

ILO Jakarta Newsletter

◆ Bilingual Edition ◆ January 2017 ◆

ILO's Asia Pacific labour conference **adopts Bali Declaration**

THE 16th Asia and the Pacific Regional Meeting (APRM) of the International Labour Organization (ILO) concluded with a call for governments, workers' and employers' organizations in the region to do more to promote inclusive growth, social justice and decent work.

At the closing ceremony of the APRM, delegates agreed a "Bali Declaration" which outlines priorities for policies and actions at national level and by the ILO. "Governments, employers and workers in the region agree that action to promote decent work fosters inclusive growth and social justice, stimulates economic dynamism and innovation, and drives sustainable development," the Declaration states.

Welcoming the Bali Declaration, the ILO's Director General Guy Ryder told delegates that "implementing the Declaration can change and improve the lives of many millions of workers and their families. It can begin the task of generating the 249 million decent jobs that need to be generated in this region if we are to implement Goal 8 of the Sustainable Development Goals."

Meanwhile, Minister of Manpower of Indonesia, Hanif Dhakiri, appraised the high commitment shown by the delegates to promote decent work for inclusive growth in the region. "I would like to urge the member States of the region to take home this clear and consensual Declaration and to continue its application as an effort to promote decent work in the region," he said.

The four-day conference, held from 6 to 9 December 2016, was officially opened by the Vice President of Indonesia, H.E Jusuf Kalla. "The ILO's mandate of realizing social justice is in line with Indonesia's constitution: equal welfare and justice for all," the Vice President told delegates in his opening remarks.



"Of paramount importance is focusing on positive developments and working together to realize decent work, and meet the aspirations of workers and employers, who ultimately share similar needs and concerns," he added.

The APRM was attended by some 350 delegates – including 24 ministers – representing governments and workers' and employers' organizations from 37 countries in Asia, the Pacific and Arab States region. 🌐



APRM Bali Declaration

In its 23 point declaration, **the Declaration outlines policy actions** on the following:

- **Realizing fundamental principles and rights at work** and increasing the ratification rate as well as the application of fundamental labour standards.
- **Developing policies for more decent jobs** through, among others, an enabling environment for sustainable enterprises and entrepreneurship, the elimination of non-standards forms of employment and the transition of workers from the informal to the formal economy.
- **Responding to the impact of technology** on employers and workers.
- **Accelerating action to eliminate child labour and forced labour.**
- **Reversing widening inequalities and sharing productivity improvements** by investing in collective bargaining as a wage fixing mechanism and building a minimum wage floor through social dialogue.
- **Building resilience to conflicts and disasters** through the promotion of employment-intensive recovery.
- **Closing gender gaps** in opportunity and treatment at work.
- **Enhancing labour migration policies based on relevant international labour standards** by, among others, no charging recruitment fees or related costs to workers and the entitlement of workers to keep in their possession travel and identity documents.
- **Recognizing and maximizing the decent work potential** of Global Supply Chains and the opportunities arising from investment, trade and multinational enterprises.
- **Improving social protection, social dialogue and tripartism,** and strengthening labour market institutions, including labour inspection.

The progress towards achieving the Bali Declaration would be reported by the ILO every two years. 🌸

Commemoration of the International Migrant Day Towards a fair migration for Indonesian migrant workers

Special Feature

CONSIDERING millions of Indonesian workers and their families have to travel to countries other than their own to find work, the two-day seminar on "Promoting Decent Work for Indonesian Migrant Workers" concluded on 19 December with recommendations for Indonesia to apply fair recruitment principles and to promote universal coverage of the social security system for all Indonesian migrant workers.

The fair recruitment principles promoted by the ILO include no charging recruitment fees or related costs to workers and allowing them to keep their own identity and travel documents as well as workers' right to terminate employment or change employers and to return freely to their countries of origin.

Other recommendations included the urgent need to ratify the ILO Convention No. 189 on Decent Work for Domestic Workers as part of the protection for Indonesian migrant domestic workers as well as the better protection for migrant workers in the plantation sector through the bilateral agreement between the

“BNP2TKI has mapped the top migrant workers origin areas which consist of 2,347 villages spreading over 52 districts in Indonesia. Thanks to the village development decentralization as mandated by the Law No. 6/2014, the government currently tries to build a linkage between the village development and the village fund programmes as an effort to strengthen labour migration governance and migrant workers protection.



Nusron Wahid,
Head of the Agency
for the Placement and
Protection of Indonesia
Migrant Workers
(BNP2TKI).



Government of Indonesia and destination countries.

Nusron Wahid, the Head of the Agency for the Placement and Protection of Indonesia Migrant Workers (BNP2TKI), strongly supported the application of fair migration through the revision of the Regulation of the Minister of Manpower No. 22/2014 on Implementation of Placement and Protection of Indonesian

Moving forward to fair migration in Indonesia with no recruitment fees

The Government of Indonesia continues to improve its labour migration governance. The Government of Indonesia has also continued to move forward with the application and implementation of the fair migration practices. The fair migration principles, among others, include no charging fees or related costs to workers and allowing workers to keep their own identity and travel documents. Other protection measures include migrant workers' freedom of movement, their right to terminate employment or change employers and to return freely to their countries of origin.

Minister of Manpower, Hanif Dhakiri, emphasized the fair migration commitment in his keynote remarks during the commemoration of the International Migrant Day, "Decent Work for Indonesian Migrant Workers", held in December 2016. In his speech, he stated the commitment of the Government of Indonesia to endlessly improve the labour migration governance as well as urged the need of multi-stakeholders' support to achieve the goal.

"There is an urgent need to promote an inclusive and non-discriminatory protection for all Indonesian citizens, including the Indonesian migrant workers. Indonesian migrant workers continue to experience multifaceted problems throughout the cycle of migration from the recruitment phase to the post-employment as well as returning home phase."

"Clearly, there is a need to strengthen our efforts to improve the labour migration governance. The first priority is the recruitment governance. The role of the

State is to facilitate its citizens to get jobs and be employed, including to work overseas. The migrant recruitment system, therefore, should uphold and safeguard migrant workers' freedom of movement and their rights as citizens to work overseas and not to be treated as commodity."

"Second priority is to reduce placement cost charged to prospective migrants. New schemes need to be explored to reduce the fees to the lowest cost possible, or even no charging fees in the future to work overseas."



"As the implication of the effective and low cost, or even zero cost, recruitment system, the Government of Indonesia is currently in the process of preparing accurate, credible, accessible and inclusive labour market information system to all prospective workers, including migrant workers."

"The next priority that should be considered is the universal social protection to all workers, including protection and application of occupational safety and health at the workplace in the destination countries for migrant workers as well as social protection for migrant workers' families in the home country."



Migrant Workers. The revision could simplify complicated procedures and unnecessary permits causing high recruitment costs for migrant workers.

Meanwhile, Anis Hidayah, the Executive Director of Migrant CARE, reminded that Indonesian migrant workers remain vulnerable from being exploited due to government's

weak enforcement when handling cases experienced by migrant workers.

"The Government of Indonesia should apply zero tolerance to private recruitment agencies involved in human trafficking. We found that more 3,000 migrant domestic workers still departed to Saudi Arabia

this year despite the moratorium between Indonesia and Middle East countries," she said.

Anis also criticized the long pending approval of the revision of Law No. 39/2014 on migrant workers, "We are disappointed with government and parliament who failed in finalizing the revision of migrant workers law this year. Delaying the revision means that we have prolonged the sufferings of Indonesian migrant workers. The government should push the parliament to prioritize the revision of law on migrant workers in 2017," Anis demanded.

The importance of social dialogue was highlighted by Irham Saifuddin, the ILO's programme officer. "The Government of Indonesia along with the social partners should continuously promote social dialogue in labour migration governance, including on the protection of Indonesian migrant workers, particularly for those working in vulnerable sectors such as domestic workers and migrant workers in fishing vessels and palm oil plantation," Irham said.

Four thematic group discussions were held during the seminar. The discussions raised issues on: 1) decent work for migrant domestic workers; 2) decent work for migrant workers in fishing vessels; 3) decent work for migrant workers in palm oil plantation; and 4) local government initiatives in promotion of migrant workers' protection. 🌸

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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 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," said 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



"We are capable of performing any jobs accordance to our skills and competency. People with disabilities can adapt to business world and the fact is that workplace adjustments are not expensive and can even be done without any cost. Thus, treat us equally. We are competent as others. We also want to be able to contribute to the society, the economy and, especially, to our family."



Irawan Mulyanto, staff of private television station Metro TV, co-founder of Kartunet.com.

provincial and city levels. Many companies in the region are not yet aware about disability and inclusivity issues at the workplace," he said.

Irawan Mulyanto, a staff of private television station Metro TV who is also the co-founder of Kartunet.com, an interactive website for blind, said that people with disabilities still struggle against stigma that they are not capable and competent. Blind people, he added, are stigmatized for only being capable of performing jobs related to massage.

With the official signing of the establishment of the IBDN, the network has been automatically be a member

Promoting inclusivity at the workplace: Commitments of the founding companies of the IBDN



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. 🌐

The establishment of the IBDN was also a response to the new 2016 disability data released by the University of Indonesia. Out of 12.15 per cent people with disabilities in Indonesia, only 51.12 per cent participate in Indonesia's labour force, which is much lower compared to people without disabilities at 70.40 per cent. Moreover, there are more people with disabilities that work in the informal sector (65.55 per cent) rather than formal sector (34.45 per cent).

PT Tetra Pak Stainless Engineering (TPSE): Inclusive facilities



Employing more than 500 people, Tetra Pak is committed to provide inclusive facilities for workers with disabilities. The company has promoted and included persons with disabilities. Through the network, they aim to hire more workers with disabilities and provide facilities that cater the needs of workers with disabilities. Since 2002, the company has had three workers with disabilities working as engineering, master data and warehouse staff.

PT L'Oréal Indonesia: Disability sensitivity at the workplace



L'oreal Indonesia has focused on raising the awareness of and empowerment of its employees on disabilities. Since 2013, the company has conducted a series of events on diversity talk and disability sensitivity for its employees. The main aim of these activities was to provide disability sensitivity to employees and ensure good working relations, including for workers with disabilities. These activities were jointly conducted with relevant partners, such as disabled persons' organizations and the ILO. To date, the company has employed five workers with disabilities.

PT Bank Mandiri (Persero): Fair and equal recruitment



To date, PT Bank Mandiri has employed 41 workers with disabilities and they had undergone the same recruitment process like other workers. In addition to the regular recruitment, they also provide an apprenticeship programme where people with disabilities receive specific trainings related to their working area and are assigned with duties to further apply what they have learnt and got the job experience. In addition, the company has also provided a friendly-banking service for customers with disabilities.

PT Trans Retail Indonesia: Inclusive training and curriculum



PT Trans Retail have conducted an inclusive programme called "Program Angkatan Kerja Luar Biasa (Program Angkasa)" since 2014 in eight big cities, aimed to recruit more workers with disabilities. So far the company has employed 188 employees and have awarded a Disability and Workplace award by the Government of Indonesia in 2014. Through this programme, the company has provided a training programme using a tailored-made training curriculum that caters the needs of workers with disabilities. The training programme have been conducted using a sign language as 95 per cent of workers with disabilities in the company are deaf.

Standard Chartered (Stanchart) Bank Indonesia: Equality at the workplace



Stanchart Bank Indonesia has focused on creating an inclusive and equal employment policy. All workers, including its eight workers with disabilities, must undertake 12 modules of e-learning and they have to follow the same regulations. The company also involves all employees, without any exception, in all company's programmes and activities. For the inclusivity programme, a special programme has been developed called champion of diversity and inclusion. In addition, the company has applied an adjustment workplace programme for all new office or renovated office buildings.

IN collaboration with UNESCO and the ILO, the Padang City Government hosted a Sixth High-Level Meeting of Mayors for Inclusive Cities on 27 September 2016. The meeting was aimed to pursue the development of Network of Mayors for Inclusive Cities as an active, purpose-driven, self-sustaining coalition to promote and spread the policies that advance the rights of people with disabilities.

Several municipalities from around Indonesia participated in the meeting including Ambon, Metro, Yogyakarta,

the University of Indonesia on Mapping Persons with Disabilities in Indonesia's Labour Market. The study reveals that there is an urgent need to increase the labour force participation of people with disabilities. This need could be fulfilled by enlarging labour market for them.

The study recommends three steps that should be taken to enlarge the labour market for people with disabilities. The recommendations are as follows: 1) Establishment of formal channel to apply for jobs for people with disabilities; 2)

As a concrete practical example, the city of Padang will officially open its first disability-friendly area in Jalan Permindo, Padang, on 30 September 2016, as a model for the re-design of the other parts of the city in the future.



Mahyeldi Ansharullah,
Mayor of Padang

their aspirations, improve their living conditions and participate more actively in society," said Francesco, adding that the Government of Indonesia together with relevant stakeholders, including the private sector, should work together in empowering people with disabilities in the world of work.

The meeting was conducted under the UN partnership programme to promote rights of people with disabilities in Indonesia named UNPRPD programme involving the cooperation between UNESCO, ILO and WHO. The programme aims to adopt advance policies on rights of people with disabilities promoted through stronger disability institution and improved disability data collection. The UNPRPD is supported by the UN Partnership to promote the Rights of Persons with Disabilities Multi-Donor Trust Fund. 🌸

MORE CITIES committed to be inclusive cities in Indonesia

Tanjung Balai, Surabaya, Banda Aceh, Sungai Penuh, Tangerang Selatan, Tanjung Pinang, Sijunjung and Pariaman. These municipalities demonstrated their commitments in creating inclusive physical, social and economic environments for persons with disabilities.

Mahyeldi Ansharullah, Mayor of Padang, in his opening remarks, said that Padang city is one of the most advance city in Indonesia in regards to inclusiveness. The city has enacted a local regulation on disabilities in 2015, a year ahead of the issuance of the Law No. 8/2016. He also presented his government's initiatives to fulfill and protect the rights of persons with disabilities in across sectors, such as education and employment.

From the employment perspective, the ILO presented a study commissioned by

Improvement of technology to assist people with disabilities; and 3) Disclosure of any job offer for people with disabilities to public.

Looking specifically into the employment sector, ILO continuously promotes the importance of decent work for all, including for people with disabilities. Francesco d'Ovidio, Country Director of the ILO in Indonesia, stated that people with disabilities have the right for equal treatment and opportunity on employment, public facilities and other social aspects of life.

"Women and men with disabilities can and want to be productive members of society. However, only one out of five persons with disabilities who currently works and has a job. Productive and decent work enables people with disabilities to realize

Three recommendations to enlarge the labour market for people with disabilities:

- 1 Establishment of formal channel** to apply for jobs for people with disabilities;
- 2 Improvement of technology** to assist people with disabilities; and
- 3 Disclosure of any job offer** for people with disabilities to public.



2016 was a productive year for Indonesia and for the ILO Office for Indonesia. The ILO's 16th Asia-Pacific Regional Meeting (APRM), organized in December in Bali, played an

important role in shaping the work of the ILO in the region for the next four years through the adoption of the Bali Declaration.

We were proud and thankful to the Government of Indonesia to host and organize this important event. The APRM was also taking place the first year of the 2030 Agenda for Sustainable Development (SDGs).

Responding to the implementation of SDGs in the country, two high-level SDGs events were conducted in February and August 2016. The first event highlighted the commitment of Indonesia in the implementation of SDGs, particularly setting the agenda for inclusive growth through decent work and social dialogue.

The second event in August reaffirmed the commitment of Indonesia on skills development, social security and collective bargaining as ways to ensure the achievements of the Goal 8 of the SDGs on decent work and economic growth.

Another important achievements of Indonesia were the commemoration of the International Migrant Day in which the Government of Indonesia has committed to move forward with the fair migration, the launch of the Indonesia Business and Disability Network as an effort to promote

inclusive businesses and the ratification of the ILO Convention on Maritime Labour demonstrating Indonesia's commitment to promote welfare and a better work environment for all sailors and crew members.

In addition, other activities and programmes under the ILO in Indonesia covered by this Newsletter include the 71th anniversary of the UN in Indonesia, extension of social security, gender equality practices and promotion of decent work for domestic workers. Individual human stories are also presented, highlighting life-changing experiences towards better lives.

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

Flash News

Indonesia ratifies the ILO Convention on Maritime Labour

INDONESIA has ratified the 2006 ILO's Maritime Labour Convention (MLC, 2006), which is aimed to strengthen the protection of Indonesian sailors and ship crewmen, through an unanimous approval by the Indonesian House of Representatives during a plenary meeting held on Thursday, 8 September 2016.

For Indonesia, the MLC has a significant influence since Indonesia is the second largest country for the supply of the seafarers. Therefore, it is important for the country to have effective and coordinated system of regular inspections, monitoring and other control measures of ships adopted by the competent authorities.

It is expected the ratification can strengthen the legal basis for the government in drafting a national policy to step up the protection, respect and fulfilment of the rights of Indonesian sailors along with human rights principles.



Dede Yusuf,
Parliament Member
Commission IX

The approval followed up a series of hearings between House Commission IX overseeing labour affairs and several ministries, which included maritime labour experts. In the meetings, all of the stakeholders discussed key points of the convention before they agreed to pass it into law.

The Minister of Manpower, Hanif Dhakiri, as reported by the Jakarta Post, praised the ratification of the convention, saying it truly demonstrated Indonesia's commitment to promoting welfare and a better work environment for all sailors and crew members. He added that the ratification also showed the country's commitment to the implementation of better protection for national vessels when sailing in international waters.

"The government must now enshrine the norms and standards stipulated in the convention as national laws, including provisions to optimize the protection of Indonesian sailors. The ratification was in line with the government's vision to establish Indonesia as a maritime axis," he said.

When the MLC was adopted by the 94th (Maritime) Session of the ILO's International Labour Conference (ILC) in February 2006, it was described as a "historic event". The MLC is seen by seafarers as a "charter of rights" that will



help ensure "decent work" for seafarers, no matter where the ships sail and no matter which flag they fly.

A Key feature of the MLC is that it builds on the strengths of the ILO approach to making sure that, in each country, international labour standards are effectively implemented at the "ground level" and enforced. At the same time the MLC meets challenges of this globalized industry by taking over many elements that are found in other major maritime Conventions in ensuring safer and secure shipping and preventing marine pollution.

With the ratification of the MLC, to date Indonesia has ratified a total of 20 ILO Conventions, including the eight ILO's core Conventions. 🌸

ILO hosted an initial discussion on future of work initiatives 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.

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 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.



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

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 employment impacts in

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.

Indonesia is now in the process of developing models on, among others, waste management and shifting to renewable energy sources.

In addition to Indonesia, more than 60 countries around the world are currently planning consultations with their relevant actors about this. It is planned that in 2017 and 2016, a High-Level Global Commission on the Future of Work would be established and conduct its work.

The goal of the Future of Work is to generate a shared understanding of the forces transforming the world of work and to equip governments, employers and workers with the knowledge, ideas and policy alternatives to advance the cause of social justice as the ILO enters its second century of work. 🌱

"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

What they say about future of work

We should prepare our world of work to be ready to adapt the new changes in the future. We should be able to follow the fast development of technology.

Thus, we need to focus on new skills development and improvement as there should be changing knowledge and skills related to environment in this case.



Kunjung Masehat,
Secretary of
Director General
for Empowerment,
Training and
Productivity, Ministry of
Manpower

The renewable energy is still expensive and this will affect the productivity and competitiveness of Indonesian companies. To anticipate this, we need to work together and to change our behaviour towards technology, work management as well as work attitude to support the implementation of green economy.



Agung Pambudhi,
Executive Director
of the Indonesian
Employers' Association

It is true that that we need to anticipate skills development. However, we need to maximize job creation and minimize job losses.



Agus R. Toniman,
National Council of
the Indonesian Trade
Union Confederation
(KSPI)

Commemorating the 71th Anniversary of the UN:

Enhancing multi-stakeholder partnerships for sustainable development in Indonesia



THE ILO participated in an interactive discussion, titled "Indonesia-UN Collaborative Actions: Enhancing Multi-Stakeholder Partnership for Sustainable Development", in Jakarta on 24 October. The discussion was part of the joint celebration of the 71th anniversary of the United Nations and marked the first year of the implementation of the Sustainable Development Goals (SDGs). The commemorative discussion was organized by the Ministry of Foreign Affairs of the Republic of Indonesia.

Francesco d'Ovidio, Country Director of ILO in Indonesia was the discussant for the session on global partnership for development in Indonesia, commenting points presented by Nina Sardjunani, Head of SDGs Secretariat and Vivi Alatas, Lead Economist for World Bank's Poverty Programme for Indonesia.

Moderated by Anthea Webb, World Food Programme (WFP) Representative for Indonesia, the session highlighted key important elements under the partnerships in the implementation of SDGs, the importance of behavioural change in achieving SDGs and partnership on social protection as one of the sectors that should be highlighted by Indonesia.

The event was opened by the Indonesian Minister of Foreign Affairs, H.E Retno L.P Marsudi. Minister Retno emphasized the commitment of Indonesia to continue, strengthen and expand its international cooperation and collaboration with

the United Nations, particularly on the implementation of SDGs.

In addition, other agenda of UN Day 2016 included the interactive discussion on the implementation of the 2030 Agenda through Indonesia-UN Partnership, presented speakers from the Ministry of Foreign Affairs and Ministry of National Development Planning and discussant from UNDP.

To make the commemoration of UN Day more festive, an art exhibition titled "Art with Purpose: Bringing Global Goals to Indonesia Art", which was opened on the same day of the Seminar and would run until 30 October in the Museum Nasional, was organized featuring evocative works of 22 multi-generational artists in media as varied as film, live performances, sculpture and mixed media. The exhibition was aimed to raise awareness of the global issues and concerns as well as the 17 SDGs' goals. 🌐

Learning from the previous Millennium Development Goals (MDGs), we are fully committed to the implementation of the SDGs and continue to take concrete actions by engaging all stakeholders to pursue the 2030 SDGs.



Retno Marsudi,
Minister of Foreign
Affairs Republic of
Indonesia

Tripartite dialogue sets recommendations on skills development, social security and collective bargaining in Indonesia



A **TWO**-day High Level Tripartite Dialogue on Employment, Industrial Relation and Social Protection concluded on 26 August with recommendations to strengthen social dialogue and tripartite involvement in skills development, social security administration as well as wages and collective bargaining.

The meeting provided a venue for interactive discussion and knowledge sharing on global and regional best practices. The meeting also encouraged active participation of tripartite constituents to the implementation of Sustainable Development Goals (SDGs) in the country.

The dialogue on skills development focused on the public-private partnership, improving quality apprenticeship programme, strengthening skills development for informal economy and ensuring access to training by women and vulnerable groups, including people with disabilities.

On social security, the meeting examined the importance of extending coverage to workers in informal employment, reviewing pension policy and regulation as well as unemployment insurance. Meanwhile, issues discussed on industrial relations included strengthening social

This National Tripartite High Level Dialogue has yet demonstrated another important milestone in the history of Indonesia's social dialogue and the collaboration between this great nation and ILO.



Tomoko Nishimoto,
ILO's Assistant Director-
General and Regional
Director for Asia and
the Pacific

dialogue mechanism and institutions through national and tripartite council, improving collective bargaining through capacity building and strengthening national and regional wage councils.

The Tripartite Dialogue was a follow-up to the Tripartite Conference of Jakarta in February titled "Indonesia's Agenda for SDGs toward Decent Work for All", which concluded that the significant labour market challenges should be addressed by the key labour actors in a comprehensive and holistic manner through social dialogue.

Triyono Wibowo, Indonesian Ambassador for the United Nations and Other International Organizations, stated that Indonesia has made great progress in recent years and looking to sustain that progress over the fifteen years to 2030. He also emphasized the important role played by Indonesia in the international forums.

"The issues discussed at the Dialogue are of vital importance to realizing national goals which are very much aligned with the global goals of the 2030 Agenda. For several years now Indonesia has been playing an important leadership role. In the G20, within the United Nations, and in many other international forums, Indonesia speaks with authority and is a highly respected leader of the emerging economies," he said.

"This National Tripartite High Level Dialogue has yet demonstrated another important milestone in the history of Indonesia's social dialogue and the collaboration between this great nation and ILO. We feel privileged to be part of this High-Level Dialogue and we continue to support country member States like Indonesia in a coordinated and effective way," said Tomoko Nishimoto, the ILO's Assistant Director-General and Regional Director for Asia and the Pacific. 🌸

ASEAN presents award for **outstanding workplaces on HIV and AIDS** prevention programmes

SIX private companies from ASEAN Member States were awarded with the first ASEAN Red Ribbon for Outstanding Workplace (ARROW) for their remarkable initiatives to create a safe and healthy working environment through HIV and AIDS awareness and prevention programmes for their employers. The inaugural ceremony was held at the second meeting of the ASEAN Business Coalition on HIV and AIDS in Bogor for two days in the mid of September 2016.



The VCT@Work initiative is an essential element of the ILO's "Getting to Zero at work" campaign, aiming to reach women and men workers with VCT. Representing the largest group of women and men living with HIV, the world of work holds a significant role in preventing HIV and responding to AIDS.



Michiko Miyamoto,
Deputy Director of the
ILO in Indonesia

Michiko Miyamoto, Deputy Director of the ILO in Indonesia, appraised the greater involvement and commitments shown by the companies in achieving zero new-HIV infections, zero discrimination and zero AIDS-related deaths in the workplace, particularly in ASEAN Member States under the VCT@Work initiative.

The meeting was hosted by the Ministry of Manpower of the Republic of Indonesia. The award will be continue once every two years under the coordination of the ASEAN Business Coalition on HIV and AIDS (ASEAN BCA). The Coalition was established by the ASEAN Labour Ministries Meeting in 2014 to promote greater involvement of employers' associations in ASEAN Member States in HIV and AIDS prevention and control in the workplace, and to encourage the inclusion

of HIV prevention and control in the workplace into the business agenda.

The meeting was concluded with the handing over of the ASEAN BCA Coordinator from Indonesia (2014-2016) to Malaysia (2016-2018). 🌸

The six companies received the ARROW award were:

- 1 Standard Chartered Bank, Brunei Darussalam**
- 2 ACLEDA Bank, Cambodia**
- 3 Kaltim Prima Coal, Indonesia**
- 4 Sime Darby Group, Malaysia**
- 5 Maynilad Water Services Inc., Philippines**
- 6 Microchip Technology Co. Ltd., Thailand**

An estimated 34 million people are living with HIV (UNAIDS, 2010) globally. Most of them are within the productive age bracket (15-49 years old) and workplace is where the majority of those affected by the epidemic spend their time. Therefore, it is hoped that after knowing their status, workers who test positive will be able to access HIV care and lifesaving antiretroviral therapy, enabling them to live healthy, productive lives.

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. The Project is aimed to generate better knowledge and expertise on extension of social security, and stimulate South-South cooperation across ASEAN Member States. The Project provides direct support to Indonesia and Viet Nam for increasing social security coverage. 🌱

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Design & Production: Balegraph

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The ILO Jakarta Newsletter is a bilingual newsletter aimed at dealing with the very substance of the ILO Jakarta's work in Indonesia. The newsletter is published three times a year and is also available online. The opinions expressed herein do not necessarily reflect the views of the ILO.

Editorial

Indonesia should focus on **employment-friendly growth**

A relatively large young population and abundant natural resources, Indonesia can realize its demographic dividend. However, for that to happen the country needs to create economic opportunities and invest in human resources thereby enabling more people to engage in productive and decent employment.

These were some of the key conclusions of an interactive radio talkshow on 15 September 2016 titled “Quality of Indonesian Workers: Who is Responsible?” The talkshow was organized by Sonora Radio, a leading radio network in Jakarta, and the ILO. During the talkshow, ILO also presented the latest edition of the Indonesia Labour Market Outlook, 2016.

Besides radio audiences, more than 50 participants attended the talkshow. Various economic and employment issues were discussed, including patterns of growth, high youth unemployment, gender gap, and skills development.

“We are witnessing a synchronized slowdown of major economies, but Indonesia can do more to tap its vast potential. Indonesia needs to harness growth and employment at the higher-end of the manufacturing and services sector,” said Owais Parry, ILO Economist.

Aviliani, a well-known Economist in Indonesia, highlighted that the demography of Indonesia with a high number of young people can be an advantage for the country. Unfortunately, the governments at the sub-national level are not giving much attention to employment.

Meanwhile, Harijanto, Chair of the Indonesian Employers’ Association (Apindo), emphasized the importance of skilled and qualified workers needed by the companies.

Responding to Harijanto, Sugiharto Sumas, Head of Research and Development of the Ministry of Manpower, explained that starting this year, the Government of Indonesia has applied a demand-supply approach in an effort to address unemployment and productivity of workers.

In his concluding remarks, Francesco d’Ovidio, Country Director of ILO in Jakarta, reiterated that ILO stands ready to facilitate and support its constituents such as the government, employers and

workers to enact pro-employment policies and programmes not only at the national level, but also at the regional level.

“Indonesia is a vast country and that is why development efforts should focus both at the national and provincial levels,” he concluded. 🌟



“Many of the provincial governments are still not focusing so much on job opportunities. They should actively work with the private sector and giving incentives to companies to absorb more job seekers.”



Aviliani,
Economist

“We are working closely with the Indonesian Chamber of Commerce (Kadin) and Apindo to organize apprenticeship programmes involving over 2,000 companies. We are also focusing on vocational training for both job seekers and workers.”



Sugiharto Sumas,
Head of Research and
Development of the
Ministry of Manpower

“It is still difficult to find qualified workers at the managerial level. As a result, companies end up hiring foreign workers. Therefore, in the future, we should improve our vocational education training and also make it easier for companies to get investment permits.”



Harijanto,
Chair of APINDO

Promoting food security and sustainable rural development



From left to right: Francesesco d'Ovidio, Country Director of the ILO in Indonesia, Alette Van Leur, Director for Sectoral Department of ILO Geneva, Anwar Sanusi, Secretary General of the Ministry of Villages, Disadvantaged Regions and Transmigration and Bambang Sage, Provincial Planning Development (Bappeda) of NTT.

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.



Anwar Sanusi, Secretary General of the Ministry of Villages, Disadvantaged Regions and Transmigration - during the closing ceremony of this joint project held in November in Jakarta

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.

To jointly tackle the food security and improve the rural development in the Indonesia, the ILO, in collaboration with the Ministry of Villages, Disadvantaged Regions and Transmigration and the Food Agricultural Organization (FAO), has developed a two-year joint programme on decent work for food security and sustainable development in NTT.

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.

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. 🌱



Key achievements of the Decent Work for Food Security and Sustainable Rural Development

- 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.
- 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.
- Workshop results on occupational safety and health has been replicated 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.
- 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.
- 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.
- Three seaweed trading groups or joint collective trading groups have pursued a new business of developing local organic fertilizer and pesticide as new business opportunities for income generation.
- Five local institutions has adopted the ILO tools 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.
- All cattle farmers in the four targeted villages have benefited from a new mechanism of trading and have improved market transparency thanks to the dialogue process that have been facilitated by the project.
- 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. 🌱



Financial skills help shaping a better future

AFRIANI Ngana Tara Andung, a 36-year-old mother of two, now keeps a close eye on her family's finances. Using newly-learned bookkeeping techniques, she carefully records their different sources of income - seaweed farming, fishing and small business activities – and separates her business and household expenses.

Her diligence means her family is now saving 2 million Indonesian Rupiah (IDR) (USD152) per month.

"This family bookkeeping has changed my life for a better, manageable life," she said "My husband and I never realize how much we earn every month and how much we spend. The money seems to come and go easily. For example, I have never realized that our family consume 90 kilos of rice per month".

Andung's new-found financial awareness came after she joined a skills training organized by the ILO (through a local partner), on Financial Education for Families, a part of the Decent Work for Food Security and Sustainable Rural Development Project organized in Nusa Tenggara Timur (NTT) province.

"This skills training programme equipped people who live in a food insecure area with basic entrepreneurial skills so that they can shift from a subsistence-based livelihood to more sustainable entrepreneurial activity," Yunirwan Gah, the ILO's Project Coordinator, explained.

The project, which is funded by the Luxembourg Agency for Development Cooperation and the ILO, focused on increasing labour productivity, enhancing employment opportunities and expanding entrepreneurial opportunities in key agro-food value chains, particularly maize, seaweed and livestock.

Apriani and other seaweed farmers were given the skill to start family bookkeeping and develop short, medium and long term financial targets.



"I learnt so much about financial management during the training. As a group leader, I had to assist and support my group members completing the tasks as not all of them are able to read and write."

Back home, she immediately applied her new knowledge and was amazed to find that the family was earning IDR5,800,000 (USD433) per month from seaweed farming and IDR 1,600,000 (USD 122) per month from selling ice. "We never realized that we earn that much," she said. "The training has really opened my eyes about the importance of financial management and bookkeeping."

Next she calculated her family's regular expenses, and as a result was able to set budgets for things like regular daily expenses, education and social commitments. "My family spends a total of IDR5,300,000 (USD405) per month. When carefully calculating my priorities and expenses, I have unnecessary expenses that I did not even realize before," she said.

Having sorted out her day-to-day financial situation, Andung next used her new

skills to look longer term, developing a strategic approach to her financial flows. "Before my only concerns were the fluctuating market price, and I ignored the importance of managing money when the market price was good".

"I have a bank account now. I used to save but I stopped a few years ago as I always ran out of money. It is changed now. By simply recording your incomes and expenses, I can start saving now," she said.

"What I learnt the most was that I was not aware of my own capacity and ability. The training has turned me into a better farmer, a better business woman and a better mother".

Andung's training has also benefited other families in her community. She was appointed as a local facilitator to help her neighbours sharpen their domestic financial management, so they can also improve their businesses and ensure their incomes allow for food security, education, as well as cultural and social commitments.

"A well-managed income is very important for my community as we have customary obligations that we need to meet as part of East Sumbanese culture" she said.

Building on the success of the Financial Education for Families course the ILO has now introduced another training tool; Community-Based Enterprise Development (C-BED), a low cost, easy to implement training programme to help entrepreneurs and business owners plan and improve.

Once again, according to Yunirwan, community involvement is proving key to the success of the programme, and Andung is taking a lead. "We admire the spirit and commitment of Andung. She is committed to improve not only herself and her business but also others in her community. She has been actively facilitating the implementation of C-BED in her group and community," he said. 🌸

Investing on gender equality **good for business**



The company **provides a day care facility** for the workers, **allowing them to bring their children to work**. This facility provides a **sense of comfort and security for the workers** as they know their children are being well-looked after when they are at work.

In addition, options are given to breastfeeding women workers. They could use a lactation room where a freezer is available to store the breast milk or they can take half an hour break to breastfeed their babies at home. The second option mostly applies for women workers live in the surrounding areas of the company.

These gender sensitive policies, Maria stated, have increased her workers' working motivation, performance and efficiency. She also witnesses a stronger sense of belonging and loyalty for the workers.

Positive responses do not only come from the workers, but also the investors and buyers. "Buyers are impressed with this and as a result our revenues have increased to 30 percent," she added, proudly.

"By understanding workers' needs and giving them what matters to them is an investment as the benefit, motivation, productivity and loyalty that it creates comes to back to the company," said Januar Rustandie, Manager of the ILO's SCORE programme, commenting on gender equality practices at the Spa Factory.

Spa Factory continues to create a secure environment for both women and men workers. The company has now insured its workers and their families under the Indonesian Health Insurance System (BPJS Kesehatan) and has conducted an annual reproductive health check for women workers. 🌸

A medium-sized company in Bali has proven that non-discriminatory practices at the company level, including at small-sized and medium-sized enterprises (SMEs), would increase workers' working performance and productivity.

From the beginning of the establishment of her company named the Spa Factory Bali, Maria Satya Putri has seriously paid attention to the well-being of her employees. Starting in 2002 with one employee to currently with more than 50 employees, Maria has exercised non-discriminatory practices and regulations.

Spa Factory Bali is a local medium-sized enterprise developing and producing spa products for local and international hotels and resorts. Spa Factory is also the participating company of the ILO's Sustaining Competitive and Responsible Enterprise (SCORE) programme since 2015.

The company provides a day care facility for the workers, allowing them to bring their children to work. This facility provides a sense of comfort and security for the workers as they know their children are being well-looked after when they are at work.

"I am a mother of two, so I appreciate the security of knowing that I am able to work while my children are look after," she said, considering the facility as an investment for the company.

Realizing the importance of balancing work and family responsibility, she also provides family emergency leave for the workers. The workers could take one day leave within a month to take care of their sick children or other family members. The length of the leave could be expanded to three to four days for more serious emergency like hospitalization.

Although my company is still considered SMEs, but I do understand the needs of young mothers who work for me. They need the sense of reassurance that they do not have to choose between work and family, particularly during the emergency time.



Maria Satya Putri,
Owner of Spa Factory

Companies to tackle youth unemployment through apprenticeship programme

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

apprenticeship programme at the provincial level. One of the recent promotional activities was held in Solo, Central Java. An apprenticeship workshop was conducted there, attended by around 50 participants representing companies from hotel, automotive and retail sectors.

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

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.



FX Sri Martono,
Apindo's Head of
Training Programme



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

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 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. ❀

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.

Sumartono,
Head of Manpower
Office in Solo

BETTER WORK INDONESIA Business Forum 2016

“THE Business Forum is a key and annual event that presents the perfect opportunity to further develop approach and principles of consensus building and social dialogue with key actors in the supply chain,” said Michiko Miyamoto, the ILO’s Deputy Director for Indonesia in her opening remarks at the Better Work Indonesia Business Forum took place on 6 – 7 September 2016 in Jakarta.

More than 20 buyers and vendors participated in the Forum. This year annual forum was open to wider participation by upstream players such as vendors as opportunity for business players such as vendors to support innovative solutions to labour standards challenges in their global supply chains is great.

The event put specific focus on the upcoming features of the new Better Work such as Public Reporting. It also covered compliance challenges and opportunities as well as industrial relation issues. The second day of the forum was limited to Better Work partners. It provided opportunity to interact with national level

trade unions, employers’ association and government representatives to discuss key issues affecting compliance and the garment and footwear sectors.

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 Impact Assessment report shows that the Better Work Programme is having a significant and important impact on working conditions.

“Evidence of a win-win outcome – improving working conditions while boosting profit margins – has to date largely been anecdotal. Tufts University’s impact assessment has made significant strides in establishing evidence of this relationship,” said Professor Drusilla Brown, Lead Author of the Report

It is also clear that monitoring compliance matters and that social dialogue plays an important part in improving workers’ outcomes. 🌸

Indonesian garment and footwear industry faces additional challenges such as annual increment wage of around 11 percent; strength of the Indonesian Rupiah to US Dollar and buyers’ pressure on pricing. In order to ensure the industry remains competitive, communication between the factories and the labour unions needs to be open and transparent.



Anne Patricia Susanto,
APINDO

Main highlights, in terms of impact, include:

- ♦ **Greater job stability for workers**, with the proportion of workers who say they hold longer term contracts doubling
- ♦ **Increased awareness by workers of their rights** and willingness to take serious concerns to trade unions.
- ♦ **Reduced prevalence of verbal abuse.**
- ♦ **Measurable effects** in take-home pay.
- ♦ **Improved pre-natal care.**



Sustainable and responsible business practices in Indonesia

THE ILO organized a series of seminars on sustainable and responsible business practices in Indonesia. These series of seminars responded to the complex challenges that currently affect the world of work, particularly the uncertainty from the slowing of global and national economies, reliance on a degraded resource base which is further threatened by an inevitable change in climate conditions and social inclusion. These challenges have pushed the industries to change from 'business as usual' and improve its delivery of economic, social and ecological values to the whole society.

These series of ILO's events aimed to engage the key labour actors, particularly the tripartite partners (governments, workers and employers), towards implementing sustainable and responsible practices as means for exploring measures for joint actions.

These series of events were facilitated with Yukiko Arai, an expert of the ILO Multinational Enterprises and Enterprise Engagement Unit in Geneva. "Socially responsible practices are often seen as costly and harmful to competitiveness, but I hope these events help demonstrate that realising win-win outcomes is possible through competitiveness enhancing socially responsible labour and business practices," she said.

The series of events were conducted by the ILO through its Workplaces and Industries for Sustainable and Inclusive Growth Project (InSIGHT Project). Funded by the Government of Japan, the Project is aimed to strengthen policy dialogue and institutional capacities to promote sustainable and inclusive growth in industries and workplaces. It is also aimed to enhance local tripartite structures and support systems to foster sustainability and competitiveness at sector and workplace levels. ✿

Global Hotel Chains to Promote Youth Employment

AROUND 30 members of Bali Hotel Association gathered to look at ways in which business could further advance the principles of the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration). This workshop was a follow-up to the similar workshop held in Jakarta.

Different from the Jakarta workshop, the Bali workshop specifically targeted the hotel sector as it is among the most advanced one in promoting skills development for young people. Other sectors tend to apply their working standard and require certification for its professionals.

Ricky Putra, the Chairman of Bali Hotel Association who is also the General Manager of The Royal Santrian in Bali, said that "Indonesia is one of the leading country in hotel sector, in terms of standard and quality of human resource. Our hotel workers are actually in demand by the hotel sector all around the world, in Maldives, Middle East and many other places".

However, there are still aspects of operations that could be improved, for example in terms of local product sourcing. "Quality, certifications, and hygiene could not be guaranteed if we source directly from local producers, different standard of hotel chains also prevent us to source collectively", explained Fransiska Handoko, Government Relation Director of Bali Hotel Associations.

During the workshop, a very prominent social entrepreneur, Mariko Asmara, presented and inspired the audience with her experience on how companies could be socially responsible and contribute more positively to the community. Navigating closer to the region, experiences from the recent ILO initiative with the hotel sector implemented in the Philippines and Thailand, under the Greener Business Asia Project, was shared by Georginia Pascual from the ILO InSIGHT Project.

During the workshop, participants also actively engaged themselves in a vibrant exchange of views and ideas. They showed receptivity to imbibe these

sustainable and socially responsible labour and business practices, in pursuit of their vision to keep Bali as the most desirable destination in Asia and to help facilitate the development of the Balinese people. ✿

The participants are keen to further explore ways with the ILO, particularly to facilitate a dialogue with the government, follow-up opportunities for action-oriented research about the Bali hotel sector and conduct knowledge sharing on ILO instruments and tools.



Tendy Gunawan,
ILO's Programme Officer

Promoting Employment and Enhancing Business Linkages in Indonesia

AROUND 80 representatives from multinational companies, employers' associations, workers' organizations, employment observers and academia gathered in Jakarta on 15 November to look at ways in which business could further advance the principles of the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration).

Mohamad Fahmi, Executive Director of the Indonesia Business Links, reminded the participants about the importance of the labour company social responsibility (CSR) mentioned in the ILO's MNE Declaration. To date, there is still a misperception about the implementation CSR in Indonesia where companies tended to focus on community activities over the capacity-building of their employees.

Meanwhile, Alexander Noah, Managing Director of Dharmawangsa Hotel who is also the representative of the Jakarta Hotel Association, said that the hotel industry in the country has, in some extent, implemented the labour CSR concept. "I believe this labour CSR concept could also be implemented in other industries, not just the hotel industries. Companies have to allocate a funding for CSR activities and



it would be beneficial if this funding could be used to strengthened internal human resources that in turn, would be beneficial for the companies in a longer term," he stated.

In addition, some representatives of multinational companies from PT Panasonic Gobel Indonesia, PT Holcim Indonesia and PT Astra Daihatsu Motor shared their labour CSR programmes. PT Panasonic, for example, focused on the betterment of internal facilities for its employees as ways to improve their productivity and competitiveness. Meanwhile, PT Astra Daihatsu focused on its supply chain manufactures by

improving their educational attainment and competencies.

In addition, PT Holcim Indonesia focused on providing vocational education opportunities for youth in their surrounded operational areas, particularly on cement-related technical industries. Combining classroom training with technical workshops, graduates of this vocational education have not only been absorbed by PT Holcim, but also by other multinational companies. ❀

There is no standard yet in Indonesia about the CSR. The Indonesian parliament is now drafting the CSR regulation as a means to regulate the implementation of CSR in the country. In addition to the CSR activities for communities, it is also important to conduct an internal CSR for empowering employees and providing better internal facilities.

The MNE Declaration is the only ILO instrument that provides direct guidance to enterprises on social policy. Underpinned by international labour standards, its provisions constitute good practices on responsible and sustainable workplace practices. It is also the only global instrument in this area that was elaborated and adopted by governments, employers and workers from around the world.

Adopted more than 40 years ago, the MNE Declaration remains even more relevant today in the context of the 2030 Agenda for Sustainable Development. The principles under this Declaration aim to encourage positive contributions of multinational enterprises to economic and social progress, and to minimize and resolve the difficulties to which their operations may give rise.



Mohamad Fahmi,
Executive Director of the
Indonesia Business Links

Pathways to Enhancing Industrial Relations in Indonesia



ATTENDED by around 50 tripartite participants, the Industrial Relation Forum, held in November in Jakarta presented results of the 7th Regional Tripartite Industrial Relations (IR) Seminar, “Promoting Social Dialogue within Enterprises”, held in Chiba, Japan, last September, highlighting the current industrial relations in the ASEAN region. One of the key results highlighted was the importance of the bipartite cooperation at the enterprise level as ways to support harmonious industrial relations within enterprises.

This Forum plays an important role in promoting social dialogue among key labour actors of the country. Through social dialogue we could build trust and strengthen communications among us. Therefore, I hope that the results of this Forum could be used as the basis for the development and realization of sound industrial relations in Indonesia.



Hayani Rumondang,
Director-General for
Industrial Relations of the
Ministry of Manpower

During the interactive discussion about the crucial role of the bipartite cooperation at the workplace or also known as Lembaga Kerjasama Bipartit in Bahasa Indonesia, Siti Junaedah, Director for Industrial Relations Cooperation of the Ministry of Manpower, emphasized the importance of fair communications and negotiations between employers and employees at the workplace level.

“Therefore, we have conducted some series of training of trainers, particularly for trade union activists, so that they could further train their own members about how to do fair negotiation based on a mutual trust at the workplace. In addition, the Ministry of Manpower have also developed and disseminated communications tools on bipartite cooperation, aiming to support harmonious industrial relations in the country,” she explained.

Both representatives from workers’ and employers’ organizations agreed during the discussion that both parties had to develop transparent communications and to build trust between one another. “From the Indonesian Employers’ Association (Apindo), we hope that workers would open more dialogue instead of doing the strikes on the street,” said Myra Hanartani from Apindo; while Agus R. Toniman, National Council of KSPI, added, “We need to build better communications at the enterprise level where we can convey the needs of workers.”

Interactive sessions in the Forum included the learning session from the Labour Expert System of Japan and its practical application

to support the industrial relations needs of Indonesia. Other issues covered included employee-employer cooperation for greener, safer and more productive workplaces in the Philippines and model cases from Viet Nam about generating more & better jobs through socially responsible labour and business practices.

National experiences were shared by representatives of companies such as HM Sampoerna Tbk, Indonesia Business Council for Sustainable Development

Personal approach is more suitable for our employees who are majority mothers and housewives. They do not care about data and statistic, but they care about maintaining their job security and how they can support their families.



Matheus Sikardianto,
HM Sampoerna Tbk

(IBCSD) and PT Toyota Motor. They shared their workplace programmes that promote strong and mutual bipartite cooperation at the enterprise level.

Matheus Sikardianto from HM Sampoerna, for example, emphasized a personal approach to his employees who were mostly women with low level educational level; meanwhile, Budi Santosa from IBCSD said that the company had placed openness and transparency to strengthen industrial relations at the workplace.

“We discuss about tax amnesty openly or we invite an employment analyst, for example, to discuss about future impacts, if any, from the result of the US election. Our employees need to know the reality so that we can support one another,” Budi said. 🌸



ILO-AJI Jakarta Awarded Journalists on Domestic Workers and Child Domestic Workers

THE ILO and the Alliance of Independent Journalists (AJI) Jakarta conducted a media award for best reportage on the protection of domestic workers and the elimination of child domestic labour in Indonesia on 23 November in Jakarta. Winners from the five categories under this media award programme were divided into four types: Feature article, photo story, in-depth reporting and investigative reporting were officially announced during the ceremony.

The media award was aimed to honor the efforts of journalists and media organizations in producing outstanding journalism across a range of media that comprehensively depicts issues on domestic workers and child domestic workers. The media award was also part of the ILO's campaign to highlight national efforts, including mass media, in promoting decent work for domestic workers and the elimination of child domestic labour.

"The ILO greatly appreciates partnering with AJI Jakarta in this award ceremony. Through this media award, it is hoped the media could continue to educate society, reinforce national and local efforts and give the voice to the voiceless domestic workers and child domestic workers through their outstanding journalism works on these issues," said Michiko Miyamoto, the ILO's Deputy Director in Indonesia.

The registration and selection processes began for media articles published in the period of 1 June 2015 to 30 September 2016, produced by the journalists individually or in a team. Eighty two journalistic articles and reporting were received and were selected throughout a selection process by a panel of jurors made up of distinguished editors: Endy Bayuni, Editor-in-Chief of the Jakarta Post, Burhan Solihin, Executive Editor of Tempo.co and Mohamad Teguh, Editor-in-Chief of SCTV.

In addition to the media award, the ILO and AJI Jakarta also provided media fellowship for selected journalists to undertake in-depth media reporting on domestic workers and child domestic workers. Selected journalists from seven leading media published and aired a series of in-depth reporting covering issues: lack of regulations on domestic workers, rights to organize for domestic workers, plight of child domestic workers, lack of occupational safety and health protection for domestic workers and domestic work as a form of modern slavery.

Two honorary appreciations were also given to domestic workers who have been actively advocating their own stories and struggles as domestic workers as part of the community journalism. As an effort to continue promoting decent work for domestic workers, the ILO have

The Winners of the ILO/AJI Jakarta Media Award 2016:

Investigative reporting:

- **"Emergency of Human Trafficking in Nusa Tenggara Timur"** (NTT Darurat Human Trafficking) by **Johan Pahlevi** of Metro TV.

In-depth reporting:

- **"Ani: From Darkness to Light"** (Ani: Habis Gelap Terbitlah Terang) by **Kenia Gusnaeni** of Rajawali TV (RTV)
- **"Refusing the Negligence"** (Menolak Pengabaian) by **Wina Triyanita Sari Simanjuntak** of DAAI TV

Feature articles:

- **"Hanging the Lives of Domestic Workers"** (Menggantung Nasib PRT) by **Kresna** of Tirto.id
- **"Empowering Domestic Workers"** (Geliat Pemberdayaan PRT) by **Dodi Prananda** of Jawa Pos

Photo story:

- **"Story from Domestic Workers' Shelter"** (Cerita Penampungan PRT) by **Andrey Gromico** of Tirto.id

been conducting a series of writing skills trainings for domestic workers so that they could advocate their own issues and they could voice their own aspirations.

The media award and fellowship were part of the campaign conducted by the ILO through its Promoting Decent Work for Domestic Workers to End Child Domestic Work (PROMOTE) Project. Funded by the United States Department of Labour (USDOL), PROMOTE Project aims at reducing child domestic workers significantly by building institutional capacities of partners to promote Decent Work for Domestic Workers effectively. 🌸



Indonesia's abused domestic worker to seek justice

FOR more than seven years, Marni Siti (name has been changed), 22 years old, was kept as prisoner in the home of her employer, a mother of four, Mala Husin* (name has been changed) who regularly violently abused and deprived her of food, sleep and payment for long hours of grueling work. She finally managed to flee by jumping from the third floor using the antenna's cable and climbed up a two-meter high fence. With bruises and swelling all over her body, she went to the police and reported her abusive employers last February 2016.*

Marni started to work in her employer's home in 2007 when she was only 12 years old. She left her family and her seven siblings in Bogor, West Java, and went to Jakarta assuming that she was invited for a vacation. "I was having a school break at that time preparing to continue my study at the Islamic school. My uncle came to my house with my employer inviting me to go to Jakarta for a vacation," she recalled.

She told the story in the interactive discussion on the protection of domestic workers and the elimination of child domestic labour held in Jakarta on 14 August. The interactive discussion was jointly organized by the ILO and the Alliance of Independent Journalists (AJI) Jakarta.

Upon Marni's arrival in Jakarta, Mala promised her that she would treat Marni like her own daughter and she would be sent to school. "Mala even asked me to call her Mama and I should consider her four children like my own brothers and sisters. Mala also said that her house was also my house," she continued.

However, after a few months, instead of going to school, she ended up doing the house works. When she insisted to go back home, she was taken to the police station. "Mala threatened me that the police would arrest me and I would be imprisoned if I went home. I was scared and I stayed," Marni said.

For the first two years, Mala would take Marni going back to Bogor to meet her family. Yet, Mala repeated threats to put Marni's father in jail if she decided not to go back and told her parents. Frightened, Marni continued working as domestic worker.

However, after the second year, the physical abuse started when Marni was accused of having an affair with one of the family members. It began with punches, then progressed to beatings with belts, brooms and slippers. Hot water was poured on Marni's chest, her stomach was ironed and she was forced to eat cat's excrement.

The abuse was not only done by Mala, but also by her husband and children. Marni said that the children also joined their mother beating and abusing her instead of rescuing her. Unable to bear the inhuman treatment, Marni attempted to commit suicide three times but failed.

Finally, on Tuesday, 13 February 2016, after being beaten and abused for hours, she decided to flee from the house. She jumped from the third floor using the cable of the antenna and climbed over the 2-metre front gate despite painful bruises and swelling on her body.

The police immediately raided Mala's house but Mala had already fled from the house. She surrendered the next day to the police. Meanwhile, Marni had been taken to the police hospital for treatment and have undergone a trauma healing programme. The case is now on trial with Marni is still in recovery process from severe mental and physical pain because of her employer's abuse.

"I hope that my abusive employer and her families will be punished and sentenced for what they did to me. The abuse left me with injuries and trauma but I just want to continue my life and reach my dreams," she said. In between trials, Marni is now preparing herself to continue her study, taking educational package. ✿

I just ran and ran with people watching me in disbelief. People were afraid of helping me due to my condition. I ran to the police station. I told the police that I was afraid that I would be put in jail, and the police said that I had nothing to worry about as it should be my employers who be put in jail.