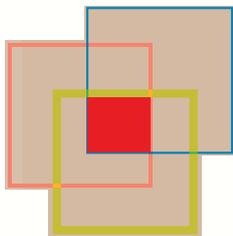




International  
Labour  
Organization

# **ILO Works in Indonesia:** **2015 Results**



---

International  
Labour  
Organization

# **ILO Works in Indonesia: 2015 Results**

Copyright © International Labour Organization 2016  
First published in 2016

Publications of the International Labour Office enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to ILO Publications (Rights and Licensing), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: [rights@ilo.org](mailto:rights@ilo.org). The International Labour Office welcomes such applications.

Libraries, institutions and other users registered with reproduction rights organizations may make copies in accordance with the licences issued to them for this purpose. Visit [www.ifro.org](http://www.ifro.org) to find the reproduction rights organization in your country.

ILO Works in Indonesia: 2015 Results/International Labour Organization, Jakarta Office; ILO, 2016  
68 p.

ISBN: 978-92-2-031036-6 (print)  
978-92-2-131037-2 (web pdf)

Also available in Bahasa Indonesia: Program ILO di Indonesia: Capaian 2015; ISBN: 978-92-2-031036-6 (print); 978-92-2-831037-5 (web pdf)/Kantor Perburuhan Internasional - Jakarta: ILO, 2016

ILO Cataloguing in Publication Data

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them.

Reference to names of firms and commercial products and processes does not imply their endorsement by the International Labour Office, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

ILO publications and digital products can be obtained through major booksellers and digital distribution platforms, or ordered directly from [ilo@turpin-distribution.com](mailto:ilo@turpin-distribution.com). For more information, visit our website: [www.ilo.org/publns](http://www.ilo.org/publns) or contact [ilopubs@ilo.org](mailto:ilopubs@ilo.org).

Photos: Documentation of ILO Jakarta  
Editor: Gita F. Lingga  
Printed in Indonesia



It is with a great pleasure that we present to you our fourth annual results' report on our work in Indonesia. This publication covers our achievements in 2015. We are encouraged to pursue this initiative by the positive comments we received on the previous publications.

The International Labour Organization (ILO) is the United Nations (UN) agency devoted to advancing opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. The Organization has 187 member states and is unique amongst (UN) agencies in being tripartite: Governments, employers and trade unions all participate in its work and its decision-making processes. Indonesia has been a very active and important member of the ILO since 1950.

The details of the 2015 achievements are based on the three key priorities of the Decent Work Country Programme (DWCP) for Indonesia (2012-2015):

1. Employment creation for inclusive and sustainable growth
2. Sound industrial relations in the context of effective employment governance
3. Social protection for all

We are now in the process of identifying new priorities and developing the third generation of the DWCP, which will provide a coherent and integrated guidance for ILO work in Indonesia for the next five years.

The current issue of the ILO Works in 2015 illustrates the broad range of achievements under the ILO's programmes and projects in Indonesia. These include, among others, the enhancement and improvement of productivity and competitiveness of small and medium-sized companies, companies' compliance to labour standards, more equal employment opportunities for people with disabilities, recognition of domestic workers as workers, support given to the livelihoods recovery for communities impacted by the volcanic activities in Mt. Sinabung, the protection of migrant workers, and the extension of social protection coverage.

The 2015 achievements are also the result of a profitable partnership with our tripartite constituents. We look forward to continuing our collaboration with them in 2016.

I would also like to express our appreciation for the support we have received from a variety of partners, without whom it would not have been possible to achieve these results. Finally, a word of appreciation to the ILO team in Indonesia, in the Region and in Headquarters for their works and dedication.

For more information on our activities in Indonesia, I invite you to visit our website: [www.ilo.org/jakarta](http://www.ilo.org/jakarta).

Happy reading!

A handwritten signature in black ink, appearing to read 'F. d'Ovidio'.

**Francesco d'Ovidio**  
Director of the ILO in Indonesia

## Decent work for all

Work is central to people's well-being. In addition to providing income, work can pave the way for broader social and economic advancement, strengthening individuals, their families and communities. Such progress, however, hinges on work that is decent. Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families.

Decent work means better prospects for personal development and social integration, and freedom for people to express their concerns, organize and participate in the decisions that affect their lives. It entails equality of opportunity and treatment for all women and men. Decent work is also the key to the eradication of poverty. Creating decent employment must therefore be at the heart of development policy.

## Table of Contents

	<b>Foreword</b>	3
	Table of Contents	5
	Indonesia at a glance	9
	<b>A. Employment creation for inclusive and sustainable growth</b>	12
	1. Employment policies	
	♦ Labour Standards in Global Supply Chains	13
	2. Youth employment	
	3. Optimizing employment in community investments	
	♦ Strengthening Padat Karya Infrastructure Programme for the Benefits of Communities	15
	♦ Decent Work for Food Security	20
	4. Entrepreneurship and business development	
	♦ Mt. Sinabung Recovery Support Programme (SIRESUP)	17
	♦ Sustaining Competitive and Responsible Enterprises (SCORE) Programme	24
	♦ ASEAN Small Business Competitiveness Programme	28
	<b>B. Sound industrial relations in the context of effective employment governance</b>	30
	♦ Strengthening Labour Inspection	31
	♦ Better Work Indonesia	34
	<b>C. Social protection for all</b>	38
	1. Workers' Social Security	39
	2. Promoting Rights and Opportunities of Persons with Disabilities (PROPEL-Indonesia)	42
	3. HIV and AIDS Workplace Programme	46
	4. PROMOTE: Decent Work for Domestic Workers to End Child Domestic Work	49
	5. Protecting and Promoting the Rights of Migrant Workers in the ASEAN Region (ASEAN Triangle Project)	54
	<b>Cross-cutting themes</b>	58
	1. Gender equality	
	♦ Access to Employment and Decent Work for Women (MAMPU)	59

## How the ILO Works

The International Labour Organization (ILO) is the United Nations agency devoted to advancing opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue in handling work related issues.

The Organization has 187 member states and is unique amongst United Nations Agencies in being tripartite: governments, employers and trade unions all participate in its work and in its decision-making processes. In bringing together governments, employers and workers to set labour standards, supervise their implementation, raise awareness, develop policies and devise programmes, the ILO aims to ensure that its efforts are rooted in the needs of working women and men.

The work of the ILO is guided by the Governing Body, comprising 28 government members, and 14 worker and 14 employer members. The Governing Body decisions on action to give effect to ILO policy, prepares draft programmes and budgets, are submitted to the International Labour Conference (ILC) for adoption, and elects the Director General.

The ILC meets in June every year in Geneva. The Conference establishes and adopts international labour standards and is a forum for discussion of key social and labour issues. Each member country, including Indonesia, is represented by a delegation consists of two government delegates, an employer delegate, a worker delegate and their technical advisors. Each delegate may speak and vote independently.

## ILO in Indonesia: Priorities and Outcomes

Indonesia and the ILO have collaborated very closely since the country became a member of the ILO on 12 June 1950. Using its unique tripartite structure, the ILO works in close collaboration with the Ministry of Manpower, the Indonesian Employers' Organization (Apindo) and the four major trade unions — All Indonesian Workers Union Confederation (KSPSI), All Indonesian Workers Union Confederation (KSPSI) Jakarta Congress, Confederation of Indonesian Prosperity Labour Union (KSBSI) and Indonesian Trade Union Confederation (KSPI).

Taking into account the priorities of Indonesia's Government, the ILO's mandate and focus on its tripartite constituents, three priority areas have been identified for the Decent Work Country Programme (DWCP) for Indonesia 2012-2015. Indonesia is now in the process of developing its new DWCP for the next five years.

### **A. Employment creation for inclusive and sustainable growth**

1. Mainstreaming of employment in macroeconomic, labour and social policies through sound labour market analysis and tools
2. Improved policies and programmes to better equip young women and men entering the world of work
3. Optimized employment outcomes of public and community investments
4. Improved policies and programmes on entrepreneurship, business and cooperative development for job creation including financial inclusion
5. Workers' skills are upgraded through demand-based and competency-based training to better meet labour market needs

### **B. Sound industrial relations in the context of effective employment governance**

1. Labour administration provides effective services to improve working conditions and environment
2. Tripartite constituents effectively engage in social dialogue to apply labour regulations and international labour standards
3. Strengthened institutional capacity of employers and workers' organizations to contribute to sound industrial relations according to their respective mandates and responsibilities

### **C. Social protection for all**

1. Government and social partners have greater capacity to design and implement social protection policies and programmes
2. Barriers to employment and decent work are addressed, particularly gender gaps and for persons with disabilities
3. Effective implementation of the National Action Plan for the elimination of the Worst Forms of Child Labour
4. Enhanced policy, institutional framework and programme implementation for empowerment and protection of Indonesian migrant and domestic workers
5. Integrated HIV policies and programmes for women and men workers

### **Cross-cutting themes**

Gender equality, tripartism and social dialogue, international labour standards are mainstreamed throughout the DWCP priorities.



# Indonesia at a glance

## POPULATION

256,000,307 people  
Female: 49.75%  
Male: 50.25%

## LAND

Total Area:  
1,910,931.32 km<sup>2</sup>  
Islands: 17,504  
Density: 132 people/km<sup>2</sup>

## ADMINISTRATION

Provinces: 34  
Regencies: 416  
Cities: 98

**186,100**



**122,380**



**114,819**

Total employment (in 000)

**7,560**



## Key Stats (2015)

**65.76%**

Labour force participation rate

**61.7%**

Employment to population rate

**8.5%**

Under employment rate

**6.18%**

Unemployment rate

**34.2%**

Inactive rate

## PROJECTS:

 <b>MAMPU</b> Access to Employment and Decent Work for Women (MAMPU)	 <b>SIRESUP</b> Mt. Sinabung Recovery Support Programme (SIRESUP)
 <b>ASEAN SBCP</b> ASEAN Small Business Competitiveness Programme	 <b>PROPEL</b> Promoting Rights and Opportunities of Persons with Disabilities (PROPEL-Indonesia)
 <b>SCORE</b> Sustaining Competitive and Responsible Enterprises (SCORE) Programme	 <b>ASEAN TRIANGLE</b> Protecting and Promoting the Rights of Migrant Workers in the ASEAN Region (ASEAN Triangle Project)
 <b>BWI</b> Better Work Indonesia	 <b>PROMOTE</b> Decent Work for Domestic Workers to End Child Domestic Work
 <b>LABOUR STANDARD</b> Labour Standards in Global Supply Chains	 <b>DWFS</b> Decent Work for Food Security

## PROGRAMMES:

 <b>HIV</b> HIV and AIDS Workplace Programme	 <b>PADAT KARYA</b> Strengthening Padat Karya Infrastructure Programme for the Benefits of Communities
 <b>SOCIAL PROTECTION</b> Social Protection	 <b>LABOUR INSPECTION</b> Strengthening Labour Inspection



Supported by:



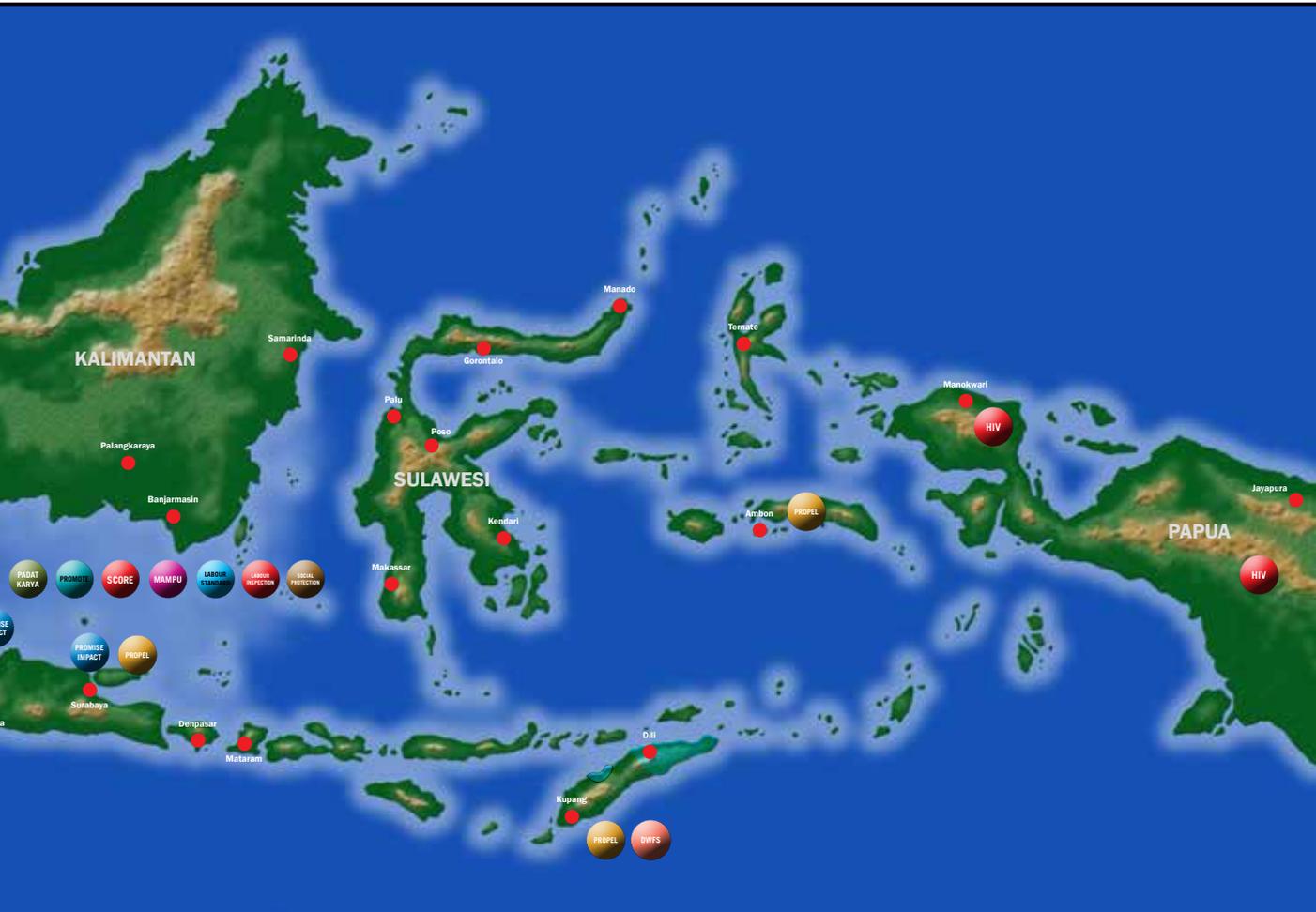
Australian Government  
Department of Foreign Affairs and Trade



Norad



# Activities in Indonesia





## A. Employment creation for inclusive and sustainable growth

1. Mainstreaming of employment in macroeconomic, labour and social policies through sound labour market analysis and tools.
2. Improved policies and programmes to better equip young women and men entering the world of work.
3. Optimized employment outcomes from public and community investments.
4. Improved policies and programmes on entrepreneurship, business and cooperative development for job creation including financial inclusion.
5. Workers' skills are upgraded through demand-based and competency-based training to better meet labour market needs.

# Labour Standards in Global Supply Chains

Supported by:



## In Brief:

The Labour Standards in Global Supply Chains Project aims to improve compliance of labour standards and working conditions in the garment supply chain through strengthening minimum wage fixing and collective bargaining mechanism, promoting social dialogue by enhancing stakeholders' access to information, strengthening system to ensure application of labour standards in enterprises, and enhancing capacity of the tripartite constituents.

In effectively six months of its implementation in Indonesia, the Project has managed to conduct research on minimum wage fixing and collective bargaining practices as well as on working conditions in garment industry, developed a database on wages, employment and productivity, and facilitated dialogues among the tripartite constituents on minimum wage fixing and collective bargaining at both national and provincial levels. The phase two of the Project is scheduled to start in March 2016.

## Highlights in 2015:

- 1. Conducted Indonesia Labour Dialogue on Minimum Wages and Wages Policy:** The event provided a forum to initiate productive dialogue among the tripartite constituents and key stakeholders from national, provincial, district/ municipal, as well as enterprise levels on minimum wages in institutional, political, social and economic contexts. Representative of the Ministry of Manpower presented the government's plan to introduce a new minimum wages fixing mechanism using a mathematical formula to increase annual minimum wages.
- 2. Completion of the Case Study on Minimum Wages Fixing Process in Indonesia:** The study documented the actual process of wage fixing in Indonesia, including minimum wages and wages fixing through collective bargaining. It described the legal framework of the processes and how it was implemented from national level to six enterprises in Bandung, Bekasi and Sukabumi districts.
- 3. Conducted High-Level Meetings with the tripartite constituents:** As a follow up to the labour dialogue on minimum wages and wages policy, high-level meetings with officials of the Ministry of Manpower, the Indonesian Employers' Association (Apindo) and national trade union confederations were organized to share relevant international standards and best practices as lessons learned and possible references to the current on-going wage policy reform in Indonesia. Main topics discussed were as follows: Minimum wages fixing mechanisms in other countries, including those who use mathematical formula; promotion of collective bargaining, including multi-enterprise bargaining; and development as well as application of wage structure and scale.



## Targets for 2016:

- ◆ Contribute to the development of national wages policy through technical advices and national tripartite workshops.
- ◆ Promote the development of a regulatory framework for more effective collective bargaining, including multi-employer bargaining.
- ◆ Enhance the capacity of the tripartite constituents in evidence-based collective bargaining and multi-employer bargaining in the pilot provinces.

# Strengthening Padat Karya Infrastructure Programme for the Benefits of Communities

Supported by:



## In Brief:

The Ministry of Manpower (MoM) has the mandate for promoting the expansion of employment and development of the informal economy through provision of active labour market programmes that promote livelihood development. To implement this mandate, MoM implements a number of national programmes including the national public employment programme (the Padat Karya).

These programmes aim to create and expand access to job opportunities through investing in assets and skills that support economic development within the villages. The immediate objective of the programmes are to empower workers and communities by creating an enabling environment, while the higher level objective is to promote employment expansion and enterprise development. With implementation in more than three hundred districts/ municipalities, these programmes represent a core part of Indonesia's strategy for creating jobs and reducing poverty.

MoM adopted the ILO's local resources-based (LRB) approach as part of its Padat Karya Infrastructure Programme in order to support improvements in both the quality of assets and the quality of work opportunities generated. The adoption is based on projects implemented by the ILO from 2006 onwards that demonstrated the application of the LRB approach in disaster recovery and climate change mitigation.

This joint programme came to an end in December 2015.

## Highlights in 2015:

### General Achievements:

1. **Constructed six suspension bridges:** 45.5 meters of suspension bridge in Lebak, Banten; 57.4 meters in Bone, South Sulawesi; 57.4 meters in Gorontalo; three 45.5 meters in Jombang and Nganjuk in East Java and Bantul, Yogyakarta.
2. **Constructed four bridges:** 52.5 meters in Pekalongan, Central Java; 57.4 meters in Bone Bolango, Gorontalo; 57.4 meters of bridge in Pandenglang, Banten and 62.5 meters of bridge in Wonosobo, Central Java.
3. **Development of pilot public employment programmes for urban areas** in 17 districts in 14 provinces with a total of job creation for 1,716 workers and of 17,160 work days.
4. **Built rural roads in 17 districts in six provinces** with a total length of 14,186 meters. These activities created jobs for 1,496 workers and generated 29,920 work days.
5. **Increased local capacity through developing the skills of bridge supervisors.**
6. **Strengthened capacity for monitoring and evaluation** through introducing impact evaluation methodologies and training enumerators on this methodology.
7. **Trained District Public Works and District Padat Karya Infrastructure officials** as the master trainer for community bridge maintenance.
8. **Trained community members on community bridge maintenance.**



# Mt. Sinabung Recovery Support Programme (SIRESUP)

Supported by:



## In Brief:

Mt. Sinabung in Karo District of North Sumatra erupted on 29 August 2010 which caused displacement of 12,000 people. Soon after, the volcanic activities decreased and increased again in September 2013 causing displacement of 15,000 people. Since then, the volcanic activities decreased to Alert Level 2 in the end of September 2013. In October 2013 the volcanic activities increased again up to Alert Level 3 on 3 November 2013.

In response to the crisis, local government then called for a state of emergency. Noting that the volcano was more active, its status was raised to Alert Level 4 on 24 November, and the corresponding state of emergency was extended until 7 December 2013. Until today, Mt. Sinabung continues to experience high volcanic activity.

To respond to the emergency situation, ILO along with United Nations for Development Programme (UNDP) and FAO have supported the Government of Indonesia through a joint project titled: "The Sinabung Recovery Support Programme (SIRESUP)". The Project is aimed at contributing the post-disaster recovery of the affected regions. The outcome of the Project is that the communities affected by the 2013-2014 Mt. Sinabung eruption recovered with sustainable livelihoods and enhanced resilience.

## Highlights in 2015:

- 1. Strengthened the capacity of local government and social actors in the area of economic development** through Training of Trainers (ToT) on Financial Education and Entrepreneurship Skills Development. The activities aimed to improve the capacity of local actors to have an on-board capacities in facilitating economic empowerment-related activities, particularly entrepreneurship and financial literacy.
- 2. Completion of the community training called Training of Clients (ToC) on Financial Education to 100 selected families from seven relocated villages**, aimed at providing better understanding on better financial management, determining family financial objective, and to start considering for family business/livelihood opportunities. The training also helps to capacitate the affected communities before they receive large funds from government's post disaster action program called RENAKSI.
- 3. Completion of the community assistance activities on Financial Education for Families** as a part of after training support to the participants who completed the ToC. The activity aimed to assist the participants in implementing the result of ToC Financial Education for Families.
- 4. Conducted a training on Entrepreneurship Skills Development using the ILO's module on GET Ahead** for the total of 80 participants (33 males and 47 females) from affected areas. The training was conducted in collaboration with Office of Cooperative, Industry and Micro and Small-sized Enterprises (MSEs) of Karo District which have given grants for 68 participants to start their businesses.
- 5. Facilitation for selected staff from the Office of Cooperative, Industry and MSEs of Karo district to participate in the Training of Trainers on Managing Your Agricultural Cooperative - My.Coop.** The training was a distance learning programme of the ILO's International Training Centre (ITC) Turin, aimed to improve the capacity of local government agency for future sustainability.
- 6. Conducted a value chain analysis for selected commodities that best suit with local and natural situation in Sinabung**, as a joint activity with FAO. The analysis was aimed to determine effective strategies on livelihoods restoration based on local economic and social potentials as the basis for further project intervention.

## Targets for 2016:

- Conduct a Vocational Training Needs Assessment based on the results of the value chain analysis to design a detailed training programme to further support the livelihood recovery, including skills/vocational training based on market orientation and project duration.
- Collaborate with local training service provider/institution to conduct a vocational/skills training for selected group/communities from affected areas.
- Provide an after training support for the participants/groups who have completed the vocational/skills training.
- Provide facilitation for the establishment of local cooperative in the relocation area or strengthen the existing local micro finance providers to provide enabling environment for micro business start-up in the new relocation area.
- Conduct a capacity building for financial institutions including cooperatives and technical assistances to induce credit linkages and non-financial services (e.g. financial education/business education) between micro finance institutions and MSEs' beneficiaries.

# Rising from disaster to a business woman



**IN HER** small shop, Susiyanti Br Sembiring was busy serving hot black coffees to her customers. Located at the shelter for refugees of the Mt. Sinabung, Karo District of North Sumatra, her small shop also provides daily needs, beverages and vegetables. From her small shop, she now could support her family and was no longer

dependable on the

government assistance. She could even spare some money for saving. Now, she has a saving account at Credit Union Sondang Nauli with monthly compulsory saving of minimum IDR 30,000 (US\$ 2.2). "I even manage to save for my three children's education. Every month, I also save IDR 300,000 (US\$ 22.2) to support their education in the future," she said, proudly.

Susiyanti was one of the 15,000 people in Karo District who had to leave her village due to the eruption of Mt. Sinabung in 2013. Until today, Mt. Sinabung continues to experience high volcanic activity.

The eruption caused her family to live in camp in Kabanjahe, the capital of Karo District. During her displacement in the camp, Susiyanti worked as a farm worker to support her family and her husband also worked as local public transport driver. As a farm worker she got paid IDR 60,000 (US\$ 4.4) per day, but she did not work every day and only upon request.

When she learnt about the ILO's programme in 2015 to help local communities like her getting back to their livelihoods, she

immediately signed herself up to join the ILO's training on Financial Education and Entrepreneurship using GET Ahead module. "Now, I know how to keep a financial record, to prioritize the expenses and to carefully spend money, especially during a difficult time like this," she said.

In July 2015, Susiyanti's family received a donation from the government for housing and agricultural land renting with the total amount of IDR 3,800,000 (US\$ 281.48). After receiving the donation, she moved to temporary shelter provided by local NGO named Jenggala in the radius of 6 km from Mt. Sinabung and close to Gurukinayan village.

Based on what she has learnt in the financial training, she used the fund not only for renting the agricultural land, but also for starting her business (small shop) in the shelter area. The GET Ahead training has improved Susiyanti knowledge in running her small shop. She is now able to calculate the profit from her expenditure every week/month which she had never been doing previously.

"Previously, I could only buy and sell. I did not know exactly how much my profit was. But now from every expenditures spent every week or month, I know exactly how much I get from each item sold," she said.

Since the starting of her small shop, she has received daily profit of approximately IDR 150,000 (US\$ 11.11). She is also more certain about her future, especially for her family and her three children. "The eruption has made me losing my business and land; yet the eruption has also given me the opportunity to learn about business and finance and has made me a better business woman," she said, smiling. ❖

**“The eruption has made me losing my business and land; yet the eruption has also given me the opportunity to learn about business and finance and has made me a better business woman”**

**Susiyanti Br Sembiring**

# Decent Work for Food Security and Sustainable Rural Development in Nusa Tenggara Timur

Supported by:



## In Brief:

Today close to one billion people worldwide suffer from chronic hunger. At the same time the unprecedented increases in food prices makes for more hunger, poverty, unemployment, social unrest, and political instability. To address this issue, the ILO programme, “Decent Work for Food Security”, aims to promote food security through a better functioning food system by expanding opportunities for decent jobs underpinned by rights at work, social protection and social dialogue. Decent jobs can accelerate economic growth, stimulate food production, processing and accessibility, and can provide incomes to allow people to exit poverty and to be food-secure.

In Indonesia, the Project is seeking to promote food security and sustainable poverty reduction of rural communities in the most vulnerable and disadvantaged districts of Indonesia’s Nusa Tenggara Timur (NTT) province, through increased labour productivity, enhanced employment opportunities that comply with the principles of decent work, and expanded entrepreneurship opportunities in key agro-food value chains – particularly maize, seaweed and livestock – with high employment and income generation potential.

## Highlights in 2015:

- 1. Completion of the participatory value chain assessment for all three selected commodities (seaweed, maize, and cattle sectors) in both Kupang and Sumba Timur districts.** The assessment engaged farmers, community leader, local government representatives and private sectors both at district and provincial levels. Results of the assessment were considered as valuable inputs for relevant local government institutions in developing a more comprehensive sector development.
- 2. Capacity building for provincial economic development forum as means to support the formation of local economic development forum.** Other supports given covered the capacity enhancement of the forum members to develop key strategic policies in order to enhance the development of key sectors in NTT and facilitate dialogues among the economic actors.
- 3. Signing of the Partnership Agreement between the Ministry of Villages, Disadvantaged Regions and Transmigration of the Republic of Indonesia, ILO, and FAO on Decent Work for Food Security and Sustainable Rural Development (DW4FS-SRD) programme in NTT Province.** The partnership initiative has become a milestone in the multidimensional global partnership to create decent jobs for farmers and to improve rural incomes in NTT in key agro-food value chains – particularly for maize, seaweed and livestock.
- 4. Conducted an awareness campaign on occupational safety and health (OSH) in agriculture.** The campaign was conducted through the organization of the Training of Trainers (ToT) for government officials and farmers who would act as the facilitators in a participatory work improvement. The results of this campaign were replicated by the Ministry of Manpower in Lampung and were tried out in two villages.
- 5. Strengthened local institutions as Business Development Service Providers (BDSPs).** The BDSPs would use modified ILO training modules, including GET Ahead, Financial Education for Families, and Community-Based Enterprise Development (C-BED)
- 6. Conducted a series of entrepreneurship and financial education for 600 smallholder farmers** (25 per cent of the participants were youth)) using the ILO's GET Ahead and Financial Education and C-BED in 13 villages in Kupang district. As the after training support, market initiation activities were conducted, assisted by three local organizations acted as BDPs. The goal was to improve access to market and better prices information, trading ability as well as market options.
- 7. Trained 50 women groups (groups of natural dyeing woven clothes) in two districts.** The trainings were conducted by the local BDSPs using the ILO's entrepreneurship modules and their own budget.
- 8. Trained 40 students on how to start up a green business, particularly in organic waste and recycling business.** The trainings were conducted by the local BDSPs using the ILO's entrepreneurship modules and their own budget.
- 9. Sustainability of the programmes in coordination with local government institutions and relevant stakeholders.** To date, the provincial Cooperative Office has allocated budget for the organization of ToT on Green Start and Improve Your Business (Green SIYB) and has used the ILO's modules on entrepreneurship development in all of 21 districts in NTT.

## Targets for 2016:

- Consolidate various ILO's tools in rural development as a practical package for head of villages and local policy makers in designing programmes on decent work and sustainable rural development.
- Extend supports given to targeted villages for replication in another targeted districts, for example Sumba Timur, Timor Tengah Selatan (TTS) and Belu, through a joint collaboration with government's programme on rural development, such as Anggur Merah\* programme and rural fund programme.
- Support the provincial Government of NTT in developing a comprehensive, sustainable local economic development strategy to promote decent work, inclusive growth and food security.

### Note:

\* Anggur merah is an abbreviation for "Anggaran Untuk Rakyat Menuju Sejahtera", a provincial programme in which the provincial government provides IDR 250.000.000 for village's economic development activities run by village authorities.



# 'Decent Work,

**SEMAU ISLAND** is one of the areas in Kupang district, East Nusa Tenggara (NTT), known for its chronic food insecurity based on the government's food security and vulnerability assessment released in 2010. To assist the island overcoming its food insecurity, the ILO through its Decent Work for Food Security Project facilitated a technical training on seaweed cultivation. The technical training was integrated with a series of trainings on promoting and developing entrepreneurship using the ILO's training tools: GET Ahead, Community Based Enterprise Development/C-BED and Financial Literacy.

These training programmes helped farmers to manage their businesses properly and effectively. Inspired to do better, some trainees from Onansila village in South Semau decided to form a group called 'Dari Dulu', consisting of 23 farmers (12 men and 11 women).

"Working individually we could only cultivate 10 ropes of seaweeds, and the maximum 25 ropes. Seaweed cultivation requires a long process from pre-planting materials, maintenance, to pre-post harvesting and transportation. All these processes are very labour intensive if we have to do them by ourselves. And not to mention the risk of theft as a consequence of lack of monitoring," said Halens, the chief of the Dari Dulu group.

Working in a group was something new for these seaweed farmers. Yet, they were interested in trying. Around 32 ropes of seaweeds were cultivated in the first group trial. In the process, group members realized that they worked faster in a group. On average, working in a group was up to 200 per cent faster than when performing tasks individually.



# not Hard Work'



*The technical training was integrated with a series of trainings on promoting and developing entrepreneurship using the ILO's training tools: GET Ahead, Community Based Enterprise Development/C-BED and Financial Literacy*

They also learnt how to do their tasks more effectively. Before, farmers placed their ropes at any places they could find. However, under a group, they selected a common place for easy monitoring. Before, it took the farmers more than two weeks to dry their harvest as they just placed their seaweeds on the sand. Today, it takes only one week as the farmers use a hanging drying structure that ensures cleanliness and moist content, as well as minimizes product loss due to over drying.

When it comes to business management, the group is now able to develop a business plan. Having developed skills in book keeping, cost calculation and yield projection, the group decided to expand

the business by cultivating 75 ropes for the second production. The cost of production was also used as one of the elements in bargaining the price with traders in the village. Moreover, the group has now been experimenting with a collective marketing system to access more market options or alternative traders in order to seek a better price.

While working in the group, the farmers are still managing their own seaweed farming as their main source of income. They apply the same system that they use in the group. The results they have obtained from grouping together have been contributing to their strength in managing their individual businesses.

Some of the members, for example, now plan to save their money for expanding their business by adding more ropes or buying a small boat, rehabilitating houses and covering their social needs like weddings and funerals, instead of spending it unproductively as they used to do.

Through this process, Halens is proudly saying, "Decent work, not hard work. That's what we now know, and working in a group makes it practical." The ILO has able to support a total of 110 seaweed farmers in South Semau in improving their current seaweed business. ❖

# Sustaining Competitive and Responsible Enterprises (SCORE) Programme

Supported by:



## In Brief:

Launched in July 2010, the SCORE Indonesia programme is designed to help small medium enterprises (SMEs) in Indonesia to boost quality and productivity, improve working conditions, reduce environmental footprints and strengthen collaboration and communication between employers and workers. It helps enterprises to be more competitive in global markets, thereby creating jobs.

Funded by the Swiss State Secretariat for Economic Affairs (SECO) and the Norwegian Agency for Development (NORAD), the SCORE programme is supported and implemented by the Ministry of Manpower, Indonesian Employers' Association (Apindo), national trade union confederations and partners from private sector. Indonesia has been chosen as one of seven countries along with India, China, South Africa, Ghana, Viet Nam, and Colombia to implement the SCORE programme.

[www.scoreindonesia.net](http://www.scoreindonesia.net)

 SCORE.Indonesia

 @SCORE\_Indonesia

## Highlights in 2015:

1. **Incorporation of the SCORE methodology to the Basic Curriculum of Indonesia's New Productivity Trainers** under the Productivity Training Center of the Ministry of Manpower since 2013. The Ministry of Manpower funds and covers all of the training budget and the trainees are all of the productivity trainers across Indonesia.
2. **Finalization and trial implementation of SCORE Short Course.** SCORE Global Short Version has been adapted to fit SCORE Indonesia and has been implemented in Greater Area of Jakarta, Central Java, Yogyakarta and Bali. The short course has brought positive changes and impact on collaboration, communication, quality control, production flow process for each participating small and medium-sized enterprises (SMEs).
3. **Commitment from the Central Java Government to fund next SCORE activities in Central Java.**
4. **Funding from the Ministry of Foreign Affairs for SCORE training activities in Bali,** and the Ministry has also committed to fund other SCORE training activities with the technical service provider called Bali Export Development Organization (BEDO) in Yogyakarta in 2016.
5. **Commitment from Sampoerna Foundation to provide funding of USD 25,000 for SCORE training activities in East Java.** The training was conducted in collaboration with the technical service provider BEDO as the facilitator for its 24 value chain SMEs.
6. **Development of Hospitality Coaching Programme (Ho-Co Programme) on tourism sector:** Inspired by the SCORE methodology, the Swiss Contact adapted the SCORE methodology for tourism modules targeted to Indonesian micro hospitality services. This programme was implemented in Labuan Bajo, East Nusa Tenggara.
7. **Strengthened the capacity of the four trade union confederations** through intensive SCORE Short Course Trainings of Trainers (ToT) and Trainings of Enterprises (ToE). These trainings were targeted for SMEs who were also trade union members as an effort to institutionalize the SCORE methodology in Indonesia.
8. **Presentation of Parama Karya Award to five SCORE participating SMEs:** UD Kreasi Lutvi from North Sumatra, UD Pelangi Indonesia from East Java, PT Mega Global Food Industri from East Java, PT Lambang Jaya from Lampung and CV Batik 16 from Semarang. The award is the highest productivity achievement reward from the Government of Indonesia.
9. The SCORE Evaluation and Monitoring (M&E) database system (established in 2012), presenting an overall results of **127 companies registered as participating enterprises of SCORE Indonesia, 60 active instructors; 303 managers (38 per cent) and 492 workers (62 per cent) trained. Around 38 per cent from total managers and workers are female** (as of Feb 2015).



## Targets for 2016:

- Support the Ministry of Manpower's productivity improvement programme.
- Conduct the SCORE Global Certification for selected Indonesian SCORE trainers.
- Establish the Indonesia SCORE National Center.
- Conduct the SCORE Indonesia Productivity Conference.
- Conduct intensive SCORE ToT and ToE with the Indonesian Employers' Association (Apindo).
- Initiate and expand the collaboration among SCORE Indonesia with other ministries and stakeholders related to productivity.



**PRESIDENT** Joko Widodo (Jokowi) awarded the 2015 Parama Karya to five SCORE participating small and medium-sized enterprises: UD Kreasi Lutvi from North Sumatra, UD Pelangi Indonesia from East Java, PT Mega Global Food Industry from East Java, PT Lambang Jaya from Lampung and CV Batik 16 from Semarang. The Parama Karya award is the highest productivity award for SMEs from the Government of Indonesia. The award ceremony was conducted at the State Palace, Jakarta, on 24 November 2015 and was given to a total of 22 SMEs.

SCORE, also known as Sustaining Competitive and Responsible Enterprise programme, is designed to enhance productivity and competitiveness of small and medium enterprises (SMEs). Launched in Indonesia in 2010 and initially led by the ILO, the Programme has now become a tripartite programme, implemented together by government, workers' organizations and employers' organizations.

In his keynote remarks, President Jokowi emphasized the urgency for companies to enhance their competitiveness and productivities. "This is the era of competition. The companies that are not competitive can no longer exist and cannot survive. With the upcoming ASEAN Economic Community (AEC), the competition is no longer among individuals, cities or provinces, but among countries," he stated.

To be acknowledged as the award recipient, the selected SMEs had gone through basic assessments. They were judged by independent auditors and judges representing the Ministry of Manpower, employers' associations, trade unions, academia and the National Productivity Council based on the following criteria: leadership, strategic planning, customer-oriented and market expansion, human resources and organizational competence development, data completeness, information and analysis, management process and business results.

"Parama Karya award is a symbol of acknowledgement to SMEs that have successfully implemented the concepts of quality and productivity. Improvements of quality and productivity increase the added values that, in turn, improve business expansion, employment opportunities and workers' welfare. These will eventually contribute to the economic growth and national competitiveness," said the Minister of Manpower, M. Hanif Dhakiri.

# Five SCORE companies received 2015 Parama Karya Award from President Joko Widodo

© Setneg RI



“This is the era of competition. The companies that are not competitive can no longer exist and cannot survive.... the competition is no longer among individuals, cities or provinces, but among countries”

**Joko Widodo**  
President of the Republic of Indonesia

Indonesia through site visits. “We continue to make SCORE programme as our work culture,” Suryanti added.

Similarly, Karlonta Simarmata, SCORE instructor in Lampung, shared her experience assisting PT Lambang Jaya. “I have witnessed real changes that benefit both the management and employees. After the implementation of SCORE programme, the working environment is now clean, neat and organized. Sanitation and hygiene are improved and additional facility is added such as drinking water for employees.”

In addition, SCORE programme has also opened business networking opportunities among its participating SMEs. For example, the establishment of business networking between UD Pelangi Indonesia and PT Mega Global Food Industry. UD Pelangi Indonesia visited PT Mega Global to learn best practices and how to improve the business. ❖

Noor Suryanti, owner and director of UD Pelangi Indonesia, a small-scale handicraft company in East Java, admitted that the SCORE programme has played an important role in improving her company’ productivity and in making it possible for her company to be awarded with the Parama Karya award. “After the implementation of SCORE programme, the working environment has changed. My employees are more motivated, and we have a better communication system that has improved the working performance, strengthened the cooperation and enhanced tasks distribution,” she said.

UD Pelangi Indonesia began to implement the SCORE programme in 2015 under the guidance of productivity instructors from the Provincial Productivity Center in East Java. In addition to the classroom trainings, the trainers also directly assisted UD Pelangi

# ASEAN Small Business Competitiveness Programme

Supported by:



Micro, small and medium enterprises (MSMEs) in ASEAN make up more than 90 per cent of all domestic firms and 75-90 per cent of the non-agriculture workforce. MSMEs provide the supplier basis which supports the success and productivity of large international corporations and are therefore an essential foundation

## In Brief:

of their operations. The great majority of employment creation in ASEAN has taken place in the informal sector, and it is the self-employed operators of micro-enterprises, especially those in marginalised communities, which are the intended targets of this project.

ASEAN ILO Small Business Competitiveness (SBC) especially tackles the issue of the lack of access to information on how to operate and grow small businesses. It aims to provide a source and platform where, across ASEAN, small business owners can find guidelines on running their specific business and on good practices, as well as examples of business start-up strategies, business plans, tools and budgets.

Tools and training approach of Small Business Competitiveness (SBC) are based on the ILO Community-Based Enterprise Development (CBED) approach. CBED, developed specifically to support hard-to-reach micro and small-sized enterprise communities, is a trainer-less approach, based on peer-to-peer learning, resulting in an ease of adoption and much lower costs for local partners. The case of SBC phase 1 targeting the tourism sector will serve as a case study for subsequent expansion of the CBED methodology to other selected sectors to support development in the region. The tourism sector is a major contributor to ASEAN GDP, and supports more than 25 million jobs in the region

The direct beneficiaries of the project are national and local government agencies, business development services and development projects whom provide services and support to MSMEs. The ultimate beneficiaries are the entrepreneurs in tourism sectors, communities in which the businesses are located. The Project came to an end in June 2015.

## Highlights in 2015:

**1. Completion of the preliminary study and development of eight tools stage.** Out of the conducted inception report, tourism sector was selected, along with common and suitable subsectors. The course of 2014 was used mainly to develop toolboxes and conduct pilots to iteratively boost the quality of the tools developed; establish (and experiment) innovative partnerships with a variety of actors (i.e. government officials, NGOs, community leaders) to gain insight on various institutional 'best practices' in rolling out the training modules and assure programme sustainability.

**2. Dissemination of the tools stage, through establishment of multi-media platform and workshops** to identify and communicate to key local partners across ASEAN countries on the toolboxes featured. The modularity of the SBC approach enables our partner intermediaries to easily incorporate SBC tools into their existing programs of community and sector-based support.

**3. Developed campaign materials on the eight SBC tools stage** in the format of website, videos and infographics. These campaign materials were developed in nine languages (Indonesia, Burma, English, Khmer, Laos, Malaysia, Tagalog, Thailand and Vietnam) and disseminated in the eight countries of ASEAN.

**4. Completion of 13 modules of good practice guide and training guide** in nine languages covering the sectors below:

### Sub-sector specific modules:

- Guesthouse/small hotel owners
- Homestay owners
- Restaurants/food vendors

- Handicraft makers
- Smallholder farmers supplying tourism
- Market vendors (souvenir sellers)
- Transportation management

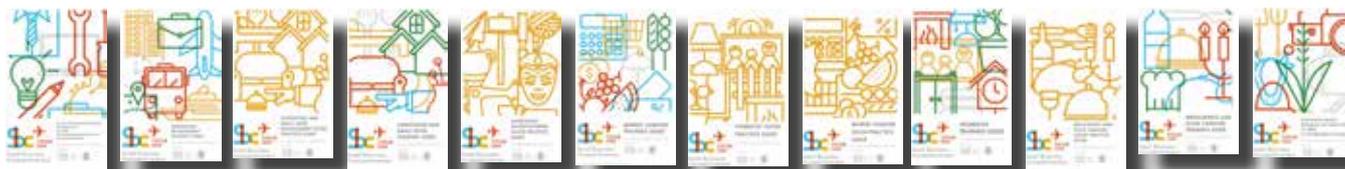
### Generic tourism modules:

- Aspiring entrepreneurs in tourism sector
- Destination management (setting up the Public-Private Partnership collaboration to catalyze local tourism development)

The knowledge products, as well as practical guidelines, tailored for each type of channel were made available online in the website, <http://www.sme-tools.org>. The website also features SBC introduction video, various case study videos, as well as practical how-to videos pertaining to different sub-sectors.

**5. Enhanced capacity of national and local government agencies, business development services and development projects, civil society and academic institutions in assisting the MSMEs in tourism sector.**

Along with the Ministry of Cooperatives and MSMEs as well as regional tourism authorities of several Indonesia provinces, the Project has reached 300 homestay and guesthouse owners over six destinations and approximately 90 officials and tour operators, including 320 cooperative members for market and food vendors; 40 homestay association members and 40 handicraft makers. With the Ministry of Agriculture, the Project has established the paddy, soy and maize knowledge products and the prototype tried on 900 agricultural workers.





## B. Sound industrial relations in the context of effective employment governance

1. Labour administration provides effective services to improve working conditions and environment.
2. Tripartite constituents effectively engage in social dialogue to apply labour regulations and international labour standards.
3. Strengthened institutional capacity of employers and workers' organizations to contribute to sound industrial relations according to their respective mandates and responsibilities.

# Strengthening Labour Inspection

Supported by:



## In Brief:

One of the key objectives of Indonesia's DWCP (2012-2015) is to increase the effectiveness of its labour inspection system. Strengthening labour inspectorates in dealing with safety and health issues and the enforcement of legislation are an integral part of the national occupational safety and health (OSH) framework and contribute towards the creation of a modern and effective labour inspection regime. A significant challenge is to provide relevant and timely OSH services to small-scale businesses, not only as part of Government's responsibilities but also as a collaborative framework involving social partners at both national and provincial levels.

The ILO has been actively involved in building the capacity of the labour inspectorate through training initiatives and technical assistance to the Government on the implementation of its new 2010 Presidential Decree on improving the promotion and coordination of labour inspection services in the country. The ILO/Norway Project was specifically supporting the labour inspection to strengthen its capacity. The Project also promotes collaboration and cooperation at international, regional and national levels to develop national labour inspection strategies, disseminate best practices and strengthen networks. The Project came to an end in December 2015.

## Highlights in 2015:

### Overall Achievements

1. **A joint review of the labour inspection statistical methodology** to improve the data collection from the provincial and district level.
2. **Organization of the 5<sup>th</sup> ASEAN Labour Inspection Conference in Yogyakarta** with the adoption of recommendations to jointly strengthen the labour inspection services through information and communication technology among the ASEAN Member States.
3. **Strengthened the collaboration and coordination among the government agencies in the fishing sector**, especially in inspecting the working conditions.
4. **Improved awareness from workers, employers, and inspectors** on the importance of safety and health in the small and medium-sized enterprises, with specific focus in construction sector.



**AT ABOUT** 20 meters above the ground, in an erected dense steel structure, Lexi Sawa, with a spanner in one hand and a safety belt tightly buckled on one of the steel pipes, deftly whisked at each joint of the structure, tightening bolts. Sawa was building a high-rise hotel in Abe Pura, Jayapura, Papua Province, Indonesia. When he and his co-workers were trying their best to make sure the building to be safe and strong, their own safety was taken care of.

"I feel more secure now," the 23-year-old said as he showed the whole set of protective gear he was wearing: a helmet, safety shoes, a safety belt with a lanyard and a mask. "I can do my work in a more comfortable way and don't need to worry too much about the risks at my work."

However, Sawa didn't always feel so assured about his safety. Actually he had been deeply worried that he could easily fall from the structure especially during the rainy season when the workplace became slippery. "I always think if something happens to me, what will happen to my parents," Sawa recalled those old days. "They are very old and dependent on me."

But contradictorily, even though deeply concerned, he didn't realize the importance of safety. "I don't really understand work safety. The company gave us the equipment to wear but I didn't feel obliged to wear it," he said.

PT Bukit Abe Permai, the construction company Sawa works for, also found it was a big challenge to introduce the concept of occupational safety and health or OSH to his 30 strong employees. "The workers were afraid of the OSH officer," Yuti Yusran, the managing director of the company, said. "So it is quite difficult to talk about OSH issues with the workers."

The consequences are the recurrence of accidents. Last year, a worker got his feet injured when stepping on shards of glass without wearing safety shoes. Two years ago, a subcontracted worker died on the way to pick up some construction materials. Even though he died of sudden illness rather than accidents, the company had to pay 50 million rupiahs or about US\$ 4000 for the funeral and compensation.

One of the reasons for negligence of OSH, as Yusran said, is that people in Papua including himself didn't care about working safety

# Tightening bolts and strengthening safety

and health. But their minds started to change when he and some of his workers joined Work Improvement in Small Construction Sites training or WISCON.



The training was organized by the Indonesian Government with the technical support from the ILO/Korea Partnership Programme. It not only teaches ways to raise people's awareness of OSH but also shows how to improve workers' safety. The approach is designed to encourage and assist small construction in implementing low-cost, simple and sometimes voluntary measures to reduce the risks of accidents or diseases at the workplace.

"Before the training, the implementation of OSH measures was only on paper and no actions were taken," Yusran said. "After the training, we made concrete plans to implement the protective measures." Sawa learned how to use the safety equipment and how to always have safety in his mind. "The improvement can start from small things such as removing the garbage from the workplace or putting tools in order," he said.

Now every morning the work starts with a safety briefing. The workers are alerted to use safety equipment, wear protective gears and clean the workplace. "The workers focus more on their work and worry less about risks in the workplace," Yusran said.

Herdian Tobo, the labour inspector in the region, also saw the changes. The workers were not evasive to him anymore. "Papua is a remote area in the country and it is very difficult for me to visit all workplaces or construction sites," Tobo said. "So it is necessary

*“ Papua is a remote area in the country and it is very difficult for me to visit all workplaces or construction sites, .... So it is necessary to help the workers and employers to create a 'safety culture' at the workplace ”*

**Herdian Tobo**  
Labour inspector

to help the workers and employers to create a 'safety culture' at the workplace."

There are about 65 construction companies in Papua and most of them are small and medium-sized companies. They build hotels, office buildings, roads and bridges. The approach introduced by the ILO through the WISCON training will continue to help those companies and even companies in the whole to improve safety conditions and prevent accidents from happening.

"The participatory approach involving labour inspectors, workers and employers jointly to review the existing positive practices will encourage both workers and employers to continue making improvement at the workplace," said Mudji Handaya, Director General of Labour Inspection, Ministry of Manpower.

With a long and intense torque of the spanner, Sawa tightened the last bolt of the day. "I hope that there will be more training about OSH for me and my friends at work," he said. "I felt that is really useful and practical." ❖

# Better Work Indonesia

Supported by:



## In Brief:

Better Work Indonesia (BWI) is a partnership between the ILO and the International Finance Corporation (IFC). The programme aims to improve compliance with labour standards and promote competitiveness in global supply chains. Better Work focuses on scalable and sustainable solutions, through strengthening cooperation between governments, employers' and workers' organisations and international buyers. The protection of workers' rights and entitlements helps distribute the benefits of trade to promote human, social and economic development. Compliance with labour standards can assist enterprises to be more competitive, by improving access to new markets and buyers. Better Work Indonesia combines independent enterprise assessments with advisory and training services to support practical improvement through workplace cooperation.



BetterWorkIndo



Better Work Indonesia

## Highlights in 2015:

1. **Registration of 150 factories with BWI**, located in the Greater Area of Jakarta, West Java (Bandung, Sukabumi and Majalengka) and Central Java (Semarang, Solo, Boyolali and Wonogiri) and Yogyakarta (Sleman) Provinces.
2. **BWI is now reaching over 295.000 workers**, with over 90 percent are women.
3. **Registration of 30 major international buyers** purchasing from Indonesian factories with BWI. There has been a significant improvement in buyer participation with a number of buyers wanting to subscribe all of their factories in the programme. The fourth buyers' forum was held at the end of September 2015.
4. **Publication of BWI's fifth synthesis report**, which showed an improvement of compliance for factories in their third and fourth cycle of assessments.
5. **Launch of a New Factory Service Model for Advisory and Assessment Services**, aimed to increase the ownership by the factory through a revision of the cycle, starting with self-diagnosis.
6. **Conducted trainings on supervisory skills for over 600 supervisors from 26 factories**. The training was financially supported by the Disney Foundation and has been by far the most requested training.
7. **Implementation of grievance mechanism through mobile phone apps**. The mobile phone apps used by workers to anonymously report their grievance to managers. Through this Disney funding project, factory managers also trained on how to handle the grievance, in making sure that the system is according to the good grievance mechanism.
8. **Supported the initiatives of the Ministry of Manpower on labour norms expert (KNK)** that is regulated under a Ministerial Decree No. 257/2014 by undertaking a series of knowledge sharing events for BWI registered factories, labour inspectors at the local level as well as international brands/ buyers. The Ministerial Decree regulates that it is a mandatory for each factory to have a KNK that is responsible for factory self-assessment.
9. **Social media campaign through Facebook**, which has over 20,000 likes, targeting workers, managers and public.



## Targets for 2016:

- Increase the number of registered companies receiving BWI's service programme to 190 companies.
- Continue to improve compliance with labour standards and promote competitiveness in global supply chain to all BWI's registered companies.



“ we are committed to promote the awareness on health issues at the workplaces as healthy and productive workers ”

Ojang Suhandi  
Head of Subang District

**AROUND** 1,800 women workers from nine garment factories in Subang District, West Java, enthusiastically gathered at Subang City Square to celebrate the Women Workers' Festival on 14 November 2015. Wearing orange shirts and hats, they actively participated in the morning fun walk, dance and drama competitions. They also gained knowledge from health symposium on cervical cancer awareness organized by the Indonesian Doctors' Association (IDI) and many of them took the opportunity to take free medical check-ups and health supplements. During the symposium on cervical cancer, many participants raised question linking the sanitation condition at their workplaces with the risk of cervical cancer.

The Festival was jointly conducted by the District Government of Subang, in collaboration with the ILO through its Better Work Indonesia (BWI) Programme, in conjunction with



# Healthy women workers for productive workplaces

the commemoration of the National Health Day and the Women Workers' Health and Productivity Movement (GP2SP).

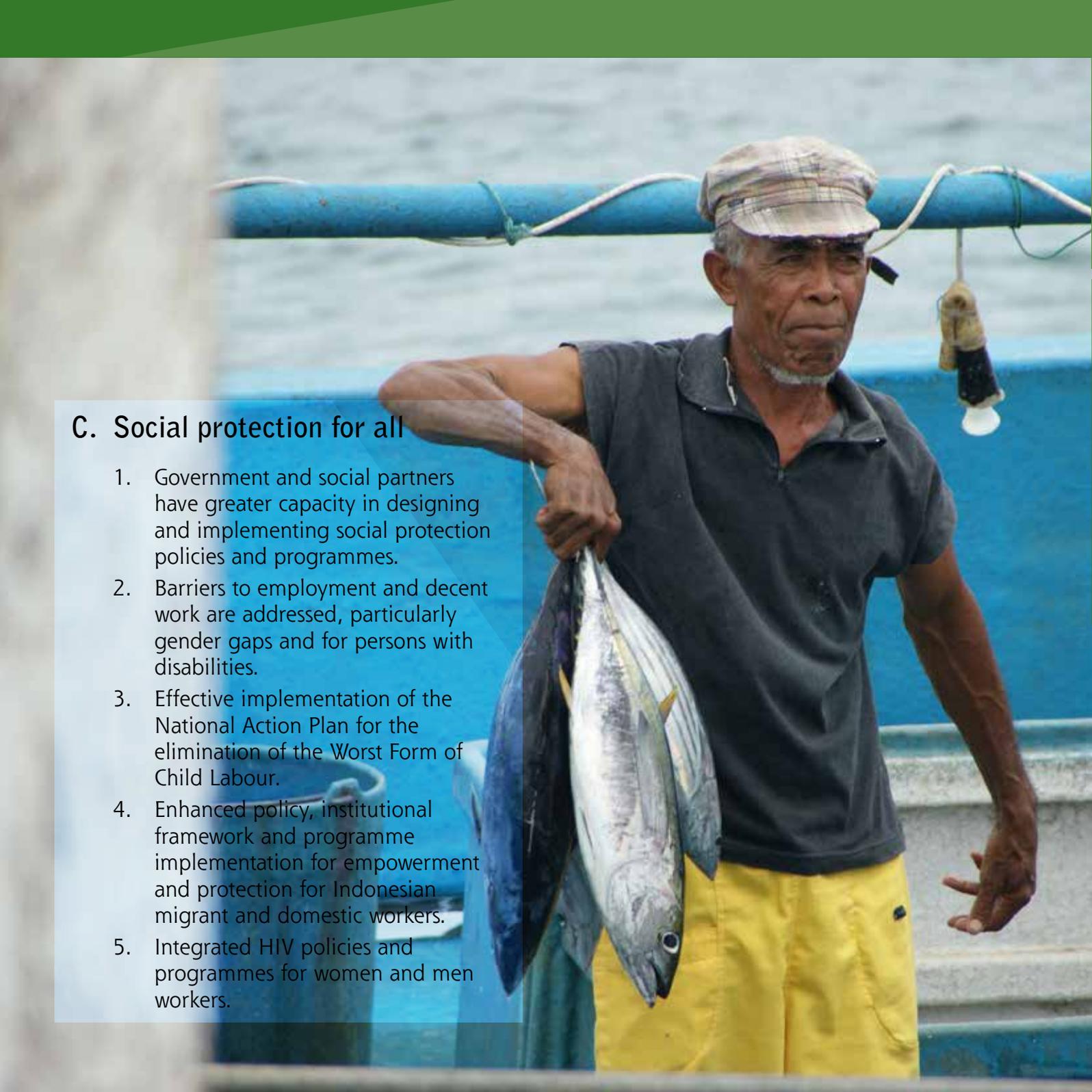
Nationally launched in 2013, the GP2SP was locally launched in Subang District by the Head of Subang District, Ojang Suhandi, two days before the Festival on 12 November 2015. The launch was concluded with the awards given for institutions, individuals and private sector that had shown their commitments in promoting health issues at the workplaces. Three BWI's factory partners were among the award recipients: PT. Wilbess Global, PT. Daenong Global and PT. Hansoll Hyun.

"This is an important movement for Subang District as the home for thousands women workers. As we may aware, anemia is

commonly affected women workers that will have an impact on their productivity. Therefore, we are committed to promote the awareness on health issues at the workplaces as healthy and productive workers not only beneficial for the enterprises but also for the workers themselves," said the Head of Subang District.

Meanwhile, the ILO's Country Director, Francesco d'Ovidio, congratulated the local government of Subang for the launch of GP2SP. "I hope this programme will inspire other areas to implement similar programmes. When workers are healthy, the working attendance will also be increased. This also means an increase of productivity," he said. ❖



A photograph of an elderly fisherman on a boat. He is wearing a grey polo shirt, yellow shorts, and a light-colored cap. He is carrying several large fish on his shoulder. The background shows the blue water of the sea and a blue railing of the boat.

## C. Social protection for all

1. Government and social partners have greater capacity in designing and implementing social protection policies and programmes.
2. Barriers to employment and decent work are addressed, particularly gender gaps and for persons with disabilities.
3. Effective implementation of the National Action Plan for the elimination of the Worst Form of Child Labour.
4. Enhanced policy, institutional framework and programme implementation for empowerment and protection for Indonesian migrant and domestic workers.
5. Integrated HIV policies and programmes for women and men workers.

# Social Protection

Supported by:



## In Brief:

In the National Medium-term Development Plan (RPJMN) 2015-2019, the Government of Indonesia targets 95 percent coverage under the National Health Insurance (BPJS Kesehatan) and more than doubling workers participation to the schemes under the National Employment Insurance (BPJS Ketenagakerjaan) in 2019.

In 2015, the ILO's work in the area of workers' social security in Indonesia has been providing inputs on various forums to the national discussions regarding the new pension scheme and advocating for a social protection system that are effectively inclusive for Indonesian migrant workers and workers from the informal economy, in line with related international instruments namely the Social Security (minimum standards) Convention, 1952 (No. 102) and the Social Protection Floor Recommendation, 2012 (No. 202).

## Highlights in 2015:

### 1. Participation of the ILO in various social security forums:

The ILO participated in the third Indonesian Industrial Relation Convention held in Bandung in May 2015. The discussions focused on the new pension scheme planned to be implemented in July 2015. The ILO also participated in various forums reaffirming the need for a more inclusive social protection system which take into account the specificity of Indonesian migrant and workers from the informal economy.

### 2. Launch of the ILO new publication on social protection in the ASEAN region:

This new publication titled *"The state of social protection in ASEAN at the dawn of integration"* provides an overview of the social protection situation in each of the ten ASEAN Member States, using the framework of the four Guarantees adopted in 2012 under the ILO's Social Protection Floors Recommendation (No. 202). The report documents country experiences that can inspire ASEAN Member States in their work to develop effective social protection systems. The study also offers recommendations for practical strategies and policy options for extending social protection coverage in the region and provides baseline information against which to measure progress.

## Targets for 2016:

- Finalize the actuarial study by taking into account the final design of the pension scheme implemented by the government in July 2015 and formulate recommendations regarding the scheme adequacy and long term sustainability.
- Share knowledge, policy recommendations and improved measures for extending coverage to small and medium-sized enterprises (SMEs), workers of the informal economy and self-employed.
- Build the capacity of different stakeholders of the social protection system regarding monitoring and evaluation and actuarial reporting.

**ASEAN MEMBER STATES** have already made commendable efforts in extending social protection in their countries, the report says. Four out of 10 have already achieved universal health coverage and the other members have committed to achieving it in the near future. Similar work on improving the education and nutrition of children in ASEAN is also noted.

The report, titled "The state of social protection in ASEAN at the dawn of integration" was launched on 25 November 2015, in Jakarta, during the tripartite seminar on enhancing social protection within ASEAN community. The launch was attended by representatives of ASEAN Ministries of Labour and Social Welfare, ASEAN Trade Unions and Employers' Organizations, and development partners.

Published just before the launch of the ASEAN Community next month, the report echoes the findings of the recent ILO and ADB study "ASEAN Community 2015: Managing integration for better jobs and shared prosperity", in concluding that social protection is a vital component in ensuring that the overall gains of the ASEAN Economic Community are distributed evenly between countries, economic sectors, skill groups, and genders.

*“Accelerating the expansion of social protection is more than ever a necessity to ensure that gains of the ASEAN economic integration translate into shared prosperity and equitable development, and that no one is left behind”*

**Francesco d'Ovidio**  
Director of the ILO Office for  
Indonesia and Timor-Leste

# ILO New report says successful ASEAN integration requires social protection

However, the human right to social protection remains only partially fulfilled for the large majority of people in the region. Half of the work force have no protection against occupational accidents and diseases. Fewer than one-in-three receive an old-age pension.

The report sets a benchmark for measuring progress in extending social protection floors and systems. Social protection floors guarantee that, in a country, every resident at all age can enjoy income security and access to basic social and health care services. Key recommendations of the report include more risk pooling and redistribution through social insurance and tax-financed schemes, better coordination of social protection interventions, more effective participation of social partners in the design and implementation of schemes, and greater political support for creating the fiscal space to finance social protection floors.

“Accelerating the expansion of social protection is more than ever a necessity to ensure that gains of the ASEAN economic integration translate into shared prosperity and equitable development, and that



no one is left behind”, said Francesco d’Ovidio, Director of the ILO Office for Indonesia and Timor-Leste.

The two-day “Tripartite seminar on enhancing social protection in an integrated ASEAN community”, was attended by representatives of government agencies, workers and employers’ organizations, UN experts and civil society specialists.



Delegates discussed the role of social protection policies in facilitating ASEAN economic, social and cultural integration, as well as measures for smoothing national economic changes and facilitating cross-border social protection. They also discussed ways to expand social protection coverage to migrant workers. The discussions are designed to help policy makers and practitioners enhance their social protection

systems and improve coordination.

The meeting was organized with sponsorship from the ILO/Japan – ASEAN Project on Income Security and Employment Services and the ILO’s Canadian government-funded project, Tripartite Action for the Protection and Promotion of the Rights of Migrant Workers. ❖

# Promoting Rights and Opportunities of Persons with Disabilities in Employment through Legislation (PROPEL-Indonesia)

Supported by:



## In Brief:

ILO-PROPEL Indonesia aims to address gaps in policy and legislative protection on employment and training of persons with disabilities to ensure they are consistent with international standards. The Project supports the Government and other key stakeholders to enhance understanding of disability rights, especially concerning employment and training, through working with partners to build capacity of stakeholders and to raise awareness of disability rights. Funded by the Irish Aid, PROPEL-Indonesia Project started in June 2012, as part of a global PROPEL Project implemented in several countries in Asia and Africa.

## Highlights in 2015:

- 1. Provided grant awards for students at UNIKA Atma Jaya, Jakarta and UNIKA Widya Mandira, Kupang** in conducting research on legal issues concerning the employment of people with disabilities.
- 2. Conducted a review on the physical accessibility of six vocational training centres in East Java.** The review was conducted by a research team from the Department of Architecture, Sepuluh November Technology Institute (ITS), Surabaya, East Java.
- 3. Provided technical supports at interactive sessions conducted by the Ministry of Manpower as an effort to raise the awareness on various policies and programmes related to employment opportunities for persons with disabilities** to stakeholders and the public at large. These interactive sessions were conducted in Bandung, Banjarmasin, Batam, and Banten as an awareness raising activities in shaping support from various stakeholders on policies that enable persons with disabilities to work.
- 4. Strengthened the capacity of Ministry of Manpower officials at national, provincial and district levels.** Ministry of Manpower in 2015 launched the Disability Equity Training (DET), based on the ILO DET training and non-discrimination strategy, for provincial and district manpower officials using the current state government budget. This was a new, important initiative taken by the government to empower local government on disability and employment issues.
- 5. In collaboration with the Ministry of Manpower, conducted a Networking Forum for Companies on Placement of Workers with Disabilities.** Conducted through the Indonesian Business and Disability Network, the Forum was dedicated for the Indonesian employers to discuss and share experiences on tapping the market and talent pool of persons with disabilities.
- 6. Supported the Ministry of Manpower to provide equal employment opportunities for people with disabilities.** Ministry of Manpower and Ministry of State-Owned Enterprises signed a Memorandum of Understanding (MoU) on Placement and Vocational Training for Persons with Disabilities in December 2015, as an effort to provide equal employment opportunities for people with disabilities.
- 7. Closely worked with women's organizations in implementing various works on disability issues** to provide equal employment opportunities for people with disabilities, particularly women with disabilities. One of the organizations was the Association of Women with Disabilities (HWDI).
- 8. Incorporation of issues related to disability to other ILO programmes in Indonesia.** The ILO-PROPEL has a close collaboration with other ILO projects/programmes in exchanging knowledge and information on disabilities, such as the ILO-MAMPU Project focusing on women engage in home work and Better Work Indonesia dealing with labour standard compliance.

## Targets for 2016:

- Continue to have further collaboration with policy makers and government officials as well as establish a closer relationship with the private sector, state-owned enterprises, and training institutions in realizing concrete examples of inclusive workplaces for women and men with disabilities.
- Organize a business forum in an attempt to provide information and insights from different parties in connecting companies, government agencies, training institutions, and disabled persons' organizations to work together in opening wider access for persons with disabilities to employment. It is in line with the main goal to establish Indonesia's Business and Disability Network.
- Continue to provide technical supports for interactive sessions hosted by the Ministry of Manpower on employment and disability. Another four different areas in Indonesia will be chosen as the targets this year.
- Continue to provide technical supports to the Ministry of Manpower in conducting Disability Equality Training (DET).
- Conduct an analysis on workers with disabilities using the latest annual labour force survey of the BPS-Statistics Indonesia.



## Ministry of Manpower and Ministry of State-Owned Enterprises to provide equal employment opportunities for people with disabilities

**THE DATE** of 11 December 2015 marked an important step in the elimination of discrimination against people with disabilities in the workplace. The Ministry of Manpower and the Ministry of State-Owned Enterprises signed a Memorandum of Understanding (MoU) on Placement and Vocational Training for People with Disabilities at the State-Owned Enterprises.

The MoU stated that the Ministry of State-Owned Enterprises is obliged to provide equal job opportunities and treatment, provide accessible facilities and other work supports needed by and conduct vocational trainings for workers with disabilities.

Meanwhile, the Ministry of Manpower is obliged to provide information on job opportunities, facilitate internship, facilitate placement, monitor the placement and conduct sensitization programmes on issues related disabilities at the Ministry of State-Owned Enterprises.

“The MoU is a concrete action that will provide equal employment opportunities for people with disabilities. Companies have many positive experiences hiring and retaining people with disabilities. They are often most diligent, loyal and productive,” said Hanif Dhakiri, Ministry of Manpower, commenting the signing of the MoU.

Meanwhile Rini Sumarno, Minister of State-Owned Enterprises, stated that with the signing of the MoU, state-owned companies could provide positive examples for other companies so that more companies would open their doors for people with disabilities. “We all need to provide equal employment for people with disabilities. They have the same rights with other workers,” she emphasized.

“We all need to provide equal employment for people with disabilities. They have the same rights with other workers”

Rini Sumarno  
Minister of State-Owned Enterprises



The signing of MoU was witnessed by representatives from the International Labour Organization (ILO), Directors of State-Owned Enterprises, Disabled Persons' Organizations (DPOs), relevant government agencies, private sector and so forth. ❖

# HIV and AIDS Workplace programme

Supported by:



Australian Government  
Department of Foreign Affairs and Trade



## In Brief:

The ILO Recommendation No. 200 on HIV and AIDS and the World of Work adopted in June 2010 recognizes the vital role of workplace to play in the wider struggle to limit the spread and effects of the HIV epidemic. ILO Office in Indonesia has been mobilizing tripartite constituents to set up a workplace policy on HIV and AIDS that focuses on three results: 1) Eliminate of employment discrimination towards people living with HIV; 2) Deliver prevention and voluntary HIV testing linked to safety and health in formal and informal work settings; and 3) Ensure access to HIV care, treatment and support through the workplace.

The ILO's work is in-line with the Government of Indonesia's policies on HIV and AIDS, i.e. the Ministry of Manpower and Transmigration Decree 2004, No. 68 and the National Strategic Plan on HIV and AIDS 2010-2014.

## Highlights in 2015:

1. **Endorsement of the Guidelines for HIV Counselling and Testing in Workplace** by Ministry of Manpower and Ministry of Health.
2. **Provided technical assistance and support to the Social Security on Health Task Force**, particularly to facilitate a greater involvement of key population communities to improve access and monitor the implementation of the new national health insurance scheme.
3. **Provided supports to the National AIDS Congress** on HIV workplace programme.
4. **Participation of more than 150 companies in the VCT@ Work initiative**, providing more than 1 million workers with access to HIV prevention information, counselling and testing.
5. **Strengthened collaboration framework between District Manpower and Health Offices in Kabupaten Sorong and Kabupaten Jayapura** to mobilize private sectors to deliver HIV Prevention, Treatment and Care for high risk workers.
6. **Assisted local governments of Kabupaten Sorong and Kabupaten Jayapura** to develop policy for Workplace Working Group on HIV.

## Targets for 2016:

- Assist Government of Indonesia in the implementation of the new Funding Model Global Fund particularly to reach port workers.
- Support the preparation of a national exit strategy on the implementation of HIV workplace programme.
- Continue to support greater involvement of people living with HIV (PLHIV) in national policy making process, to improve access and eliminate barriers to health services.

# Private sectors in Papua and West Papua **committed to HIV workplace prevention programmes**

**TO MARK** the eighteen-month implementation of the ILO's Mobilizing the Private Sector to Deliver HIV Prevention, Treatment and Care in High Prevalence Areas of Papua and West Papua Project, two meetings on Workplace Working Group on HIV from 18-20 January 2016. These meetings aimed to share the review results of the Project and to report Project activities conducted from May 2014 to December 2015.

Ten companies in Sorong and Jayapura districts (five companies in each district) have committed to continue the implementation of HIV workplace programmes, in collaboration with local governments through community health centers. These companies are committed to delivering effective HIV prevention, counselling and testing as well as treatment support services for their workers.

One of the companies in Sorong district, JOB Pertamina Petrochina, has conducted various HIV testing and treatment for their workers. "We are committed as company is allowed to independently providing HIV related services. Innovative actions have been conducted to attract workers to take HIV testing and treatment voluntarily. We conducted routine health talks and blood donors as well as gave away souvenirs," explained dr Wilkananta from JOB Pertamina Petrochina.

“The initiative has helped us to reach more workers with HIV Testing and Counselling. Due to the long distance to the nearest hospital, we are now providing HIV treatment for workers living with HIV. I hope the strong relationship between the company and the health office can be continued,” said dr Andreas Ari Wibowo from Sinar Mas in Jayapura.

Local governments, represented by Suka Harjono, SSos., Msi, Deputy Head of District, who also act as the Head of AIDS Commission in Sorong district and Harold Monim, S.Sos.,MSi, Head of Labour Office in Jayapura district, have strongly supported the implementation of the Project’s programmes. They both emphasized that HIV and AIDS programmes are not solely the responsibility of the government. Active participation from private sectors is crucially needed as workplace plays an important role in HIV prevention programme.

Francesco d’Ovidio, Country Director of the ILO in Indonesia, highly appreciated the strong supports given by local governments of Sorong and Jayapura districts as well as other relevant stakeholders like local AIDS Commissions, Port Authority Offices, Health Port Offices, Community Health Centers, workers’ and employers’ organizations as well as private sector and their workers. “After more than a year of implementation, the progress made are notable. Ten companies have declared their commitment to continue HIV prevention programmes at their companies. With strong support



and commitment not only from private sector, but also from local governments and other related stakeholders, I believe the progress made can be continued and sustained to jointly end HIV and AIDS in Papua and West Papua,” he stated.

Funded by the Department of Foreign Affairs and Trade (DFAT) of the Government of Australia, the Project aimed to develop a low cost model to deliver effective HIV prevention, counselling and testing and treatment support services through the private sector in two targeted districts: Sorong and Jayapura. Conducted activities have included a framework for collaboration between the provincial and local health and labour departments, community organizations, private sector and other relevant organizations. ❖

“ We are committed as company is allowed to independently providing HIV related services. Innovative actions have been conducted to attract workers to take HIV testing and treatment voluntarily. We conducted routine health talks and blood donors ”

dr Wilkananta  
JOB Pertamina Petrochina

# PROMOTE: Decent Work for Domestic Workers to End Child Domestic Work

Supported by:



## In Brief:

In June 2011, the ILO adopted ILO Convention No. 189 on Decent Work for Domestic Workers (DWDWs) that, in ratifying Member states, will extend key labour protection to millions of workers, mostly women and children, whose basic rights are not assured. Through its adoption, the International Labour Conference gave a clear message: Domestic workers (DWs), like other workers, have the right to decent working and living conditions. The Convention asks Members States to set a minimum age for DWs that must be consistent with ILO's child labour Conventions and be not lower than that established for workers generally. The PROMOTE project promotes the realization of DWDWs as a means to reduce child domestic work.

PROMOTE project aims at reducing child domestic work significantly by building institutional capacities of domestic workers organizations to promote DWDWs effectively. The Project works to increase the knowledge, skills and expertise on reducing child domestic work and promote DWDW of the domestic workers organizations, with a main focus on Indonesia, the world's fourth most populous country and home to millions of domestic workers. Effectiveness in Indonesia will undoubtedly reach large numbers and have a ripple effect on policy development in the region, especially in ASEAN.

In July 2014, a Memorandum of Understanding for the implementation of Promote Project was signed by ILO Jakarta and the Ministry of Manpower and Promote Action Plan/Work Plan was endorsed by the Promote Technical Project Advisory Committee in mid-September 2014.

## Highlights in 2015:

- 1. Raised the awareness on decent work for domestic workers and the elimination of child domestic labour through various media and social media channels.** Media engagement was actively conducted through talk shows and public service announcement programmes. Through social media, the Facebook account has been liked by more than 7,500 Facebookers and the twitter account has reached 7,600 followers.
- 2. Launch of a Code of Conduct for the Indonesian Association of Domestic Workers Placement (APPSI), with support from the ILO.** The Conduct provides guidelines for members of APPSI on the application of minimum age (18 years old) in recruiting and placement of domestic workers and on protecting all domestic workers placed by APPSI members through monitoring after placement activities. The Code of conduct was launched by the Minister of Manpower, M. Hanif Dhakiri, in June 2015. APPSI is currently disseminating the conduct to its members and monitoring its application.
- 3. Engagement of youth in promoting decent work for domestic workers and the elimination of child domestic labour using video diaries and photo stories.** In collaboration with Yayasan Kampung Halaman (YKH), ILO facilitated youth (students) in Jakarta and Makassar to produce nine video diaries and photo stories, documenting their experiences with domestic workers and child domestic workers. These video diaries and photo stories were screened at the largest cinema chain in Jakarta and Makassar, attended by more than 600 youths. To date, these videos and photo stories continue to be screened at various schools and children forums in the four targeted provinces (Jakarta, Lampung, Surabaya and Makassar).
- 4. Media sensitization and mobilization to promote decent work for domestic workers and the elimination of child domestic labour.** In collaboration with the Alliance of Independent Journalists (AJI) Jakarta, the ILO-PROMOTE conducted a media scholarship for journalists to publish in-depth reporting on issues related to domestic work, including child domestic work. A series of in-depth reporting were published in eight media in August-September 2015.
- 5. Launch of information and communication technology based system to provide domestic workers and employers with access to information.** It is expected that through this system, around 20,000 domestic workers will be reached out and receive educational information related to decent work for domestic workers and the elimination of child domestic labour.
- 6. Development of Community-based Monitoring System.** In collaboration with JARAK, an organization partner of ILO-PROMOTE, the Project has developed a community-based monitoring system based on the Ministerial Regulation No. 2/2015 which instructs that all domestic workers must be registered by the community leaders (RT/RW). The system has also been consulted to the Ministry of Manpower and will be piloted in a number of communities in the four targeted provinces.
- 7. Development of self-monitoring tool of working condition for domestic worker to improve living and occupational safety and health (OSH) condition in domestic work.** The ILO-PROMOTE has developed a practical method to support workplace initiatives in domestic work environment based on self-help voluntary actions. It helps people to carry out immediate improvements in OSH and their working conditions by using locally available resources.
- 8. Establishment of domestic workers schools in four provinces.** The ILO-PROMOTE, in collaboration with JALA PRT (an NGO network deals with domestic worker issues) and its members in the four targeted provinces, has established six domestic workers schools in Jakarta, Lampung, Surabaya and Makassar. The schools provide various education sessions to make domestic workers be more professional and empowered.

9.

**Thousands of domestic workers in four targeted provinces have been reached and an approximately 600 of them have benefited from various education sessions** regarding decent work for domestic workers through domestic workers schools and organizing activities.

10.

**Launch of a web-based communication network.** ILO supported the International Domestic Workers Federation to establish a web-based communication network among domestic workers and domestic workers organisations in the Asia region. The network regularly launches web-based discussions and uploads various communication materials and knowledge products. To date, over 8,000 internet users have registered as members of the network.



## Targets for 2016:

- Conduct education sessions in domestic workers schools and organize activities in four targeted areas, benefiting 1,500 domestic workers.
- Develop a curriculum to increase domestic workers' professional skills and pilot the curriculum in domestic workers schools in Jakarta.
- Disseminate various information related to decent work for domestic workers through the SMS Gateway, targeted to the registration of 20,000 domestic workers.
- Support the implementation of national and provincial advocacy plans for eliminating child domestic labour and protecting domestic workers.
- Conduct an assessment on health and safety risks in domestic work.
- Improve responsiveness of selected hotlines.
- Establish an informal network of social services providers at the provincial and district levels.
- Pilot a community-based system to monitor child domestic workers and support decent work for domestic workers.
- Refine the methodology to estimate number of domestic workers and child domestic workers at both national and provincial levels and use the methodology to estimates the numbers.
- Mobilize religious leaders in the four targeted provinces to promote decent work for domestic workers and the elimination of child domestic labour.
- Establish innovative partnerships with business and civil society entities to reduce the prevalence of child domestic work and promote decent work for domestic workers in Indonesia.

## Indonesian youth promote decent work for domestic workers through video diaries and photo stories



**ALL OF HIS LIFE**, Farhan H. Warits, a senior high school student in Jakarta, had never known who washed, ironed and neatly folded his clothes until one day he ran out of clothes in his closet. He finally found out about Mpok (Mrs) Fatimah who, for many years, has been working at his house as a domestic worker. From the folded clothes, Farhan finally awed by the amazing life story of Mpok Fatimah.

For Muhammad Handika, her mother, Nuryati, has been working as a domestic worker in Makassar since the age of 11 years. Although she never had a chance to pursue her goal to be a teacher, she desires to have her children be able to pursue a high education. Handika is so proud of her mother's profession and hard work.

*“ Child domestic workers are high-risk jobs. They are lucky if they get good employers; there might be a chance that they would be trafficked instead of working ”*

**Arvin Wirarendra**  
TRTS participant

Alfia Adita or Fia has another interesting story with her domestic worker. They have been close friends since they were 12 years old. Adilla Prasetyo or Ella has been living with and working for Fia's

“*Domestic workers are workers and they need to have certain working hours, proper job descriptions and have the same rights like other workers*”

**Aji Pangestu**  
TRTS participant

family for more than five years. Fia's parents has sent Ella to school and she is now attending the Senior Vocational School (SMK). Being the same age Fia and Ella has grown to become close friends in happiness and sorrow.

The stories of Farhan, Handika and Fia were the three out of nine video diaries and photo stories produced by 25 youth aged 12-17 years old, selected from hundreds of youth, in Jakarta dan Makassar, showing the roles of domestic workers in their lives, their daily interaction with their domestic workers and the lives of domestic workers from the eyes of their teenager children.

Using their own words and selection of scenes, these videos document daily lives, plights, journeys and hopes of the domestic workers. These videos consist of four video diaries and five photo stories with a total duration of 90 minutes.

“The programme provided selected students scholarships to produce video diaries and photo stories about their own experiences and views in interacting with their domestic workers in their homes or their surroundings. As young people are creative and act as agents for change in society, these powerful stories created by youth would be good awareness raising tools to make the problems faced by domestic workers visible, and eventually contribute to a better life for domestic workers and the elimination of child domestic labour in Indonesia,” said Arum Ratnawati, the Chief Technical Adviser of the ILO-PROMOTE Project.

The first of its kind, these videos and photos were facilitated by the ILO-PROMOTE in collaboration with Yayasan Kampung Halaman (YKH) under the programme called “From Youth to Youth Programme” (Program Teman Remaja Teman Setara/TRTS). The

programme aimed to engage youth in two issues: to make the life of domestic workers better and to eliminate child domestic labour.

These video diaries and photo stories were launched in Jakarta and Makassar, in conjunction with the commemoration of the World Day against Child Labour and the International Domestic Worker Day in June 2015 at the largest cinema chain XXI. More than 600 viewers attended the launch, including government officials, unionists, academia, employers, teachers, students, mass media and public at large. The video and photo screening was followed by discussions on decent work for domestic workers and the elimination of child labour in domestic work.

Fifit Tuffahati, one of the youth involved in the programme, has now been more appreciative to the profession of domestic workers. “They are not only the hero for their families, but also the hero for others,” she said.

Aji Pangestu, another participant, realized that domestic workers should be recognized as workers. “Domestic workers are workers and they need to have certain working hours, proper job descriptions and have the same rights like other workers.”

Meanwhile Arvin Wirarendra, one of the participants, raised his concern about child domestic workers. “Child domestic workers are high-risk jobs. They are lucky if they get good employers; there might be a chance that they would be trafficked instead of working,” he stated, commenting on the story on child domestic workers.

Domestic workers represent the single largest group of female salaried workers contributing to the households of others in their own country or abroad. Despite of the importance of the role of domestic workers, domestic work is still not recognized as work.

Since their work is done in private households, which are not considered work places in many countries, their employment relationship is not addressed in national labour laws or other legislation, denying them recognition as workers entitled to labour protection.

Using the data from National Labour Force Survey 2012, ILO Jakarta estimates that there were 2.6 million domestic workers in Indonesia; of these, 111,000 are children aged 15 – 17 years old. ❖

# Tripartite Action for the Protection and Promotion of the Rights of Migrant Workers in the ASEAN Region (ASEAN Triangle Project)

Supported by:

Canada



## In Brief:

In recent years labour migration flows from and within South East Asia have grown in volume and complexity. This trend is linked to a number of factors, including demographic changes, income disparities, human security concerns, established migrant networks and improved transport. But while migrant workers make an enormous development contribution to both their countries of origin and destination, many – particularly those with irregular status – suffer human and labour rights violations.

There is no effective, unilateral approach to international labour migration governance. Actions taken in countries of origin have fundamental consequences in destination countries and vice versa. Moreover, there is a remarkable commonality in the challenges faced by women and men migrants, service providers and governments across the region.

The ASEAN TRIANGLE project funded by the Government of Canada aims to significantly reduce the exploitation of labour migrants in the region through increased legal and safe migration and improved labour protection. The project promotes both bilateral and regional approaches to deal with shared concerns, make regionalism more effective, and enhance the capacity of institutions in ASEAN. The project objectives are in line with the strategic priorities of the ASEAN Labour Ministers Work Programme.

## Highlights in 2015:

- 1. Second Regional Meeting on the Protection of Migrant Fishers: ASEAN Information Sharing on Guidelines on Flag State Inspection of Working and Living Conditions on Board Fishing Vessels':** This regional meeting, which was held in April 2015 in Jakarta, Indonesia, focused on the protection of migrant fishers and was designed to further discuss more detailed cooperation on the protection of migrant fishers. The meeting presented the international standards and instruments on work in fishing, shared national policy and legislative developments as well as procedures related to flag State and port State controls and provided inputs from the region to the development of the draft Guidelines on Flag State Inspection of Working and Living Conditions on Board Fishing Vessels on implementation of ILO Convention No. 188 on Work in Fishing. The meeting was attended by representatives of ILO tripartite constituents and non-governmental organizations in ASEAN region.
- 2. Co-organized the 8th ASEAN Forum on Migrant Labor (8th AFML):** The AFML is an annual meeting which brought together representatives of governments, workers' and employers' organizations as well as civil society organizations

in ASEAN Member States to discuss issues related to the protection of the rights of migrant workers in ASEAN region. For 2015, the AFML was held in October in Kuala Lumpur, Malaysia under the following theme "Empowering the ASEAN Community through Protection and Promotion of the Rights of Migrant Workers", focusing on occupational safety and health of migrant workers in the workplace and on labour inspection to ensure labour law compliance.

- 3. ASEAN Economic Integration and Labour Migration: Challenges and Opportunities: 3rd ASEAN Course:** The 2015 training course was the third in a series organized collaboratively between the ILO, Center on Migration, Policy and Society (COMPAS) at the University of Oxford and the International Training Centre of the ILO (ITC ILO). In 2015, a five-day training course held in Bali, Indonesia, designed for mid-level officials at the level of director in rank. The course provided an opportunity for participants to attend a range of lectures on contemporary issues in labour migration by leading international and regional academics and policy specialists.

## Targets for 2016:

- Conduct the first joint meeting of the ASEAN Confederation of Employers and the ASEAN Trade Union Council in Bangkok, Thailand. The meeting is aimed to enhance cooperation between and among workers' as well as employers' organizations, develop tools and to provide guidance for unions and employers' organization in ASEAN region to be more active in policy dialogue and in the protection of the rights of migrant workers.



**THE ISSUE** of work in fishing is important for countries in Asia, including Southeast Asia. Over 87 per cent of the world's fishers and 73 per cent of the global fleet of fishing vessels come from Asia (FAO, 2012). Cambodian and Myanmar migrant workers, for example, work on Thai vessels fishing in Malaysian and Indonesian waters; while beyond the ASEAN region, Vietnamese, Indonesian and Filipino fishermen also work on Korean and Taiwanese vessels.

With increased attention being paid to illegal, unreported and unregulated fishing in ASEAN, it is also important to consider the associated issue of exploitative labour practices. Migrant fishers are particularly vulnerable to abuse, even forced labour as the nature of the work in fishing means that working hours and periods away from home are long, living and work conditions are tough and there are a number of hazards involved. Inspection of working and employment conditions also safety and health on board and enforcement of standards and penalties can protect workers aboard fishing vessels.

Therefore, to further ensure better protection for migrant fishers, the ILO, with support from the Indonesian Ministry of Manpower, conducted a two-day Regional Workshop on Guidelines on Flag State Inspection of Working and Living Conditions on Board Fishing Vessels from 28–29 April 2015 in Jakarta. The Workshop was organized by the ILO through its Tripartite Action for the Protection and Promotion of the Rights of Migrant Workers in the ASEAN Region (ASEAN Triangle) Project, funded by the Canadian Government and the GMS Triangle Project funded by Australian Aid.

"Under the new government of President Joko Widodo, Indonesia is now strengthen its efforts to protect both its waters and its fishers working for both national and international fishing vessels. As a maritime country, we greatly support initiatives to strengthen

# Providing better working and living conditions for migrant fishers in the ASEAN region

bilateral and regional cooperation, particularly among ASEAN countries, to effectively exercise our jurisdiction and control over vessels that fly their flag by establishing a common system,” said M. Hanif Dhakiri, Minister of Manpower, commenting on the importance of the workshop for Indonesia.

During the workshop, relevant officials of government agencies, workers’ and employers’ organizations from eight countries (Indonesia, Cambodia, Indonesia, Malaysia, Myanmar, Philippines, Singapore, Thailand and Vietnam) strengthened their understanding and regional cooperation on the issue of work in fishing.

The Workshop also provided a venue for participants to review national policy and legislative frameworks on work in fishing, to discuss inspection of working and living conditions, and to share information on the draft Guidelines on Flag State Inspection of Working and Living Conditions on Board Fishing Vessels. In addition, concrete follow up measures were identified for national, bilateral and regional cooperation on providing better protection to migrant fishers.

“We aim to reduce the exploitation of migrant fishers in the region through increased Port State and Flag State control inspection of working and living

conditions on board fishing vessels. The ILO is committed to ensuring compliance with the requirements of ILO Convention No. 188 on Work in Fishing,” said Manuel Imson, Senior Programme Officer/ Project Coordinator for ASEAN Triangle project.

*Migrant fishers are particularly vulnerable to abuse, even forced labour as the nature of the work in fishing means that working hours and periods away from home are long, living and work conditions are tough and there are a number of hazards involved. Inspection of working and employment conditions also safety and health on board and enforcement of standards and penalties can protect workers aboard fishing vessels*

The ILO Convention on Work in Fishing (No. 188) was adopted in 2007, covering a broad range of issues particular to the fishing industry. These issues include minimum age for work, minimum standards for work agreements (for example, terms of payment, annual leave, and termination), rest periods, standards for living conditions and food on board, OSH and basic medical care, social security, etc).

The Workshop was the second Regional Workshop on migrant fishers, following the previous workshop held in Makassar, Indonesia, in September 2013 titled “Regional Meeting on Work in Fishing: Increased Knowledge Base and Sharing Good Practices for the Protection of Migrant Workers”. The first workshop discussed international standards on work in fishing, shared national policy and legislative frameworks, and shared experiences on the protection of migrant fishers in this sector in the region and around the world. ❖



### Cross-cutting themes

Gender equality, tripartism and social dialogue, international labour standards are mainstreamed throughout the DWCP priorities.

# MAMPU - Access to Employment and Decent Work for Women

Supported by:



Australian  
Aid

MAMPU  
Maju Perempuan Indonesia  
untuk Penanggulangan Kemiskinan



## In Brief:

The ILO-MAMPU Project worked to provide decent work to women who are especially vulnerable in the labour market with a focus on women engaged in home work including those with disabilities. It was part of a Programme on Empowering Indonesian Women for Poverty Reduction (Maju Perempuan Indonesia untuk Penanggulangan Kemiskinan – MAMPU) initiated by the Government of Indonesia's Ministry of National Development Planning (Bappenas) and the Government of Australia which aims to improve the welfare of women in Indonesia.

Homeworkers, often referred to as the workers in the "putting-out system" in Indonesia, are workers who work at home or in other places other than the workplace of the employer for remuneration by making products as specified by the employer. Since they work in isolation and through informal arrangements, they lack recognition, representation and voice, and have weak bargaining power, they work long hours for little pay, often in unsafe and unsanitary conditions and are vulnerable to exploitation.

The ILO-MAMPU Project came to an end in December 2015.

## Highlights in 2015:

### General Achievements

#### Identifying and empowering women homeworkers

1. **Identified and trained at least 1,540 homeworkers (1,453 women and 87 men) and formed 33 homeworkers' groups** in 13 districts of four provinces (North Sumatra, Central Java, Daerah Istimewa Yogyakarta and East Java) by Project's civil society organization (CSO) partners. Topics of trainings included advocacy, organizing, legal literacy, leadership, gender, occupational safety and health (OSH) and financial literacy.
2. **Collected baseline data of the targeted women homeworkers.**
3. **Outreach to homeworkers initiated by trade union partners in their sectors.** The participating trade unions were as follows: FSB Kamiparho-KSBSI, FSB Garteks-KSBSI, FSP RTMM-KSPSI Rekonsiliasi, FSP TSK-KSPSI Rekonsiliasi, FSP TSK-KSPSI Kongres Jakarta, and KSPI.

#### Raising awareness on home work

1. **Developed and published a booklet on ILO Convention and Recommendation on Home Work** in English and Indonesia: Home Work Convention, 1996 (No. 177)/Home Work Recommendation, 1996 (No. 184).
2. **Raised the awareness on home work and homeworkers' issues** among officials of the government, trade unions, employers' organization, and CSOs supporting homeworkers and homeworkers through workshops at the national and provincial levels (East Java and North Sumatra).
3. **Developed and widely disseminated campaign materials on decent work for homeworkers** in the format of posters,

postcards, project briefs, t-shirts, hats, wristbands, bags, stories book and picture stories to tripartite constituents, project's partners and other stakeholders during workshops and general activities.

#### Strengthening capacity of the key stakeholders to support women homeworkers and women with disabilities in home-based work to access decent work

1. **Built capacity and knowledge of trade union and CSO partners**, so that they could provide support services on gender equality promotion, leadership, legal literacy, organizing, advocacy, financial literacy and OSH to homeworkers, through training of trainers workshops, a study tour to the Self-Employed Women's Association (SEWA) in India, and participation in knowledge sharing events.
2. **Knowledge shared and linkages created between Indonesian homeworkers' leaders and staff of trade union and CSOs partners, and regional and global homeworkers and informal economy groups** through:
  - Homenet South-East Asia Sub-Regional Workshop, Bangkok, Thailand.
  - Public Event of the WIEGO (Women in Informal Employment: Globalizing and Organizing – a global network on women in informal economy) in Yogyakarta, Indonesia.
3. **Strengthened the capacity of Project's partners on project management** (technical and financial reporting, monitoring and evaluation and survey/database management).
4. **Developed various training materials including occupational safety and health for homeworkers**, gender

equality, advocacy, legal literacy, organizing, financial literacy, leadership, and community-based childcare training manual.

5.

**Home work issues included in the social dialogue forums** consisting of the tripartite constituents in East Java and North Sumatra.

**Creating knowledge-base to improve working conditions of women homeworkers and women with disabilities in home-based work through the publication and dissemination of the following studies and surveys:**

- Homeworkers in Indonesia: Results from the Homeworker Mapping Study in North Sumatera, West Java, Central Java, Yogyakarta, East Java and Banten.
- Employment Relationships and Working Conditions in an IKEA Rattan Supply Chain.
- A study on the practices of employers in engaging homeworkers in West Java and Central Java Provinces – July 2015.
- Homeworkers and Intermediaries – Survey Findings.
- Homeworkers and Enterprises – Survey Findings.
- Empowering women homeworkers from invisibility to leaders: Experiences, good practices and lessons from North Sumatera in promoting decent work for homeworkers.
- Recommendations for Promoting Decent Work for Home-Based Workers: Based on Findings of Researches and Studies of ILO MAMPU Project.



## The Story of Ida Fitriany: “I want homeworkers to be acknowledged as workers”

**IDA FITRIANY** has learned a lot about homeworkers issues since joining Yasanti’s programme with ILO-MAMPU Project. She now knows that homeworkers are workers and have the rights as other workers and she wants to keep voicing these rights.

Ida, 47 years old, lives in a village in Ungaran, Semarang District with her husband and two children aged 12 (a girl) and 15 (a boy). Her husband of almost 17 years works as a seasonal worker on event organizing, working blue collar jobs when an event organizer calls for him. Ida receives some hundred thousand rupiah from her husband when he is paid for his job, but she never knows the full amount that her husband is paid for and she never asks.

She herself has been working as a homemaker since early 2000. She cut out dangling or messy threads from finished clothes and is paid a very small amount of IDR 80 (USD0.006cent) per piece. She receives her work order in packets, each of which containing 10 clothes. She can complete 10 packets (100 pieces of clothes) per day, which means she earns IDR 8,000 per day (USD 0.67). If she works 30 days per months, she can make IDR 240,000 (USD20) at the end of the month; if not, she makes less. Further, this homework comes



“ I want homeworkers to be acknowledged as workers. I want our rights as workers to be acknowledged and I want written contract between us and our employers ”

**Ida Fitriany**  
Homemaker

to her only between December and May the next year, as that is the period when many garment companies export their products.

She receives work order, retrieve the clothes and submit completed work to a middle-woman who lives within walking distance from her house. She knows also the name of the company she is working for up the chain, but she refuses for the name to be stated here out of fear of repercussion such as losing her job.

To earn more income for her family, she also open a warung (kiosk) at her house, selling mostly groceries. The kiosk used to make IDR 300,000 per day when there were not many kiosks in her neighbourhood. Now, the kiosk only makes IDR 100,000 per day. Ida also sells clothes that she bought from other places and she allows customers to pay in credits. The income varies depending on whether or not customers pay the credits in time.

With all of these work and her husband’s work, she knows that the family income is above the regional minimum wage, yet she does not participate in the government’s social security programme such as BPJS because she does not know how to access one. She also sends her children to schools in which the tuition is paid by the

government. This helps her family to have enough money to eat and to save so that her children can access higher education in the future.

Her fellow homeworkers considered her as a quite successful small entrepreneur and thus, trusted her to become the leader of their group, "Perempuan Mandiri (Independent Women)". The group has 32 members and been involved with women empowerment activities since 2010, facilitated by Yasanti. Yasanti is a local NGO working in DI.Yogyakarta and Central Java and since 2014 has become one of the Implementing Partners of the ILO-MAMPU – Access to Employment and Decent Work for Women Project funded by the Government of Australia.

Since Yasanti has become the Implementing Partner of the ILO-MAMPU Project, she said, "I have participated in training of occupational safety and health, gender training and involved in development of education modules for homeworkers. I also participate in monthly meetings, where we talk about our problems as homeworkers and try to find solutions."

Ida further expressed that she has learned a lot about homeworkers issues through Yasanti. With a hint of hesitation, she said, "I want homeworkers to be acknowledged as workers. I want our rights as workers to be acknowledged and I want written contract between us and our employers."

Asked why she hesitated, Ida explained that she's afraid that their employer will stop giving them work if they are too vocal. But asked whether she would continue to be involved in homeworkers' issues, she firmly said, "Oh, definitely." We need more brave women like her and we need to voice her rights as a homeworker. ❖



# Major Publications



## **Employment relationship and working conditions in an IKEA rattan supply chain**

ISBN: 9789221306443

The research presents findings on working conditions of homeworkers engaged in the lowest tiers of the IKEA rattan supply chain. The publication also highlights recommendations to strengthen labour standards compliance in the supply chain for the benefits of both workers and businesses.



## **Home-based workers: Decent work and social protection through organization and empowerment – Experiences, good practices and lessons from home-based workers and their organizations**

ISBN: 9789221304357

The report features experiences, good practices and lessons in empowering home-based workers and promoting decent work based on the review of the strategies used by support organizations in Chile, India, the Philippines and Thailand over the past 30 to 40 years. It also shares an extensive knowledge and experience of home-based workers' organizations in making home-based work visible, organizing and representing their members and improving their working and living conditions.



## **Community child care: Training manual**

ISBN: 9789221302575

The manual is a training tool and technical reference guide to support the development of community-based childcare centres that offer high quality and affordable childcare, and provide decent employment opportunities for childcare givers in communities, be they women or men, working as entrepreneurs or in business groups



### **A study on the practices of employers in engaging homeworkers in West Java and Central Java provinces**

The report presents findings from the study as well as recommendations from the Indonesian Employers' Association (Apindo) and other relevant stakeholders to promote decent work for homeworkers.



### **Homeworkers in Indonesia results from the homemaker: Mapping study in North Sumatra, West Java, Central Java, Yogyakarta, East Java and Banten**

This report offers information on situations and conditions of homeworkers so that the information can be used by relevant stakeholders, including policy makers, employers, trade unions, civil society organizations and homeworkers' organizations, to improve living and working conditions of homeworkers in Indonesia.



### **Labour and social trends in Indonesia 2014-2015: Strengthening competitiveness and productivity through decent work**

ISBN: 9789221293682

The seventh issues of the labour and social trends in Indonesia, focusing on strengthening competitiveness and productivity through decent work. Decent work plays an important role in strengthening the competitiveness and productivity of a nation.



### **Guideline on domestic apprenticeship programme in Indonesia**

ISBN: 9789221299028

This booklet provides guidelines to employers on how to start and implement apprenticeship program in Indonesia based on the Ministry of Manpower's regulation No. 22/2009, particularly with regards to their rights and obligations including recruitment, training, and working conditions for the apprentices. It also serves to promote good practices in apprenticeship among employers.



### **Guide for migrant domestic workers: A pocket book\***

ISBN: 9789228303742

The pocket book provides in-depth information about the procedures and regulations on pre-placement, placement and post-placement as well as the role of trade unions in the protection of migrant workers.

---



### **Code of conducts for protecting the domestic workers and eliminating the child domestic workers\***

The Code of Conduct emphasizes the importance of monitoring after placement. The Code of Conduct urges all members of the Indonesian Association of the Domestic Workers Placement (APPSI) to collaborate in preventing underage children working as domestic workers and to work together in ensuring decent working conditions through regular monitoring after placement.

---



### **ILO Works in Indonesia: 2014 Results**

ISBN: 9789221298144

This publication presents the results of the ILO works/activities in Indonesia in 2014. The results in 2014 are based on a partnership with our constituents, the Government of Indonesia, workers' organizations and the Indonesian Employers' Association (Apindo) on behalf of the employers.

---

For further download the e-version of these publications, please visit ILO Jakarta website: [www.ilo.org/jakarta](http://www.ilo.org/jakarta)

\*Only available in Bahasa Indonesia

# Major Events

- Economic and Social Council 2015 Integration Segment - "Achieving sustainable development through employment creation and decent work for all": Indonesia country level consultation, Jakarta, 24-25 February
- Workshop on Quality Apprenticeships and Youth Employment, Jakarta, 3-4 March
- Media Training Workshop on Effective Media Engagement for Domestic Workers Organizations, Bogor, West Java, 28-29 April
- Second Regional Meeting on the Protection of Migrant Fishers: ASEAN Review of 'Guidelines on Flag State Inspection of Working and Living Conditions on Board Fishing Vessels, Jakarta, 28-29 April
- Realizing a Fair Migration Agenda: Labour flows between Asia and the Arab States, Bali, 6-7 May
- Children on Interactive Dialogue and Consultation Seminar: Education for All, Jakarta, 11 June
- The Launch of Video Diaries and Photo Stories on Domestic Workers and Child Domestic Workers, "From Youth to Youth: Nine Stories of Our Friendship with Domestic Workers", Jakarta and Makassar, 12 and 18 June
- Indonesian Labour Dialogue on Minimum Wages and Wage Policy, Bandung, West Java, 30 June
- Launch of Labour and Social Trends 2014-2015: Strengthening Competitiveness and Productivity through Decent Work, Jakarta, 9 July
- Tripartite Workshop on Employment, Social Dialogue and Labour-Management Relations in the Financial Services Sector in Selected Countries in Asia and the Pacific, Jakarta, 5-6 August
- International Labour Standards and Reporting Obligations Workshop, Jakarta, 10-13 August
- Meetings on Work in Fishing, Bandung, West Java, 30 August – 2 September

- Labour Inspection Approaches to Combating Forced Labour, Jakarta, 30 September – 2 October

---

- Executive Dialogue with Private Sector on Rights, Diversity, and Equality at Workplace, Jakarta, 27 October

---

- Binational Workshop on Recruitment and Protection of Migrant Domestic Workers in the Indonesia-Malaysia Corridor, Jakarta, 3-4 November

---

- Examining the Indonesian National Health Insurance, Jakarta, 9 November

---

- 5th ASEAN Labour Inspection Conference: Enhancing Labour Inspection through Information and Communication Technology, Yogyakarta, 11-12 November

---

- Tripartite Seminar for Enhancing Social Protection in an Economically Integrated ASEAN, Jakarta, 25-27 November

---

- Business and Disability in Indonesia: Tapping the Talent Pool of Persons with Disabilities, Jakarta, 1 December

---

- Seminar on Promoting a Better Working Condition for Homeworkers, Jakarta, 15-16 December

---