace cooperation have further led to the deteriorating working conditions.

Unfair and unequal industrial relations between employers and workers have often led to incurred loss for workers. Therefore, it is imperative that the government take a leading role to improve living standards for all workers. These measures are part of the mandate of the 1945 Constitution, Chapter 28D Section 1, which states that every individual is entitled to a decent job, fair remuneration and treatment in conjunction with the existing industrial relations.

In order to embody harmony within industrial relations in Indonesia, the government, through its labor inspectors, should uphold the utmost integrity in performing its roles and functions, and do so in an equitable manner. Given the importance of the inspectors within this field, the Ministry of Manpower and Transmigration, in collaboration with Better Work Indonesia (BWI), has organized an event entitled, "Training on Labour Norms and Occupational Safety and Health for Labour Inspectors" on 22-23 May in Bogor.

Similar training will also be organized both in Yogyakarta and Semarang in the near future.

"As a labour inspector, I have encountered a number of serious problems in the field. For example, during my factory visits and discussions with the workers, I have often heard their grievances about the frequency of harsh treatments; both in the forms of verbal as well as physical violence," said

Rahmawati, a labour inspector from the Manpower Office of North Jakarta during the training sessions.

Unfortunately, she added that she often faced denials from the owners of the factories when she disclosed the facts about such violence to them. "The owners denied that such violence ever happened in the factories. I have also frequently been offered bribes, but I insist on maintaining my absolute integrity toward my job responsibilities. I turn down such offers," she exclaimed.

Meanwhile Sjamsul Bahri, the Head of Foreign Cooperation and Legal Affairs of the Ministry of Manpower and Transmigration, expressed during the discussion on labour norms that, "as inspectors we must be able to perform comprehensive assessment.

When we fail to do so we will jeopardize the sustainability of garment industries in Indonesia."

He further emphasized the importance of assessment system and field data collection. "We should be able to improve the assessment system and collect verifiable field data as they will provide strong foundations in taking the necessary legal actions." He also avowed that the collaboration between BWI and labour inspectors should result in greater efforts to improve social welfare as well as the economy. 🌸

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A garment factory in Indonesia

“...as inspectors we must be able to perform comprehensive assessment. When we fail to do so we will jeopardize the sustainability of garment industries in Indonesia”

Sjamsul Bahri,
Head of Foreign Cooperation and Legal Affairs of MoMT

Examining the Impact of Trade on Employment in Indonesia

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The launch of the Country Report for Indonesia in Jakarta

TO FURTHER examine issues related to trade and employment, the ILO launched a new publication titled “Trade and Employment: Country Report for Indonesia” on 4 July 2013 in Jakarta. The report highlights the relationship between trade and employment in Indonesia for the formulation of national policy. The report also draws on the studies conducted by the ILO’s ETE Project in Indonesia and discussions held during the meetings of the ETE Policy Working Group in Indonesia.

In addition, the report stresses the need for Indonesia to take appropriate measures to mitigate the adjustment costs of trade liberalization. It also emphasizes the need for additional

policies to improve the country’s supply capacity, which would require a significant improvement in physical infrastructure, higher labour productivity and better economic governance.

The launch also marked the end of the ILO’s ETE Project in Indonesia. During the past four years, the Project provided analysis and support to the formulation of effective and coherent trade and labour market policies that address the adjustment challenges that workers and employers face and expand opportunities for the creation of decent employment. ❀

ADB-OECD-ILO Team Up to Examine Trade and Employment Globally



A joint regional workshop on trade and employment in Jakarta.

AS PART OF the International Collaborative Initiative on Trade and Employment (ICITE) activities, the Asian Development Bank (ADB), Organisation for Economic Co-operation and Development (OECD) and International Labour Organization (ILO) hosted a regional conference on Trade and Employment in a Globalized World on 10-11 December 2012 in Jakarta.

The conference brought together distinguished policy makers, analysts and practitioners from a wide range of

countries, including ASEAN countries. Drawing from wide-ranging expertise of participants, the conference provided an outstanding opportunity to broaden our understanding on the mechanisms by which employment and trade interact in a globalized context.

In addition, the conference was aimed to share and exchange findings of the ICITE initiative on policy priorities for international trade and jobs. The conference also provided a forum for better networking and dialoguing in tackling trade and employment challenges in the region and for finding ways to move forward with stronger future

cooperation among relevant stakeholders.

The conference was conducted by the ILO through its Project on “Assessing and Addressing the Effects of Trade on Employment (ETE)”, funded by the EU. The Project aims to analyze and support the formulation of effective and coherent trade and labour market policies that address the adjustment challenges that workers and employers face and expand opportunities for the creation of decent employment in developing countries. ❀

Clean Water

for the People of Bawomataluo, Nias Islands

THE CHILDREN of

Bawomataluo village, Nias Islands, had big smiles on their faces when they first saw and touched the fresh, clean water dropping from the standpipes in front of their homes. Their eyes were full of happiness as they started washing their faces with the water.

Their mothers and other women of Bawomataluo village shared in their happiness. With fresh, clean water in their homes, they no longer have to walk many kilometers to fetch water for their daily needs. They also do not have to carry heavy buckets of water on their heads and in their hands.

Bawomataluo village, which means hill of the sun (Bukit Matahari), is famous for stone jumping, its main attraction loved by domestic and international tourists. However, due to the lack of clean water most tourists only stay for a couple of hours to watch the stone jumping. They never stay overnight due to poor sanitation.

"Located up in the hills, the villagers have to go far down the hills to fetch water. Water does not reach our village and is difficult to get. We use water for drinking and cooking, and as a result the sanitation and hygiene conditions are very poor. Diarrhea is very common here," said Waspada Wau, one of the community leaders.

To help villagers have better access to water, the ILO through its community-based infrastructure programme began to build water supply facilities in April 2012. Working together with local communities, the water supply facilities were finally completed in March 2013, providing clean water for 1,000 households.



Clean water for children of Nias



Traditional culture of Nias

"This was challenging work as we had to fight gravity. We have finally been able to build water supply facilities, consisting of an access trail to the water supply spring boxes, 10 reservoirs and two supply pumps, a pump house and a guard's house, as well as connecting 1.9 kms of pipelines to 14 village standpipes," explained Jamil Djonie, the ILO's Officer.

The villagers acted as community contractors and carried out all the installation, and the ILO needed to also ensure that they have sufficient skills to maintain the facilities and undertake a future extension. Thus, as part of the effort to ensure sustainability, the ILO provided a two-week maintenance training in 2013.

In addition, the community has committed to a monthly fee of 20,000 IDR (USD2) from each household to pay for the gasoline and the local maintenance team. "The fee is to create a sense of ownership and responsibility from local villagers for long-term sustainability," said Waspada.

The construction of water supply facilities not only makes the water run to the village, but more importantly improves the health conditions and sanitation of the local people. "The diarrhea disease has been significantly reduced with the improvement of sanitation and hygiene of the villagers. We live a healthier life now," said Hikmat Zega, one of the community leaders.

He also hopes that with the new water supply facilities, the number of tourists coming to see stone jumping will increase. "Not only that, we also hope that they are going to stay longer to learn more about our culture and stay in our homestays, which will in turn improve our livelihoods and generate more income," said Hikmat. 🌸

"The diarrhea disease has been significantly reduced with the improvement of sanitation and hygiene of the villagers. We live a healthier life now"

Hikmat Zega,
Local Community Leader

Young People of Nias to Preserve Their Cultural Heritage



A traditional house of Nias

NIAS ISLAND in Indonesia is well-known for its traditional villages and houses. The traditional houses of Nias are famous for their unique architecture and landscape, as the houses are traditionally made from wood without the use of nails. The houses are called “Omo Hada” or big houses in English, while the royal house for the King is known as “Omo Sebua.”

Dalizochoi Manao, 74 years old from South Nias, spoke with pride when recounting the story of an architect from Holland who came to the Nias Heritage Museum to learn how to build a traditional Nias house. Upon seeing the shape of the traditional dwellings, he shook his head. After examining the complex structure of Nias houses, he finally gave up. “This is too complicated,” the architect told Dalizochoi.

To preserve the cultural heritage of Nias, particularly the traditional methods of construction and architecture, the ILO under the cultural heritage section of the Nias Rural Access and Capacity Building Project (Nias-RACBP) conducted an apprenticeship programme in 2012 for nine students from the vocational schools SMK 2 and SMK Pemda, on building constructional drawing skills. The programme lasted nine months, consisting of three months in class and six months of on-the-job training.

“We designed this apprenticeship programme not only to provide technical training but also hands-on experience building and preserving these traditional houses. After the in-class session, the students were directly involved in the rehabilitation of traditional houses conducted by the ILO. Starting in 2010, we have now rehabilitated a total of 141 traditional houses and four megaliths in two years, and we hope that the rehabilitation will be sustained and continued by the younger generations of Nias,” said Jamil Djonie, the ILO’s Officer.

Nifati Krisliman Zai, one of the apprentices, said that during the training they learned to create a complete technical drawing of a traditional house, consisting of plans, views, sections, details, entrances, doors, windows and so on. “We also learned how to create a three-dimensional drawing of a traditional house from several exterior angles, and we can apply what we learned in class when assisting with the rehabilitation of the houses.”

Due to its uniqueness and complexity, most of the technical drawings of Nias traditional houses are documented by foreign architects. The local people of Nias mainly learn how to build in the traditional way passed down by their ancestors. “I learned by watching my parents build a house. The stones go this way, the wood goes that way. So it was never taught like in school. I just built it,” admitted Dalizochoi, who is now among the few who know how to build the traditional houses by instinct.

Following the initial apprenticeship through the ILO, local governments and community leaders of Nias have integrated the technical drawings of traditional houses into the curriculum of vocational schools, and have actively involved not only the students but also the headmasters and teachers in the learning process.

“As the young generation of Nias, I believe it is very important for me and others to have adequate knowledge and skills regarding our traditional heritage, particularly the unique architecture of our traditional houses. I also believe it is our duty as the young generation to document our traditional techniques and drawings for future generations, for preservation and rehabilitation,” said Nifati. ❀



Stone jumping, a traditional attraction of Nias

Roads to Hope -

Photographic Stories from the ILO's Employment Intensive Investment Programme in Aceh and Nias

"THE SUNDAY morning serviced had just ended. After the service, the villagers flocked to Oyo bridge. There are as many as 200 people there each weekend. With Oyo bridge being a popular local attraction, Sontinia's food stall, some 50 metres away from the bridge, has seen a huge increase in customers. Helped by her relatives, she takes orders for instant noodles, coffee and cigarettes. Like the water rushing under the bridge, Sontinia's profits are flowing in fast..."

The story of Sontinia, titled "Sunday Mornings at Oyo Bridge", is one of the stories documented from Aceh and Nias by the ILO in its recent photo essay publication, "Roads to Hope." The publication presents a series of photographic stories about the ILO's Employment Intensive Investment Programme in Aceh and Nias, which was supported by the Multi Donor Fund for Aceh and Nias and is part of the tremendous effort by the central and local governments, together with local communities, to rebuild Aceh and Nias after it was devastated by the 2004 tsunami and the 2005 earthquake.

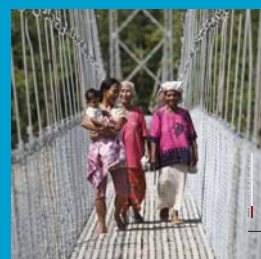
This publication attempts to capture the spirit and inspiration of the local community. It also highlights a combination of hard work and smart work in very basic and sometimes difficult conditions, and the benefits

it created that were previously unimaginable for the people living in these remote areas.

This 162 page publication is concluded with a message from the Country Director of the ILO in Indonesia, Peter van Rooij, saying: "If there are any messages for other regions from the ILO's contribution to the recovery in Aceh and Nias, they are these: firstly, that infrastructure development is the greatest challenge in development. Secondly, that infrastructure can be done with better quality results, at a lower cost and yielding greater benefits by using simple techniques and practices. And thirdly, that with a local resources-based approach, infrastructure can significantly boost local economies through the creation of jobs." 🌟



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Musrenbangnas Exhibition:

A Step Forward to the ILO's Strategic Works in Indonesia

THE National Development Planning Conference (Musyawarah Perencanaan Pembangunan Nasional/Musrenbangnas), an annual national conference held by the Government of Indonesia, is considered one of the most prestigious national events, not only by all the Indonesian government ministries and institutions at all levels, but also the development partners in Indonesia, including UN agencies.

Opened by the President of Indonesia, the conference also announces the strategic decisions taken by the government for the coming years.

Led by the Ministry of National Development Planning (Bappenas) on 29-30 April 2013 in Jakarta, the ILO was invited to participate in the Musrenbang exhibition. The exhibition was part of the conference, and aimed to showcase achievements and lessons learned from various development programmes implemented by the Government of Indonesia and social partners.

Under the theme “Padat Karya Infrastruktur Berbasis Komunitas” (Local Community-based Infrastructure), Bappenas together with its line ministries — the Ministry of Manpower and Transmigration and the Ministry for the Development of Disadvantaged Regions (KPDT), invited the ILO to highlight the successes and lessons learned from the Employment Intensive Investment Programme (EIIP) in Aceh and Nias.

Rural access and employment creation for people living in rural areas still presents a significant challenge in Indonesia. The local resource-based approach has provided an infrastructure development model which has been effective in improving road connectivity, boosting local employment, contributing to overall economic recovery and building institutional and technical capacity.

President Susilo Bambang Yudhoyono thanked the ILO in his speech for their support to the Government of Indonesia. When visiting the exhibition, the President and his team were pleased with the information provided by Reyna Usman, Director General of Employment Placement (Binapenta), Ministry of Manpower and Transmigration and Singgih,



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Deputy Minister of KPDT on the implementation of the pilot project using the ILO's local resource-based (LRB) approach, and the plan to replicate the approach in other provinces.

“As infrastructure is also one of the main priorities for Indonesia, this approach could be a powerful tool to address the challenge in providing a low cost, immediate result and high quality/high impact infrastructure programme in Indonesia,” said Reyna.

Responding to positive feedback received during the exhibition, the ILO's Country Director in Indonesia stated, “The ILO is keen to continue to work with the Government of Indonesia to further see how the local resource-based (LRB) approach could be replicated and adapted in other areas of Indonesia.” ❀

Lilis Suryani's Story: **Turning Tragedy** **into Opportunity after the Tsunami**

TEARS OF JOY were falling down Lilis Suryani's face, 23 years old, as she recalled when "Shirley", a famous light meal store in Padang, the capital city of West Sumatra, submitted its first order for 100 packs of taro light meals six months ago. Lilis is a Mentawaian entrepreneur who specializes in these light meals. "I could not believe it! All my hard work building the business has paid off. I am living a new life as an entrepreneur," Lilis said.

The orders continue to come in. Twice a month or sometimes even once

a week, Shirley orders 100 packs of Lilis' taro snacks under the brand "Simananam", which means 'delicious' in the local Mentawai language. The price is also reasonable — a small 100 gram pack is sold for 5,000 IDR, while a larger 250 gram pack is 10,000 IDR.

Simananam is the first light meals product from the Mentawai Islands that has been able to penetrate the market in Padang. As one of the most isolated areas in the country, it is a huge challenge for products from Mentawai to reach larger markets. In addition to product quality and packaging, a major challenge is delivery from Mentawai to Padang.

Lilis' taro chips travel four hours over the rough dirt roads of the Mentawai jungle, around 37 kilometers, from South Pagai village where Lilis lives and produces her taro products to the capital city of Sikakap. From there, the products have to endure a 14 hour sea journey via ferry, which only operates once week, to Padang.

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Lilis Suryani (right) is able to penetrate the market in Padang.

caused 117.82 billion IDR in damages and losses, with nearly 80 percent of this total in the plantation and fisheries sub-sector.

She was devastated when she and her family had to evacuate to higher ground, leaving behind their livelihood and income. When she heard about the ILO's light meals training program, she jumped at the prospect, as there were no light meals producers in her community at that time.

"When I heard about this training program, I quickly grabbed this once in a life time opportunity

although I knew nothing about light meals production," said Lilis. She joined the training program as a means of not only developing her skills and knowledge, but also as an opportunity to benefit her community.

Lilis was one out of 30 tsunami affected youth from South Pagai and North Pagai of Mentawai who were selected from a pool of 100 candidates by the ILO Mentawai Islands Livelihood Recovery Programme. Together with nine colleagues, Lilis was sent to Padang University Training Centre to undertake light meals vocational training for two weeks, or 120 hours. Meanwhile, the other 20 Mentawai youth received motorbike repair and furniture building training.

To ensure the training participants had the capacity to start their own business, Lilis and her women's group received post-training support from the ILO. The ongoing support provided them with start-up working tools, along with packaging, branding, and marketing assistance, as well as business coaching.

"The training is part of the ILO's "4 in 1" training methodology, combining skills survey, competency-based training, certification of competency and after training support," said Lucky F. Lumingkewas, the ILO's National Project Officer of the Mentawai Livelihood Recovery Programme. "However, apart from the support and job training, the most important element is the motivation and devotion of the trainees. Lilis' motivation and enthusiasm were remarkable. She refused to give up no matter what."

Right now, Lilis and her group of ten local women are producing 300-500 packs of taro chips every two weeks,

“The tsunami has changed my life for the better. I never dreamt of myself becoming an entrepreneur”

"The tsunami has changed my life for the better. I never dreamt of myself becoming an entrepreneur," says Lilis, who used to help her family tend their farm, like most Mentawai people, before the tsunami hit the islands in October 2010. The tsunami

Increasing Financial Awareness of Marginalized Groups

CONSIDERING the lack of financial awareness in Indonesia, the ILO has been actively promoting financial inclusion for vulnerable groups through financial literacy trainings which enable these groups to plan for their future, better manage their income, avoid over-indebtedness, and better manage life risks (illness, catastrophes, etc) that would otherwise put them in difficult financial situations and potentially cause them to fall below the poverty line.

To improve lack of financial awareness for marginalized groups, the ILO in collaboration with Perkumpulan Keluarga Berencana Indonesia (PKBI) conducted a two-day Training of Clients on Financial Education for Marginalized Groups" on 20-21 April 2013, followed by 25 representatives of civil society organizations and community organizations dealing with marginalized groups such as people living with HIV, sex workers, street singers and so forth.

This training was facilitated by the trainers from the previous Training of Trainers (ToT) on the same subject held in December 2012. The main goal of the training was to improve financial knowledge of participants from the marginalized groups and to improve the training skills of the trained trainers so that they would be more competent in delivering similar trainings to their organizational members, communities and beneficiaries.

and are now in the process of expanding their market in the capital city of Tua Pejat, Mentawai, and to other stores in Padang. She wishes to increase the productivity of her enterprise so that she can recruit more women in her village to join the business.

The Mentawai Islands are a chain of more than seventy islands and islets off the western coast of Sumatra in Indonesia. Funded by New Zealand Aid, the Mentawai Islands Livelihood Recovery Programme is a joint program of the United Nations Food and Agriculture Organization (FAO), the United Nations Development Programme (UNDP) and the ILO. The ILO focuses its livelihood recovery interventions on the development of management and business skills through various training programs, which include training on micro-enterprise development, marketing and post-production processing.

Currently, the ILO also focuses on strengthening local microfinance institutions in Mentawai so that they can provide small loans to productive groups in surrounding villages. "It is hoped that the ILO livelihood recovery model will be replicated and scaled-up by the Mentawai district government, West Sumatra provincial government and the National Agency for Disaster Management (BNPB)," stated Lucky. ❀

“ Now I am more knowledgeable in my financial management. My family is now better managing our family's expenses to avoid unnecessary expenses ”

Eka Dwi,
Trainer from Jaringan Aksi Perubahan Indonesia (JAPI)

"The diversity of the participants was challenging but useful as inputs from the participants had helped me as the trainer improving my training skills," said Evan Ma'ruf, one of the trainers from Generasi Muda Peduli Tanah Air (Gempita), an organization dealing with youth.

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Meanwhile, Novi Mudjiati, a trainer from Jaringan Aksi Perubahan Indonesia (JAPI), a civil-society organization, said that she could practice training techniques that she learnt in the ToT. "I feel more confident in delivering my next financial trainings to my other colleagues."

Not only being more confident as trainer, these trainers had also improved the way they manage their financial planning and management. "Now I am more careful in calculating my daily expenses," said Merry from JAPI, while Eka Dwi who is also from JAPI said, "Now I am more knowledgeable in my financial management. My family is now better managing our family's expenses to avoid unnecessary expenses." ❀

Unlocking Entrepreneurship Skills and Opportunities to Improve Livelihoods of Indigenous Papuans

TANAH PAPUA, which comprises Papua and West Papua provinces, is Indonesia's largest but most sparsely populated region with, 3.6 million inhabitants from more than 250 tribes and ethnic groups, with approximately 73 percent of indigenous Papuans living in rural areas. Despite being one of the richest regions in the country, Papua's poverty rate is more than double the national average, and the highest in Indonesia.

To improve welfare, particularly for the indigenous community, the ILO has been appointed as the implementing agency of the second phase of the United Nations Development Programme's project, "People Centred Development Programme (PcDP) Phase 2". Funded by New Zealand Aid, the project aims to support local business development, facilitate access to finance for selected business groups and contribute to the establishment of microenterprise development centres or business development service providers.

Eight districts are being targeted for the project: six in Papua province (Jayawijaya, Yahukimo, Yappen, Mimika, Boven Digoel and Sarmi) and two in West Papua (Manokwari and Fak-fak). Out of the eight districts, five have been further selected as pilot districts; three in Papua province and two in West Papua province. In the pilot districts, the project has provided training to 25 local trainers, 12 women and 13 men, from government institutions, micro finance institutions and universities.

These trainers will assist local enterprise development centers in providing business development services, using a

combination of the ILO's "4 in 1", GET Ahead (Gender and Entrepreneurship Together) and Financial Education for Family training modules, and delivering the training to 450 selected entrepreneurs who run a micro business in one of the five pilot districts.

Services provided by these centers include business and financial management, marketing, business counseling and



A traditional market in Papua

Building Indigenous Women's Entrepreneurship Skills in Papua

YULIANA Pigai, also known as Mama Yuliana, is one of the traders at the well-known "Mama-mama Papua" traditional market in Jayapura, Papua. Mama Yuliana is a native of Paniai. She has been selling vegetables in the traditional market since 2000. Although she never received formal education, she has been actively participating in the traditional traders association as the Head of Mama-mama Papua Traders Association.

Most traders in the market are indigenous women selling vegetables, smoked fish, sweet potatoes, corns and other groceries. They run their businesses traditionally without any proper bookkeeping or business management.



access to microfinance institutions. “To date, in partnership with Bank of Indonesia and the Provincial Governments of Papua and West Papua, the project has improved and strengthened managerial and technical skills of seven local institutions, from women cooperatives and credit unions to community organizations and universities, to become enterprise development centers or business development service providers,” explained Sinthia Harkrisnowo, the ILO’s Local Project Coordinator of PcDP 2.

The centers, added Sinthia, will also act as resource and incubation centers for local micro and small enterprises in the pilot districts. The centers will play an important role in changing the traditional mindset of the majority of

“...in partnership with Bank of Indonesia and the Provincial Governments of Papua and West Papua, the ILO’s PcDP 2 Project has improved and strengthened managerial and technical skills of seven local institutions... to become enterprise development centers”

Sinthia Harkrisnowo,
ILO’s Local Project Coordinator of PcDP 2



indigenous Papuans. “They have little to no knowledge about business planning, money management, future investment, bookkeeping and so forth. The centres modify the training modules according to local needs and conditions to ensure smooth, applicable knowledge and skills transfers from the trainers to the beneficiaries.”

Local Papuan entrepreneurs mostly utilize local products as their main business assets, such as nutmeg, coconut, vegetables, sweet potatoes and poultry. However, most of them only sell the raw materials as they lack the capacity to process the materials any further and increase the economic value. To assist the entrepreneurs in better understanding the importance of added value, a supply value chain analysis was conducted as part of the project to promote creating competitive products.

“With a combination of good business skills, financial management and a better understanding of added economic value, it is hoped that the products of entrepreneurs in Papua and West Papua provinces will be more competitive and better quality, which will in turn improve livelihoods and generate greater income,” concluded Sinthia. ✨

After joining the joint ILO and Bank of Indonesia (BI) training on microenterprise development, Mama Yuliana is now a businesswoman and a leader. In addition to business and management skills, the training also promoted economic and social empowerment of women in enterprises, including the promotion of income saving practices for small business owners.

The training was part of the ILO’s People Centred Development Programme (PcDP) Phase 2 to enhance local economic development in Papua and West Papua provinces, with an overall objective to support sustainable livelihood development for indigenous Papuans.

“For more than 12 years running the business, I had never done any bookkeeping. I never knew how much money I earned or spent, or who borrowed from me. I never had any savings,” she said, adding that she now knows why she always runs out of money at the end of the day.

The training also taught her about a new, important term: gender equality. Mama Yuliana now realizes the importance of work division between husband and wife in a family business. Prior to the training, she and her husband managed the business separately, and they never communicated or recorded their income and expenditure. “If we do not manage our money wisely then we might not be able to maintain it, let alone expand it” she exclaimed.

Since the training, Mama Yuliana has been actively sharing what she learned to members of the traders association and has changed the way she runs her business. In addition, she registered as a member of the “Mama-Mama Papua” Cooperative (Koperasi Mama-mama Pedagang Asli Papua/ KOMMPAP). KOMMPAP is one of the seven local organizations that received managerial and technical skills training to become a Business Development Service Provider (BDSP). ✨

Recognizing the Rights of Women Homeworkers as Workers

IN SPITE of an expansion of employment opportunities over the past decade, and significant gains in increasing girls' access to and participation in education, Indonesian women still do not participate equally in the labour market. Women workers continue to be concentrated in the informal economy, particularly women homeworkers and home-based women workers in micro small enterprises, where wages, working conditions and job security are typically poorer. Approximately one third of working women are also engaged in unpaid work.

In addition, women continue to face significant cultural, social, economical and religious barriers to employment and to equal treatment in employment. Gender-based job segregation also tends to trap women in low-level jobs with minimal decision-making functions, impacting on perceived opportunities for younger generations entering the labour force.

Responding to the common challenges to decent work faced by homeworkers, the ILO through its Access to Employment and Decent Work for women (MAMPU) Project has begun implementing pilot projects to promote decent work for homeworkers. To date, these pilots are beginning in East Java and North Sumatera and will expand to other provinces in 2014 onwards. These pilots focus on strengthening the institutional capacity of local actors to represent and promote the rights and interests of homeworkers.

Partner organizations of the Project include trade unions and civil society organizations (CSOs) who have actively been engaged in homeworker issues. A Task Force consisting of trade union representatives has also been initiated to support awareness-raising and organization of homeworkers in various manufacturing sectors. Training workshops on homeworkers

issues for trade union leaders is planned to be conducted in August this year.

"Being able to respond to the needs of precarious and non-standard workers is a challenge for trade unions. Thus, the Project will support trade unions to develop and pilot innovative strategies to raise awareness on homeworkers, to organize them as well as to respond to and represent their rights and interests as workers," said Miranda Fajerman, Chief Technical Adviser of the ILO's MAMPU Project.

In addition trade unions, the Project is partnering with Mitra Wanita Pekerja Rumahan Indonesia (MWPRI). Based in Malang, MWPRI is the only organization in the country that has been working specifically on homeworkers' issues for over 20 years. Together with MWPRI, the Project aims to reach out to homeworkers in 16 sub-districts in six districts in East Java in 2013 through the engagement of community facilitators to organize homeworkers at the community level. The facilitators conduct meetings with homeworkers to discuss their problems, both at work and more broadly, and help them develop action plans.

"From the community level, the Project will support MWPRI and the facilitators to establish and consolidate homeworkers groups at district and provincial levels. That is why we are providing institutional support to MWPRI and its facilitators through the development of training programs, materials and technical assistance," explained Miranda.

Meanwhile, at the national level, the Project has also partnered relevant ministries and institutions, such as the Ministry of Manpower and Transmigration and the Ministry of Women's Empowerment and Child Protection, the Indonesian Employers' Association (Apindo) and international buyers.

A working group consisting of officials from the Ministry of Manpower has been established for the purpose of reviewing the current legal protections for homeworkers and developing new regulations and enforcement mechanisms to strengthen homeworkers' protection. As an effort to support the development of a national policy on homework, a high-level tripartite meeting was organized in June to discuss challenges affecting homeworkers and possible regulatory responses. 🌸

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MAMPU is an AusAID Program that promotes the welfare and empowerment of poor women in Indonesia. Together with several other organizations, the ILO is partnering with the AusAID MAMPU Programme as an implementing partner. In line with the ILO's organizational mandate, the ILO-MAMPU Project is aimed to promote social and economic empowerment of homeworkers over the next 3-7 years

Understanding Homeworkers:

What They Are and What They Do



Indonesian women home workers.

employment increases the vulnerability and precariousness of workers.

Globally, the ILO issued Convention No. 177 on Home Work and Recommendation No. 184 on Home Work in 1996. The Convention and Recommendation together, established the minimum standards and working conditions for homeworkers and are intended to guide the development of national laws and policies on homework. Indonesia has not yet ratified ILO Convention No. 177. ❁

THE TERM 'homeworker' is used to refer to industrial outworkers who carry out paid work from their home, for firms/business or their intermediaries, typically on a piece-rate basis. Home work is not a new phenomenon in Indonesia and although national statistics on the prevalence of home work do not exist, a number of focused studies in Java and Bali reveal that significant numbers of women and men are engaged in this type of work.

Because home work is performed within the home, and often in isolation from other workers and the local community, home work tends to be invisible to the public eye. Home work is largely undertaken by poor women, of all ages. These women are engaged through informal employment practices and do not receive regular or minimum wages, written contracts, social security or other benefits and entitlements generally granted to ordinary workers. This type of employment also often involves the assistance of children and can sometimes lead to child labour.

Homeworkers are also particularly vulnerable because they lack an understanding of their legal rights and access to mechanisms, such as trade unions and other representative organizations, to represent their rights and interests as workers. For employers, the practice of outsourcing work to homeworkers brings a number of advantages because they can minimize production risks and can cut production costs significantly. Through outsourcing production to homeworkers, employers can also avoid the costs associated with direct employment of workers and benefit from more flexible employment relations. This type of informalisation of

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ILO-GLACIER: Improving Green Livelihoods, Preserving Environment in Central Kalimantan

THE ISLAND OF KALIMANTAN along with Papua and Sumatra are home to unique ecological systems that include tropical peat swamp forests that have evolved over thousands of years. The conservation and protection of peat swamp forest has been a priority in Indonesia with Presidential instructions issued requiring the rehabilitation and conservation of the Ex Mega Rice Project (EMRP) area in Central Kalimantan and moratoriums signed on new permits to clear primary forest. Moreover, the Government's pro-growth, pro-poor, pro-jobs and pro-environment development strategies prioritize the importance of sustainable livelihoods.

As part of the efforts of the Government's REDD+ programmes for sustainable use of natural resources, conservation and rehabilitation of ecosystems, the ILO has developed a demonstration pilot project called "Green Livelihood Access for Central Kalimantan's Inclusive Environmental Respond to Climate Change" (GLACIER). The project responds to need for sustainable livelihoods and is concerned with addressing issues related to deforestation and peat land degradation and the need to support development that is economically, socially and environmentally sustainable.

To rehabilitate the peat lands and prevent fires, the ILO-GLACIER team is now designing canal and tata blocking and fire prevention models as well as reconstructing agro-forestry and community forestry. "For the agro and community forestry, we are concerned with peat land rehabilitation, economic benefits for the communities and also biodiversity of forests. For example, we agreed with the communities that the plantations in shallow peat lands will be constructed without land clearing and burning and only local species will be used for rubber plantation and intercropping," said Lazuardi Buana, the ILO-GLACIER Officer.

To ensure that both agro and community forestry compliment green value chain development for supporting community livelihoods improvements, skills trainings for local rubber farmers and fishermen will be conducted in coming months. These trainings are highly anticipated by local rubber farmers and fishermen as they wish the trainings will provide them

with new skills and knowledge on how to improve their livelihoods and income.

"We hope that the training could improve the harvest of rubber as we have never received any training on rubber tapping and disease control. We also believe the training will improve the way we manage our farm that in turn will increase our income," said James from Pilang village, one of the five target villages: Aruk and Lawang Kajang in Kapuas District, Bereng Bengkel in Kota Palangkaraya District and Tumbang Nusa and Pilang in Pulang Pisau District.

Meanwhile, Nua from Bereng Bengkel village hoped that the future training on building and operating fish ponds would help local villages increase their fish production and income. "Fishing is a major source of livelihoods for many of us in the village. As the lake became shallow, our catch has reduced. We do hope that the trainings will help us better managing and operating our ponds," she said.

Not only skills trainings, the ILO-GLACIER also focus on improving roads and bridges as means to improve the access of villagers to alternative livelihoods and markets. Hardi from Tumbang Nusa said that a wooden swampy crossing in his village is the only way the village is connected to the main road. "But it is in a bad condition with holes and missing planks. Many accidents happen on the bridge. I fall down on the bridge almost every week. One time, my motorbike sank in the swamp," told Hardi. With the new swampy crossing, Hardi said that villagers can go to Palangkaraya city much more easily and be able sell fishes in markets.

Nirwan Gah, the ILO-GLACIER Project Manager, stated that all the positive changes that are now happening have been conducted through the application of the participatory local resource-based approach. This approach involved community driven planning and mapping, participatory identification of local investment priorities and interventions at the beginning stage. A Project Management Team has also been formed in each village for implementing and monitoring the field activities. 🌿

“ILO-GLACIER is a new and innovative project, which connects climate change mitigation to local employment. As the Project will come to an end this September, we are documenting lessons learned as useful reference for the government and relevant stakeholders in designing and implementing future REDD+ initiatives more effectively and efficiently”

Nirwan Gah,
ILO-GLACIER Project Manager

REDD+ Initiatives

CLIMATE CHANGE resulted from increasing carbon emissions is threatening sustainable livelihoods in various forms. In Indonesia, changes in extreme events including droughts are already observed, and severe flood risk with rising sea levels is projected. To combat climate change, a number of initiatives are being undertaken around the world. One of the initiatives is known as “Reducing Emissions from Deforestation and Forest Degradation” (REDD), and the associated “REDD+ programme” which includes the reduction of emissions from deforestation and forest degradation as well as carbon stock enhancement, promotion of biodiversity/ecosystem services and sustainable economic development.

The Indonesian Government has spearheaded REDD+ through its commitment to the suspension of new license

issuance which was recently extended until 2015 through the Presidential Instruction No. 6/2013. Three strategic REDD+ programmes have also been developed: 1) Sustainable land management; 2) sustainable use of natural resources; and 3) conservation and rehabilitation of ecosystems. These programmes represent an integrated model or “triple win” that contributes adaptive, mitigative and sustainable livelihood measures to climate change responses. 🌿

Strengthening Capacity of Employers on Minimum Wages Setting

AT THE REQUEST of the Indonesian employers’ Association (Apindo), supported by ILO’s International Training Centre in Turin (ITC Turin) and the Dutch Employer Cooperation Programme (DECP), the ILO organized two training workshops on minimum wages in Bogor and Makassar for provincial and districts branches of Apindo in Western and Eastern parts of Indonesia from 15-19 April 2013.

The workshops were attended by representatives of Apindo who have actively engaged in minimum wage negotiations. Facilitated by Arnout De Kostner from ILO-ITC Turin and Jan Karel Bout from DECP, the workshops presented representatives of Apindo, trade unions, academia, and Indonesian Bureau of Statistics as resource persons.

“From the perspective of the employers, there are two highly problematic issues in the determination of the minimum wages: the role of governor in minimum wages setting which sometimes make the minimum wages setting as political issue, and the overriding accent on needs of the workers, ignoring or downplaying the economic capacity of companies to pay,” said Hariyadi Sukamdani, Chairman of Apindo, when opening the training workshops.

Meanwhile, Peter van Rooij, Country Director of the ILO in Indonesia, emphasized the important role of tripartite—government, workers and employers—in defining and fixing minimum wages of Indonesia. “Minimum wage fixing has remained a national labour issue with each province having its own particular experience and dilemma to reconcile what are

often seen as competing considerations of basic needs of the workers and the requirements of enterprises to be productive and competitive and for the economy to grow.”

The training workshops discussed and presented an in-depth analysis of the present system; an international comparison; an analysis of the “economics” of minimum wages; interventions by outside specialist on the criteria and factors used to determine minimum wages; and most importantly experience sharing on good practices to improve the capacity of the participants to react with better knowledge/skills as the employers’ representatives at the provincial and district levels.

Minimum wage fixing which was first introduced in 1956 in Indonesia occupies a central place in the national manpower policy. A national wage council has been in place since 1969 and each province has its own regional provincial wage council whose functions include doing a survey and calculation of the level of the decent basic needs of workers and their families. Regional minimum wages and sectoral minimum wages are considered as instruments to improve workers’ wages.

As a major national labour issue, the application of a wage system which is aimed at a decent life for workers and their families through the achievement of increased productivity is one of the key policy priorities of the Indonesian Jobs Pact which was adopted in April 2011. The Pact is a tripartite consensus to place employment and social protection, including minimum wages setting, as key policy priorities in response to the global financial crisis. 🌿

Ensuring universal social protection coverage in Indonesia

AS PART OF the national effort to implement universal social protection floor (SPF) in Indonesia, the ILO, in collaboration with the Ministry of National Development Planning (Bappenas), launched the key results of the SPF assessment, "Social Protection Floor Assessment Based National Dialogue: Towards a Nationally Defined Social Protection Floor in Indonesia," in December 2012 in Jakarta.

From April 2011 to November 2012, the ILO collaborated with relevant line ministries and the UN sub-working group on social protection in Indonesia and engaged with a range of stakeholders of workers' and employers' organizations, civil society organizations, social security providers and local government offices to conduct an assessment of the social protection situation in Indonesia. The assessment was used to identify policy gaps and implementation issues, and to design appropriate policy recommendations for the achievement of a comprehensive social protection floor in the country.

During the development of the assessment, led by Valerie Schmitt, the ILO's Social Protection Specialist and Taufik Muhamad, the ILO's Programme Officer, a number of common gaps were found across social security programmes, including: limitation of coverage; limited access to social services; limited linkages between social protection programmes and employment services; almost no social security for workers in the informal sector; social security evasion in the formal sector; limited data for programme targeting; and issues of coordination and overlap between programmes.

The Vice Minister of Bappenas, Dr. Lukita Dinarsyah Tuwo, in his key note address highlighted that important role of the Assessment Report as a basis to formulate policy option for the achievement of a comprehensive SPF in Indonesia. "Indonesia is moving towards an integrated social protection system. Thus, this assessment is in line with the framework of the design and implementation of the National Social Security

Key policy recommendations emerging from the assessment include:

- Design and pilot a Single Window Service (SWS) for social protection programmes at the local level. An SWS provides information to potential beneficiaries on guarantees and services, registers beneficiaries and updates their details via a national database, facilitates appeals mechanisms, and improves coordination among programmes;
- Support the implementation of BPJS Kesehatan (BPJS I) and BPJS Ketenagakerjaan (BPJS II);
- Extend the coverage of the cash transfer scheme Program Keluarga Harapan (PKH), which facilitates access to nutrition, education, and care for children from poor families;
- Ensure that the health care package has an adequate level of protection, including the extension of health insurance benefits to cover HIV testing and treatment;
- Conduct a feasibility study for unemployment insurance with links to employment and skills programmes;
- Extend the coverage of programmes for vulnerable elderly and for people with severe disabilities; and
- Develop a comprehensive database of individuals in target groups, such as people with disabilities.

System Law (SJSN) as well as the improvement and enhanced coordination of existing anti-poverty programmes."

With the launch of the report, Indonesia has become one of the first ILO member states to take concrete follow-up after the adoption of the SPF Recommendation No. 202 at the International Labour Conference in June 2012. In addition, the report was widely distributed at the post-Millennium Development Goals (MDGs) 2015 high-level meeting held in March 2013 and at the National Development Planning Conference (Musrenbang) held in Jakarta in May 2013.

The SPF promotes income security through a basic set of guarantees including: (i) all residents have access to a nationally/provincially defined set of affordable essential health care services; (ii) all children enjoy income security through cash or transfers in kind to ensure access to nutrition, education and care; (iii) all those in active age groups who cannot earn a sufficient income enjoy minimum income security through social transfers in cash or in kind, or employment guarantee schemes; and (iv) all residents in old age and with disabilities have income security at least at the level of the nationally defined poverty line through pensions for old age and disability or transfers in kind. ❁

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The Vice Minister of Bappenas, Dr. Lukita Dinarsyah Tuwo, and the Country Director of the ILO in Indonesia jointly launched the key results of the SPF assessments.

Piloting “Single Windows Service” for Social Protection in East Java and Maluku Provinces

“Through this pilot project, we hope to have a better Information Management System which integrates all the information that would provide the community with easier and better access to closely linked social and employment services”

Dr. Nehrudin,
Head of the Regional Development Planning Agency
of Malang District

protection programmes and employment services which could negatively impact the effectiveness of the interventions.

To address this coordination problem, the assessment, “A Social Protection Assessment Based National Dialogue”, recommended the need to establish a Single Window Service (SWS) as an effective coordination mechanism. Following the recommendation, the ILO, in collaboration with provincial and district governments, piloted the SWS projects in two selected districts in Maluku and East Java provinces.

Funded by the Government of Japan, the project aims to increasing the reach of existing social and employment services, and to facilitate better coordination among relevant stakeholders at all levels. The one year project also aims

to benefit the most vulnerable community groups in both formal and informal sectors, including people living with HIV, through one-stop sites for social and employment related services.

To build ownership and sustainability, a participatory approach will be used through a series of workshops and consultative meetings with relevant tripartite stakeholders, NGOs and

community based organizations. These partners would together develop a SWS work plan, and finalize the design of the service, proposed activities and the project evaluation plan.

The district government of Malang welcomed their selection as one of the targeted areas. 🌟

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THE JOINT ASSESSMENT of the ILO and the Ministry of National Development Planning (Bappenas) on the social protection floor, released in 2012, found that social protection mechanisms in Indonesia were established through existing social assistance programmes. Yet, these programmes were run separately causing limited linkages between social

Media Workshop on Guidelines for Disability Journalism

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THE ILO, in collaboration with Diffa Magazine and the Alliance of Independent Journalists (AJI) Jakarta, conducted a workshop for media representatives on Guidelines for Disability Journalism from 16-17 February in Bogor, West Java. The workshop was aimed to support representatives of media for a shift from a charity-based to a right-based approach in media portrayal with articles and pictures featuring the correct perception of persons with disabilities without eliminating their basic human rights. Attended by 30 journalists from leading mass media as well as disability community media, the workshop presented senior journalists, such as Arswendo Atmowiloto and Mohamad Subari. The workshop was concluded with the draft media guidelines on disability. 🌟

Further efforts needed to work towards a sustainable and equitable economy, Says New ILO Report

WHILE the world economy still struggles to recover from the economic crisis, the overall outlook for Indonesia in 2012 was largely positive thanks to the country's strong focus on the development of economic infrastructure to address constraints to growth as well as robust household consumption and growing investment. In addition, Indonesia is fast becoming a world leader in the promotion of sustainable development and it has committed itself to not only achieving job rich economic growth, but has also set ambitious targets for the promotion of development that is environmentally sustainable.

and environmental safeguards in its development framework, said a new report by the International Labour Organization's Office for Indonesia launched on 4 April 2013 in Jakarta.



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"Employment is the intersection that can bring together economic, social and environmental objectives," said Peter van Rooij, Director of the ILO in Indonesia. He further explains that, "Economic activities provide people with livelihoods and also impact on the environment and climate change - and vice versa. A key point here is ensuring that employment is sustainable in the short, medium and long term - which is intricately linked to the use of the environment and the decency of work."

The report, *Labour and Social Trends in Indonesia 2012: Working for a sustainable and equitable economy*, highlights gains that have been made due to strong growth performance in recent years. For example, employment growth continues to outpace labour force growth and unemployment is at lows that have not been seen in over fifteen years. However, deficits in employment quality persist, with over 60 per cent of employed people considered to be "vulnerable workers" and the gap between average minimum wages and average nominal wages continuing to narrow over time.

The report analyses issues of sustainability and equity through looking at environmental, social and economic trends in the labour market. "The

Indonesian economy has made strong progress towards its development targets. However, a challenge is to ensure the inclusiveness of economic growth and the quality of employment, while promoting environmental sustainability and responding to climate change," said the author of the report, Emma Allen, economist for the ILO Jakarta Office. 🌱



The launch of the Labour Social Trends Report in Jakarta.

Reconciling these objectives and driving forward sustainable growth with equity represents a distinct set of challenges for the world of work. Given the considerable diversity in socio-economic conditions across Indonesia and high levels of informality and vulnerability, realizing inclusive and sustainable growth requires further attention to the integration of social

ILO Works in Indonesia: 2012 Results

The publication is the first ILO's annual results' report in Indonesia. The publication summarizes what the ILO had been able to achieve during the year of 2012 under its three programmes and 19 technical cooperation projects across the country.



Ensuring the Sustainability of the Rural Infrastructure in Nias

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Michiko Miyamoto, Deputy Director of the ILO in Indonesia, officially transferred the assets and services of the ILO's Nias-RACBP, witnessed by Johozua Markus Yoltuwu, KPDT Deputy Minister.

and multilateral grants be registered and reported under the respective line ministry to ensure accountability of the donors and the implementing partners.

"I really appreciate all of the rural infrastructure rehabilitated and constructed by the ILO in Nias, including rural roads, trails, bridges and so forth. I also highly appreciate the long-term maintenance approach, involving low cost, simple maintenance techniques in collaboration with local communities, particularly the establishment of barefoot engineers from local youth," said Johozua Markus Yoltuwu, KPDT Deputy Minister, adding that the ILO's infrastructure activities are closely linked with the Ministry's Local Economic Development Project in Nias islands. 🌸

THE ILO transferred the assets and services of its Nias Rural Access and Capacity Building Project (Nias-RACBP) to the Ministry of Disadvantaged Areas (KPDT) in June 2013. The transfer is in line with Government Regulation No. 10 of 2011 which requires all bilateral

Indonesia Participated in the Regional Social Protection Floor Workshop

INDONESIA was one of the 22 countries representing Asia, Africa and the Pacific countries under the South-to-South Cooperation participated in the workshop on "Integrating Social Policies and the Delivery of Social



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Protection Floors", held in Siem Reap, Cambodia, from 29-31 May 2013. The meeting shared various social protection programmes implementation and its lessons learnt, aimed to set a comprehensive social protection floor (SPF) in which a Single Window Service (SWS) was recommended for the implementation of the SPF at the country level. The experiences of Indonesia were shared through the presentation of the pilot SWS activities in East Java and Maluku Provinces, jointly conducted by the ILO in Indonesia and the Provincial Governments of East Java and Maluku. 🌸

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Re-establishing the Equal Employment Opportunity Task Force to Prevent Discrimination at Workplaces

THE INDONESIAN Manpower Act No. 13 of 2003 provides a foundation for the protection of all workers in guaranteeing equal opportunity in hiring and equal treatment without discrimination by employers. Nonetheless, women, as well as members of racial and ethnic minorities still face many obstacles upon entering the labour market and while working. Discrimination in the labour market and in access to skills training opportunities means that women are disproportionately found in low-income and dead-end jobs.

In nearly all occupations, women still do not receive equal pay for work of equal value or balanced benefits that would ensure equality with men. This situation limits women's chances of escaping poverty as well as their potential contribution to society and the economy, thus feeding the cycle of poverty and inequality.

To address this problem, in 2004, Equal Employment Opportunity (EEO) Guidelines for the private sector were developed as a result of consultations between the Ministry of Manpower and Transmigration (MoMT), trade unions, and the Indonesian Employers' Organization (Apindo). The EEO Guidelines, which cover all forms of discrimination but focus especially on gender-based discrimination, are intended to give effect to ILO's Equal Remuneration Convention No. 100 of 1951 and Discrimination (Employment and Occupation) Convention No. 111 of 1958, as well as to assist with implementation of the Manpower Act.

"Unfortunately, to date some legislative gaps remain, including the lack of clarity as to the specific grounds covered and as to whether effective protection is provided under the Manpower Act against direct and indirect discrimination in accordance with Convention No. 111," explained Lusiani Julia, the ILO's Programme Officer.

In addition, with respect to Convention No. 100, current legislation also fails to provide full legislative expression to the principle of equal remuneration for men and women for work of equal value, and discriminatory provisions appear to persist



Women and men workers at the electronic company in Jakarta.

with respect to the application of the principle to additional allowances.

Therefore, in this context and within the framework of the time-bound assistance programme, the ILO is providing technical assistance and support to MoMT as well as employers' and workers' organizations through the development and strengthening of institutions, in particular the revitalization of the EEO Task Force, to address the implementation gaps of Conventions Nos. 100 and 111.

"Specific actions will consist of tripartite consultations on the establishment of an equal opportunity body (mandate and functions), the development of an action plan to be implemented by the EEO Task Force, capacity building of the task force members, and support, where needed, to legislative gap analysis and guidance for implementation," explained Lusiani, adding that the support will provide important feedbacks to national policy processes for EEO programme refinement, capacity enhancement, and replication in other provinces.

Recently, the MoMT is drafting a ministerial decree to re-appoint the tripartite members of the EEO Task Force that envisages to be endorsed by mid of this year. In the meantime, the ILO and MoMT have conducted several consultations discussing the preparation of the re-establishment of the EEO Task Force. The latest consultation was conducted in Sentul on 17-18 April 2013 with Katherine Landuyt, ILO's Specialist on Labour Standards, as the facilitator.

"The latest consultation also involved people with disabilities to ensure the inclusion of disabilities issues in the EEO Task Force. The result of this workshop will be used as the inputs to the government to determine the mandate, scope and structure of the EEO Task Force which is planned to reestablish in this coming September 2013," concluded Lusiani. ❀

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ILO's Programme Officer