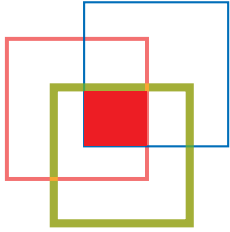




International  
Labour  
Organization

# ILO Works in Indonesia: **2016 Results**



---

International  
Labour  
Organization

# **ILO Works in Indonesia:** **2016 Results**

Copyright © International Labour Organization 2017  
First published in 2017

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.ifrro.org](http://www.ifrro.org) to find the reproduction rights organization in your country.

ILO Works in Indonesia: 2016 Results/International Labour Organization, Jakarta Office; ILO, 2017  
66 p.

ISBN: 978-92-2-031095-3 (print)  
978-92-2-130673-3 (web pdf)

Also available in Bahasa Indonesia: Program ILO di Indonesia: Capaian 2016; ISBN: ISBN:978-92-2-031095-3 (print); 978-92-2-831300-0 (web pdf)/Kantor Perburuhan Internasional - Jakarta: ILO, 2017

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 fifth annual results' report on our work in Indonesia. This publication covers our achievements in our productive year of 2016. We are encouraged to continue this initiative, showcasing our concrete programmes and activities in Indonesia and demonstrated tremendous supports given by our tripartite partners.

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 2016 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 2016 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, dynamics of industrial relations, and the extension of social protection coverage.

The 2016 achievements are also the result of a profitable partnership with our tripartite constituents. We look forward to continuing our collaboration with them in 2017.

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', written in a cursive style.

**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	
	2. Youth employment	
	3. Optimizing employment in community investments	
	♦ Decent Work for Food Security and Sustainable Rural Development in Nusa Tenggara Timur	23
	4. Entrepreneurship and business development	
	♦ Sustaining Competitive and Responsible Enterprises (SCORE) Programme	13
	♦ Promoting Employment Opportunities through Capacity Building of Entrepreneur's Access to Financial Services (PROMISE IMPACT) Project	17
	♦ Mt. Sinabung Recovery Support Programme (SIRESUP)	20
	<b>B. Sound industrial relations in the context of effective employment governance</b>	26
	♦ Labour Standards in Global Supply Chains Project – Phase II	27
	♦ Employers' and Workers' Programmes	30
	♦ Better Work Indonesia	34
	♦ Industries and Workplaces for Sustainable and Inclusive Growth (InSIGHT)	37
	<b>C. Social protection for all</b>	40
	♦ Extending Social Security Coverage in ASEAN	41
	♦ Promoting Rights of People with Disabilities in Indonesia (UN Partnership to Promote the Rights of Persons with Disabilities - UNPRPD) – Phase II	43
	♦ Promoting Rights and Opportunities of Persons with Disabilities in Employment through Legislation (PROPEL-Indonesia)	46
	♦ HIV and AIDS Workplace Programme	50
	♦ Protecting and Promoting the Rights of Migrant Workers in the ASEAN Region (ASEAN Triangle Project)	52
	♦ PROMOTE: Decent Work for Domestic Workers to End Child Domestic Work	54
	<b>Cross-cutting themes</b>	58
	1. Gender equality	
	♦ Gender, Non-Discrimination and Equality Programme	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

49.75%



50.25%



## LAND

1,910,931.32 km<sup>2</sup>

Islands: 17,504

Density: 132 people/km<sup>2</sup>

## ADMINISTRATION

34 provinces

416 regencies

98 cities

189.1

Working population (in 000)

125.4

Economically active population (in 000)

118.4

Total employment (in 000)

7.0

Total unemployment (in 000)

## Key Stats (2015)

66.3%

Labour force participation rate

62.6%

Employment to population rate

9.0%

Under employment rate

5.6%

Unemployment rate

34.2%

Inactive rate

# ILO Acti

## PROJECTS:

- |  |  |
|--|--|
| <b>SCORE</b><br>Sustaining Competitive and Responsible Enterprises (SCORE) Programme   | <b>SIRESUP</b><br>Mt. Sinabung Recovery Support Programme (SIRESUP)  |
| <b>BWI</b><br>Better Work Indonesia  | <b>PROPEL</b><br>Promoting Rights and Opportunities of Persons with Disabilities (PROPEL-Indonesia)  |
| <b>LABOUR STANDARD</b><br>Labour Standards in Global Supply Chains   | <b>ASEAN TRIANGLE</b><br>Protecting and Promoting the Rights of Migrant Workers in the ASEAN Region (ASEAN Triangle Project)   |
| <b>DWFS</b><br>Decent Work for Food Security   | <b>PROMOTE</b><br>Decent Work for Domestic Workers to End Child Domestic Work  |
| <b>UNPRPD</b><br>Promoting Rights of People with Disabilities in Indonesia (UN Partnership to Promote the Rights of Persons with Disabilities - UNPRPD) – Phase II | <b>PROMISE</b><br>Promoting Employment Opportunities through Capacity Building of Entrepreneur's Access to Financial Services (PROMISE IMPACT) Project                 |
| <b>SOCIAL PROTECTION</b><br>Social Protection  | <b>INSIGHT</b><br>Industries and Workplaces for Sustainable and Inclusive Growth (InSIGHT) through Tripartite Dialogue, Sharing of Good Practices, Tools and Knowledge |

## PROGRAMMES:

- |   |  |
|---|--|
| <b>HIV</b><br>HIV and AIDS Workplace Programme              | <b>GENDER</b><br>Gender, Non-Discrimination and Equality Programme |
| <b>WORKERS' EMPLOYERS'</b><br>Worker's Employers Programmes |  |



Supported by:



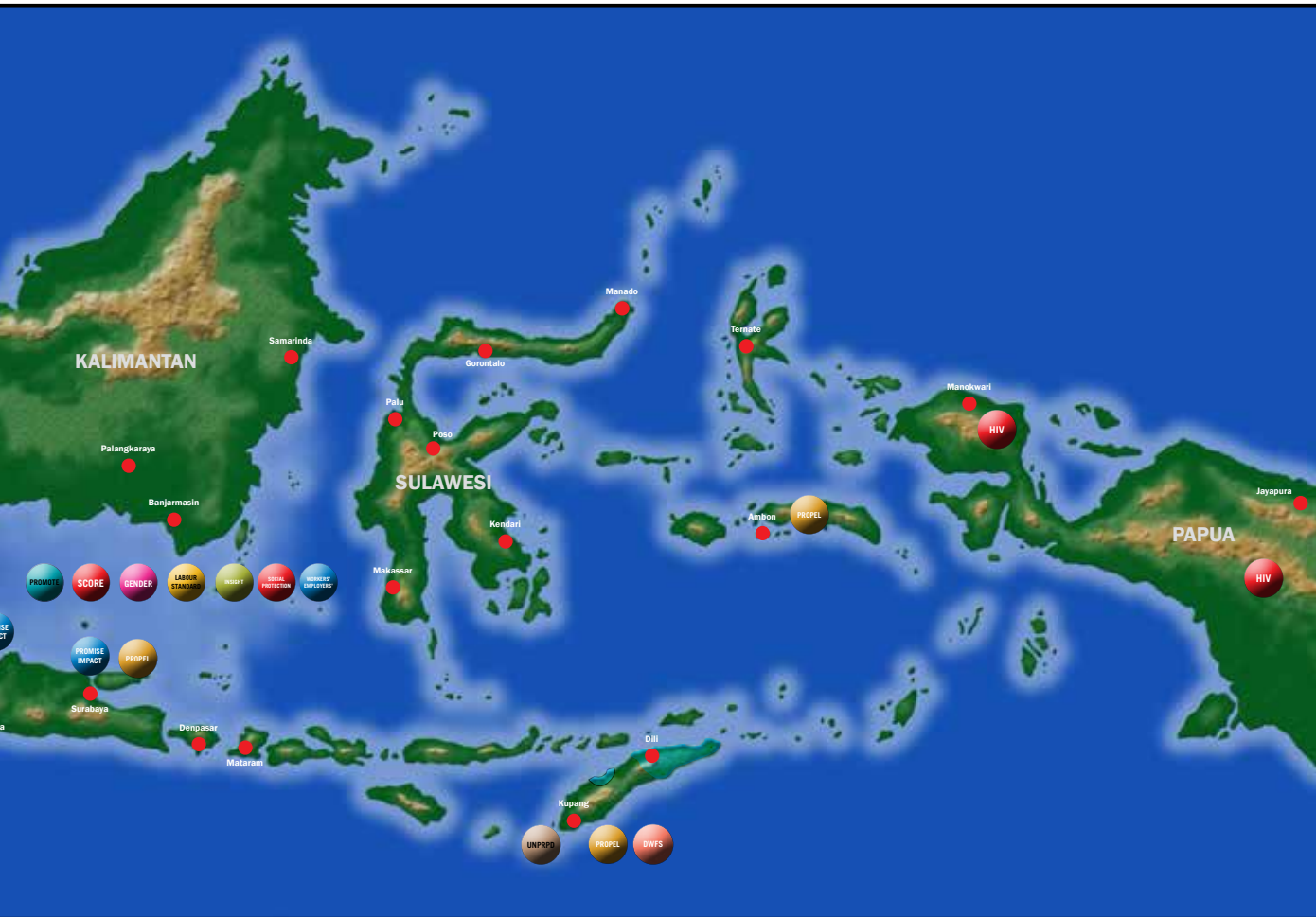
Australian Government  
Department of Foreign Affairs and Trade




Norad



# Activities in Indonesia



A man wearing a white t-shirt with a 'CRESBITA' logo, a white cap, and a necklace is pushing a hand truck. The hand truck has a large green bag on it. He is pointing towards the camera with his right hand. The background is a bright, outdoor setting with a clear sky and some greenery.

## 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.





## Sustaining Competitive and Responsible Enterprises (SCORE) Programme

### 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.

Supported by:



## Highlights in 2016:

1. **Introduction and implementation of the SCORE methodology to Aceh and Jambi provinces** through the Training of Trainer (ToT) and Training of Enterprises (ToE), facilitated by two SCORE experienced trainers from Yogyakarta and Central Java. With these additional two provinces, a total of SCORE provincial coverage has reached a total of 13 provinces.
2. **Introduction and implementation of the SCORE methodology to three private business development services (BDS) and two Associations.** The BDS were namely Karya Dua Perempuan, Riwani Globe and Bina Mitra Usaha; while the Associations were the Indonesian Start and Improve Your Business (SIYB) Association (ISA) and the Indonesian BDS Association (ABDSI).
3. **Implementation of the SCORE Module 1 on Workplace Cooperation in Solo using the budget from Central Java Government.**
4. **Conducted SCORE short-version workshop in Yogyakarta, funded by the Ministry of Foreign Affairs.** The Ministry of Foreign Affairs had conducted SCORE trainings and activities in 2015 in Bali, followed by Yogyakarta in 2016.
5. **Commitment from Sampoerna Foundation to provide funding of USD 24,000 for SCORE training activities in Pandaan, East Java.** The training was conducted in collaboration with the technical service provider BEDO as the facilitator for its 24 value chain SMEs. At the end of 2016, Sampoerna had committed an additional funding of USD 95,000 for the implementation of the SCORE activities in five cities in East Java.
6. **Introduction and implementation of the SCORE methodology to National Handicrafts Council (Dekranas)** in Bali, in collaboration with the Indonesian Employers' Association (Apindo).
7. **Strengthened the capacity of the SCORE trainers for Module 3 on Cleaner Production, with support from the**

**Resource Efficiency and Cleaner Production (RECP)** of the UNIDO project. The RECP methodology had been taught to SCORE trainers from 11 provinces.

8. **Development of the productivity web database system,** in collaboration with the Productivity Directorate of the Ministry of Manpower.
9. **Participation of five Indonesian productivity stakeholder representatives in the joint productivity workshop** of SCORE and the Organization for Economic Cooperation and Development (OECD) in Bangkok, Thailand, on "Productivity and Working Condition in SMEs."
10. **Productivity improvement shown by a total of 186 participating SCORE companies from 2010 until 2016 after the implementation of SCORE methodology** in their daily activities. From 2010, a total of 1,090 employees have participated in SCORE workshops and activities and a total of 668 company visits has been conducted.
11. **A total of 207 productivity trainers have been trained** and 11 of them had received the SCORE Global certification.
12. **Increased cost recovery to 41 per cent** due to more active contribution from partners in the implementation of SCORE in Indonesia.

### Targets for 2017:

- Together with the constituents, finalize the SCORE Indonesia Project Outline Phase III.
- 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 ILO SCORE - OECD Indonesia Productivity workshop.
- Conduct intensive SCORE ToT and ToE in collaboration with APINDO and trade unions
- Initiate and expand the collaboration among SCORE Indonesia with other ministries and stakeholders related to productivity.



# Creating transformation from little things with big impacts

*It is not easy to change the habits of the workers who have been working for years in the company. However, we are open for discussions with the employees during bi-weekly meetings. We address the issues faced by the company and encourage the workers to lead the transformation for the sake of company's sustainability.*

**Ratna Dewi Katarina Kuhn**  
Vice President Director

**THE** buzzing and humming of sewing machines fill the hallway of PT. Dianatina Ayu, a small-and-medium-sized enterprise located in Kuta, Bali. The sounds are created by dozens of workers who produce various types of garment to be exported to different parts of the world, such as Europe, the United States, Australia, and several countries in Asia.

"This company was founded by our father, Panudiana Kuhn, 30 years ago. We are the second generation entrusted with this company," said company President Director, Surya Ayu Paulina Kuhn. In the day-to-day operation, Surya is supported by her sister, Vice President Director Ratna Dewi Katarina Kuhn, to run the family business.

PT. Dianatina Ayu has its own shares of ups and downs within the three decades of operation, particularly in 2006-2007 when it faced strong global competition from China. The situation hit the business quite hard, forcing the company to reduce the employees down by half to about 500 people. They still had to lay off a few hundreds more employees afterward.



The significant decrease in the number of workers increased the workloads of the remaining manpower. As they felt the heavy burden, it hampers the management's efforts to increase the efficiency. Fewer workers led to the lack of workplace cleanliness and organization.

In addition, Agung Sanjaya, the Human Resources Manager who has been working for five years at PT. Dianatina Ayu, said that there was not a good communication system in place, and the culture to invite workers to discuss problem solving was missing.

"The management was not aware that transparency in communications and even information distribution within the company would improve work atmosphere and make workers more comfortable," Agung said.

## Towards work transformation

In October 2014, an ILO-SCORE Indonesia programme, together with a private training service provider, BEDO, organized a training to improve the productivity of small-and-medium-sized enterprises in Bali.

The first SCORE module that focuses on collaboration brought a new hope for the company that was eager to revive. "When the training was completed, we immediately sat together to create the programs to overhaul our internal organization," Surya said.

The initial step was to establish an Enterprise Improvement Team (EIT) to implement SCORE programme within the company. It was a serious move, marked by the signing of the commitment between the Management and the workers, and the dissemination of information about the team's plans to the entire employees.

Subsequently, to improve the communication and collaboration, the team began to introduce the importance of daily briefing, bi-weekly meeting, and the celebration of employees' birthdays. "The activities that we hold seem very simple, but in fact they are the ones that give the biggest impact to the production process in our company," Surya said.

Yetik R. Diana, a supervisor at PT. Dianatina Ayu says she has gained some understanding on the benefit of daily briefing, which is now intensified by the company. "All of us in the production department give feedbacks on the issues we encounter and we become more resourceful when other units experience some problem. This has speed up the work and avoided finger-pointing when an error occurs on the production floor," Yetik said.

Moreover, the company has paid more attention to employees' suggestion and feedback through the suggestion box. The box would be opened every three months, which coincides with employees' birthday celebration. "The Company has even rewarded the employee who is able to provide good suggestion to the company. I am very happy," said Wayan Sumba, an employee from the material cutting unit.

*"The newly found communication scheme and daily briefing have improved the job completion and it trickled down to the punctuality of product delivery. In January 2015, the punctuality of product delivery hit 89.47 percent, and in February it even reached 100 percent."*

Other than suggestion box, PT. Dianatina Ayu is now maximizing the use of bulletin boards round the company. The company has also promoted "5S" through activities like waste management, setting up cleaning duty schedule and the implementation of 5S in each work unit.

As a result, the working departments of the company has now more organized. "It used to take 15 minutes to locate the required material. Now I no longer have to waste my time as all of the materials and equipment have been properly arranged, including the data of the activities in the previous day. It has been truly time efficient," said Yetik, the supervisor who has been working at the company for 15 years. ❖



## Promoting Employment Opportunities through Capacity Building of Entrepreneur's Access to Financial Services (PROMISE IMPACT) Project

### In Brief:

A vast majority of businesses in Indonesia are categorized as micro and small enterprises (MSEs). MSEs provide jobs to over 93 percent of workers in the country. In terms of value added, MSEs contribute around 43 percent to the national economic output. However, productivity in small enterprises is quite low compared to large enterprises. One of the major challenge that MSEs face is lack of financial and non-financial services which negatively affects their growth and productivity.

ILO's PROMISE IMPACT Project is aimed to promote sustainable and responsible financial inclusion for MSEs. On the supply side, the project helps financial institutions to develop innovative services to MSEs, particularly in the manufacturing sector. On the demand side, the programme helps MSEs to access these services, enhance their productivity, and enable them to make effective and prudent use of financing. At the upstream level, the project supports the formulation, and implementation of policies and regulations to promote responsible financial inclusion.

This three-year project was developed in partnership between the Swiss State Secretariat for Economic Affairs (SECO) and the ILO.

Supported by:





## Highlights in 2016:

1. **Provided trainings on social performance management (SPM)** to financial institutions, regulators, and other financial service providers. SPM provides a framework for mainstreaming socially responsible services and achieving a “double bottom line” viz. financial profitability for the financial institution and greater economic and social impact for the clients.
2. **Identified potential project partners after providing briefings and consulting with over 70 financial institutions, and several relevant associations in the two target provinces: West Java and East Java.** More than 30 financial institutions went through an institutional assessment exercise to help the project review their suitability as future partners. These assessments covered a whole range of areas such as the governance, business processes, financial sustainability, and potential capability of financial institutions to achieve financial and social impact.
3. **Pre-selected 15 financial institutions to develop innovative projects to pilot test products and services** that can create greater economic and social value for the clients. As part of this process, selected financial institutions carried out surveys to better understand the market and needs of their clients.
4. **Four financial institutions have already completed the client surveys, while the rest are likely to finish by the end of March 2017.** The pilot projects with financial institutions are expected to run for 12-18 months. The results will be measured using randomized control trial (RCT), an effective scientific method for measuring change and its causality to an intervention.
5. **Implementation of an innovative project with BPR UMKM, a rural bank or Bank Perkreditan Rakyat,** which is focusing on improving productivity of MSEs. The account/loan officers of BPR UMKM received training from ILO on occupational safety and health (OSH) and subsequently they trained their clients. Two surveys were conducted to measure

the impact of the training at the client level and results were general positive.

6. **Capacity building of several financial institutions to improve their performance and impact at the client level.** As part of this process, 15 local trainers were trained on “Making Microfinance Work (MMW)”, a training course developed by ILO to help managers of financial institutions to improve efficiency and achieve better results.



### Targets for 2017:

- Develop and implement all the pilot projects with financial institutions (10-15 institutions).
- Carry out at least 10 baseline surveys as part of the implementation of pilot projects.
- Conduct another round of “Making Microfinance Work” training for managers of financial institutions. It is likely some of the local trainers may become certified after delivering this course.
- Improve performance and service delivery of financial institutions through a series of capacity development activities.
- Provide technical assistance and strategic advice to relevant government institutions to strengthen the enabling environment for inclusive finance in the country.

# Promoting financial inclusion for all

“WHILE access to finance for micro, small and medium enterprises (MSEs) is no doubt constrained in Indonesia, an equally challenging task is to ensure that services delivered by financial institutions really address the needs of MSEs and create value for the clients,” noted Owais Parray, the Chief Technical Adviser of ILO’s PROMISE IMPACT Project. He was speaking at a one-day seminar in Jakarta on Inclusive Finance and Social Performance Management which was held on December 14, 2016.

The seminar was organized as part of PROMISE IMPACT Project which is funded by the Swiss State Secretariat for Economic Affairs (SECO). The seminar provided a platform to exchange knowledge in financial services to MSEs and measures to promote both economic and social development. The seminar was attended by over 50 participants including senior government officials, managers of financial institutions, representatives of financial associations and networks, academics, think-tanks, and practitioners from the finance industry.

In recent years, rapid commercialization of microfinance has meant that many financial institutions have reached economies of scale and high level of profitability, but this has also led to some “mission drift”. Several financial institutions at the downstream level started with a mission to reach low-income households and small enterprises with an underlying aim to support growth and job creation.

However, the quest for high profitability and outreach may have undermined the depth of outreach. Increasingly, success is being narrowly defined in terms of higher returns on assets, equity, and value for the owners of the financial institutions. Very few financial institutions are making the effort to see how their services are benefiting their clients.

Against the above backdrop, there is need for financial institutions to re-think and put clients back as the drivers of their mission. The objective should be to build an inclusive financial industry that offers a range of products and services to create value, stimulate job creation, and productivity while ensuring reasonable profits for financial institutions.

“SPM helps financial institutions to ensure healthy financial returns, but at the same time to look beyond short-term profitability. Many think SPM and corporate social responsibility (CSR) is one and the same thing. But that is not the case. SPM is a way to manage financial institutions to achieve a double bottom line.

## Frances Sinha

M-CRIL and an active member of the Social Performance Task Force (SPTF)

While sharing global experiences, Frances Sinha from M-CRIL and an active member of the Social Performance Task Force (SPTF) explained that social performance management (SPM) is a globally agreed framework to help financial institutions to develop systems and business processes to track both financial profitability as well as contributions they can make towards development outcomes.

She added that SPM provides a clear framework for financial institutions to adapt their business processes, realize their financial objectives, as well as contribute towards social welfare of their clients.

The seminar took a closer look at challenges and opportunities in Indonesia to mainstream SPM. A full session was dedicated to discussing SPM approaches and practices in Indonesia. Senior managers from financial institutions such as Bank Rakyat Indonesia (BRI), Koperasi Syariah BMT itQan, BPR UMKM Jatim, and Koperasi Mitra Dhuafa (KOMIDA) shared the results of their work.

The underlying message from these discussions was that providing services with the client at the centre is in fact more profitable for the financial institution in the long-term. They noted that client-oriented services can enable financial institutions to minimize risks, ensure client retention, and improve their outreach. ❖



## Mt. Sinabung Recovery Support Programme (SIRESUP)

### 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 response such a 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 to 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.

Supported by:



IMDFF-DR



## Highlights in 2016:

1. **Completion of the Vocational Training Needs Assessment based on the results of the value chain analysis.** The assessment aimed to design a detailed training programme to further support the livelihood recovery for affected communities, including vocational/skills training based on market orientation and project duration.
2. **Conducted three vocational/skills trainings on food processing (light meals), motorbike repair and sewing skill trainings** based on the results of the Vocational Training Needs Assessment. The trainings were attended by a total 50 participants.
3. **Conducted after training support (ATS) for 50 participants who had completed the vocational/skills training to start their own businesses.** The ATS consisted of provision of standard working tools for enabling the participants to start their own businesses and for providing participants with assistance on business development.
4. **Trained 11 potential cooperatives on Managing Your Agricultural Cooperative - My.COOP.** The training aimed to strengthen the cooperative management, enabling them to offer high quality, efficient service and effective to its members. The cooperative was selected under collaboration with the Office of Cooperative, Industry and Micro and Small-sized Enterprises (MSEs) of Karo District. The training was facilitated by certified trainer from the Business Development Service Provider (BDSP) and local government staff who completed the training of trainer on My.COOP.

### Targets for 2017:

- Continue to support beneficiaries through direct field assistance on business development including support in improving the quality of product and marketing.

5. **Strengthened the capacity of cooperative in the relocation area through training and business assistance.** The cooperative currently provides savings and loan programmes for its members as well as opens a grocery shop. As a result, the number of cooperative member has increased from 21 to 135 people.
6. **Completion of a series of trainings on financial education and entrepreneurship using GET Ahead module to 80 selected communities from affected areas,** aimed at providing better understanding on better financial management, determining family financial objective, and beginning to consider to family business/ livelihood opportunities. These series of trainings were conducted by a total of 16 certified local trainers who completed the Training of Trainers on Financial Education for Families and Entrepreneurship using GET Ahead module.
7. **Conducted a training on youth rights at work related issues** for beneficiaries including local government officials from Social and Manpower Office, Cooperative, Industry and MSEs Office and trade unions. The training aimed to provide better understanding about labour and employment standards.





# After the volcano: Turning disaster into opportunity



**FARMING** was once the only source of income for the family of Basmadi Kapri Peranginangin, 27 years old man. Living in Kuta Mbelin village, Sub-District of Naman Teran, Karo District, most of the villagers made a living from vegetable farming. Located nearby the Mount Sinabung, the area was known for its soil fertility and productivity, particularly for vegetables and fruits.

The eruption of Mount Sinabung in 2013 had changed the lives of Basmadi and his family as well as the rest of villagers. They could no longer work on their farms due to damages caused by volcanic ashes. They also had to move out to a displacement camp in the capital city of Karo district, Kabanjahe, for approximately one year.

To make a living, the eldest son of three brothers and a sister worked as a farm labourer. He received a daily income of Rp. 60,000-Rp. 70,000. "I only got paid when there was work. Unfortunately, the work was not available every day and I worked upon request," he said.

After a year in the displacement camp, Basmadi decided to return to his home village. He got married and started to work on his family's farm land. They tried to plant potatoes and vegetables. Yet, the volcanic ashes again damaged their farms and ruined the harvest. He then decided to rent a house in Siosar, a relocation area provided by the government for the three destroyed villages.

"I just started my own family and I had bigger responsibilities. I had to fight for my own family. I intended to seek for a new opportunity in Siosar. A fresh start to rebuild our lives by trying other way of living or opportunity outside farming," he recalled his moving to Siosar in December 2015.

As a graduate from automotive major of the Vocational High School, he tried to open a small motorbike repair workshop. Due to limited budget and tools, he could only provide a flat tire repair and carburetor cleaning. He earned around Rp. 1 million per month which was only enough to support the basic needs of the family.

*"I can even save now. I save the majority of my income of Rp. 2,500,000 every month that I will use for my daughter's needs and to continue expanding my business in the future. I once felt unsure about the future, but now I am excited to plan my future. I can laugh again and no more desperation."*

In May 2016, he learned about the ILO's youth programme through the joint ILO-FAO-UNDP Programme supported by New Zealand's International Aid and Development Agency named "The Sinabung Recovery Support Programme" (SIRESUP). The youth programme recruited youths from the affected villages to be trained as participants in motorbike repair training. In addition to the technical training, the programme also provided a training on financial education and entrepreneurship.

"Using the ILO's GET Ahead entrepreneurship training module, we intend to develop a combination of hard skill and soft skill trainings. We hope that the participants not only learned how to improve their technical skills, but they would also be equipped with knowledge on how to do proper administration, marketing and financial calculation," explained Aidil Azhari, the ILO's Local Project Coordinator for Sinabung Recovery Project.

After the completion of the training, Basmadi received an After Training Support (ATS) in the format of basic tools and business assistance. He is now able to expand the services of his motorbike repair service and triple his earning to Rp. 3,5 million per month.

"With the knowledge and tools given by the ILO, I am now skilled to provide various services. I am now capable of unpacking and packing the motorbike engine and repair other parts of the engines that I was not able to do before," he said.

Not only more skillful, Basmadi is also more finance literate. He prepares his own financial plan so that he can expand his business and buy additional tools and spare parts. ❖



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

### 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 expanding entrepreneurial opportunities in key agro-food value chains – particularly maize, seaweed and livestock – with high employment and income generation potential.

The Project came to an end in December 2016.

Supported by:



## Highlights in 2016:

### Overall achievements

- 1. 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 had 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 beef.
- 2. Synchronization and integration of action plan to enhance productivity in cattle and agricultural sectors.** Under the supervision of the Kupang district government, specifically animal husbandry department, 161 villages have been able to have a synchronised and integrated plan of action to enhance productivity in cattle sectors as well as agriculture sector in general through a comprehensive Masterplan that has incorporated decent work and good animal husbandry practice.
- 3. Establishment of diverse market networking.** Around 11 collective marketing groups, consisting of 5 to 10 farmers groups of 20 to 25 small-holder farmers, have diverse market networking which offers more incentives as well as profit margin and have better understanding in developing ways to improve working conditions.
- 4. Replication of the workshop results on occupational safety and health by the Ministry of Manpower in one similar workshop in Lampung** and have been tried out in two villages. A supplement check-list for occupational safety and health in livestock and maize sectors have been developed and tried out in four villages.
- 5. Business improvement and access to credits above IDR 500 million.** Five cattle farmers groups, consisting of 20 individual cattle breeders, have improved their businesses and have given access to credits above IDR 500 million due to better financial and business planning as well as management.
- 6. Better market certainty for smallholder corn farmers.** Approximately 350 smallholder corn farmers have enjoyed a better market certainty thanks to the contract that have been made by the local trading groups or joint collective marketing groups that have facilitated new market networking.
- 7. Development of a new business by three seaweed trading groups or joint collective trading to develop local organic fertilizer and pesticide** as new business opportunities for income generation.
- 8. Adoption of ILO tools by five local institutions to be implemented in their own entrepreneurship training activities.** To date, a total of 400 additional participants have been trained by these institutions. The Cooperative training centre at the provincial level run by the cooperative department has allocated funds to trained more than 500 youth in the 2017 fiscal year and one university in Sumba Timur has adopted the financial management tools as supplementary module for the students.
- 9. All cattle farmers in the four targeted villages have benefitted from a new mechanism of trading and have improved market transparency** thanks to the dialogue process that have been facilitated by the project.
- 10. Development of a market information system by ten local trading or joint collective marketing groups.** The system has been updated regularly to promote the facilitation to wider market and to encourage farmers to join the collective marketing mechanism.

# Learning from the ILO's experiences in promoting food security and sustainable rural development

**FOOD** insecurity is one of the most significant development constraints in Nusa Tenggara Timur (NTT) Province of Indonesia. Food availability is significantly impacted by severe agro-climatic conditions and seasonality. Some efforts have been taken to assist the Government of NTT in promoting agricultural production and in adopting measures for its farmers.

Led by the Ministry of Villages, the joint programme was funded by the Luxembourg Agency for Development Cooperation and the ILO, focused on increased labour productivity, enhanced employment opportunities and expanding entrepreneurial opportunities in key agro-food value chains, particularly maize, seaweed and livestock.

Anwar Sanusi, Secretary General of the Ministry of Villages, Disadvantaged Regions and Transmigration, stated that food security and sustainable rural development were very important for Indonesia. Rural development is one of the main priorities for Indonesia under the President Joko Widodo.

"To realize our commitment, the Government of Indonesia through the Ministry of Villages allocated more than 20.7 trillion rupiah for rural development which also meant that each village received 320 million rupiah. We have increased the allocation to 46.98 trillion rupiah this year, and so far we have transferred 82 per cent of the budget to all villages in the country," said Anwar in his opening during the closing ceremony of this joint project held on 23 November in Jakarta.



Appraising the commitment of the Government of Indonesia, Alette Van Leur, Director for Sectoral Department of ILO Geneva, complimented the willingness of Indonesia to become the first pilot country for food security and rural development. "Indonesia is one of the ILO's member States which is fully embraced the decent work for rural development with strong supports from its tripartite constituents, aimed to unleash potentials of and other opportunities in the rural areas," she said

During the closing ceremony, achievements of this joint project were highlighted. Lessons learnt and best practices of the programme were also exchanged amongst the participants from relevant, among others, ministries, international and national organizations, academia, workers' organizations, employers' organizations and so forth. ❖





## 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.



## Labour Standards in Global Supply Chains Project – Phase II

### In Brief:

The ILO's Labour Standards in Global Supply Chains Project continues its efforts to improve compliance of labour standards and working conditions in the garment supply chain through promotion of effective collective bargaining and 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 line with the enactment of the Government Regulation No. 78/2015, in this phase two the project focused more on promoting social dialogue on development and implementation of wages policies at the national and sub-national levels, and on promoting collective bargaining at enterprise level.

Supported by: **BMZ**  Federal Ministry  
for Economic Cooperation  
and Development

**giz** Deutsche Gesellschaft  
für Internationale  
Zusammenarbeit (GIZ) GmbH

## Highlights in 2016:

1. **Supported the Sustainable Development Goals (SDGs) Conference: Indonesia's Agenda towards Decent Work for All.** The event initiated dialogue among the tripartite constituents and key stakeholders at national level, on Indonesia's agenda to achieve sustainable development goals, in particular Goal number 8 on Decent Work and Economic Growth. The conference confirmed the strong commitment of all key stakeholders to move forward in implementing the Indonesia's agenda on SDGs towards decent work for all through social dialogue.
2. **Supported the High-Level Tripartite Dialogue on Employment, Industrial Relations, and Social Protection.** As a follow up to the SDGs Conference, the event had served as an effective social dialogue among high-level representatives of the tripartite constituents to agree on an agenda of activities in tackling priority issues of skills development, social security and non-standard forms of work, and wages and collective bargaining.
3. **Capacity building for relevant constituents through the training of trainers (ToT) on collective bargaining and negotiation.** Around 30 participants representing the Ministry of Manpower, Manpower Offices of West Java and Central Java, as well as trade unions and the Indonesian Employers' Association (Apindo) were participated and trained as trainers on collective bargaining and negotiation. These trainers are expected to deliver training on effective collective bargaining in pilot enterprises under the Project.
4. **Publication of two research notes** under the title "Gender pay gaps persist in Asia's garment and footwear sector" and "Weak minimum wage compliance in Asia's garment industry". The notes were co-authored by the Chief Technical Adviser of the Project, Matt Cowgill, and Phu Huynh of the ILO regional office for Asia and the Pacific in Bangkok. Both of the notes also covered the conditions in Indonesia.



### Targets for 2017:

- Facilitate the development of effective collective bargaining agreement in pilot enterprises through training and coaching.
- Facilitate the enhancement of capacity of relevant tripartite institutions at national, provincial and district levels in discussions on wages policy through workshops and training.
- Support promotion of social dialogue among the tripartite constituents on priority issues of the SDGs agenda.



# Improving business through collective bargaining

**THIRTY** participants from the Ministry of Manpower, Manpower Offices of West Java and Central Java, workers' as well as employers' organizations participated in the Training of Trainers (ToT) on collective bargaining and negotiation in Bogor, West Java, in last September. This extensive seven-day training was aimed to enhance institutional capacity of the participants so that they could formulate effective collective bargaining agreement through evidence-based collective bargaining process.



conditions in the garment supply chain through promotion of effective collective bargaining and social dialogue. In addition to Indonesia, the Project has activities in Cambodia and Pakistan, as well as at the regional and global levels.

Christianus Panjaitan, the Project Coordinator of the Labour Standards Project, said that garment is one of the

priority industries for employment creation in Indonesia, along with other labour intensive industries such as textile, footwear, electronic industries and infrastructure projects. Contributing around 10-12 percent of employment, garment is among the top five contributors to employment in manufacturing sector.

To ensure effectiveness of the training process, the ToT applied a specific training method named Learning and Development through Adventure (LEAD) method. The experiential learning method combines interactive lecture, role play, group work, and simulation game activities. "This method is expected to enhance participants' knowledge and understanding of the subject matters, as well as enhancing their behaviour and ability as trainers," added Christianus.

At the end of the training, graduates were expected to provide training and coaching to representatives of workers and employers in an enterprise or group of enterprises in conducting well-informed collective bargaining and formulating effective collective bargaining agreement (CBA). As a follow-up, they would conduct training at pilot enterprises under the Project. ❖

*Therefore, it is important for representatives of government, workers and employers to take an active role in improving competitiveness of the industry by agreeing to work together towards achieving common goals. One of the tools for this purpose is collective bargaining agreement that can effectively implemented at the enterprise or multi-enterprise levels*

**Christianus Panjaitan**

Project Coordinator of the Labour Standards Project



## Employers' and Workers' Programmes

### In Brief:

The ILO's tripartite structure is unique within the United Nations system and gives workers' and employers' representatives an equal voice with governments in shaping ILO policies and programmes. Social dialogue between these three parties underpins the ILO's work, and the ILO helps to develop the capacity of these organizations so they can effectively support and represent their members.

Workers' organizations are independent and democratic trade unions that protect and support workers' rights and interests at the national and regional level. As such, they play a key role in civil society. Meanwhile, employers' organizations represent the interests of business as these relate to labour and social policy at the national and international levels. They play a crucial role in shaping a supportive environment for competitive, sustainable enterprises, which are essential for economic and social development.

The ILO works mostly with the four major union confederations: Confederation of All Indonesian Trade Union (K-SPSI-Rekonsiliasi), Confederation of All Indonesian Trade Union (K-SPSI-Kongres Jakarta), Confederation of Indonesian Trade Unions (KSPI), and Confederation of Indonesian Prosperity Trade Union (K-SBSI). The Indonesian Employers' Association (Apindo) is the officially recognized employer's organization in Indonesia to deal with industrial relations and human resource development issues.

Supported by:



## Highlights in 2016:

### Support to employers' activities:

1. **Support to apprenticeship initiative promoted by Apindo.** From the employers' perspective, apprenticeship provides firms with young employees who have mastered the skill set necessary for a given role within the firm. Apindo teamed up with the Global Apprenticeship Network (GAN) to develop the Indonesian Apprenticeship Network, aimed to encourage apprenticeship system among the companies. An apprenticeship workshop was conducted in Solo, Central Java, in 2016 to further promote apprenticeship programmes at the enterprise level, especially through the Indonesian Network.
2. **Support to the implementation of the Regulatory Impact Assessment Training** for Apindo regional board members from selected provinces. The training was aimed to strengthen the capacity of Apindo in conducting policy advocacy toward evidence-based tool with the ultimate goal of ensuring the business' voice at the hearts of Indonesia's policy framework.

### Support to workers' activities:

1. **Built the capacity of the Indonesian trade unionists in the garment sector through trainings on collective bargaining and organization.** The trainings were conducted with support from the ILO's Bureau for Workers' Activities (ACTRAV). The ILO-ACTRAV ensures that the concerns of workers organizations are taken into consideration in the policy development and activities of the ILO.
2. **Assistance to the Indonesian trade unionists through capacity-building activities conducted by the ILO.** Through various programmes and projects of the ILO, various activities related to advocacy, capacity building and, social dialogue involvement of the trade unions were conducted on varied issues ranging from enterprises' competitiveness and productivity, decent work for domestic workers to freedom of association and collective bargaining as well as negotiation.

# Unions intensify cooperation to promote decent work for domestic workers and eliminate child labour

**UNIONS** would intensify their cooperation and efforts to promote decent work for domestic workers and eliminate child labor in Asia Pacific, according to the conclusions of regional trade union workshop held in Bali in August 2016.

The workshop, titled "Organizing and Decent Work for Domestic Workers and Elimination of Child Labour in Domestic Work", brought together representatives of trade unions and domestic workers' organizations from nine countries in the region. The main goals were to evaluate results of initiatives taken by the trade unions and domestic worker organizations in promoting decent work for domestic workers, review progress made in elimination of child labour in domestic work, and promote follow-up actions, including cooperation and networking among the unions for organizing, social protection and decent work for domestic workers, including child domestic workers.

Participants presented both their immediate and longer-term priorities, highlighting the need to work together with domestic workers' organizations in promoting recognition of domestic workers as workers. They also mentioned initiatives for organizing members and to improve decent work opportunities for domestic workers.

Participants also emphasized the role of trade unions in eliminating of child labour in domestic work and the importance of strengthening regional alliances in eliminating child labour in domestic work.

Francesco d'Ovidio, Director of the ILO Country Office for Indonesia, reminded participants that despite the valuable contributions given by domestic workers to the society and families, they are still

*The adoption of the ILO Convention No. 189 and Recommendation No. 201 in 2011 by the International Labour Conference was both a culmination of years of struggles by women domestic workers from all over the world for 'recognition' and the beginning of a new phase where governments, employers and trade unions need to turn this recognition in concrete policies to promote decent work for domestic workers*

**Arun Kumar**

Senior specialist in Workers' Activities

unrecognized and are often exploited, experiencing long working hours, insufficient rest periods, low wages and high exposure to abuses, harassment and violence.

"The action plans presented by the participants are in line with the mandate of the ILO's Convention No. 189 and it is important that continue exchanging information, experiences and knowledge using the communication platform that we have developed together," he stated.

The Regional Workshop gathered around 30 participants from Cambodia, Hong Kong, India, Indonesia, Malaysia, Myanmar, the Philippines, Thailand and Viet Nam. The meeting was jointly conducted by the ILO's Bureau for Workers Activities (ACTRAV) and the ILO Country Office in Indonesia with the support of the ILO's Promoting Decent Work for Domestic Workers (PROMOTE) Project, funded by the United States Department of Labour (USDOL). ❖

**THE** world is facing a growing youth unemployment crisis, including Indonesia. In many economies, young people are 2.8 times likely to be unemployed than adults but in Indonesia youth are 4.6 times more likely to be unemployed than their adult counterparts.

Therefore, high-quality apprenticeships are critical importance in dealing with youth unemployment issues. Apprenticeship systems that combine workplace-based as well as off-the-job training have proven to be successful in promoting learning and skill formation as well as facilitating employment by building bridges between the worlds of education and the world of work.

From the employers' perspective, apprenticeship provides firms with young employees who have mastered the skill set necessary for a given role within the firm. The Indonesia Employers' Association (Apindo) has shown interest and is keen to address apprenticeship issues by continuously raising the awareness of its members so that a more robust system could be put in place to develop the skills of Indonesian youth.

Apindo has recently joined with the Global Apprenticeship Network (GAN) to encourage apprenticeship system among the companies. Apindo since then has been actively promoting the apprenticeship programme at the provincial level. One of the recent promotional activities was held in Solo, Central Java, in October. An apprenticeship workshop was conducted there, attended by around 50 participants representing companies from hotel, automotive and retail sectors.

Sumartono, Head of Manpower Office in Solo, expressed the commitment of the local government to support the apprenticeship programme. "We have benefited from the positive result of this programme. Almost 80 percent of the apprentices were recruited by the companies as they were proven to have better working skills. This helps the local government dealing with youth unemployment issue," he said in his opening remarks.



# youth unemployment through apprenticeship programme

The apprenticeship programme was not only beneficial for the local government, but also for the employers. FX Sri Martono, Apindo's Head of Training Programme, admitted that the apprenticeship programme has helped, in some extent, tackling skill mismatch that were commonly faced by the industry.

The visit to Solo Techno Park, government vocational training center, and the Technical Academy of Industrial Engineering (ATNI), provided an opportunity for the participants to learn more about the curriculum and readiness of the education institutions to collaborate with the industry.

In addition, good practices on how to formulate apprenticeship syllabus were shared by participating companies. To ensure the effectiveness of the apprenticeship programmes, based on companies' experiences, it was suggested that the apprenticeship's syllabus and programme should be updated and evaluated regularly.

*The apprenticeship could be the contribution of the employers to reduce unemployment; yet at the same time benefitting the employers by having skillful workers who are matched with needs of the companies.*

**Sumartono**

*Head of Solo Manpower Office*

The workshop was concluded with the commitment from Apindo to continue promoting the apprenticeship at the company level and to develop a national action aimed at encouraging companies to develop their apprenticeship programme, particularly through the Indonesian Apprenticeship Network. ❖





## Better Work Indonesia

### In Brief:

Better work Indonesia is part of the Better Work global programme, which is a unique partnership between the ILO and the International Finance Corporation (IFC). It unites the expertise of the ILO in labour standards with that of the IFC in private sector development. The programme aims to improve compliance with labour standards and promote competitiveness in global supply chains. Better Work focusses on scalable and sustainable solutions, through strengthening cooperation between government, employers' and workers' organizations and international buyers. Better Work combines independent enterprise assessments with advisory and training services (core services) to support practical improvement through workplace cooperation.

Supported by:



BetterWorkIndo



Better Work Indonesia

## Highlights in 2016:

1. **Registration of 187 factories with BWI**, located in Jakarta Greater Area, West Java and Central Java.
2. **BWI has reached almost 400,000 workers** in 2016, with over 80 percent of them being women.
3. **Support by 30 major international buyers**. The number and level of support from international buyers continues to grow. The fifth buyers' forum was held at the beginning of September in Jakarta with the participation of more than 20 buyers and vendors. This Forum was open to both buyers and upstream players such as vendors, in an effort to create innovative solutions to labour standards challenges in global supply chains. This year's forum also provided the opportunity for participants to interact with government and social partners on key issues affecting compliance and industrial relations in the sector.
4. **Collaborating closely with international buyers on training, on the ground**. BWI worked directly with ASICS in training their suppliers on industrial relations and occupational safety and health (OSH) risk assessment. GAP also collaborated with us on OSH issues targeting their key suppliers in the country.
5. **Endorsement of Zero Tolerance Protocol and Public Reporting**. Two key approaches to promote compliance and transparency in the sector have been endorsed. The Zero Tolerance Protocol provides a formal framework of collaboration with the Ministry of Manpower and ILO/BWI to address serious violations of labour rights at the factory level. Public reporting is the publication of factory level compliance information on selected issues assessed by Better Work, publicly published on the Better Work transparency portal. Public reporting in Indonesia will start mid-2017.
6. **Launch of the Impact Survey**. Better Work Indonesia is one of the five country programmes independently reviewed by Tufts University for its effectiveness in improving garment workers' lives and boosting factory competitiveness. The results of the Progress and Potential report show that the Better Work Programme has a significant and important impact on working conditions. The review also confirmed that monitoring compliance matters and that social dialogue have played an important part in improving workers' outcomes.
7. **The establishment of a National Foundation to take over core services to factories, as part of BWI's sustainability strategy**. The "Partnership at Work" Foundation (Yayasan Kemitraan Kerja) was created in September 2016 to take over all related core services to BWI factories. The Foundation has already been operational in January 2017. A BWI team continues with the ILO and assures consistency, alignment, and quality of factory services. BWI also manages relationships with key stakeholders, including government, social partners, buyers and donors. The creation of the Foundation marks a pivotal moment in the history of BWI.
8. **Working in collaboration and supporting the initiatives of the Ministry of Manpower**. BWI continues to collaborate intensely with the Ministry of Manpower on the establishment and continuous updating and alignment of its tools and approaches. Other areas of collaboration include law interpretation and enforcement as well as joint advisory and training. A specific focus this year was on OSH and building safety issues. Technical support in the form of sharing of tools, materials and approaches had also been provided to the Ministry of Manpower on their labour norms expert (KnK) and Labour Compliance Programme (PROKEP).
9. **A strong focus on workplace cooperation and trade union organizational and leadership skills** through the workplace cooperation training in all BWI coverage areas. Training of branch and factory level unions was also done with the view of building strong and democratic trade unions, encourage higher women union officials' active involvement and promote sound industrial relations issues at factory level.



## Targets for 2017:

- Increase the number of registered companies to 230 companies.
- Continue to improve compliance with labour standards and promote competitiveness in global supply chains in all BWI's registered companies.
- Further engage with government and social partners for sustainable change in the sector.

### Feature Story

# Harnessing worker's inside knowledge to reduce risk in Indonesia's garment factories

**OVER** 150 factory representatives in Indonesia joined a Better Work industry training seminars in Central Java, West Java and Jakarta on effective risk management during the 2016 Better Work Indonesia's Enterprise Forum. The training focused on key industry tools for managing different types of risk including occupational safety and health, human resources and operational business risks.

Jonas Astrup, Better Work's Productivity Systems Specialist, said that risk management was all about prevention, looking forward and taking ownership of issues. This also makes good business sense to put control in place that limits the possibility of accidents, strikes, disputes and production interruptions. "What makes our approach unique is that we have turned these tools into activities that can be easily explained and used in the worker management committee," he added.

The seminars highlighted the importance of social dialogue in helping workers and their representatives become actively involved in successfully identifying, analysing and managing risks. Workers could provide valuable information and insights on risk because of their daily experience with factory processes. Therefore, during the training, factories also learned how to communicate to workers the methodology behind risk prioritisation and how controls were selected and implemented.



Gloria Chen, a manager of PT Dragon Forever, part of the RSI Apparel group, appraised the communication tools addressed in the training. "The session on risk management gave me insights on how such a heavy topic can be delivered to my team in a light, engaging way," told Gloria.

To date, the risk management industry seminar has been run in all Better Work countries: Nicaragua, Haiti, Jordan, Vietnam, Cambodia, Bangladesh and Indonesia. In 2016, over 1,000 factory representatives have taken this training. These seminars were made possible with generous support from The Walt Disney Company's International Labor Standards Group. ❖



## Industries and Workplaces for Sustainable and Inclusive Growth (InSIGHT)

### **In Brief:**

The InSIGHT Project is aimed to strengthen policy dialogue and institutional capacities to promote sustainable and inclusive growth in industries and workplaces. The project aims to enhance local tripartite structures and support systems, aiming to foster sustainability and competitiveness at both industry sector and workplace levels.

With the support from the Government of Japan, the InSIGHT Project will be working at both regional and national level. Its activities will encompass the ASEAN region as it includes national-level interventions in Indonesia, and eventually replicate these experiences in other Asian countries.

The Project is part of the global ILO Green Jobs Initiative, and is a significant addition to the ILO's portfolio of Green Jobs and Sustainable Enterprise activities in Asia-Pacific. Further, InSIGHT project will expand prior ILO-Japan cooperation in the region on the themes of industrial relations and on greener and safer workplaces.

With the renewed global commitment to the Sustainable Development Goals (SDGs) combined with the economic consolidation expected to drive further growth in the ASEAN region, it is crucial that the ILO's tripartite partners continue to be engaged in relevant regional discourse, agreements and actions. In this regard, the project aims to contribute in fostering a broad-based understanding of the implications and challenges created by economic growth, pursuing environment sustainability, the need for social inclusion, in the context of decent work.

**Supported by:**



## Highlights in 2016:

1. **Conducted the 7th ILO Regional Tripartite Seminar on Industrial Relations in Chiba, Japan.** Attended by the tripartite leaders from ASEAN countries, the seminar discussed the current industrial relations situation in their respective countries and shared good practices to promote social dialogue within enterprises.

2. **Organized a series of seminars on Sustainable and Responsible Business Practices, in collaboration with the ILO Multinational Enterprises and Enterprise Engagement Unit in Geneva.** Three interlinked seminars were organized simultaneously, participated by the tripartite partners, towards implementing sustainable and responsible practices and explore measures for joint actions.

- Multinational Enterprise Seminar: "Promoting Employment and Enhancing Business Linkages in Indonesia", focused on advancing the principles of the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration), which remains relevant today, in the context of the SDGs 2030.
- Industrial Relations Forum: "Pathways to Enhancing Industrial Relations in Indonesia" discussed the progress of Indonesia's industrial relations situation in the recent years, and highlighted the importance of the bipartite cooperation at the enterprise level as a way to support harmonious industrial relations within enterprises. It also featured knowledge sharing on the Labour Expert System of Japan as well as good practice cases from the Philippines and Viet Nam.
- Multinational Enterprise Seminar: "Promoting Responsible and Sustainable Business Practices in Indonesia: The lead role of the global hotel chains operating in Bali for promoting youth employment"; conducted together with Bali Hotel Associations the forum promoted the implementation of ILO MNE Declaration for hotel sector in Bali.

3. **Organized Tripartite Consultations on Green Jobs:** A Labour Market Impact Assessment of Indonesia's Nationally Determined Contributions (Climate change policies and committed Green House Gas (GHG) emission lowering targets by 2030) was conducted in collaboration with the Institute for Global Environment Strategies (IGES) and the ILO Green Jobs Unit. InSIGHT organized the dialogue and technical forums to fully reflect the current context of Indonesia in the study and build capacity of the tripartite partners and key stakeholders on this topic. Further, the process was built into the initial scenario for the Future of Work consultations.

4. **Implemented Focused Action-Learning Initiatives:** A series of seminars and consultations were conducted for both trade union leaders and the members of the Indonesian Employers' Association (Apindo) on the themes of workplace practices on green jobs & industrial relations.

### Targets for 2017:

- Conduct Regional Tripartite Seminar on Industrial Relations.
- Conduct Joint Regional Workshop on Sectoral Approaches: Skills for Green Jobs.
- Conduct a follow-up National Seminar/Industrial Relations Policy Forum for Indonesia.
- Support the implementation of the joint action plan on "Skills for Green Jobs", through workshops and module development, together with tripartite partners.
- Localize and roll-out of "Greener Business – Better Workplace" training for enterprises, together with technical partners.
- Develop model cases and documentation of company experience on the use of InSIGHT's capacity building approach (Greener Business – Better Workplace training package) and other good examples of Sustainable and Responsible Business Practices in Indonesia.
- Produce knowledge and info resources on key themes of Industrial Relations, Green Jobs and Sustainable Enterprises, relevant to the ASEAN context.
- Convene regional and national participants and representatives into a network of tripartite advocates for industrial relations, green jobs and sustainable enterprises.
- Share and replicate the training approach and tools in other countries (i.e Viet Nam and Thailand).



# How greening the economy will impact employment in Indonesia

**THE** world of work is undergoing a major process of change. There are several forces transforming it, from the onward march of technology, the impact of, and responses to climate change, to the changing character of production and employment, to name a few. In order to understand and to respond effectively to these new challenges, the ILO has launched a “Future of Work initiative” in June 2015.

In support of the initiative, the ILO hosted an initial discussion among key partners and constituents on the future of work in Indonesia titled “The Future of Work Initiative: Transformation Affecting the Labour Market in Indonesia, on 3 November, in Jakarta. This discussion is part of a series of forums on the future of work to be conducted in order to further explore and understand what the perspectives and future vision would be like for Indonesia.

Attended by around 50 representatives from governments, workers’ and employers’ organizations, academia and civil society organizations, this first series of discussion focused on the green economy, as well as climate change measures and impacts on the labour market as one of the key three main drivers affecting the future world of work. The other two main drivers were technology and globalization.

Relevant inputs and key findings on the subject were presented. Lorraine Villacorta, Advisor of ILO Green Jobs Programme emphasized that relevant response measures such as those included in the Indonesia’s climate change policies (currently now called the NDC) are among the key drivers for the changing nature of work in Indonesia.

Key findings on a recent study to assess the labour market impacts of Indonesia’s climate policies, including the national targets for emission reduction until 2030, embodied in the NDC were presented by Dr Xin Zhou, a senior researcher from the Institute for Global Environment Strategies (IGES). The study was conducted together with the ILO Green Jobs Program and ILO Indonesia.

The study shows that with Indonesia’s commitment for lowering its emission targets by 2020 and 2030, key sectors will likely see

*“This transition to socially and environmentally sustainable economies, if managed well, can drive job creation, job upgrading, social justice and poverty eradication. And, key to this transition is understanding the linkage between the labour market and green economy policies.*

**Lorraine Villacorta**

*Advisor of ILO Green Jobs Programme*

employment impacts in the energy, chemical and non-metallic manufacturing sectors. The findings point to gains in employment in all labour factors for the renewable energy sector, specifically the electricity generation from geothermal and hydro energy sources.

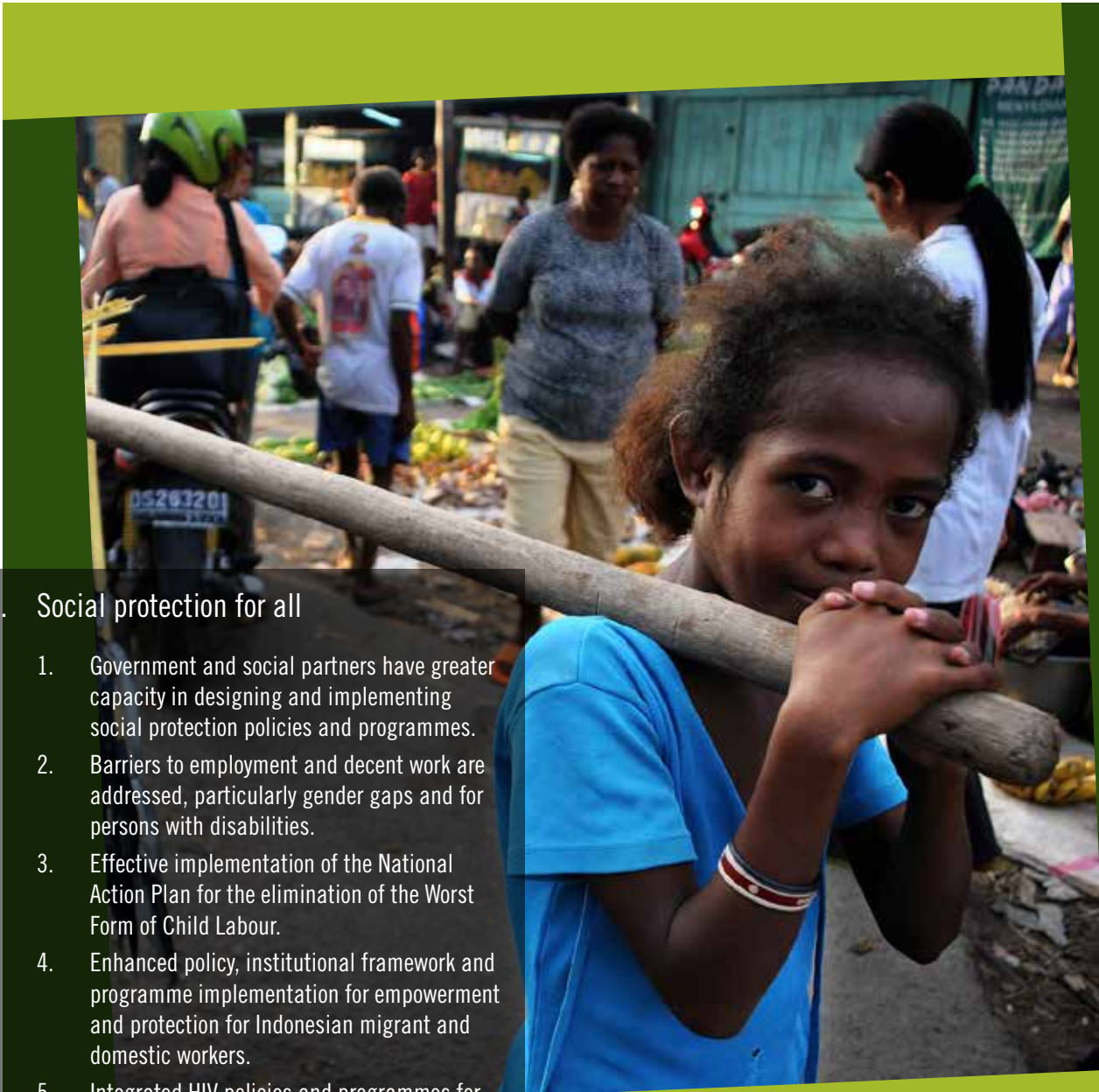
The study also notes that the positive employment impacts can be maximized through proactive labour market policies and responses, particularly if skills requirements are met, allowing displaced workers to be absorbed in the expanding sectors.

Responding to the findings, Kunjung Masehat, Secretary of Director General for Empowerment, Training and Productivity, Ministry of Manpower, emphasized the importance of skills development and trainings for all key labour actors—government, workers and employers—as an effort to smooth the transition and adaptation to new changes of the future.

From the perspective of the employers, Agung Pambudhi, Executive Director of the Indonesian Employers’ Association (Apindo), highlighted the challenges faced by enterprises in utilizing renewable energy. “The renewable energy is still expensive and this will affect the productivity and competitiveness of Indonesian companies,” he said.

Meanwhile, Agus R. Toniman, National Council of the Indonesian Trade Union Confederation (KSPI), reminded that all the changes that would happen in the future should, at the same time, guarantee the welfare of workers. “It is true that that we need to anticipate skills development. However, we need to maximize job creation and minimize job losses,” he stated. ❖





### 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.



## Extending Social Security Coverage in ASEAN

### In Brief:

The Indonesian Constitution recognizes the right of all people to social security, and the responsibility of the State in the development of social security. The progressive implementation of the National Social Security Law (Law No. 40/2004) and the Social Security Service Providers Law (Law No. 24/ 2011) aims to extend social security coverage for the whole population in the areas of health, work injury, old age, and death of the breadwinner.

The ILO's work in the area of workers' social security in Indonesia is in-line with the Social Security Convention 1952, No 102 and the Social Protection Floor Recommendation 2012, No.202. Therefore the ILO's project on "Extending Social Security in ASEAN (ESSA)" is aimed to generate better knowledge and expertise on extension of social security and stimulate South-South cooperation across ASEAN Member States.

Funded by the Government of Japan, the Project also provides direct support to Indonesia and Viet Nam for increasing social security coverage.

Supported by:



## Highlights in 2016:

1. **The start of the ILO/Japan Project on Extending Social Security in ASEAN (ESSA).** This project activities in Indonesia aim for improving legal and institutional frameworks, administration and services in view of increasing social security coverage. A review of the existing social security inspection system was conducted in partnerships with National Social Security Provider on Employment (BPJS Ketenagakerjaan).
2. **Support to the Sustainable Development Goals (SDGs) Conference: Indonesia's Agenda for SDGs towards Decent Work for All.** The Conference reiterated Indonesia's commitment and formulated recommendations to extend social protection to all. Identified areas of action include: 1) Strengthening social security institutions; 2) Achieving social security coverage for all workers, including workers of the informal economy and migrant workers; 3) Assessing the conditions to launch an unemployment insurance; and 4) reviewing pension policies and regulations.
3. **Awareness raising and information dissemination on unemployment insurance** for tripartite constituents based on ILO's standards and international experiences.
4. **Capacity building for tripartite constituents on social protection and disaster preparedness, old-age pension, and knowledge exchange** to achieve the SDGs on Universal Social Protection.

### Targets for 2017:

- Launch the actuarial study of the pension scheme.
- In collaboration with Ministry of Manpower, organize a regional training on the extension of social security.
- Enhance role of the social security inspection, learning from different countries' experiences including the Sharoushi system of Japan.
- Conduct analysis of impediments and evidence-based recommendations for extending social insurance coverage, particularly for small-sized and medium-sized enterprises (SMEs).
- Cost-benefit analysis of participating to the social insurance.

## Extending social protection coverage in Indonesia

**INDONESIA** is taking steps towards achieving universal social protection as mandated by the constitution and promoted as international standards. As of November 2016, more than 170 million people were members of National Social Security Provider on Health (BPJS Kesehatan) (in charge of health insurance), while approximately 19 million workers and employers are members of National Social Security Provider on Employment (BPJS Ketenagakerjaan) (in charge of employment injury, death and old-age benefits).

Strengthening national social security institutions in order to achieve universal coverage and explore customized solutions for specific vulnerable groups (workers from the informal economy, migrant workers) was among the key points listed as top priority areas of actions by the ILO's members in Indonesia during the High Level Dialogue on Sustainable Development Goals (SDGs) which were held in Jakarta, in August 2016. As a follow-up to the Dialogue and in the framework of the ILO/Japan regional project on Extending Social Security in ASEAN (ESSA), a two-day knowledge sharing workshop was held in Bogor in last September 2016.

Forty representatives from the ILO tripartite constituents (government, workers' organizations and employers' association) attended this forum to share their views on the key challenges of the current extension strategy and what could be learned from past initiatives in Indonesia as well as in other countries.

Participants also briefly discussed ILO's standards related to employment/unemployment insurance and comparative design options based on a report that was prepared by the ILO/JAPAN project (phase II) mapping the situation in 14 countries, including in Viet Nam, Thailand, Republic of Korea, Mongolia, Japan and China.

The consultation also marked the start of the ILO/Japan Project on Extending Social Security in ASEAN (ESSA) in Indonesia. ❖





## Promoting Rights of People with Disabilities in Indonesia (UN Partnership to Promote the Rights of Persons with Disabilities - UNPRPD) – Phase II

### **In Brief:**

In 2011, six UN agencies (ILO, WHO, UNDP, OHCHR, UNICEF and UN DESA) established the UN Partnership on the Rights of Persons with Disabilities (UNPRPD) – a multi-donor trust fund (MDTF) to support collaboration between UN agencies in country-level programmes to promote the rights and opportunities for persons with disabilities. The goal of the UNPRPD is to develop the capacities of national stakeholders, particularly governments and organizations of persons with disabilities, for the effective implementation of the UN Convention on the Rights of Persons with Disabilities (UNCPRD). One of the first implementing countries of the UNPRPD is Indonesia.

Although there has lately been increased attention on disability rights by the Indonesian government, with as a highlight the ratification of the UNCPRD in November 2011, there is still a strong need for increased awareness of rights of persons with disabilities, as well as strengthened disability architecture. Therefore, this project will focus on creating capable and inclusive institutions, and supporting the Statistics Indonesia for strengthened data collection concerning disability. In Indonesia the project is jointly implemented between the ILO, WHO, UNESCO and UNFPA. The phase two of the Project is running for two years from March 2016 to August 2017.

**Supported by:**





## Highlights in 2016:

1. **Establishment of the Indonesia Business and Disability Network (IBDN) in December 2016**, initiated by five national multinational companies: PT Bank Mandiri (Persero) Tbk, PT L'Oréal Indonesia, Standard Chartered Bank Indonesia, PT TetraPak Stainless Engineering and PT Trans Retail Indonesia. With support from the ILO, the IBDN aims to encourage business communities in Indonesia to be more inclusive and conducive for diversity through exchange of information and experiences as well as sustainable and mutually beneficial programme collaboration between companies.
2. **Jointly conducted the Sixth High-Level Meeting of Mayors for Inclusive Cities in September 2016 in Padang**, in collaboration with UNESCO and the Padang City Government. The meeting aimed to pursue the development of Network of Mayors for Inclusive Cities as an active, purpose-driven, self-sustaining coalition to promote and disseminate the policies that advanced the rights of people with disabilities.
3. **Issuance of the latest disability study on Mapping Persons with Disabilities in Indonesia's Labour Market**, in collaboration with the University of Indonesia. The study reveals that there is an urgent need to increase the labour force participation of people with disabilities.
4. **Built the capacities of the municipal governments and local organizations for people with disabilities (DPOs) through capacity building workshops**. The main results of the workshops were the development of action plans on issues regarding accessibility and equal opportunities to employment for people with disabilities.

## Targets for 2017:

- Conduct the Seventh High Level Meeting of Mayors for Inclusive Cities.
- Conduct a job profiling for easier recruitment of people with disabilities as a support to IBDN.
- Mainstream disabilities data in the Manpower Development Index of the Ministry of Manpower.



# The Indonesia Business and Disability Network to promote diversity and inclusiveness at the workplace

**INDONESIA** continues to move towards inclusive business with the establishment of the Indonesia Business and Disability Network (IBDN) in December 2016.

Five companies signed a commitment and established the Indonesia Business and Disability Network (IBDN) in Jakarta on 16 December 2016. The signing and the establishment of the IBDN coincided with the month of the disability awareness in December.

The five companies that have jointly established the IBDN were PT Bank Mandiri (Persero) Tbk, PT L'Oréal Indonesia, Standard Chartered Bank Indonesia, PT TetraPak Stainless Engineering and PT Trans Retail Indonesia. The IBDN was established jointly with support from relevant partners, such as disabled persons' organizations (DPOs), the Ministry of Manpower, the ILO and the National Social Security Provider for Employment (BPJS Ketenagakerjaan).

Their main mission was to encourage business communities in Indonesia to be more inclusive and conducive for diversity through exchange of information and experiences as well as sustainable and mutually beneficial programme collaboration between companies.

*Looking at the improvements made in terms of inclusivity in Indonesia, I believe the Network would be able to become a forum for sharing and learning between employers to build one inclusive, conducive and equal working environment. Through this Network, people with disabilities could be more aware of the employment opportunities where they could develop their working career in accordance with their capabilities, interests and talents,*

**Francesco d'Ovidio**

Country Director of the ILO in Indonesia

In addition, the Network also commits to foster efforts aimed at preparing the business sector to be more inclusive, facilitate active roles and preparedness of people with disabilities to work, carry out merit-based recruitment of people with disabilities using mechanism that are equal and friendly with diversity, and encourage creative programmes that can improve both company's competitiveness and the independence of people with disabilities.

Supporting the establishment of the IBDN, Sapto Purnomo, Deputy Director for Vulnerable Labour Placement of the Directorate of Domestic Manpower Placement of the Ministry of Manpower, appraised the efforts taken by companies to facilitate the absorption and placement of workers with disabilities to the workplaces.

"The Ministry of Manpower strongly supports the IBDN. We would further socialize this Network as means of support to expand this knowledge and experience sharing platform to companies at the provincial and city levels. Many companies in the region are not yet aware about disability and inclusivity issues at the workplace," he said.

With the official signing of the establishment of the IBDN, the network has been automatically be a member of ILO Global Business and Disability Network. This global network has members of multinational enterprises, employers' organizations, business networks and disabled persons' organizations in countries such as China, Saudi Arabia, Costa Rica and Bangladesh. ❖





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

### 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. The Project came to an end in March 2016.

Supported by:



## Highlights in 2016:

### Overall Achievements

#### Improving policies and legal frameworks on disability

1. **Supported the Ministry of Manpower to provide equal employment opportunities for people with disabilities.** Ministry of Manpower and Ministry of State-Owned Companies 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.
2. **Provided technical support to Kota Mojokerto in drafting and reviewing the Disability Law** on Employment of people with disability.
3. **Provided technical supports and inputs to Department of Manpower, Department of Social Affairs and disabled people organizations (DPOs) in reviewing the draft of Disability Law.** In addition, PROPEL supported the involvement of DPOs from the targeted provinces to participate in the discussion of the draft with parliament.
4. **Provided technical supports to Department of Manpower at province and district level to organize inclusive job fair events.** In addition, Certificate of participation is provided to companies offering jobs opportunities for people with disabilities during inclusive job fair events.

#### Strengthening capacity of the key stakeholders on disability and inclusivity

1. **Establishment of the Indonesia Business and Disability Network (IBDN)** in December 2016, initiated by five national multinational companies: PT Bank Mandiri (Persero) Tbk, PT L'Oréal Indonesia, Standard Chartered Bank Indonesia, PT TetraPak Stainless Engineering and PT Trans Retail Indonesia.

With support from the ILO, the IBDN aims to encourage business communities in Indonesia to be more inclusive and conducive for diversity through exchange of information and experiences as well as sustainable and mutually beneficial programme collaboration between companies.

2. **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.
3. **Strengthened the capacity of stakeholders related to disability:** line ministries, trade unions, employer organizations, universities and media. For this, two series of Disability Equality trainings were conducted in Jakarta.
4. **Baseline survey was conducted in 16 Vocational Training Centres in East Java province** to find out the access of people with disabilities to skill training.
5. **Mechanism for job placement of people with disabilities was established in East Java and Nusa Tenggara Timur (NTT) provinces** to facilitate the access of job seekers with disabilities and job placement agencies as well as with companies.
6. **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.
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).



## Raising the awareness and supporting the advocacy

1. **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.
2. **Media raising awareness on disability issues were conducted in collaboration with AJI Jakarta, AJI Kupang and PWI Jawa Timur.** One Training of Trainer was conducted to staff of DIFFA magazine and two media trainings for media representatives were conducted in Surabaya, East Java and in Kupang, NTT.
3. **Development of a media guidelines on reporting disability**, in collaboration with DIFFA and Dewan Pers and it was launched in December 2014.
4. **Conducted Media baseline survey** to find out the perspective of variety of medias (TV, Newspaper, magazine, radio, online) for the last 10 years, in reporting disability in Indonesia.
5. **Development of two innovative videos on disability under the titled "SAME: Spaces, Opportunities and Treatment for Persons with Disabilities", in collaboration with Yayasan Kampung Halaman.** The first of its kind, these videos were produced by persons with disabilities themselves featuring two important rights of persons with disabilities: rights to decent employment and public facilities.
6. **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.

7. **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, Surabaya, East Java.
8. **Conducted consultation workshops in four universities (Semarang, Surabaya, Bandung and Kupang)** to introduce and seek possibility to incorporate disability topic in the curriculum of Law faculty. In addition, grant awards is provided to students of law faculty conducting research on legal issues concerning the employment of people with disabilities.



# Let's give them a chance like others

**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.

One company that has opened its door for workers with disabilities is the Shangri-la Hotel in Surabaya, East Java. Since 2007, Shangri-La Surabaya has applied a recruitment and hiring policy based on performance and competencies, including for persons with disabilities.

Fadli Hamzah, 35 years old, is one of the workers benefitting from this policy. He has been working in the engineering section for two years, ensuring smooth daily hotel operation. "For a person with disability like me, I never give up. We have to keep trying," he said.

Using a sign-language, Ernesta expressed that she also felt the same. "I like working here, I feel motivated," she said. She also does not face any problems in communicating and collaborating with her fellow-workers.

Just like Fadli and Ernesta, for Rea Sabita Edy, the job boosts her confidence and self-motivation. As the officer for restaurant reservation, this vocational school graduate is able to communicate well with customers. She has been positioned as the company's front line in getting customers' trust for three years.

"I directly deal with customers when they want to be members or to pick up vouchers," she said, adding that "As long as I work here, there has been no discrimination. I work well with other colleagues, we talk and even hang out together."

A good inclusive working environment has become a motivation for Fadli, Ernesta and Rea to work well. This is in line with the policy

*“The corporate office sees employees who have disabilities as those who have equal potential as others and can be employed in the same sector like other people at the hotel. They have good working performance, if not much better.*

**Renny Herwanto**

*Communications Manager of Shangri-La Hotel Surabaya*

and commitment of the company. For Shangri-la Hotel Surabaya, workers with disabilities have the same potentials as others. Their perseverance and seriousness in working are valuable assets for the company to reach target.

Seeing the huge contribution that can be given to the companies by people with disabilities, it is hoped that companies will open their doors wider. "Not only Shangri-la-Hotel, but we hope that other five star hotels and other industries would be encouraged to do this. Let's give these friends with disabilities a chance like others," Renny added.

"There is a positive impact, for everyone of course, for opening the doors for people with disabilities. For the workers, this helps them getting decent employment and for the employers, they get workers with high productivity. So this is really a win-win solution," stated Francesco d'Ovidio, Country Director of the ILO in Indonesia.

Getting decent employment is everybody's right. Unfortunately, 22.8 people with disabilities in Indonesia often face difficulties in getting jobs. What they only need is an opportunity to show and demonstrate that they have equal competencies and talents like everybody else. ❖



## HIV and AIDS Workplace Programme

### 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.

Supported by:



Australian Government  
Department of Foreign Affairs and Trade

### Targets for 2017:

- Continue assisting government in the implementation of the New Funding Model Global Fund particularly to reach port workers.
- Provide technical assistance to the Ministry of Manpower on HIV prevention linked to the occupational safety and health programme.
- Build the capacity of the key affected population on financial inclusion, including a promotion of financial education for them.

## Highlights in 2016:

1. **Partnered with Mariana Renata, a top Indonesian model, to create a promotional video for the Voice of the Voiceless Campaign** on the benefit of HIV workplace programmes for vulnerable workers.
2. **Supported the Ministry of Manpower on Training for Enterprises on HIV Workplace Programme.**
3. **Assisted Government of Indonesia in the implementation of the New Funding Model Global Fund**, particularly to reach port workers.
4. **Provided technical assistance and support to Jakarta district level government in reactivating Workplace**

**Working Group** to support fast track strategy so that 90 per cent of people living with HIV know their status.

5. **Supported the ASEAN Award for Outstanding Workplace on HIV Prevention Programme.** Six private companies from ASEAN member States received the awards for their remarkable initiatives to create a safe and healthy working environment through HIV and AIDS awareness and prevention programmes for their employees.
6. **Supported greater involvement of people living with HIV (PLHIV) in national policy making process**, to improve access and eliminate barriers to health services
7. **Scaled up HIV Counselling and Testing** to reach high risk workers.

## *The Voice of Voiceless Campaign:* Mariana Renata

Feature Story



**"MY** name is Yohana and I am living with HIV," narrated Mariana Renata, a top Indonesian model, joining other artists and athletes around the world in the ILO's "Voice of the Voiceless" initiative to give voice to people living with HIV/AIDS who are not able to tell their own stories. The initiative also aims at reducing HIV-related discrimination at work and promoting voluntary testing and counselling.

Mariana voices the true story of Yohana, a plantation worker in Papua, Indonesia, in fluent English and France. She was diagnosed by HIV after taking a voluntary testing organized by her company. Uncertain and confused, Yohana was terrified. Yet, she felt lucky as her company supported her and provided her with medication treatment.

"We are excited to work with Mariana Renata narrating the HIV/AIDS real-life story from Indonesia. As an actress and top model of Indonesia, we believe that Yohana's story can help in reducing stigma and discrimination faced by workers living with HIV," said Gita Lingga, Communications Officer of the ILO Jakarta.

Mariana's participation in this initiative was pro-bono. "Many people living with HIV have no access to information and to care as well as treatment. Even in many countries they lose their rights to employment," said Mariana in the midst of five-hour shooting in Jakarta.

Mariana is known for her role in Janji Joni film (Joni's Promise in English), a model for Lux soap and the winner of the 2005 Most Favourite Supporting Actress award at the MTV Indonesia Movie Awards. Focusing her career on modelling, she is now living in New York City, USA. ❖





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

### 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.

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.

The Project came to an end in September 2016

Supported by: **Canada**

## Highlights in 2016:

### Overall achievements:

- 1. Ninth ASEAN Forum on Migrant Labour National (9th AFML) Tripartite Preparatory Meeting** held in September 2016 in Jakarta. 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 2016, the AFML was held in November in Vientiane, Lao PDR with the following selected theme: "Better Quality of Life for ASEAN Migrant Workers through Strengthened Social Protection".
- 2. First joint meeting of the ASEAN Confederation of Employers and the ASEAN Trade Union Council.** The meeting was held in Bangkok, Thailand, aimed to enhance cooperation between and among workers' and employers' organizations, to develop tools and to provide guidance for unions and employers' organization in ASEAN region.
- 3. 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 on work in fishing, focusing on the protection of migrant fishers which was held in April 2015 in Jakarta, Indonesia, was designed to, among others, further discuss more detailed cooperation on the protection of migrant fishers and to share national policy and legislative developments.
- 4. Co-organize the 8th ASEAN Forum on Migrant Labor (8th AFML).** For 2015, the AFML was held in October in Kuala Lumpur, Malaysia with the following selected theme: "Empowering the ASEAN Community through Protection and Promotion of the Rights of Migrant Workers".
- 5. 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, Centre on Migration, Policy and Society (COMPAS) at the University of Oxford and the International Training Centre of the ILO (ITC ILO).
- 6. Tripartite Seminar towards the Ratification of ILO Convention 189 on Decent Work for Domestic Workers.** Relevant stakeholders in Indonesia discussed the content of ILO Convention 189, learned from the experiences of the ASEAN neighbour, the Philippines, and discussed the possibility and challenges of ratification of the Convention.
- 7. Launch of of the International Labour Migration Statistics (ILMS) database for ASEAN,** consist of statistical data on labour migration from ASEAN Countries including from Indonesia. The ILMS Database is hosted on ILOSTAT – the world's leading portal for labour market statistics—as a unique information source, freely available to users online: [www.ilo.org/ilostat](http://www.ilo.org/ilostat).
- 8. Indonesian Tripartite and NGOS representatives in the 7th ASEAN Forum on Migrant Labor (7th AFML) in Nay Pyi Taw, Myanmar.** For 2014, the theme selected was "Towards the ASEAN Community by 2015 with enhanced measures to protect and promote the rights of migrant workers".
- 9. Increased knowledge base and exchanged good practices for the protection of migrant workers** among relevant stakeholders under the ASEAN Member States and States employing ASEAN workers through the organization of a two-day regional workshop on work in fishing.
- 10. Assistance to the Government of Indonesia in preparing the Indonesia's participation** to the 6th ASEAN Forum on Migrant Labor (6th AFML) in Bandar Seri Begawan, Brunei Darussalam, aimed to strengthen the capacity of relevant Indonesian stakeholders.
- 11. Participation in the 6th ASEAN Forum on Migrant Labor (6th AFML) in Brunei Darussalam.** For 2013, AFML selected the themes on Data and on Complaint Mechanism by choosing the following title of the meeting: "Enhancing Policy and Protection of Migrant Workers through Data Sharing and Adequate Access to the Legal and Judicial System during Employment, including Complaints Mechanisms".



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

### 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 workers (CDWs).

PROMOTE Project aims at reducing CDWs 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 CDWs 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.

Supported by:





## Highlights in 2016:

- 1. Raised the awareness on decent work for domestic workers and the elimination of child domestic labour through various media and social media channels.** The campaign was actively conducted through social media in which the Project's Facebook account has been liked by more than 7,500 Facebookers; while the twitter has reached 9,282 followers. In addition, key partners of the Project has been active in social media utilizing 10 Facebook accounts and 1 Twitter account for their campaigns.
- 2. Engagement of teachers in tackling child domestic labour and the development of a Guideline for Teachers on Prevention and Elimination of Child Domestic Labour.** In collaboration with the Indonesian Teacher Association ( PGRI ), a three-day Training for Trainers targeted for members of PGRI was conducted on how teachers/schools could prevent child domestic labour. The trained trainers had further trained teachers in three districts known as sending areas of domestic workers: Lampung Timur in Lampung, Sinjai in South Sulawesi and Bangkalan in East Java. As a follow-up, teachers conducted sessions with parents and students to raise awareness on child domestic labour and preventive measures to prevent children from entering child domestic work.
- 3. Engagement of religious leaders in promoting decent work for domestic workers and in eliminating child domestic labour.** In collaboration with JARAK, a national network of NGOs deals with child labour issue, workshops with religious leaders were conducted in four targeted provinces of DKI Jakarta, Lampung, South Sulawesi and East Java. Attended by a total of 152 religious leaders, the workshops concluded with the development of actions that could be integrated in their regular religious programmes.
- 4. Piloting of Community-based Monitoring System in 13 communities in four targeted provinces.** In collaboration with JARAK as the organization partner of ILO-PROMOTE, the Project has developed a community-based monitoring system based on the Ministerial Regulation No. 2/2015. Under this regulation all domestic workers must be registered by community leaders (RT/RW). The results of the piloting system have received good responses from relevant stakeholders.
- 5. Media Award for Best Reportages on the Protection of Domestic Workers and Elimination of Child Domestic Labor for Journalists.** In collaboration with the Alliance of Independent Journalist (AJI) Jakarta, winners from the four reporting categories (Investigative reporting, in-depth reporting, feature articles and photo story) were announced in December 2016. The media award was aimed to honor the efforts of journalists and media organizations in producing outstanding journalism across a range of media that comprehensively depicts issues on domestic workers and child domestic workers.
- 6. Piloting of skill training for domestic workers.** In collaboration with JARAK and its member in Malang (LPKP), a skill training for domestic workers was piloted in Malang, East Java. The skill training was developed by referring to National Work Competence Standard 2015. The training consists of 200 learning hours covering housekeeping, family cooking, laundry and core competency on self-development. Participated by 90 domestic workers and those who want to be domestic workers, the training was piloted using community-based as well as center-based training programmes. Out of 90 participants, 74 were competently certified by the Profession Certification Agency.
- 7. Legal support to domestic worker/child domestic workers facing cases,** in collaboration with the National Advocacy Network for the Protection of Domestic Workers (JALA PRT) and its members. To date, legal supports have been given to 29 cases and a Training Manual for Paralegal to Assist Domestic Workers/Child Domestic Workers in Their Legal Cases was developed. In addition, workshops with law enforcers were conducted to discuss the legal framework and legal procedure in handling cases for domestic workers and child domestic worker. A number of hotlines in targeted provinces have also been trained to further improve their capacities in providing services to domestic workers and child domestic workers facing cases.
- 8. Thousands of domestic workers in four targeted provinces had been reached and an approximately 1,000 of them benefited from various education sessions** regarding decent work for domestic workers through domestic workers schools and organizing activities.



# Improving domestic

## Targets for 2017:

- Support partners to facilitate development of cooperatives for domestic workers.
- Conduct a gap analysis on laws protecting domestic workers in Indonesia.
- Conduct a Social Dialogue on Protection of Domestic Workers and Elimination of Child Domestic Labour.
- Scale up the community-based monitoring system for domestic workers and child domestic workers.
- Continue education sessions for domestic workers and strengthen Community Organisers to provide education sessions for domestic workers.
- Continue education sessions in domestic workers schools and organize activities in four targeted areas, benefiting 1,500 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.
- Develop police training curricula on the legal framework related to the elimination of child labour in domestic work and domestic workers' exploitation, including gender and child sensitive case management and investigation techniques.



**WHEN** learning that she passed the certification examination by the Profession Certification Agency, Misni, a domestic worker from Pandanwangi, East Java, could not hide her excitement. After more than 14 years working as domestic worker, she has never dreamed that she would earn a certification for her competency in doing domestic work.

Asminingsih, a domestic worker from Balearjosari, East Java, was also as excited as Misni when she learnt that she passed the certification examination. She never realized that her work as domestic worker could be certified like other profession.

"I just did my domestic work the way I know. After participating in the skill training, I learnt how to do the domestic work in more professional manner. Now I can cook, iron and clean better," said Misni; while Asminingsih said that "I could do my cleaning, cooking and washing better and I even improve my communications with my employer."

Misni and Asminingsih were two out of 90 participants of the pilot skill training programme for domestic workers in Malang, East Java. The programme covered 200 mandatory learning hours, consisting of housekeeping, family cooking, laundry and core competency on self-development. From the overall participants, around 74 participated to take and pass the certification examination.

Considering the circumstances, the skill training program were piloted using two approaches. The center based approach required participants to attend the learning sessions and to stay in the education center to accomplish the mandatory learning hours while in the community based approach, the learning sessions are delivered at the community every week ends when the domestic workers are available to attend the trainings.

The skill training programme for domestic workers delivered high-quality benchmarked training using the National Work Competence Standard (SKKNI) for Domestic Work which was developed based on the SKKNI of the Government of Indonesia for Individual Service Serving Household adopted in 2015.

# workers' job quality and standards



The skill training programme was part of the ILO's efforts to improve domestic workers' job quality and standards through its Promoting Decent Work for Domestic Workers (PROMOTE) Project. Funded by the United States Department of Labour (USDOL), PROMOTE Project aims at promoting decent work for domestic workers and reducing child domestic workers significantly.

"The skills development and professional recognition of domestic workers play an important role in promoting decent work for domestic workers. Skills training and certification based on nationally competency-standards can help raise the status of domestic worker as a recognized profession. This, in turn, would improve domestic workers' employability and prospects for better employment

*"I just did my domestic work the way I know. After participating in the skill training, I learnt how to do the domestic work in more professional manner. Now I can cook, iron and clean better.*

**Misni**, domestic worker

condition," said Arum Ratnawati, the Chief Technical Adviser of the ILO-PROMOTE Project.

This initiative was also an entry point for recognizing of domestic workers' skills as professionals, focusing on improving and certifying domestic workers' skills on housekeeping (including laundry) and family cooking. The curriculum of these two training programmes have been developed by the ILO-PROMOTRE Project. The curriculum was tested and tried out during this training initiative to be improved and finalized based on experiences and inputs from the participants during the training sessions.

"After joining the training, I am more confident. I hope that the training can change the negative perception about domestic workers as people tend to perceive our work as unskilled work, low wages and only for uneducated people. Now, I realize that I can do my housekeeping, laundry and cooking in a more professional manner," said Widi Astutik, another participating domestic worker from Singosari. She added that her employer was now worried she would move to other employers.

Domestic work is an important occupation in many economies worldwide but it remains unrecognised as "work" and virtually invisible form of employment in many countries. It is also generally seen as unskilled work, a natural extension of women's work in their own homes.

Thus, many domestic workers endure very poor working conditions, many are underpaid, have no social security coverage, work long hours, in difficult and not always in safe conditions. Some are even vulnerable to the threat of trafficking, sexual, physical and psychological abuse. ❖



### Cross-cutting themes

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





# Gender, Non-Discrimination and Equality Programme

## In Brief:

As an effort to better implement ILO Conventions Nos. 100 and 111, the Ministry of Manpower has been actively conducting advocacy activities at the provincial and district level to establish Equal Employment Opportunity (EEO) Task Force. The provincial EEO Task Force is expected to play active role in disseminating information related to the EEO and build awareness of the workers and employers on the application of non-discrimination and equality at the workplace.

ILO Jakarta has continued to support the Ministry of Manpower in advocating the establishment of the EEO Task Force both at the national and provincial level. Through Ministerial Circular Letter No. 184 of 2013, the Ministry of Manpower has revitalized the EEO task Force at the national level and encourage the provincial and district governments to establish the local EEO Task Force.

Supported by:



## Highlights in 2016:

1. **Provided inputs for the operationalization of the EEO Task Force at the national level** and supported the capacity development of the tripartite constituent at the provincial level.
2. **Supported the establishment of eight EEO Task Forces by Ministry of Manpower** in both provincial and district levels.

## Targets for 2017:

- Continue to support the Ministry of Manpower in promoting principles of non-discrimination and equality included in the company regulations and collective labour agreement.



# Major Publications



## **Compilation of regulations and references on domestic workers: Pocket Book\***

The pocket book contains of regulations, ILO Conventions, Decrees of the Minister of Manpower, infographics and useful references on domestic workers.

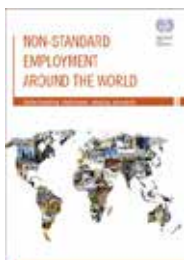
---



## **Prevention and elimination of child domestic workers at school: Guidelines for educators\***

The Guidelines highlights the crucial role of teachers and educators in the prevention and elimination of child domestic workers at school. It is important for educators to understand issue of child domestic workers so that they can provide better understanding and knowledge to children and their parents as means to prevent students dropping out of school and working as domestic workers.

---

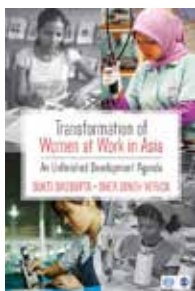


## **Non-standard employment around the world: Understanding challenges, shaping prospects**

**ISBN: 978-92-2-130385**

The report analyses the incidence and trends of non-standard forms of employment globally and explores the reasons behind this phenomenon, including changes in the world of work brought about by globalization and social change.

---



## **Transformation of women at work in Asia: An unfinished development agenda**

**ISBN: 978-92-2-1310020**

This book examines the drivers of, and barriers to, participation of women in the Asian labour market for its socio-economic development and structural transformation. Based on original comparative research and extensive fieldwork, it highlights challenges that women across Asia face in gaining access to more and better jobs. Findings show that women across the continent have contributed significantly to its spectacular growth story.



### **ILO Jakarta Special Edition on Disability Inclusivity at the Workplace**

The special edition highlights key strategies, programmes, activities and impacts of the ILO's Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation (PROPEL-Indonesia) project throughout its three-year of implementation from 2012 to 2016. Funded by the Irish Aid Partnership Programme, the PROPEL-Indonesia supported the Government of Indonesia and other key stakeholders to address barriers to equal employment opportunities and to promote disability inclusion.



### **Financing social protection through contributions and the removal of fuel subsidy: Indonesia**

Indonesia reprioritized its spending by cutting expensive fuel subsidies and successfully managed the political resistance by putting in place a compensatory scheme supporting low income families, while in parallel also working on the extension of social protection by supporting the creation of a universal healthcare system and extending pension coverage.



### **Indonesia labour market outlook August 2016**

Indonesia is currently weathering the global decline in commodity prices and corresponding slowdowns among its major trading partners. These factors have weighed heavily on the growth outlook – reducing the likelihood of achieving 7 per cent growth by 2018 – with severe ramifications for the labour market.



### **Weak minimum wage compliance in Asia's garment industry**

Minimum wages can be an important part of the policy toolkit to meet the needs of workers and their families. However, minimum wages do not adequately fulfill this role if non-compliance is widespread. This research note shows that a large proportion of workers in the garment, footwear, and textiles sector in seven garment-exporting countries in Asia are paid below the minimum wage.



### **Mobilizing the private sector to deliver HIV prevention, treatment and care in high prevalence areas of Papua and West Papua**

Brief information about the ILO's technical assistance, funded by the Department of Foreign Affairs and Trade (DFAT) of the Government of Australia, to the Provincial Manpower Offices in Papua and West Papua to increase private sector adherence to existing national and provincial policies on HIV in the workplace.



### **Study on discrimination at work on the basis of sexual orientation and gender identity in Indonesia**

**ISBN: 978-92-2-1310402**

The report identifies both good practices, and the multiple types of discrimination facing LGBT persons in the workplace, and outlines how the ILO can work with governments, and workers' and employers' organizations to promote rights, diversity and tolerance in the world of work.



### **Report of the Business Forum: Inclusive Employment Makes Business Sense**

**ISBN: 978-92-2-1310778**

This report covers The Business Case of Inclusive Employment: Realising Decent Work & Economic Growth for All, a business forum held by the International Labour Organisation in Jakarta in March 2016. Rather than taking the usual angle of charitable programs (e.g., in the form of CSR), the forum stressed the importance of integrating disability inclusion in the workplace with corporate value creation strategy.



### **Assessing the gender gap pay in Asia's garment sector**

This paper presents the gender pay gap in the garment, textile and footwear industry in nine developing Asian economies – Bangladesh, Cambodia, India, Indonesia, the Lao People's Democratic Republic, Pakistan, the Philippines, Thailand and Viet Nam.



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

This pocket book was created as a guide for migrant workers as well for field facilitators (organizer) of migrant workers. This book can be expected to provide information about safe migration mechanisms to avoid trade practices of people.



### **Rights@Work 4 Youth: Decent work for young people (rev. 2015)**

**ISBN: 978-92-2-1310167**

The aim of this learning package is to support trade unions, employment services, education and training institutions, as well as youth organizations, in their initiatives aimed at raising young people's awareness of their rights at work. The package consists of a guide for facilitators and toolkit that provide hands-on examples of recruitment practices and workplace situations.



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

**ISBN: 978-92-2-1310372**

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

- Workshop on Reviewing Training Curriculum/Syllabus and Modules on Housekeeping, Laundry and Family Cooking for Domestic Workers, Jakarta, 12 January
- Mobilizing the Private Sector to Deliver HIV Prevention Treatment and Care in High Prevalence Areas of Papua and West Papua, Jayapura, 18-21 January
- Conference on Indonesia's Agenda for Sustainable Development Goals: Toward Decent Work for All, Jakarta, 17-18 February
- The Business Case of Inclusive Employment: Realizing Decent Work and Economic Growth for All, Jakarta, 22 March
- Commemoration of the World Day against Child Labour 2016: Tackling Child Labour in Supply Chains, Jakarta, 8 June
- Promoting Organizing, Collective Bargaining and Decent Work in Garment Industry, Bogor, 29-30 June
- Organizing and Decent Work for Domestic Workers and Elimination of Child Labour in Domestic Work, Bali, 4-6 August
- High-Level Tripartite Dialogue on Employment, Industrial Relations and Social Protection, Jakarta, 25-26 August
- Better Work Indonesia Business Forum 2016, Jakarta, 6-7 September
- Training of Trainers on Evidence-Based Collective Bargaining, Bogor, 4-11 September
- Indonesia Labour Market Outlook Interactive Discussion, Jakarta, 15 September
- Extending Social Protection Coverage in Indonesia, Bogor, 26-27 September

- Sixth High-Level Meeting of Mayors for Inclusive Cities, Padang, 27 September

---

- The 9th ASEAN Forum on Migrant Labour National Tripartite Preparatory Meetings, Jakarta, 29 September

---

- Launching of Domestic Workers Skill Training on Household and Family Cooking, Malang, 4 October

---

- Training for Labour Inspectors on Maritime Labour Convention, Bogor, 25-27 October

---

- The Future is Yours: Bridging the Gap of Work for Indonesian Youth, Jakarta, 29 October

---

- Assessment of Labour Market Implications and Capacity-Building for Effective and Inclusive Implementation of Indonesia National Determined Contribution, Jakarta, 1-4 November

---

- Promoting Employment and Enhancing Business Linkages in Indonesia, Jakarta, 15 November

---

- Sustainable and Responsible Business Practices within Enterprises: Pathways to Enhancing Industrial Relations in Indonesia, Jakarta, 16 November

---

- Promoting Sustainable and Responsible Business Practices in Indonesia: The Lead Role of the Global Hotel Chains Operating in Bali for Promoting Youth Employment, Bali, 18 November

---

- National Knowledge Sharing and Closing Workshop: ILO Decent Work for Food Security and Sustainable Rural Development Project in Nusa Tenggara Timur, Jakarta, 23 November

---

- ILO-AJI Jakarta Media Award Ceremony on Decent Work for Domestic Workers and the Elimination of Child Domestic Labour, Jakarta, 23 November

---

- The ILO's 16th Asia and the Pacific Regional Meeting (APRM), Bali, 6-9 December

---

- Seminar on Achieving Double Bottom Line: Inclusive Finance and Social Performance Management, Jakarta, 14 December

---

- Launching of Indonesia Business and Disability Network (IBDN), Jakarta, 16 December

---

- Commemoration of the International Migrant Day titled "Promoting Decent Work for Indonesian Migrant Workers", Jakarta, 16-19 December