

# ILO Newsletter

## ILO Jakarta

◆ Bilingual Edition, July 2016 ◆



## A journey to child labour free in supply chains

“Through these educational programmes, children would have wider access to free education and, in turn, they do not have to work. The government could not tackle child labour alone. To end child labour in supply chains we have to work together. It is truly everybody's business.”



**Laurend Sinaga,**  
Acting Director of  
Labour Norms, Women  
and Children of the  
Ministry of Manpower.

ERNA, 16 years old, has to wake up early morning at 5 am, preparing herself to go to work at a garment factory in Sukabumi, West Java. She always puts on some make-up to make her appearance older. Manipulating the age or borrowing another person's diploma is not a secret for underage applicants who work in garment factories. They have to work to support their families although they have to face the harsh reality that as child labourers they do not have time to play, to go to school or to be a child.

Erna's story was captured in a short video screened at the commemoration of the World Day Against Child Labour 2016 held at @America in Jakarta on 8 June. Under the theme “Tackling Child Labour in Supply Chains”, the commemoration

was jointly conducted by the ILO and the United States Embassy in Jakarta.

Erna is one of the 168 million child labourers who involves and is part of the global and domestic supply chains. Francesco d'Ovidio, Country Director of the ILO in Indonesia, stated that in supply chains, child labour may be performed in small workshops or homes. As a result, this often goes undetected by firms at the top of the chain, making it difficult to identify and remedy.

“If we go to a garment or shoe or food factory, we might not find children working there. Yet we have to remember that although the last link of the supply chain might be child labour free, one has to



“We have zero tolerance to child labour. We do double verification and have set strict criteria to verify documents in the application process to ensure that all of the 93 factories GAP operates across Sukabumi, Jakarta and Central Java do not employ children.”



**Toni Wahid,**  
Assessment and  
Remediation Manager  
of GAP Indonesia.

trace back the previous links to ensure that violations are not hidden in the process,” he said during the discussion session.

As an Assessment and Remediation Manager of GAP in Indonesia, Toni Wahid, admitted that age manipulation was common in the garment sector. From thousands of job applicants, the company would find around 20 to 30 percent of them were underage children with fake identities. With only a few hundred thousand rupiah, a 15-year old child could obtain documents saying that she/he was over 18 years old.

In addition, multinational enterprises may be linked to it in international supply chains directly – through their own facilities, suppliers or subcontractors – or simply by having operations in areas where child labour is common. Therefore, Morgan C. Hall, Political Officer of the US Embassy for Indonesia, supported the government of Indonesia to actively monitor the supply chains to tackle child labour in supply chains.



From left to right: Laurend Sinaga, Acting Director of Labour Norms, Women and Children of the Ministry of Manpower, Toni Wahid, Assessment and Remediation Manager of GAP Indonesia, Morgan C. Hall, Political Officer of US Embassy in Indonesia and Francesco d'Ovidio, Country Director of the ILO in Indonesia.

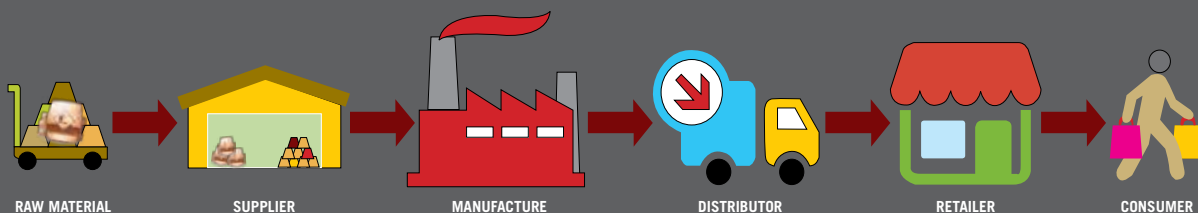
“The US government has closely collaborated with world leaders and relevant organizations to find solutions in tackling child labour issues. We closely work with the ILO, for example, to eliminate child labour worldwide, including in Indonesia,” he explained.

For a long term solution, Laurend Sinaga, Acting Director of Labour Norms, Women and Children of the Ministry of Manpower, hoped that more private companies would focus their social responsibility (CSR) programmes on education. “Through these educational programmes, children would have wider access to free education and, in turn, they do not have to work. The government could not tackle child labour alone. To end child labour in supply chains we have to work together. It is truly everybody’s business,” he stated.

More than 230 invitees attended the commemoration, including government officials, trade unions, employers’ organizations, international and national organizations, students and mass media. To mark the World Day, the representatives of the government, employer, worker, ILO and the US embassy cut the images of the child labourers from the three-dimension supply chains graphics.

“The cutting represents the symbolic commitments from the key labour actors of Indonesia calling for united efforts to prevent children from becoming involved in hazardous work, especially in the supply chains,” explained Arum Ratnawati, the ILO’s Chief Technical Adviser on Child Labour. 🌸

All **supply chains**, from **agriculture to manufacturing, services to construction**, run the risk that child labour may present. It is estimated that around **59 percent of child labour** is in **agriculture**, followed by **32 percent** in **hospitality** (including **domestic work**) and **7 percent** in **manufacturing industry**.



**Supply chains** are the **sequence of activities/processes** involved in the **production** and **distribution of a product**. With **globalization**, supply chains have **become increasingly complex**, involving **workers, small producers, and enterprises** around the world.



## Business Case of Inclusive Employment: Realizing Decent Work and Economic Growth for All

Irish Aid  
Development Partnership



“It is not a matter of charity. It is a matter of choice, because employing people with disabilities makes good sense from the business point of view.”

Francesco d'Ovidio,  
Country Director of  
the ILO in Indonesia.

# Moving towards inclusive businesses in Indonesia

“Government of Indonesia is committed to promote equal employment opportunities for people with disabilities. The government will open employment opportunities as civil servants for people with disabilities.”



**Sapto Purnomo,**  
Deputy Director for Vulnerable  
Labour Placement, Directorate  
of Domestic Manpower  
Placement, Ministry of  
Manpower

EMPLOYING disabled people could have a positive impact on employee morale, bring diversity to the company, raise the quality of services to customers from disabled people and also increase productivity as disabled people tend to be more diligent than non-disabled people. It was a conclusion of the one-day Inclusive Business Forum held in Jakarta early this year.

The Forum, “The Business Case of Inclusive Employment”, also concluded with the plan to establish the Indonesian Disability Business Network—a network of multinational enterprises, employers’ organizations, business networks and disabled persons’ organizations who share the conviction that people with disabilities have talents and skills that can enhance any businesses.

Organized by the ILO, the Forum was dedicated for the Indonesian employers to discuss and share experience on tapping the market and talent pool of persons with disabilities. Therefore, it was aimed to increase awareness and understanding of state-owned and private enterprises on benefits of hiring and employing people with disabilities.

The Forum was a follow-up to a similar business forum conducted in December

2015 that was conducted in collaboration between ILO and the Ministry of Manpower. The Forum was also part of the implementation of the Sustainable Development Goals (SDGs) in Indonesia, particularly the Goal 8 on Decent Work and Economic Growth and the Goal 10 on Reduced Inequalities.

Meanwhile, Francesco d'Ovidio, Country Director of the ILO in Indonesia, stated that the ILO has a long standing commitment to promote decent work for people with disabilities as it is inline with the ILO Convention No. 111 concerning Discrimination in Respect of Employment and Occupation. This ILO Convention has been ratified by Indonesia through Act. No. 21/1999.

Dynamic discussions occurred during the three sessions in the Forum. Representatives from multinational companies shared their experiences in building a successful inclusive programme at their companies. PT Dewhirst, for example, has provided equal career development for workers with disabilities; PT Bank Mandiri (Persero) has developed a special training programme for its disabled employees and PT Outsource Indonesia has actively looked for workers with disabilities.

Some challenges were also highlighted in the discussions. All participants and resource persons agreed that it was not easy to find people with disabilities applying for jobs. "It is difficult for us to find workers with disabilities. Although we have opened job opportunities for people with disabilities, we only receive a few disabled applicants," said Hayati, HRD and Recruitment Manager of PT Dewhirst.

Puspadi Bali, a vocational training provider company, also experienced a similar difficulty. "We have to go directly to villages in Bali, for example, to find training participants. We have to persuade not only the participants but also their families as some parents are still hesitant to let their disabled children to be far from home," told I Nengah Latra, Director of Puspadi Bali.

To better connect people with disabilities with companies offering inclusive job opportunities, some efforts have been taken by DNetwork, a global jobs network. "Using an information technology, we provide job opportunities targeted to job seekers with disabilities. We also provide further assistance to disability communities

who need helps during interview or job test. For example, we provide a sign-language interpreter for job seekers with hearing disability or we conduct a quick training on sign-language for companies hiring people with hearing disability," said Ni Komang Ayu Suriani, Project Coordinator of DNetwork. 🌸



People with disabilities: **one billion**, or **15 per cent**, of the world's population. About **80 %** are of **working age**.

It is estimated that there are around **38 million** of people with disabilities **in Indonesia**. They still face enormous attitudinal, physical and informational **barriers to equal opportunities** in the world of work.

Funded by  
**Irish Aid**

The Forum was organized by the ILO through its **Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation (PROPEL)** Project.

**aimed to promote better work and employment opportunities created for men and women with disabilities**, through the creation of an enabling legal and policy environment, the promotion of skills development opportunities and measures to eliminate discrimination.

“But, people around me talking so fast during meetings and I could not catch up. They also like to use big words or governmental terms that I did not know and understand. It was a struggle for me to keep up with my team.”

the public at large about disability issues,” stated Surya who is also an active disability advocate.

During the apprenticeship, he said that he learnt more about the role and function of the provincial government. What he cherished the most were the chance to participate in meetings conducted with the Jakarta Governor, visits to government offices at the community level and dialogues with relevant officials.

“I used to not to care about politics, but now I have different views about it. I hope more and more people with disabilities involve in this programme to promote and advocate issues about disabilities,” he said.

“Through young generation like Surya who tirelessly advocates and promotes equal opportunity and treatment for people with disabilities, it is hoped that more positive changes will happen in this country. More and more people with disabilities will have equal opportunities to employment, training, education and other social aspects of life,” said Santy Otto, the Project Coordinator of the ILO’s PROPEL-Indonesia. 🌸

# One opportunity, limitless possibility

*What is needed for people with disabilities is one chance to show their abilities. An inclusive working environment opens limitless access to equal employment opportunities.*

**SURYA** Sahetapy, 22 years old, never imagined that his first working experience was in the governmental office. He also never imagined that he would be the first person with disability employed by the Provincial Government of Jakarta.

One of the challenges for Surya was to be involved and understand the conversations and discussions around him. Without the assistance from a sign-language interpreter, he tried his best to read lips.

After two weeks without an interpreter, Surya discussed his challenge with his team leader. Since the provincial government had never employed people with disabilities, the officials were not aware about disability issues. A sign-language interpreter was then hired to assist Surya during the apprenticeship programme.

His apprenticeship experience, however, has made Surya changed his perception about the government. “I have a more positive impression for the government. I learnt that the government actually cares about disability issues. They haven’t done much because they haven’t had adequate understanding about this. Therefore, it is important for all disability organizations and others who care about creating an inclusive environment surrounding us to continue advocating the government and

## ILO Key initiatives on Disability



disability trainings for relevant partners.



development of information materials and videos on rights of people with disabilities.



organization of Disability Business Forums.



aimed to increase awareness and understanding of companies on benefits of hiring and employing people with disabilities and to strengthen networks among companies.



## Constituents' Corner



*The Government of Indonesia through the Ministry of Manpower has*

*developed and implemented programme initiatives to promote equal employment opportunity for people with disabilities. The Ministry of Manpower has also participated and supported the ILO - PROPEL-Indonesia project. To*

*learn about what has been done and what will be further done on disability related issues, below is the interview*

*with Sapto Purnomo, Deputy Director for Vulnerable Labour Placement of the Directorate of Domestic Manpower Placement of the Ministry of Manpower.*

## More employment opportunities for people with disabilities

### Where are we now on promoting equal employment opportunities for people with disabilities?

Two years ago, my team and I examined the enforcement of one per cent quota (1 per 100 workers) under the Law No. 4/1997 on Disabled People. We examined what we had done and what we had not done. We realized that we haven't had sufficient programmes to promote disability issues. We need to do more and to date some progress have been made and more employment doors have begun to open for people with disabilities.

### What progresses have been made so far?

Government of Indonesia is committed to promote equal employment opportunities for people with disabilities. In addition to the signing of the Memorandum of Understanding (MoU) between the Ministry of Manpower and the Ministry of State-Owned Enterprises on Placement and Vocational Training for People with

Disabilities at the state-owned companies in December 2015, the government will open employment opportunities as civil servants for people with disabilities. These initiatives aim to showcase that the government has opened its door to inspire more and more companies in the private sector to do the same.



We also continue to raise the awareness of relevant constituents from, among others, the Manpower offices in the provincial and district levels, enterprises, trade unions, disability organizations, and mass media through a series of interactive talk shows about the rights of people with disabilities as well as their untapped talents and potentials since two years ago. So far we have done these activities in eight provinces known as industrial areas, and

we would do another four provinces in 2016. Through these interactive sessions we also learn more about challenges and concerns from the companies.

### What is next as the future strategy to realize equal opportunity for people with disabilities?

We continue to empower Manpower Offices at provincial and district levels through the Disability Equity Training (DET) using the ILO's manual as they act as the frontline on the placement of workers with disabilities. We also continue to empower people with disabilities on entrepreneurship by developing a

partnership with local NGOs, community organizations, etc. We promote products made by people with disabilities through a Disability Expo. Since last year, we have combined the organization of the Expo with Job Fairs to attract more people visiting the expo and raise the public awareness about businesses run by people with disabilities. 🌸

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**WELCOME** to our latest edition of the ILO Jakarta Newsletter to celebrate our joint achievements in advancing Decent Work for All in Indonesia. This Newsletter provides information about the ILO programmes in Indonesia.

In this way, we seek to keep our constituents—governments, employers' and workers organizations—as well as others in civil society informed about and involved in the work. We recognize that our interventions can only be truly effective with such involvement and support and together we are now in the process of developing new priorities and

programmes for the next Decent Work Country Programme for Indonesia

This particular issue highlights the commitment of Indonesia in the implementation of 2030 Sustainable Development Goals (SDGs) and importance of equal employment opportunity for people with disabilities. Enterprises and companies need to realize what are the benefits gained by hiring and employing people with disabilities.

This issue also covers highlights of improved occupational safety and health, gender equality, extension of social security, promotion of decent work for

domestic workers and project updates. Individual human stories are also presented, showing impacts and highlighting life-changing experiences towards better lives.



I trust you find this Newsletter useful. Many thanks and good wishes for the success of all our combined efforts. 🌸

## Extending social security coverage in Indonesia and ASEAN

Social Protection



The Indonesian informal economy

Security Coverage in ASEAN", aimed to generate better knowledge and expertise on extension of social security, and stimulate South-South cooperation across ASEAN Member States.

The programme provides direct support to Indonesia and Viet Nam, and in a certain extend to Myanmar, for increasing social security coverage. Lessons learnt, experiences and good practices from the three countries will be disseminated across the ASEAN Member States.

The programme was developed as response to the urgency of the extension of ASEAN's social protection coverage, particularly with the start of the ASEAN Economic Community (AEC). In October 2013, ASEAN Heads of State adopted a Declaration on Strengthening Social Protection, pledging for the completion of

social protection floors as a priority to achieve growth with equity.

In addition, the Regional Framework for Strengthening Social Protection and its Plan of Action, adopted by the ASEAN Heads of State in November

*Indonesia have taken important steps towards the realization of social security for all through the implementation of a social Health Insurance scheme and the Social Security Provider on Employment (BPJS Ketenagakerjaan).*

2015, prioritizes the extension of social security coverage among informal economy workers, self-employed and small and medium enterprises (SME) workers.

Targeting universal coverage by 2019, the Health Insurance scheme was launched in 2014 and covers more than 165 million persons in April 2016 (BPJS online report). Meanwhile, the BPJS Ketenagakerjaan administers four schemes of social security (employment injury, survivors' benefit, old-age provident fund and newly launched pension scheme), with approximately 17 million active participants. 🌸

**THE** ILO with support from the Government of Japan will conduct a regional programme titled "Promoting and Building Social Protection in Asia, 3<sup>rd</sup> phase, 2016-2018: Extending Social



## Indonesia committed to achieve decent work for sustainable development

"INDONESIA is committed to realize decent work for all. Through this forum, the Government of Indonesia would obtain valuable inputs from Indonesian key labour actors on opportunities and challenges related to the implementation of the Sustainable Development Goals (SDGs), particularly its Goal 8 on decent work and economic growth," stated the Manpower Minister of the Republic of Indonesia, M. Hanif Dhakiri, in his keynote remarks when officially opened the SDGs Conference in last February in Jakarta.

The conference was part of the **commitment and response of Indonesia** to the new **2030 Agenda for Sustainable Development** adopted by the world leaders in September 2015. The **SDGs focus on achieving sustainable development** in its three dimensions —**economic, social and environmental** — in a balanced and integrated manner.

A two day Conference on Inclusive Growth through Decent Work and Social Dialogue in Indonesia was concluded on 18 February with agreement on a series of technical meetings to develop an Indonesian Agenda for Sustainable Development Goals (SDGs) toward Decent Work for All. Jointly hosted by the Indonesian Ministry of Manpower and the ILO, the Conference was attended by more than 200 participants representing relevant government agencies, workers' and employers' organizations, national and international organizations, relevant UN agencies, and mass media.

The Conference discussed employment creation (especially youth), increasing productivity, vocational education and training, enhancing labour rights (based on the Fundamental Principles and Rights at Work) and promoting safe and secure working environment, sustainable wages policy and sound industrial relations practices through social dialogue, employment security and social protection. A recurring theme during the Conference sessions was concern about rising inequality.

The discussion revealed many areas of convergence and it was agreed to develop these further with the support of the ILO over the coming months with a view to preparing an agenda for Indonesia's promotion of decent work as a key driver of sustainable development – economic, social and environmental.

**“** *The commitment of Indonesia's social partners to develop an important plank of the national strategy for sustainable development is very encouraging.* **”**



**Gilbert Hougbo**, the ILO's Deputy Director-General for Field Operations and Partnerships.



**“** Indonesia is committed to realize decent work for all. Through this forum, the Government of Indonesia would obtain valuable inputs from Indonesian key labour actors on opportunities and challenges related to the implementation of the Sustainable Development Goals (SDGs), particularly its Goal 8 on decent work and economic growth.”

“The ILO is pleased to offer our support to a process of social dialogue on key elements of decent work reflected in the 2030 Agenda. We will also continue to work closely with our UN partners in supporting the integrated approach to implementation of the 2030 Agenda that Indonesia is constructing,” said Gilbert Hounbo, the ILO’s Deputy Director-General for Field Operations and Partnerships.

Meanwhile, reaffirming the United Nation’s commitment to work and support the Government of Indonesia in achieving the best outcome for 17 SDGs, Douglas Broderick, UN Resident Coordinator for Indonesia exclaimed that “The UN agencies in Indonesia will work alongside government policies and programmes in an integrated and synchronized manner by bringing in our global knowledge, expertise and experiences whenever and wherever possible to achieve better results”.



**M. Hanif Dhakiri,**  
Minister of  
Manpower RI.

The opening session of the Conference was concluded with the signing of the SDGs’ Declaration by the Indonesian Minister of Manpower, followed by all of panelists, facilitators and participants of this Conference. The Declaration highlighted the supports from all participants to the implementation of the SDGs in Indonesia, particularly the Goal 8 on decent work and economic growth. 🌱



From left to right: M. Hanif Dhakiri, Minister of Manpower, Gilbert Hounbo, the ILO’s Deputy Director for Field Operations and Partnerships, Tomoko Nishimoto, the ILO’s Assistant Director-General and Regional Director for Asia and the Pacific, Douglas Broderick, UN Resident Coordinator for Indonesia, and Francesco d’Ovidio, Country Director of the ILO in Indonesia.

## Book

### ILO Works in Indonesia: 2015 Results

ISBN: 978-92-2-031036-6 (print)

978-92-2-131037-2 (web pdf)



The publication illustrates the broad range of achievements under the ILO’s programmes and projects in Indonesia. The 2015 achievements are also the result of a profitable partnership with the ILO’s tripartite constituents--government, workers’ and employers’ organisations.

## Video



For years companies and organizations have been seeking for a competitive advantage under the philosophy of diversity in working places as one of the ways to integrate people with disabilities in the working environment. It has been proven that there are many benefits gained by opening employment opportunities for persons with disabilities. This video showcases potentials of persons with disabilities that they are as productive and competent as other workers. The video was produced by the ILO through its Disability Project, PROPEL-Indonesia, in collaboration with Shangri-La Hotel Surabaya.

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For further information about the ILO activities in Indonesia,  
please visit: [www.ilo.org/jakarta](http://www.ilo.org/jakarta)

## Improve its productivity, a SCORE participating company awarded with the Parama Karya



The President Joko Widodo presented the 2015 Parama Karya to 22 small- and medium-sized enterprises, witnessed by the Minister of Manpower, M. Hanif Dhakiri.

**NO MORE** chaos of samples, threads and patterns scattered around the workspace of UD Pelangi Indonesia, a medium-scale handicraft company in Malang, East Java. A neat storage room and systematic production lines have been created to make it easier for workers to access materials they need and to meet work orders.

Noor Suryanti, owner and director of UD Pelangi Indonesia, admitted that these positive changes happened after her company joined the ILO's Sustaining Competitive and Responsible Enterprises (SCORE) programmes in 2015. The SCORE programme has implemented a training series that seeks to improve productivity while upholding workers' rights.

Suryanti explained that after the implementation of SCORE Module 1 on Workplace Cooperation programme,

under the guidance of productivity instructor from Provincial Training Center in East Java Province, the working environment has changed.

Furthermore, the production lines have shown good results. Reject and rework rates have both decreased from 10 percent to 5 percent which also means an increase of 10 per cent for the work efficiency. The high increase in productivity encouraged the business of UD Pelangi to further continue its objective to upgrade from a small-sized business to a medium-sized one.

"The SCORE programme has played an important role in making it possible for my company to be awarded with the Parama Karya award," said Noor Suryanti, proudly. UD Pelangi was one of 22 companies received the 2015 Parama Karya awarded

**“** 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. **”**



**Noor Suryanti,**  
Director of  
UD Pelangi  
Indonesia.

by the President Joko Widodo (Jokowi) at the State Palace, Jakarta, last November.

The Parama Karya award is the highest productivity award for small- and medium-sized enterprises from the Government of Indonesia. In addition to UD Pelangi, four other SCORE participating small and medium sized enterprises also received the award: 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.

"This is the ultimate goal of the SCORE programme to have small- and medium-enterprises like UD Pelangi and other participating companies to be more competitive in national and global market," said Januar Rustandie, the ILO-SCORE's Programme Manager in Indonesia.

Continuing to improve its business, with support from the SCORE programme, UD Pelangi is now building a business network with other SCORE participating companies. "We are delighted to have an opportunity to develop a business network with a more established company. We had a chance to visit PT Mega Global Food Industry to further learn best practices and how to improve the business. This is really valuable for the future of our business," Suryanti concluded. 🌸

SCORE 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.

One common issue from enterprises and workers of the small and medium scales is the **lack communication and coordination skills** that lead to **lack of quality control and work efficiency**. In addition to the classroom trainings, the trainers also directly assist companies through site visits.



**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 Rp. 30,000. "I even manage to save for my three children's education. Every month, I also save Rp. 300,000 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 had destroyed my entire village, the Gurukinayan village. I had lost my business and the 8-hectare of agricultural land that was the main source of my family income," she uttered, remembering the day she and her family had to leave their village.

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 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



## Rising from disaster to a business woman

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 Rp.

3,800,000. After receiving the donation, she moved to temporary shelter provided by local NGO named Jengala 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 Rp. 150,000. 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.”*

**“** *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.”*



# Students to promote decent work for domestic workers

A SERIES of video and photo story screenings on domestic workers and child domestic workers were conducted at various schools and universities in Greater Area of Jakarta, East Java, South Sulawesi, and Lampung since the beginning of this year to April 2016. The screenings have reached around 500 students, ranging from elementary to college students.

Various questions raised by the students during the screenings. Commitments to be more respectful and to recognize the important contribution of domestic workers were also raised. Elementary students in Tangerang Selatan, for example, promised to respect their domestic workers by providing more help or engaging in a more polite manner.

**“** I encourage my students to make the best use of this activity to develop more concrete activities like research activity, students' community-engagement programme and volunteerism activities at the domestic workers school”



**Dr. Dedi Hermawan,**  
Head of Public  
Administration  
Department  
Lampung University



School screenings in Makassar.



Meanwhile in Surabaya, some junior high schools recognized the rights of domestic workers by commonly saying: “Domestic workers should be paid based on their works and not being treated as slave. For children who have to engage in domestic work they still have the rights for education and other rights as children.”

Emphasis on the role of the government was discussed by senior high school students in Palopo and Takalar districts of South Sulawesi. They questioned the lack of legal protection for domestic workers and the Law on Domestic Workers. “Domestic workers should have legal protection like other workers as they play

an important role in ensuring economic activities of households,” the students said.

Concrete contributions were offered by participating students from the Public Administration Department of Lampung University. These students were encouraged to be involved in the promotion of decent work for domestic workers as voluntary teachers or vocational skills trainers at domestic workers school located in Lampung, managed by DAMAR, a local non-governmental organization deals with domestic worker issues. 🌸



Launched in June 2015, these video diaries and photo stories 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). The programme aimed to **engage youth** in two issues: **to make the life of domestic workers better** and **to eliminate child domestic labour**.

Produced by **25 youth aged 12-17 years old**, selected from hundreds of youth, in Jakarta and Makassar, these videos and photo stories showed **the roles of domestic workers in their lives and their daily interaction with their domestic workers**.

Using their own words and selection of scenes, these videos **documented daily lives, plights, journeys and hopes of the domestic workers**.

These videos consisted of four video diaries and five photo stories with a total duration of 90 minutes.

The screenings were conducted by the ILO through its **Decent Work for Domestic Workers to End Child Domestic Work (PROMOTE)** project.

Funded by the  
Department of  
Labour of the  
United States  
of America  
(USDOL)

The Project aims to **promote decent work for domestic workers and eliminate child domestic workers**.

## Private sectors in Papua and West Papua committed to prevent HIV at the workplace



A total of **10,000 workers** of these ten companies have **received HIV prevention** information through occupational safety and health (OSH) programmes programs, of which **50 percent of them are indigenous Papuans.**

**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.

These companies implement a workplace HIV policy that protects jobs and confidentiality of workers with HIV. As a result, a total of 10,000 workers of these companies have received HIV prevention information through occupational safety and health (OSH) programmes programs, of which 50 percent of them are indigenous Papuans.

These companies were part of the ILO's Project on Mobilizing the Private Sector to Deliver HIV Prevention, Treatment and Care in High Prevalence Areas of Papua and West Papua. Started in 2014 for two years, the Project aimed to strengthen public private partnerships to deliver effective HIV prevention, counselling, testing, and treatment support services for high risk workforce, in particular indigenous Papuans working on plantations.

Funded by the Department of Foreign Affairs and Trade (DFAT) of the Government of Australia, the ILO assisted

enterprises to develop workplace policies and programmes ensuring that indigenous people have access to HIV prevention, testing and treatment services. Manpower Offices led the activities in collaboration with companies and health offices to create linkages with village-based clinics.

**“** *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.”*

**dr Wilkananta,**  
JOB Pertamina Petrochina.

Similar commitment was also raised by PT Sinar Mas in Jayapura. “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 representing PT Sinar Mas.

In addition, local governments have strongly supported these HIV prevention programmes, ensuring the sustainability and replication. “Under the public-private partnership, local government will attempt to replicate the HIV prevention models to other areas of intervention. We will closely collaborate with the Provincial Health Office,” stated Drs. Yan Piet Rawar, the Head of Provincial Manpower Office in Papua.

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. 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 concluded. 🌸



## Managing risks, saving lives: Addressing workplace safety issues in garment industry

**THE SEMINAR** was scheduled to open at 09.00 am, but the registration desk was already buzzing with participants arriving early. The participants were enthusiastic and excited to learn more about three major occupational safety and health (OSH) for garment industry: Fire hazards and risk, certification for building proper function (SLF) and OSH management.

"I left Subang at around 06.00 am to avoid traffic," said one participant from PT. Wilbess. Another participant from

Bandung, West Java, said, "We are excited for this seminar. We have tried to obtain certification of building proper function for our factory to no avail. So hopefully we can get it right this time and learn how to do it!"

The seminar titled "Occupational Health and Safety for garment sector in Indonesia" was conducted by Better Work Indonesia (BWI) on 6 April 2016, gathered industry players in Bandung to discuss about the three major OSH concerns in garment industry. As many as 58 participants from over 35 BWI partner

factories participated in the seminar, along with the resource persons from the Ministry of Manpower as well as industrial and OSH experts.

The seminar provided a venue for interactive dialogue and sharing of experiences among participating factories. OSH experts were also at hand to clarify about regulations and technical aspects.

Emphasizing the importance of this event, Maria Vasquez, the Chief of Technical Adviser of BWI, highlighted the significance of OSH issues for both employers and workers at the garment industry. "It is not only a matter of human life and quality of life but also a financial imperative for employers as the cost of remediation almost always outweighs the cost of prevention," she stated at her opening remarks of the seminar.

The seminar started by looking at OSH management systems. The discussion was led by M. Fertiaz from the Ministry of Manpower. He explained that out of 2,524 audited companies with OSH Management System (OSHMS), only two percent came from the garment and footwear industry.

He then challenged the participants to register for OSHMS audit this year and improve the percentage from the footwear and garment industry for the OSHMS award 2016. "With the current ASEAN Economic Community, the implementation of OSHMS are even more important as it can increase Indonesia's competitiveness in the region".

Concerns were raised by participants during the discussion about building certificates (SFL), particularly on the

### Safety and health at workplace:

All workers have the right to work in an environment that is safe and not detrimental to their health.

Article 7 of the International Covenant on Economic, Social and Cultural Rights

"Employers shall be required to ensure that, so far as reasonably practicable, the workplaces, machinery, equipment and processes under their control are safe and without risk to health."

ILO Occupational Safety and Health Convention No 155, 1981, (Art.16.1)

"Each Member shall promote and advance, at all relevant levels, the right of workers to a safe and healthy working environment."

ILO Promotional Framework for Occupational Safety and Health Convention No. 187, 2006 (Art. 3.1)



“It is not only a matter of human life and quality of life but also a financial imperative for employers as the cost of remediation almost always outweighs the cost of prevention.”



**Maria Vasquez,**  
Chief of Technical  
Adviser of BWI.

certification's procedural clarity and the costs to conduct the technical inspection. Since the collapse of Rana Plaza which killed over 1,100 garment workers in Bangladesh in 2013, building certificates and regulations have becoming more significant in the garment industry, and Indonesia is no exception.

However, the discussion agreed that there was an urgent need for government's support in terms of availability and enforcement of SLF regulations at district level. To date, only 318 districts out of 508 districts in Indonesia have district SLF regulations. 🌸

**Garment industry** remains one of the **significant contributors** to the **Indonesian economy** with an **average growth of 8 per cent** every year. In **2014**, Indonesia ranked **12<sup>th</sup> in the world in the textile exports** based on BWI's Synthetic Report.

Characterized by its **labour-intensive nature** and the **high use of chemical** in the **production process**, the **garment industry** is considered as **one of the sectors with high risks** in terms of **OSH concerns**. In Indonesia, the garment industry is **ranked as a medium-high risks II industry** by the Ministry of Manpower.

## Promoting sustainable and inclusive growth through industrial relations in Indonesia

WITH support from the Government of Japan, the ILO initiated a regional project entitled "Industries and Workplaces for Sustainable and Inclusive Growth through Tripartite Dialogue, Sharing of Knowledge and Good Practices on Industrial Relations, Green Business and Occupational Safety and Health" or also briefly known as InSIGHT project.

The InSIGHT Project aims to promote mechanisms and practical approaches that enable industries and workplaces to become drivers of sustainable and inclusive growth in the Asian region. The Project will also expand the work carried out under the previous project phases in Asia on greener business - green jobs, industrial relations and OSH.

In Asia, the Project will be conducted in several countries such as Indonesia, Viet Nam and Bangladesh. In Indonesia, the InSIGHT activities is scheduled to start in 2016 for two years until March 2018. The activities will be conducted in partnership with the Ministry of Manpower as well as through collaborations with employers' and workers' organizations.

The planned activities for Indonesia combines enhancing capacities and platforms for tripartite dialogue, and the development of a shared vision among



government, workers and employers of achieving sustainability and inclusive growth of industries in the country.

At the same time, InSIGHT will demonstrate capacity building in practical, bottom-up approaches for enterprise greening, and overall improvement in the workplace and work relations, which will feed into industry and sector upgrading in the area of sustainable development. These will lead to concrete benefits for both workers and employers.

The InSIGHT project is a timely response to the implementation of the Sustainable Development Goals (SDGs) combined with the anticipated transitions from the economic consolidation of the ASEAN region. This is also in line with the guidelines released by the ILO in November 2015 on 'Just transition towards environmentally sustainable economies and societies for all', which articulates the need for a different type of pro-active and multi-dimensional response to realize decent work, poverty eradication and environmental sustainability. 🌸





## Equal employment opportunity for Indonesia

AS part of the efforts to better implement the ILO Conventions Nos. 100 concerning Equal Remuneration and 111 concerning Discrimination (Employment and Occupation), the Ministry of Manpower (MoM) has been actively conducted advocacy activities at the provincial level across Indonesia. These activities aim to promote the establishment of Equal Employment Opportunity (EEO) Task Force and a concrete follow-up to the Manpower Ministerial Circular Letter No. 184 of 2013 on the revitalization of the EEO Task Force at the national level and the establishment of the provincial task forces.

The provincial EEO Task Force is expected to play an active role in disseminating information related to EEO. The Task

Force is also expected to raise the awareness of both workers and employers on the application of non-discrimination and equality at the workplace.

To ensure the establishment of the Provincial EEO Task Forces, the ILO has provided supports to MoM. The ILO provided inputs for the operationalization of the EEO Task Force at the national level and supported the capacity development of the tripartite at the provincial level.

"Discrimination issues are rather difficult to tackle as there are many reasons behind them. The discrimination practices could be in invisible forms, but the effects are apparent. Therefore, it requires awareness of the workers, employers,

**“** We are keen to see the application of non-discrimination and equality at the plant level. We need a strong support from the local government on this and we surely hope this could be reflected in the company's regulations and/or collective labour agreements. **”**



**Sri Nurhaningsih,**  
Director of  
Working Terms  
and Conditions of  
the MoM.

and government to jointly prevent and eliminate discrimination in any forms," Lusiani Julia, the ILO's Gender Focal Point explained.

In addition to advocacy activities, MoM continuous to provide trainings at the provincial level using the module on non-discrimination and equality at the workplace. The module was jointly developed by the MoM and the ILO. 🌸

### EEO Task Force



To date, **EEO Task Forces** have been established in Bangka Belitung, East Java, Banten and Lombok Timur.

In **2016**, it is **expected** that more EEO Task Forces will be **established in eight provinces:** Lampung, Central Kalimantan, Bali, Maluku, North Sulawesi, West Nusa Tenggara, South Kalimantan and South Sumatra.



# Promoting safer and healthier workplaces in Indonesia

Every year on the 28<sup>th</sup> of April, the ILO has observed the World Day for Safety and Health at Work since 2003. The Day is an annual international campaign to promote safe, healthy and decent work. With the celebration of the World Day, the ILO promotes the creation of global preventive safety and health culture involving ILO constituents and all key stakeholders in this field.

The 28 April is also the International Commemoration for Dead and Injured Workers organized worldwide by the trade union movement since 1996. In 2003, the ILO became involved in the April 28 campaign not only to honor injured and fallen workers but also to appreciate and celebrate that these injuries and fatalities can be prevented and reduced.

This year's theme is Workplace Stress: A Collective Challenge. This responds to greater pressure faced by modern working life. With the pace of work dictated by instant communications and high levels of global competition, the lines separating work from life are becoming more and more difficult to identify.

This special reporting highlights initiatives taken by the ILO in Indonesia in promoting safer and healthier workplaces. Three initiatives are presented and featured: The workplace stress which is line with the this year's theme; the importance of capacity building for OSH experts at the enterprise level; and development an of OSH culture at home and for domestic work.



# Towards a stress-free working environment

**RINA** Dewi, 36 years old, had been suffering from constant coughing for more than three months. She already consulted different doctors seeking opinions and treatments, but her cough seemed incurable. As an administrative officer at a multinational company in Jakarta, she was desperate. Her constant coughs had caused insomnia and anxiety and as a result, she could not concentrate at work and it started ruining her working performance.

Her supervisor had warned her to improve her working performance. Rina was depressed, worrying that she would lose her job of six years and as a single parent, she needed this job to support her family. Finally she went to another doctor, as her last hope figuring out what had happened to her. Carefully examined her conditions and changes in her life, her doctor's diagnosed was work stress.

Turned out that four months ago, Rina was promoted to a senior administrative position, supervising three other officers. Her work responsibilities and workload increased, making her to work after office hour. She had problems balancing her workload with her responsibility as a parent. She was reluctant to discuss it with her supervisor as she was afraid that she could be demoted or, even worse, lose her job.

Rina was one of numerous workers worldwide who have to deal with workplace stress. From various surveys conducted in Europe, the United States and Australia, around two third to half of the surveyed workers stated that they have experienced work-related stress. More than 32 percent of workers in Japan reported anxiety and overstress at the workplace; while 20 percent of workers in Korea reported high work-pressures and work-burdens.

Today, many workers are facing greater pressure to meet the demands of modern working life. Psychosocial risks such as increased competition, higher



expectations on performance and longer working hours are contributing to the workplace becoming an ever more stressful environment. With the pace of work dictated by instant communications and high levels of global competition, the lines separating work from life are becoming more and more difficult to identify.

In addition, due to the significant changes labour relations and the current economic recession, workers are experiencing organizational changes and restructuring, reduced work opportunities, increasing precarious work, the fear of losing their jobs, massive layoffs and unemployment and decreased financial stability, with serious consequences to their mental health and well-being.

In recent years, there has been growing attention to the impact of psychosocial risks and work-related stress among researchers, practitioners and policymakers. Work-related stress is now generally acknowledged as global issue affecting all countries, all professions and all workers both in developed and developing countries.

In addition to the above legal frameworks, Indonesia ratified the Promotional Framework for Occupational Safety and Health Convention, 2006 (No 187) in August 2015. As part of the overall National OSH system, Indonesia should continue promoting and enforcing health and safety, including mental health. Prevention of psychosocial hazards should be one of the strategies in improving safety and health of the working environment. It is important as the workplace is at the same time an important source of psychosocial risks and the ideal venue to address them in order to protect the health and well-being of workers. 🌸

For further information on the ILO's application on the stress prevention at work:

[http://www.ilo.org/safework/info/publications/WCMS\\_438081/lang-en/index.htm](http://www.ilo.org/safework/info/publications/WCMS_438081/lang-en/index.htm).

## Indonesia has put its attention to the mental health through the following regulations:

- The Work Safety Act (Law No.1/1970) as the main law on OSH which includes mental health (article 8, paragraph 1) as one of the factors in health and safety.

- The Manpower Act No. 13/2003 includes overarching provisions on OSH, including mental health (Article 35 paragraph 3, Article 71 paragraph 2c): *Every worker has the right to receive protection against safety and health hazards, protection against immorality and indecency, and treatment that shows respect to human dignity and religious*

*values.* It also stipulates that every enterprise must apply an OSH management system to be integrated into the enterprise's general management system.

- The Health Law No. 6/2009 dedicates its article 164-166 for occupational health, stating that occupational health is carried out so that all workers can work in good health without endangering themselves or their community, and to gain optimal work productivity along with the labour protection programme. The Act specifies that every workplace shall provide occupational health services.



## Nurturing OSH experts, fostering safe and healthy workplace

THE ILO in 2015 estimates that one accident case occurs at workplace for every 100,000 workers each day in Indonesia. Meanwhile, the Indonesian Social Security Providers (BPJS) reported that 50,089 occupational accidents cases were registered in 2015 alone. This shows that occupational safety and health (OSH) remains a major concern in the country.

To promote safe and healthy workplaces in the country, particularly in the garment industry, the ILO in collaboration with the Ministry of Manpower conducted General OSH Expert Certified Training from 11-22 April 2016 in Bogor, West Java. The training was conducted in conjunction with the commemoration of the World Day for Safety and Health at Work.

Representatives from 10 factories from the Greater area of Jakarta and West Java participated in the training. Generally, OSH training is dominated by male

participants; yet, this training comprised of seven female and three male OSH factory experts. The training was concluded with the certification of training graduates as OSH experts by the Ministry of Manpower.

The training was **conducted by the ILO** through its **Better Work Indonesia (BWI)** Project. BWI is unique joint programme of the ILO and the International Finance Corporation (IFC), with support from the State Secretariat for Economic Affairs (SECO) of Switzerland and the Kingdom of the Netherlands. The project aims **to improve compliance with labour standards and promote competitiveness in global supply chain.**

Being certified as the OSH experts, they would be assigned and acted as the OSH committee (P2K3) secretary at their factories. This is in accordance to the Law No. 1/1970 on OSH, stipulating that factories with more than 100 workers must organize and implement an OSH committee, especially the garment industry as it is classified as a middle to high risk industry. Furthermore, the Manpower Act No. 13/2003 states that the

secretary of the OSH committee must be a certified general OSH expert.

"This training is part of the annual BWI's regular training services organized for its factory partners. The training also reflects

the commitment of BWI to foster safe and healthy work environments, especially in the garment industry," said M. Anis Agung Nugroho, BWI Operational Manager.

Anis concluded that this annual training is part of the effort to improve the

safety standards and practices at the factory level. "Through this collaborative initiative with the government, it is hoped that this initiative will lead to productivity, improve workers' wellbeing and stimulate a healthier growth for the particularly garment industry," he said. 🌟

## Promoting OSH Culture in domestic work



“We touch chemical substances almost every day and I do not know the details of the danger. I clean up the bathroom using chemical substances. I also deal with electricity almost every day. Thus, it is important for us to learn about safety and health related to our work.”

Santy,  
Domestic worker

**MOST** people may think that home is the safest place, but in fact there are many hazards and risks posed by domestic environment. These hazards and risks include, among others, case of fire, food poisoning, chemical substances, accidents and so forth.

The **WIDE checklist** consists of eight areas that are **relevant** to the **improvement of work conditions** in domestic environment:

1. Material handling and storage;
2. Design work station;
3. Machine/tool safety;
4. Physical environment;
5. Social welfare and work organization;
6. Wages and benefits;
7. Communication and rights for success; and
8. Situation of child domestic worker.

As part of the efforts to widely promote decent work for domestic workers, the ILO has developed a practical, easy-to-apply checklist to guide domestic workers and their employers in improving working conditions in domestic environment called Work Improvement in Domestic Environment (WIDE). The checklist applies a participatory method based on self-help voluntary actions. The method helps both workers and employers carry out immediate improvements using locally available resources.

The first of its kind, the WIDE checklist was jointly developed by the ILO's OSH experts, labour inspectors of the Ministry of Manpower, domestic workers' organizations, recruitment agencies, employers of domestic workers and domestic workers themselves in 2015. To ensure the application, the checklist was piloted in Malang and Surabaya, East Java Province. In these pilot areas, the participating domestic workers were trained on how to use the checklist using a participatory action oriented training (PAOT), combining a classroom training with a practical exercise at home facilitated by an OSH facilitator.

They were then assigned to identify three good working conditions and three

points for improvement. At the end of the training, each participant, supported by the employers, was given two months to improve their workplaces by submitting before and after photos.

“Domestic workers who understand OSH will also work more effectively and this will benefit both workers and employers. They will understand that messy electricity cables will be dangerous and they will be responsive, for example when they see puddle that can be a medium to spread disease,” said Arum Ratnawati, Chief Technical Adviser of the ILO's Project on Domestic Workers.

The WIDE initiative was conducted by the ILO through its Promoting Decent Work for Domestic Workers to End Child Domestic Work (PROMOTE) Project. Funded by the United States Department of Labour (USDOL), PROMOTE Project aims at reducing child domestic workers significantly by building institutional capacities of partners to promote Decent Work for Domestic Workers (DWDW) effectively. The Project works to increase the knowledge, skills and expertise on reducing child domestic workers and promote DWDW. 🌸