


Project Brief



Gender Mainstreaming in the ILO Norway Partnership Agreement (GMP)

Objective	To create decent work and achieve women's economic empowerment and gender equality in employment and occupation.
Key Partners	<ul style="list-style-type: none">■ Ministry of Manpower and Transmigration■ Ministry of Women's Empowerment and Child Protection■ Indonesian Employers' Association (Apindo)■ Trade Unions
Duration	18 months (1 July 2012 – 31 December 2013)
Geographical Coverage	National
Country Programme Reference:	To develop national responses to challenges identified by international treaty bodies in the application of principles of non-discrimination in the world of work.
Donor	
Budget	USD 124,582
Contact	Lusiani Julia Programme Officer Lusiani@ilo.org

Project Description

Promoting gender equality and women's economic empowerment in the world of work is the responsibility of all ILO constituents and staff. Following on from the activities undertaken under different phases of the ILO/Norway Partnership throughout 2008-2011, this Gender Mainstreaming in the ILO Norway Partnership Agreement (GMP) project will focus on ensuring that the work of the ILO/Norway Partnership Agreement in Indonesia is gender mainstreamed: i.e. that "women's as well as men's concerns form an integral dimension of the design, implementation, monitoring and evaluation of the ILO's work in Indonesia, so that 'women and men benefit equally and inequality is not perpetuated'.

The GMP project will work with the LAB/ADMIN project to promote "gender balanced and gender-sensitive labour administrations and labour inspectorates...that are equipped to address gender equality."

In respect of the work with DECLARATION, the project will promote "the application of Conventions Nos. 87 and 98 which particularly important for the realization of all other rights, including the human rights of women" and that "can ensure the systematic integration of gender dimensions into labour market and macroeconomic policies in general, and address specific issues such as the gender pay gap, enhanced protection against discrimination, work-family measures and childcare infrastructure, sexual violence and harassment, the promotion of female employment.

Project Objectives

The logical framework of the GMP project is linked directly to its partner projects funded by Norway. The objective of this GMP project is to ensure that the immediate objectives and outputs outlined in a gender sensitive manner in Indonesia.



Overall objective: to create decent work and achieve women's economic empowerment and gender equality in employment and occupation.

The specific objectives of the project are:

Specific objective 1: Improved skills and knowledge of labour inspectors on gender equality at the workplace to enhance performance and strengthen labour law compliance.

Specific objective 2: Policy momentum generated and capacity built in confederations and domestic workers' organizations to organize, form coalitions, affiliate and promote the ITUC international campaign for "12 in 12", Decent Work for Domestic workers, including Freedom of Association, and ratification of ILO Convention No.189.

Main Activities in Indonesia

- Development of training module for labour inspectors on "Labour Inspection and Gender Equality", including the delivery of the training to the relevant labour inspectors;
- Development of Pay Equity Guidelines for the company;
- Provincial step-down training workshops for domestic workers leaders, using new trainers manual on decent work for domestic workers adapted for Indonesia;
- Advocacy for ratification of Convention No. 189, and for a rights-based national legislative framework for domestic workers rights; and
- Training for trade unions, unorganized workers and employers to better understand the implementation of freedom of association and collective bargaining especially for informal economy workers.

Achievements to Date

- Development of Pay Equity Guideline.