

# ILO JAKARTA NEWSLETTER

Bilingual Newsletter - April 2005, Vol. 3 No. 1

## Employment Service to Help the Acehnese Find Jobs

Tabrani, 35, a resident of Banda Aceh, Nanggroe Aceh Darussalam Province (NAD), used to work as a plumber before the tsunami destroyed his village. "I need a job. I do not need a house. I just need a job. Once I earn an income, I can buy my own house. You can ask the others, and they will all say the same thing. Without a job, I am nothing," he told Tauvik Muhamad, ILO's Programme Officer, in Banda Aceh.

Tabrani was one of the thousands of job seekers registered with the Employment Service for the People of Nanggroe Aceh Darussalam Province (ESPNAD). Located at the Vocational Training Centre of Banda Aceh (BLK), the ESPNAD was jointly set up by the ILO and the Government of Indonesia and began operating on Monday, 7 February.

By end of March, more than 10,000 job seekers, including around 2,000 women, registered for job placements with the ESPNAD. It aims to facilitate access to jobs for those who have lost their source of livelihood as a result of the earthquake and tsunami disaster.

"The number of people joining the service will likely to increase in coming weeks as the Center plans to also make people outside Banda Aceh eligible to register for jobs," said Freddie Rousseau, ILO's Chief Technical Advisor of the ESPNAD, adding that the Centre had also identified 1,178 people for cash-for-work programmes.

Indonesia was seriously affected by the earthquake and tsunami on 26 December 2004, creating the country's worst ever natural disaster. It devastated the northern and western coastal areas of Sumatra and outlying islands. Most of the casualties and damage took place within 14 coastal districts of the Province of NAD, the Province of North Sumatra as well as the Island of Nias. More than 250,000 people are estimated to be dead or missing.

The ESPNAD is aimed at creating and maintaining a database of skilled people in the Province of NAD who need



The province of Aceh, Indonesia, was hardest hit. Fishing boats were tossed like toys on the coastal highway.

**"The reconstruction programme should involve as many local people as possible. Aceh should be rebuilt by Acehnese."**

Fahmi Idris,  
Minister of Manpower and Transmigration

jobs. To build up the database, the ESPNAD has placed advertisements in newspapers, all the camps as well as general gathering places, to encourage those with specific skills to register.

During the registration process, the level of proficiency of applicants will be tested, using the facilities of the BLK, to ensure that work-seekers recommended to potential employers have the required skills. Initially, people with construction skills were invited to register, including carpenters, bricklayers, plumbers, electricians, glazers, tilers, and painters. This was followed by the registration of the mechanical trades, secretarial staff, senior programme officers, translators, etc.

Based on information in the database, the Centre is expected to be able to analyse labour market trends and identify any shortages in the labour market. In order to overcome labour shortages and/or address specific needs in the labour market, the Centre is going to run a range of short-cycle (2 – 3 weeks) introductory/basic skills courses at the BLK.

The first set of courses concentrates on vocational training, including English language skills. The ILO's



The tsunami and earthquake disaster which devastated parts of Northern Sumatra on 26 December 2004 resulted in more than 200,000 deaths in Indonesia alone and destroyed the jobs and livelihoods of more than 600,000 people, mainly in Aceh Province. And now a new strong earthquake on 28 March in Nias Island off Sumatra caused further destruction.

The ILO, as the UN specialized agency in the field of labour and employment, has responded to the disaster through development and implementation of strategies to



Alan Boulton, Director of ILO Jakarta, and Shinichi Hasegawa, the new ILO Regional Director for Asia and the Pacific, met with some Acehese women when visiting Banda Aceh.

assist the victims in rebuilding their lives and communities. This has included work on the ground in Aceh and also assisting the development of Government reconstruction strategies.

Together with the National Manpower Ministry and local manpower offices, **emergency employment centres** have been established to provide job registration and placement services, and to help identify training needs. Special support has been provided for children and young people through ILO Child Labour (IPEC) and Youth Employment programmes and assistance given to local employers' and workers' organizations.

Several training programmes are already being implemented: for supervisors in debris clearing operations; for 15-17 year olds in computer skills and sewing and garment making; for those wishing to start or restart small businesses in enterprise development; and for those seeking in reconstruction, in concrete bricklayer and masonry work (including bricklaying). These and other programmes aim to ensure that employment and livelihood opportunities for the people of Aceh are maximized in the recovery and reconstruction phase.

Many in the ILO have contributed to this work, from Headquarters, the region and most of all from the Jakarta Office and projects. We can all be proud to have been a part of these efforts.

Although much attention has focussed on Aceh, there have been important developments in ILO programmes in other parts of Indonesia and in Timor Leste.

New projects on enterprise and skills development (STAGE in Timor Leste) and HIV/AIDS (Indonesia) have begun. A national **Tripartite Industrial Relations Summit** was held in Jakarta by the Government with assistance from the ILO Declaration Project and training programmes for judges of the new Industrial Relations Court have commenced. The National Police have adopted **Guidelines on Handling Industrial Disputes**, which were developed with help from the Police Training Project. The Child Labour Project is making good progress with support from the Manpower Ministry and other partners.

So, once again, there is much information to share in this Newsletter.

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# special **Headline**

## ... Employment Service to help Acehnese...

International Programme for the Elimination of Child Labour (ILO-IPEC) is organizing a series of training for children between the ages of 15-17 on furniture making, sewing/embroidery and basic computer skills. A total of 192 children will receive training, each for twelve days.

The second set of courses focuses on how to start and improve your business (SIYB) programme. Through the ILO's Youth Employment Programme, a series of Training of Trainers on SIYB has been delivered, targeting young women and men up to the age of 28 years, women entrepreneurs, trade union members, and vocational teachers.

According to Alan Boulton, Country Director of the ILO in Indonesia, the establishment of such centres was very important to the Acehnese. **"At least 600,000 people lost their jobs,"** he said. **The majority of job losses have occurred in the service sector,** followed by **agriculture, plantation, fishing and small businesses industry.**

Aceh, with a population of 4.2 million, had an estimated 250,000 unemployed people before the disaster.

Following the success of the ESPNAD in Banda Aceh, the ILO has expanded its employment services to Melauboh. "The Melauboh Employment Centre will begin its operation on 16 March from the vocational training centre in the area. It will



provide similar services as the ESPNAD in Banda Aceh," explained Freddie.

Overall, the ILO has identified seven major areas in which the ILO might support in an immediate and practical way the recovery and rehabilitation efforts in Aceh. These are inter-related "entry projects" focusing on restoring the livelihood of families through gainful employment and other income generating activities, and on reducing the vulnerabilities of women, children, youth, and disabled persons within an already obviously vulnerable population of displaced communities.

COMPONENT	ISSUE
1. Emergency Public Employment and Livelihoods Services Network	<ul style="list-style-type: none"> <li>- Building essential bridges between job seekers and employment opportunities created through the rehabilitation and reconstruction efforts;</li> <li>- Deliver short cycle training programmes to meet the needs of the rehabilitation and reconstruction investment; and</li> <li>- Deliver micro-enterprise development support and funds for recapitalizing of micro-enterprises</li> </ul>
2. Immediate Employment Friendly Rehabilitation of Essential Community and Public Infrastructure (EMPLOY)	Start the immediate rehabilitation of essential community and public infrastructure, favouring labour-intensive technology providing short-term employment for large numbers of temporary, unskilled workers. The programme combines technical support, training, financial support and community based training in the planning operation and maintenance of essential utilities, using employment-friendly work methods and optimizing the use of local resources.
3. Immediate Support to Development of Livelihood Activities in Vulnerable Rural Communities	Support to community based training, income generation and entrepreneurship development
4. Protection of the Most Vulnerable Groups of Children (CHILD PROTECT)	Building on existing child labour programme and established relationships with government and partners in North Sumatra., ILO proposes to expand the child labour programme to Aceh. The main interventions would be: (i) Non formal education, Nutrition and Health and Counseling Services to encourage school attendance and ensure nutrition and health needs; (ii) Continuing support for vulnerable children; and (iii) Improving vocational skills of young children aged 15-17 and facilitate their insertion in labour market.
5. 'Youth for Youth' Support Programme to Address Specific Needs of Young People (YOUTH)	The Indonesian Youth Employment Network sets up a special support-programme for Acehnese Youth. ILO will provide technical expertise, tools and financial support
6. Women's Empowerment and Counter Trafficking (TRAFFICK)	Women's and young girls' social and economic disempowerment and increased vulnerability to gender-based violence, trafficking and forced labour
7. Trade Union for Trade Union Recovery in Aceh (UNIONS)	In concert with other ILO programmes, the ILO is providing support to the trade unions in Aceh, for the recovery of trade union operations, services and activities to its members and job-seekers. This will be in the form of provision of and/or access to ILO training on alternative skills development, entrepreneurship, microfinance, workers' education, and awareness-raising on workers' rights issues.





## The Manpower Minister Launches the ESPNAD

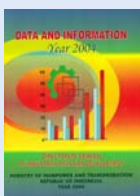
The Minister of Manpower and Transmigration, H.E. Fahmi Idris, officially launched the ESPNAD on Monday, 21 March, in Banda Aceh. The Manpower Minister said that the government prioritizes local workers in the recovery and reconstruction process in NAD.

The Manpower Minister also stated his appreciation to the ILO Jakarta. He said that the Government of Indonesia complemented and supported the initiatives of the ILO in addressing unemployment problems in the province by establishing the ESPNAD.

*For further information, refer to ILO Jakarta Special Edition on Indonesian Earthquake and Tsunamis, April 2005*

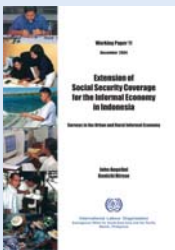
# Publications

## Data and Information of Industrial Relations: Year 2004



This book constitutes an integral and inseparable part from the implementation of industrial relations, which can provide a clear picture concerning the industrial relations conditions. Data and information presented in this book is a combination of tables, graphs and brief descriptions. This publication is expected to help readers formulate policies, programmes and activities in the field of industrial relations and other field related to the industrial relations.

## Extension of Social Security Coverage for the Informal Economy in Indonesia\*



There is a large unmet need for social security in the informal economy in Indonesia. The extension of coverage to the urban and rural informal economy will require efforts to (i) identify the social security needs for different group of workers, (ii) determine their social risks, (iii) develop programmes based on risks, income and needs, (iv) identify group collection and support mechanisms, and (v) pooling and reinsurance to promote sustainability and the appropriate role for the private sector and governments at all levels. The extension of social security to the informal sector is feasible if one could develop a viable scheme that is flexible, affordable, sustainable and well-marketed and understood.

\* Only available in English

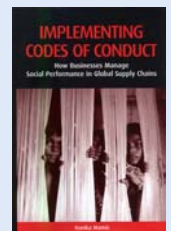
*For further information, contact or visit ILO Jakarta Information Center at (021) 391 3112 ext. 111.*

## Implementing Codes of Conduct: How Businesses Manage Social Performance in Global Supply Chains\*



This book provides a review of the findings from field research into the sports footwear, apparel and retail sectors. Conducted over a two-year period between 2000 and 2002, this research looked at the management approaches to implementing corporate social responsibility (CSR) and corporate codes of conduct. The research was also carried out in two parts. The first part encompassed an examination of the sports footwear sector and was undertaken on a pilot basis with a view to providing an opportunity to refine the approach for the remainder of the research. The second part involved an in-depth analysis of the implementation of the myriad voluntary corporate codes of conduct in the apparel and retail sectors.

## The Global Evolution of Industrial Relations: Events, Ideas and the IIRA\*



The book presents the role of the ILO, right from its founding in 1919 to date, in mobilizing the expertise of scholars, practitioners and policy-makers in the promotion of employment and labour values around the world. The book makes clear the enormous influence of the ILO in the promotion of industrial relations worldwide, particularly in the developing countries, and provides a thorough analysis of its role in promoting fair labour practices and social justice in the world of work among the emerging democracies of Africa, Asia, Eastern Europe and Latin America. The book also provides some of prime catalysts in the transplanting of industrial relations to other parts of the world.

# Headline

## Indonesian Tripartite Summit Moving Forward through Social Dialogue and Sound Industrial Relations

Employers, trade unions and the Government of Indonesia have agreed to eliminate the high-cost economy as an effort to help repair the investment climate and improve workers' welfare. They have also agreed to implement industrial relations based on common interest and equal partnership between the employer and worker and refuse the involvement of irrelevant parties.

These were two from the eighth tripartite recommendations declared by the Government of Indonesia, Indonesian Employers' Association (Apindo) and three major trade union confederations (The Federation of All-Indonesian Workers Union/KSPSI; the Federation of Indonesian Prosperity Labour Union/KSBSI; and the Federation of Indonesian Trade Union Congress/KSPI). The agreement was declared during the National Tripartite Summit, which was held on Wednesday, 19 January, in Jakarta.

The Summit was officially opened by the Vice President of Indonesia, Jusuf Kalla. In his address to more than 250 participants, including representatives from international chambers of commerce and institutions, the Vice President emphasized the importance of social dialogue as an effort to create good management and relations that, in turn, lead to harmonious industrial relations.

Meanwhile, Fahmi Idris, the Minister of Manpower and Transmigration, stated that to respond to labour reforms, there is an urgent need for a new paradigm of industrial relations. There is also an urgent need for changes from employers, trade unions and the government.

"The most important thing is how the management and workers can develop a mutual partnership and collaboration. Any problems at company level should be resolved internally so that consultation forum and bipartite dialogue should be improved," the Minister said.

According to Alan Boulton, Country Director of the ILO in Indonesia, the Summit aimed to identify priority issues in industrial relations and to assist the new government to formulate a clear programme for sound labour relations. "The Summit can already be hailed as a great success of social dialogue both. It is also a beginning on the road to building sound and enduring industrial relations based on social justice, social dialogue and the principles and rights at work as a prerequisite for economic and social progress."

Responding the recommendations, all the trade union federations said that they will all be behind the government in fighting against the invisible costs which have been paid by employers at the expense of their workers. According to Secretary-general of KSPSI, Syukur Sarto, KSPSI has urged the government several times to revise the tax system and award a tax holiday to companies paying their workers decent wages and carrying out training programs to improve their skills and productivity.

**"The most important thing is that the government has a strong commitment and has taken a series of measures to show its strong commitment,"**

Sofjan Wanandi,  
Chairman of Apindo

Sofjan Wanandi, Chairman of Apindo, said the majority of employers are optimistic of an immediate economic recovery in view of the government's commitment to repair the investment climate and eliminate the high-cost economy. "The most important thing is that the government has a strong commitment and has taken a series of measures to show its strong commitment," he said.

To further implement those recommendations, three working committees have been established, consisting of three officials from workers, government, and employers. The working committee I will be responsible to discuss points 1-3 of the recommendations, II points 4-6, and III points 7 and 8. In near future, these working committees will submit proposed action plans to the Manpower Ministry for finalization and adoption.

*From left to right: Sofjan Wanandi (Chairman of Apindo), Fahmi Idris (Minister of Manpower and Transmigration), Payaman Simanjuntak (Technical Expert of the Manpower Ministry), Syukur Sarto (Secretary General of KSPSI), Rekson Silaban (Chair of KSBSI), and Rustam Aksam (Chair of KSPSI).*



# Indonesian Tripartite Recommendations

**1** In order to realize harmonious, dynamic and fair industrial relations, it requires to formulate action plan that will be able to respond technology development in globalization era, encourage healthy and competitive business growth, and at the end will be able to open wider job opportunity, give protection and improve workers' welfare and their families.

**2** The implementation of industrial relations shall be based on common interest and equal partnership between the employer and worker, respect each other, honest, trust, dialog and good faith bargaining and refuse the involvement of irrelevant parties.

**3** To be effective in applying industrial relations system, the tripartite actors, i.e., worker, employer and government, shall improve their role, function, and competence.

**4** The implementation of industrial relations needs to be supported by structural Tripartite/Bipartite Cooperation Institutions gradually from company level to the national/global level based on representation system of social partner proportionally.

**5** Through collective bargaining between the representatives of employer and trade union

supported by Bipartite Cooperation Institution in every company, it is required to realize work conditions based on non-discrimination, fair wages based on work productivity, social security system that uphold human dignity, development of workers' quality and career, and workers' family and their families.

**6** Action program of industrial relations implementation in the form of convention will discuss the following issues:

- Wages negotiation mechanism and stipulation of minimum wages;
- Business competitiveness, production cost and wages system;
- Development of human resources, improvement of productivity and workers' welfare;
- Corporate social responsibility issue of industrial relations; and
- Elimination of all forms that cause high cost economy.

**7** Conduct National Tripartite Summit annually with certain selected agenda theme.

**8** Review any laws and regulations especially in labour matter that can hamper the creation of favourable situation for Indonesia economic recovery.

## Transfer

T.I.M. Nurunnabi Khan, ILO Liaison Officer for Timor-Leste completed his assignment in Dili at the end of March 2005. Khan worked as Liaison Officer for the past two years and three months. During his tenure in ILO Dili, Khan was able to raise ILO's profile at the country level including Timor Leste's joining the ILO and launching of a major programme on skill training and employment promotion.

## In Brief

The events where he played key role included the following: (i) membership of the ILO; (ii) starting of the Cash Surplus Project; (iii) starting of the STAGE Project, a five-year project with a budget of 5 million Euros; and (iv) work on ratification of the ILO conventions. He also helped in strengthening ILO's relations with the government, the ILO constituents, and international and bilateral organizations.

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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

## STAGE:

## Promoting Economic Growth and Income Generation in Timor-Leste

In Timor-Leste, there is clearly an urgent need to enhance people's capacity to generate income. Almost 90 percent of the poor are in rural areas and poverty is primarily a rural phenomenon. Furthermore, open unemployment is near worldwide maximums at around 20 percent in urban areas,

"The STAGE Programme will provide the Secretariat of State for Labour and Solidarity with the competences, instruments, and methodologies to coordinate and monitor vocational and enterprise skills and deliver effective employment services," said Jose Assalino, Chief Technical

Adviser of the STAGE Programme. He added that the Programme will also strengthen the capacity of existing rural and urban training providers as well as empower communities through the provision of skills and micro-enterprise start-up support.

In addition, according to Assalino, the STAGE is to focus on youth unemployment and underemployment. "Particularly those in rural areas with specific attention given to gender equity as well as to disadvantaged and vulnerable groups such as widows and people with disabilities," he said.

To date, the STAGE has developed a new organigram for District Employment Centres of the Division of Employment and Skills Development and the Secretariat of State, including fundamental structural reorganization and upgrading. Gender sensitive training materials are currently under preparation covering

new methodologies for the registration of job demand and job offers, job mediation skills, support services to skills training, business training and enterprise creation and so forth.

To create reliable labour market information, the STAGE is developing a completely new concept for the conduction of systematised rapid community business opportunity studies. It will be implemented in parallel with other field activities related to the launching of enterprise and skills training at the

community level. Moreover, STAGE is currently finalising all the materials for the training of the Community Promoters that will conduct the studies.

"With the STAGE support, a new Micro Enterprise Promotion Unit was created within the District Employment Centre to deal with enterprise training, micro credit training, and community-based training," explained Albano Salem, Director of District Employment Centres and STAGE National

Programme Manager. In conjunction with the Unit, Albano said that the training of trainers programmes are now being prepared in order to reinforce the capacity of implementing partners for the implementation of the STAGE training methodologies.



Jose Assalino, Chief Technical Adviser of the STAGE Programme, before participants of STAGE Inception Workshop held in February 2005.

reaching about 43 percent among urban youth. This places the employment creation at the top of priorities to be addressed.

Skills training are an important part of the process, considering that the progress of the country is intimately connected with the development of its people. However, the quality of training in Timor-Leste is generally poor and there is very limited relevance of the training to the communities throughout the country.

To address this issue, the ILO, in collaboration with European Commission and United Nations Development Programme, has developed a Skills Training for Gainful Employment Programme (STAGE). The Programme will run for five years from 2004. It aims to reduce poverty and promote economic growth, build national capacity, deliver a demand driven enterprise and skills training, and to contribute for the establishment and development of income generating activities within communities.

**"The STAGE Programme will provide the Secretariat of State for Labour and Solidarity with the competences, instruments, and methodologies to coordinate and monitor vocational and enterprise skills and deliver effective employment services,"**

**Jose Assalino,  
Chief Technical Adviser of the STAGE Programme.**

# Rights at Work

## Indonesian Police

### Adopts Guidelines on Police Conduct Industrial Disputes

After at least six consultations, three of which involving representatives of the tripartite constituents in the last six months, the Indonesian National Police (INP), through its cooperation with the ILO Declaration Project on Police Training, adopted *Guidelines on the Conduct of the Indonesian National Police in Handling Law and Order in Industrial Disputes*. The Guidelines were signed by the Chief of INP, Police General Da'i Bachtiar on 24 March 2005.

According to the Vice Chief of INP, Police Commissioner General Adang Daradjatun, the Guidelines are going to be launched and disseminated to police personnel throughout Indonesia. "We are pleased with the development of the Guidelines, as they will provide



Indonesian police when handling a strike.

## Police Training Manual

The Project is now in the process of finalizing A Police Training Manual on Fundamental Principles and the Role of Police in Industrial Disputes, which will be available in April 2005. This Manual is developed in such a way that it can be used in three different kinds of training, namely: Training of Trainers, Socialization Training

for Middle and Rank and File Officers, and Briefing Training for High Ranking Officials.

Subjects covered in the Manual include, among others, training development and implementation; structure and means of action of the ILO; the eight fundamental Conventions of the ILO; international and national principles on the rights to strike and company lockout; industrial relations and industrial dispute prevention and settlement mechanisms; and police handling of law and order aspects in industrial disputes.

"With publication of the Manual, it is expected that training programmes on these subjects could be sustained beyond the life of the Project, which will end this year," said Christianus.

The Indonesian version of the Manual



“We are pleased with the development of the Guidelines, as they will provide official conducts to all members of the INP in maintaining public security and order, as well as enforcing the law during or following strikes, lockouts and industrial disputes in general,”

Police Commissioner General  
Adang Daradjatun, Vice Chief of INP

official conducts to all members of the INP in maintaining public security and order, as well as enforcing the law during or following strikes, lockouts and industrial disputes in general,” said the Vice Chief of INP, during a meeting with the ILO, the Manpower Ministry and the US Embassy, on 8 March.

National Coordinator of the Police Training Project, Christianus Panjaitan, said that with the adoption of the Guidelines, it is hoped that the Indonesian police will no longer have doubts in undertaking their mandates in any industrial disputes situations

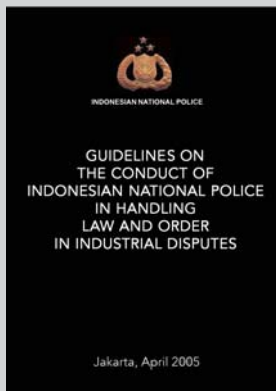
according to relevant international standards and national laws.

“With such proper conduct, the INP can contribute to the creation of harmonious and productive industrial relations, which is badly needed by the country to foster its economic development,” Christianus continued.

According to the Guidelines, proper conduct of the police in industrial disputes situations include:

- ★ Maintain good coordination with Government institutions responsible in labour issues, employers’ organization and trade unions in their respective territories to possess knowledge about any industrial disputes and plan to stage strikes, demonstrations, or company lockouts;
- ★ Detail its personnel in any areas of industrial disputes with the purpose of providing protection and services in maintaining public security and order, and enforcing the law while allowing workers and employers to exercise their rights to strike, demonstration, and company lockout in lawful, orderly and peaceful manner;
- ★ Remain impartial in dealing with the parties to the controversy;
- ★ Have a principle that all parties are equal before the law;
- ★ Always bear in mind that the parties are not their adversaries but rather are partners in the quest for industrial peace and social justice;
- ★ Not to be involved in any industrial dispute settlement negotiation; and
- ★ Undertake stern measures only in industrial disputes situations that pose real threats towards public safety, security and order, and in the occurrence of an act of crime.

In addition, according to the Guidelines, police officers who exceed their authority in the use of force in handling industrial disputes, strikes, demonstrations, or company lockouts will be subject to disciplinary, police code of ethics, or penal sanctions according to the violations.



## “LET’S STEP UP TO CHANGE. STOP VIOLENCE!”

### Training Programme

Moreover, through its socialization training, the Project has trained more than 400 police officers and some 40 representatives of the tripartite constituents. The training will be continued to train a total of 700 police officers in the nine provinces covered by the Project, namely North Sumatra, DKI Jakarta, West Java, Central Java, Yogyakarta, East Java, Riau Islands, South Sulawesi and East Kalimantan.

“Upon request of the INP, on 13-15 March 2005 the Project has provided a training on Training Development and Implementation for 167 middle rank police officers from 30 provincial police across the country,” Christianus explained. He added that after the training, these officers are expected to be able to develop and conduct in-service training on Police Functions in their respective areas.



## Interactive Talkshow :

# “Police Officers May Not Interfere in Industrial Relations Disputes”

The role of the police in industrial dispute was limited to the maintenance of law and order, according to Senior Police Commissioner Luther Pinda, Head of Training, Bureau of Personnel Development of the Indonesian National Police. “In conducting such role, the police are expected to ensure peaceful exercise of workers’ and employers’ rights to strike or lockout,” he said during an interactive discussion for broadcast in Makassar, South Sulawesi, on 10 March.

Under the banner, “Police and Violence in Handling Industrial Disputes”, this 90-minute discussion was broadcasted live by SmartFM Makassar. The Makassar event marked the first of three specialized events jointly organized by the ILO and Smart FM. The next two events will be organized in Jakarta and Balikpapan.

The panelist from trade union questioned the involvement of the police in dealing with industrial disputes. “Unfortunately, in reality, the police are still taking the employers’ side,” Andi Mallanti, Chief Coordinator of KSBSI in South Sulawesi, told around 35 invited participants, coming from trade unions, employers, observers, academics, NGOs and media.

Responding to Andi’s comment, Luther further explained that the Indonesian National Police, in collaboration with the ILO, has developed Police Conduct Guidelines. “The Guidelines have clearly stated that police officers may not interfere in industrial relations disputes that are not resulted in the disturbance of public safety and order,” he explained.

He added that the Guidelines will provide clear guidance for the police officers in the field and, in turn, will create a more professional manner in guarding, protecting and serving the public. “Let’s change. It is time to stop the violence,” he asserted.

Meanwhile, Zulkifli, Secretary General of Apindo in South Sulawesi, stated that the most effective way of dispute settlement is through bipartite negotiations between employers and workers. “Yet, dispute prevention is more important than dispute resolution,” he said.

Comments from panelists raised a flood of questions from the listeners and invited audiences. Main raised issues were the socialization process of the Guidelines to all police



From left to right: Christianus Panjaitan, National Coordinator Programme of the ILO Police Training Project, Andi Mallanti, Chief Coordinator of KSBSI in South Sulawesi, Senior Police Commissioner Luther Pinda, Head of Training Division of Bureau of Personnel Development of the Indonesian National Police, Zulkifli, Secretary General of Apindo in South Sulawesi, and Anna, SmartFM Makassar.

“...the most effective way of dispute settlement is through bipartite negotiations between employers and workers. Yet, dispute prevention is more important than dispute resolution,”

Zulkifli,  
Secretary General of Apindo in South Sulawesi

officers throughout Indonesia, the transparency of the police when handling industrial disputes, the function of the ILO, national and international sanctions, definition and forms of violence (physical and non-physical), police commitment, and so forth.

Discussion followed on the role and the function of the ILO in terms of the role of the police in industrial relations. Christianus Panjaitan, National Coordinator of the ILO Police Training Project, explained that the ILO has developed a two-year project on Promoting and Realizing Fundamental Principles and Rights at Work to the Indonesian National Police.

“The Project so far has conducted a series of socialization trainings for hundreds of police officers and a Training of Master Trainers for 30 police officers,” said Christianus, adding that the Project has also developed a training manual and information materials.

# Improving Judiciary System

## ILO Holds Pre-Trial Conciliation for Labour Judges

*K*

ey officials responsible for labour judges from Supreme Court, Ministry of Manpower and Transmigration, Indonesian Employers' Association (Apindo) and union confederations had a "Pre-Trial Conciliation for Labour Judges" in Jakarta, from 17-19 March, to look at ways of promoting effective settlement and resolution of labour disputes. It was in line with the Act No. 2 of 2004 on Industrial Dispute Settlement which will take effect in 2006.

Organized by the International Labour Organization (ILO) under its ILO/USA Declaration Project on Industrial Relations, this training is aimed to improve the judiciary system and to transform the pre-trial conciliation from a pure formality to a key professional step in the process. This conciliation training would be an important milestone in a drive for effective labour dispute settlement as the basis for creating sound industrial relations in Indonesia.

The Act No. 2 of 2004 introduces five Dispute Settlement Procedures, namely Bipartite Settlement, Mediation, Conciliation, Arbitration and Industrial Court. A new element under this Act is the establishment of new labour judicial system consisting of labour judges and ad hoc judges in line with the existing tripartite arbitration system. The new system is expected to provide quick, inexpensive and fair resolution of disputes.

According to the Act, a labour court at the Supreme Court level composed of a Supreme Court judge and ad hoc judge. At the district level, it composes of a judge and 10 ad hoc judges (five each from employers' organization and trade unions). With about 300 districts in all of the 32 provinces, the total number of judges to be appointed in the long run comes to more than 300 judges.

From left to right: Carmello Noriel, Chief Technical Adviser of the ILO Declaration Project on Industrial Relations in Indonesia, and Myra Hanartani, Head of the Legal Bureau, MoMT



From left to right: Harifin A. Tumpa, Deputy Chief of Civil Supreme Court and Muzni Tambusai, Director General of Industrial Relations, MoMT.



"It's important to address these issues given recent changes to the industrial relations climate in Indonesia. The key issues in

**"It's important to address these issues given recent changes to the industrial relations climate in Indonesia. The key issues in dispute settlement are speed, cost and justice. Justice delayed is justice denied,"**

Alan Boulton  
Country Director of the ILO for Indonesia.

dispute settlement are speed, cost and justice. Justice delayed is justice denied," said Alan Boulton, Country Director of the ILO for Indonesia. "ILO stands ready to provide technical assistance in support of the national drive towards sound industrial relations in the context of on-going economic and social reforms."

This Pre-Trial Conciliation training applied innovative, comprehensive training approach. The training also applies an active-learning approach that actively involves participants in the learning process. It covered issues of, among others, obstacles to expediting Labour Court proceedings, modern conciliation theory, conciliation process, conciliation skills, and ethical considerations for pre-trial conciliation.

The training was conducted by experienced international specialists from ILO's International Training Center in Turin, Italy: Fernando Fonseca and John Brand. A similar event was held in Yogyakarta from 21-23 March.

The ILO's Declaration Project on Improving Industrial Relations in Indonesia has developed national and regional programmes to promote the creation of a sound, harmonious industrial relations, aiming at promoting economic growth while guaranteeing workers' right. Established in May 2001, the Project has conducted trainings and workshops for government officials on labour inspection and labour mediation; for trade unions officials on collective bargaining and negotiation skills, for employers on human resources management, collective bargaining and negotiation skills.



# Indonesian Domestic Workers: MAXIMUM DEMAND, MINIMUM PROTECTION

Domestic work is in high demand in Indonesia and abroad. However, domestic workers are often at risk due to the nature of their work – which is in private homes, away from public scrutiny and invisible. This makes it difficult for anyone outside the home to protect and advocate their rights as workers. As domestic work is seen as informal sector work, it is mostly held to be unregulated by national labour law and local government regulations.

According to an ILO-IPEC study, in 2002 there was an estimated 2,593,399 domestic workers in Indonesia. Although domestic workers come from throughout Indonesia, the great majority are female, with low education levels, and come from poor families in rural communities, mostly Java, thus accounting for a large percentage of internal rural-to-urban migration.

To address the critical need to protect domestic workers, both migrant and in-country domestic workers, against exploitation and abuse, the ILO has developed the Sub-Regional Domestic Workers Project, “Mobilizing Action for the Protection of Domestic Workers from Forced Labour and Trafficking in South-East Asia”. It covers the sending countries of Indonesia and the Philippines as well as the receiving countries of Malaysia, Singapore and Hong Kong SAR. Funded by the UK Department for International Development (DFID), the Project addresses the following problems identified:

- \* The lack of data about the problem as well as best practices in addressing it.
- \* The lack of adequate legal and policy frameworks to address the problem.
- \* The lack of awareness about the problems of domestic workers
- \* The need to strengthen the organization of domestic workers

... domestic workers are workers with a right to the recognition of the value of their labour. They are also workers with a right to equal treatment in terms of human rights and protection against abuse and exploitation...

- \* The need to build capacity in key stakeholders
- \* The lack of adequate services for abused domestic workers, as well as reintegration assistance.

According to Lotte Keijser, Chief Technical Adviser of the Domestic Workers Project, the Project was launched in Indonesia on May 2004 and will run for two years until the end of 2006. The Project covers both domestic workers working in Indonesia, as well as Indonesian domestic workers working abroad.

“We have to always bear in mind that domestic workers are workers with a right to the recognition of the value of their labour. They are also workers

with a right to equal treatment in terms of human rights and protection against abuse and exploitation by rogue employers and recruiters,” said Lotte.

To date, the Project has supported a wide range of activities:

## Research, Documentation and Analysis

- ❖ Situational Analysis of Indonesian Domestic Workers (May 2004)
- ❖ A Needs and Vulnerability Assessment of Population Groups at Risk of Trafficking in Post-Tsunami Aceh (January-February 2005)
- ❖ Indonesia Forced Labour and Trafficking Study (April 2005)
- ❖ Case-Compilation on Domestic Workers of Indonesia (May 2005)
- ❖ Domestic Workers Research Bibliography and Summary Conclusions (May 2005)
- ❖ Study of Migrant Domestic Workers in South-East Asia (December 2004)

## Advocacy for Legislative and Policy Development

- ❖ From August – October 2004, the Project supported a legislative review and series of advocacy meetings by concerned social partners, including trade unions and NGOs, as a part of the public accountability process concerning the Migrant Workers Bill, passed by September 2004.
- ❖ The Project co-funded a five-day training course on migrant workers’ rights for 35 NGO and trade union representatives from 29 November – 3 December 2004 in Jakarta. The training was conducted in cooperation with the Faculty of Law at the University of New South Wales,





as well as local and regional resource organizations on migrant workers rights.

- ❖ The Project contributed to the conference by Sabahat Pekerja Migran ('Friends of Migrant Workers'), a Muslim organization, on 21-24 December 2004 on migrant workers conditions and rights, with participation both from senior officials from the Ministries of Manpower, Foreign Affairs and Women's Empowerment, as well as domestic workers from destination countries in South-East Asia and the Middle East.

### Community-based Support for Self-Representation of Domestic Workers and Direct Assistance to Abused Domestic Workers

- ❖ From November 2004 – February 2006, the Project is reaching out to a total of 200,000 persons in the communities of Kemuning, Pasar Minggu, Parung Bogor, Depok 1 and 2 in West Java, sensitizing domestic workers and their employers about fundamental protection measures for domestic workers.
- ❖ In the destination countries, the Project is supporting outreach, organization, sensitization and support for migrant domestic workers, of whom the Indonesians constitute a substantial group.

### Capacity Building of Key Stakeholders

- ❖ From the 3 – 6 December 2004, the Project supported national consultations, sensitization & strategy planning for networks of NGOs and mass organizations working on the protection of domestic workers at national and local level.
- ❖ From January – December 2005, the Project is supporting the development of training for consular staff of the Ministry of Foreign Affairs on migrant workers rights and protections, as well as the responsibilities and work functions of consular staff in this regard.

- ❖ From March – June 2005, the Project is supporting a series of strategy planning and provincial sensitization trainings for the leadership and local cadres of the Muslim women's organization, Fatayat NU, on forced labour and trafficking of domestic workers. In turn, the cadres of Fatayat NU will raise awareness at community-level about protection of domestic workers.
- ❖ From April – December 2005, the Project is supporting sensitization & capacity-building for the personnel of the Ministry of Manpower & Transmigration, as well as the Home Ministry on migrant workers rights, the Migrant Workers Act, and their responsibilities and work functions in this regard.
- ❖ From April 2005 – February 2006, the Project is supporting development of training materials and leaflets on fundamental protection standards for domestic workers for utilization by private recruitment agencies and government educational institutions.

### Awareness Raising Programme

- ❖ In order to raise local public awareness, including domestic workers, and to promote protection of domestic workers, the Project has published manuals on female migrant workers, brochures and leaflets for wide dissemination.



# Let's Tune In to **SMART WORKERS**

*"Your Gateway to Employment Information"*

The ILO and SmartFM have been holding a joint interactive radio talk show entitled *Smart Workers*, designed to raise awareness of basic rights in the workplace. Started in January 2004, *Smart Workers* will run to the end of December 2005. The main focus of this interactive radio talk show is the *ILO Declaration of Fundamental Principles and Rights at Work*, which was adopted by all member countries of the Organization in 1998. Governments re-affirmed their commitment to:

- Freedom of association and the effective recognition of the right to collective bargaining;
- The elimination of all forms of forced or compulsory labour;
- The effective abolition of child labour; and
- The elimination of discrimination in respect of employment and occupation.

"The primary objective of this interactive radio talk show is to present information about and practical examples of the Declaration in a clear and relevant way to Indonesians," said Gita Lingga, Media Relations/Public Information of the ILO Jakarta. She added that radio is one of the most cost-effective means of reaching larger segments of any given country's population. "It overcomes problems of illiteracy, can reach people in remote areas and in interactive," said Gita.

*Smart Workers* is broadcasted every Thursday from 4 to 5 pm, and relayed live throughout SmartFM network stations in Jakarta (95.9 FM), Semarang (93.4 FM), Manado (101.2 FM), Banjarmasin (101.1 FM), Makassar (101.1 FM), Palembang (101.8 FM) and Balikpapan (97.8 FM). Developed in an engaging style, the talk show seeks to stimulate national debate about the importance of these Declaration issues to further economic and social development. The talk show has presented various panelists from the Manpower Minister, parliament members to academics, celebrities and journalists.



One of the *Smart Workers* Interactive Talk shows presented Teddy Zuhary (left), Host of *Smart Workers*, Richard Howard (middle), Private Sector Specialist of Aksi Stop AIDS, and Tavvik Muhamad (right), ILO's Programme Officer, when discussing discrimination against workers living with HIV/AIDS.

In addition to the interactive talk show, the new component in *Smart Workers* is the staging of three broadcast events, focused on Declaration issues, in three provinces: Makassar, Balikpapan and Jakarta. These events are interactive discussions with an audience asking questions to a panel of experts and other invited guests. These events will be broadcasted live through SmartFM networks.

Meanwhile, Bivie Arifin, Director of SmartFM, said that the participation of SmartFM in this broadcasting project was part of its commitment to take part in empowering society. "Our commitment is being implemented through our products such as news, information and knowledge, and our participation through *Smart Workers* is one of our contributions."

The first ten themes of *Smart Workers* (January – March 2005) are as follows:

6 January	After Tsunami: How to Protect Children from Trafficking and the Worst Forms of Child Labour?
13 January	How to Tackle Unemployment After Tsunami in Aceh
20 January	Are the Summit's Recommendations able to Improve Industrial Relations in Indonesia?
27 January	Normative Rights of Workers: Are They Fulfilled?
3 February	End of the Amnesty: A Doom for Indonesian
17 February	The Employment Service and Job Opportunities for People of Aceh
24 February	Legalizing Indonesian Migrant Workers: Who is Responsible?
3 March	HIV/AIDS Discrimination at Workplace: Why Is Still Happening?
10 March	Women at Work: Is the Glass Ceiling Breakable?
17 March	Rebuilding the Lives of Acehnese Children

*Smart Workers* is an interactive talkshow designed to raise awareness of basic rights in the workplace. For those who are interested in learning more about employment and labour issues, just tune in to 95,9 FM!

## SMART WORKERS

# LIVE

*In 7 Stations*

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# Child Labour

## Tackling the Worst Forms of Child Labour

## ILO-IPEC Project Reports Good Progress, but Much Still to be Done

After little more than one year of activity, the ILO-IPEC Project of Support to the Indonesian National Action Plan on the Elimination of the Worst Forms of Child Labour is reporting steady progress both at the policy level and at the level of local programme work.

The new National Medium Term Development Plan 2005-2009 has called for implementation of the National Plan of Action on the Elimination of the Worst Forms of Child Labour—the first time child labour has clearly figured in the National Development Plan. The new Indonesian Poverty Reduction Strategy Paper also calls for measures to reduce child labour and to improve access to education.

ILO-IPEC Chief Technical Adviser Patrick Quinn said, “We hope that provincial and district level governments will now reflect the need to tackle child labour in their own development plans, and begin or continue with programmes to improve access to education and to tackle child labour. We are seeing reports of many good local initiatives, which is encouraging, but more still needs to be done.”

In May 2005, the National Action Committee on the Elimination of the Worst Forms of Child Labour will publish an annual report on progress being made with implementation of the National Action Plan. This will show that during the past year there has been a steady increase in the number of government structures concerned with child labour, both at provincial and district levels.

Within the framework of the ILO-IPEC Project, more than 30 action programmes are now being implemented by IPEC partners in North Sumatra, East Kalimantan, East Java, West Java, DKI Jakarta and Nanggroe Aceh Darussalam. Some examples of programmes are:

- Through a Children’s Centre in Tanjung Tiram, North Sumatra, a programme is providing basic literacy skills training for child labourers and children who have dropped out of school. The initiative has been so well received that the local government has asked national government for support in replicating the programme in other areas.
- In Ciomas, Bogor, the local Health Office is implementing a programme aimed at 575 child labourers and 1,000 adults in footwear workshops, who will receive initial medical appraisal and support to provide them access to regular medical services.
- In Banda Aceh, the Provincial Manpower Office is providing basic skills training for vulnerable children in the 15-17 age range. The training aims to give older children practical skills which can help them find employment in

“The first year of the Project has been very positive and has laid good foundations for our future activity. Working together with our partners in government, employers and trade unions, we believe we can make a very effective contribution to support implementation of the first phase of the National Action Plan,”

Patrick Quinn,  
ILO-IPEC Chief Technical Adviser



Children were enthusiastically raising their hands during a weekly English course in Tasikmalaya, West Java, organized by the ILO-IPEC.

non exploitative and non hazardous work.

- In East Java, a programme for combating trafficking of children for prostitution has received support from the Provincial Office for Social Affairs, which has committed to contribute to the programme by providing packages of equipments for 40 girls who are currently trained in cooking and sewing by a local NGO.
- In East Jakarta, a programme focused on children working in the drugs trade is being implemented. The lessons learnt will be used as a model for government and other organisations concerned with children involved in the drugs trade.
- A national level programme with the Ministry of Manpower and Transmigration is seeking to strengthen the capacity of Labour Inspectors to deal with child labour issues.

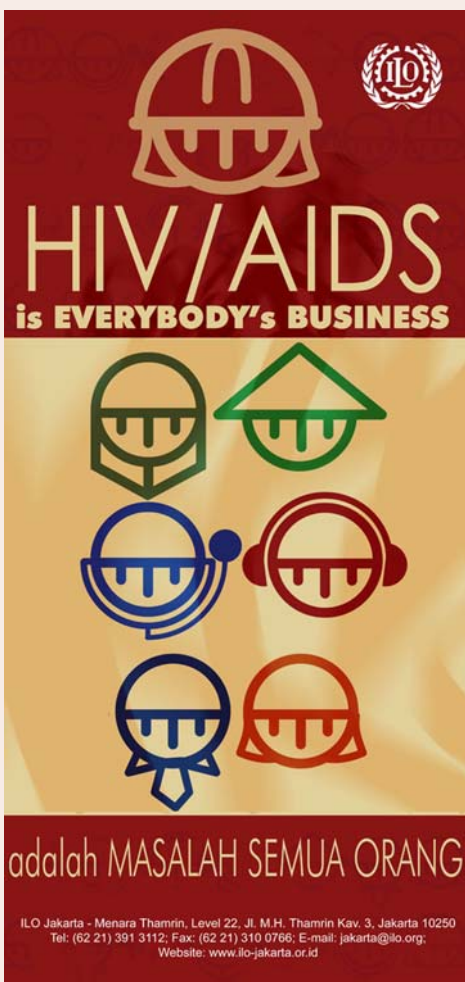
Most of the action programmes being implemented in target provinces seek to withdraw children from worst forms of child labour and prevent other children becoming involved. The aim is to develop models of intervention which can be replicated in other provinces and districts.

“The first year of the Project has been very positive and has laid good foundations for our future activity. Working together with our partners in government, employers and trade unions, we believe we can make a very effective contribution to support implementation of the first phase of the National Action Plan,” Patrick concluded.

# Social Protection

The ILO's New Action against HIV/AIDS:

## Indonesia **HIV/AIDS** Workplace Education Programme



The HIV/AIDS epidemic is now a global crisis and it is also a major threat to the world of work. Globally, nine of every ten people living with HIV/AIDS are adults in their productive prime, the mainstays of families and communities. The epidemic cuts the supply of labour and threatens the livelihood of many workers and their families. The loss of skilled and trained workers also affects productivity and the operations of enterprises.

The workplace is one of the most

"It is to ensure that all workers at any workplaces will be reached by the HIV/AIDS prevention policies. These policies will be formulated at national, provincial as well as workplace levels,"

Galuh Sotya Wulan,  
ILO's HIV/AIDS National Programme Coordinator

important and effective points for tackling the HIV/AIDS epidemic. The ILO Jakarta programme on HIV/AIDS in Indonesia has been focused on a two-pronged strategy: promoting the implementation of the ILO Code of Practice in HIV/AIDS and the World of Work and building the capacity of its tripartite social partners in preventing and minimizing the spread of the epidemic at workplace.

To scale up its initiatives, the ILO Jakarta has developed the Indonesia HIV/AIDS Workplace Education Programme. Established in January 2005, the Project covers four provinces (the Greater Areas of Jakarta, East Java, Riau Islands and Papua) and is to run for three years to the end of 2007

Funded by the United States Government, the Project will improve the capacity of ILO tripartite constituents and other implementing partners at national, provincial and district levels to design and implement workplace HIV/AIDS policies, as well as prevention and education programmes. The Project main goal is the creation of a sustainable national programme to combat HIV/AIDS in the world of work that is fully integrated into the national response and in support of the National Strategy on HIV/AIDS.

Activities under the Project are being implemented with a close collaboration with the Ministry of Manpower and Transmigration, Indonesian Employers' Association (Apindo) and trade unions. "It is to ensure that all workers at any workplaces will be reached by the HIV/AIDS prevention policies. These policies will be formulated at national, provincial as well as workplace levels," said Galuh Sotya Wulan, National Programme Coordinator, adding that the Project will be launched in July 2005.

The programme activities in the first six months include:

- Preparation of the implementing regulation of the Manpower Ministerial Decree on HIV/AIDS Prevention and Control in the Workplace.
- Mapping exercise on the current impact of HIV/AIDS in the world of work and on existing policy and legislation which may have implications for interventions.
- Development of training modules on how to manage AIDS in the workplace
- Training of trainers for representatives of government officials, employers and worker the four provinces covered by the Project.

In Indonesia, there were an estimated **90,000 to 130,000 people living with HIV/AIDS at the end 2004**, of which **75% were male** and **25% female**. The Ministry of Health has expressed its fears that new epidemics will emerge and the number of AIDS cases being treated will multiply. In addition, it has been estimated that the number of deaths from AIDS among people in their productive years will escalate. **Up to 20 million Indonesian may be at risk** due to high levels of labour mobility, migration, urbanization, tourism, poverty, resistance to condom use, populations of intravenous drug users and a lack of awareness on HIV/AIDS among large segments of the population.



# Social Dialogue

## National Union Confederations Formulate an Action Programme on *Youth Employment*



Asenaca Colawai (Associate Expert (Workers Activities)) and Rolly A. Damayanti (National Project Coordinator Youth Employment) discussed the Action Programme on Youth Employment.

they have not been given a fair deal by companies because they are ignorant of their rights as workers. They are skeptical of unions because they do not know what the union's role is," said Rustam Aksam, President of the Federation of Indonesian Trade Union Congress (KSPI).

Also proposed is a series of Study Circle meetings for young workers, where they are led through workers' education topics ranging from "what a trade union is" to "workers' rights issues", such as freedom of association and collective bargaining. As Andy Williams Siregar, General Secretary of the Transport Workers Union affiliated to the Federation of Indonesian Prosperity Labour Union (KSBSI), said, "There is an increasing presence of young women in the workforce, but they are not aware of their rights as workers."

The Study Circle will provide them the opportunity to learn of their rights and empower them to demand it when they are offered employment elsewhere." Helmy Salim, Vice General Secretary of the Federation of All-Indonesian Workers Union (KSPSI), said, "We support the idea of a Study Circle because a good number of the current crop of active and progressive union leaders in Indonesia, including myself, are 'graduates' of a similar programme that was run during the Soeharto era."

Both the Focus Group Discussions and the Study Circles will be facilitated by current union confederation trainers and facilitators. The ILO, through the Youth Employment Project, will provide technical support, relevant materials, and resources.

Under the direction of the ILO's Youth Employment Project, the three national union confederations drafted a combined Action Programme to address the employment needs of young workers, as well as the general decreasing membership of unions in Indonesia.

Discussions on the Action Programme began in February, was finalized in March, and will begin in April. The activities proposed include a series of Focus Group Discussion meetings with young workers in 2 – 4 plant-level

"We support the idea of a Study Circle because a good number of the current crop of active and progressive union leaders in Indonesia, including myself, are 'graduates' of a similar programme that was run during the Soeharto era."

unions per confederation. The views raised at the discussions would then comprise the information with which selected young workers will develop information, communication and education (IEC) materials for union awareness-raising and advocacy with young workers, specifically targeted at young workers who are non-members.

"Trade unions have to think about how they can make unionism attractive to young people and young workers. An increasing number of young people are being employed but



# From the Region

## *In Short:* ILO Activities in East Java



A Facilitation Team of Indonesia Youth Employment Network in East Java when preparing and designing a series of sub-regional workshops on Youth Employment Strategy.

The ILO Jakarta Office has been expanding its activities to Surabaya, East Java, by establishing the ILO Surabaya Coordination Office in June 2004. "The Office is in charge of providing first-line support activities in the province and liaise closely with the constituents," said the Programme Coordination Officer, Tri Andhi Suprihartono. The Coordination Office has covered various activities and programmes on youth employment, child labour, vocational training and skills development, and HIV/AIDS.



### Youth Employment Programme

In coordination with the ILO's Youth Employment Project, the ILO Coordination Office conducted a regional workshop on Youth Employment Strategy in East Java on 29 March 2005. The workshop was jointly organized by the ILO and East Java Provincial Government (Provincial Development Planning Board). The aim was to tackle youth unemployment and provide wider job opportunities for young men and women as well as to realize their potentials. As the follow-up, a series of sub-regional workshops will be organized in Pamekasan Regency, Malang Municipality, Bojonegoro Regency and Madiun Municipality. These series of workshops will be conducted in April 2005 and will cover 30 regencies and eight municipalities in East Java.

## Trade Unions to Establish Indonesian Labour Research Centre

As a result of the trade unions' participation in the Indonesia Poverty Reduction Strategy Paper (PRSP), the national union confederations are proposing the establishment of an Indonesian Labour Research Centre. The PRSP process has made the Indonesian unions aware of their lack of capacity in terms of credible researched information to support their policy recommendations.

According to Rekson Silaban, President of the Federation of Indonesian Prosperity Labour Union (KSBSI), there is an urgent need for the unions to establish a research center. "We have many things to suggest to government but they never take us seriously because we have no credible data to support our recommendations."

All the unions are doing their own research and making their own recommendations," said Rekson.

As a result, added Rekson, there is no 'one voice' from the unions. "This makes us 'weak'," he asserted, adding that the research centre can help the unions have 'one voice'. "This can be the beginning of the improvement of Indonesian labour movement."

Discussions began in February, with the proposed activities finalized in March. The first research is slated to begin in April 2005. The findings from the research will be shared amongst the unions, as well as with the Indonesian employers' organization (Apindo) for purposes of information and knowledge-sharing. More importantly, it is envisaged that such research findings will be used as a tool for uniform policy recommendations across the unions for purposes of advocacy and lobbying.



## Protection of Domestic Workers

The ILO Coordination Office, in coordination with the ILO's Domestic Workers Project and East Java Provincial Government, conducted a two-day workshop on the Protection of Domestic Workers from 15-16 February 2005. The main aim was to raise awareness among the ILO's constituents in East Java on the protection of domestic workers. The workshop was attended by 25 participants from government, employers' and workers' organizations, NGOs, academics. The workshop generated a consensus to develop a concrete strategic planning on protection of domestic workers in East Java.

## Action against HIV/AIDS



The ILO Coordination Office conducted a series of awareness raising activities on action against HIV/AIDS at district level from November 2004 – January 2005. These programmes were conducted in collaboration with Aksi Stop AIDS in East Java and Mulia Abadi Foundation. The goal of these programmes was to support governments at district and municipality levels in formulating HIV/AIDS prevention policy programmes and in implementing the ILO Code of Practice on HIV/AIDS and the World of Work. The activities were conducted at Tulungagung Regency on 29 November 2004, Pasuruan Municipality on 24 January 2005 and Blitar Regency on 31 January 2005.

## Prevention of Child Labour



In collaboration with Integrated Service Center of Surabaya Bhayangkara Hospital, the ILO Coordination Office conducted a four-day workshop on Strengthening East Java Stakeholders in Providing Recovery Services for Victims of Child Trafficking from 22-25 February. The aim was to strengthen the capacity of the Integrated Service Center in providing recovery services for child trafficking victims. The workshop was attended by officials of the Integrated Service Center throughout

East Java, including representatives from Provincial Manpower Office, NGOs, and police department.

The ILO Coordination Office, in collaboration with local NGOs, has developed action programmes on Prevention and Elimination of Child Trafficking for Labour and Sexual Exploitation in Banyuwangi Regency and Surabaya Municipality since December 2004. The programmes will end November 2005. The main goal of these actions programmes is to withdraw trafficked children for prostitution and provide them with life skills trainings on cooking and sewing.

## Future Plans in April 2005

- ★ A study on Women Workers at Kretek Industry will be held in East Java and Central Java.
- ★ A series of sub-regional workshops on Youth Employment Strategy, covering 30 regencies and eight municipalities in East Java.
- ★ A provincial workshop on Youth Employment Strategy in Surabaya, East Java.
- ★ The launch of HIV/AIDS Prevention Programme at Workplace.
- ★ A Project on Empowerment of Victims of Commercial Sexual Exploitation of Children will be started on 1 April 2005 for 18 months.

# Agenda

- |   |                                                                                                                     |   |                                                                                     |
|---|---------------------------------------------------------------------------------------------------------------------|---|-------------------------------------------------------------------------------------|
| 1 | Tripartite Symposium to Promote Multinational Enterprises Declaration in ASEAN Countries, Jakarta, 11-12 April 2005 | 5 | The Launch of Child Labour Attitude Survey, Jakarta, May/June 2005*                 |
| 2 | The Launch of Police Conduct Guidelines in Handling Law and Order in Industrial Disputes, Jakarta, 19 April 2005    | 6 | The Commemoration of the World Day against Child Labour, 12 June*                   |
| 3 | The Commemoration of the World Day for Safety and Health at Work, 28 April 2005*                                    | 7 | The Launch of Indonesia HIV/AIDS Workplace Education Programme, Jakarta, July 2005* |
| 4 | The Launch of ILO Global Report on Forced Labour, Jakarta, 12 May 2005                                              | 8 | The Commemoration of the National Children's Day, July 2005                         |

\* planned

# 2005

# Gender



## *International Women's Day:* Women Transport Workers and **HIV/AIDS**

is contracted. They think that you can get HIV/AIDS from sitting next to HIV/AIDS sufferer, or from shaking hands with them."

She added that **women workers need to know that discrimination of HIV/AIDS sufferers is not helpful because it only pushes people into poverty.** "We don't need that in Indonesia. We need to understand what HIV/AIDS is, how it is contracted, and how this affects our workplace, so we can help each other and people in our communities," she continued.

The ILO's Muhamad Tauvik and Asenaca Colawai, together with Aksi Stop AIDS- USAID co-facilitated the workshop. ILO resources were used in the workshop. As a targeted sector, the transport workers' organisations will be a key group that the recently begun ILO HIV/AIDS Project will continue to develop activities with.

**T**he women members of various Indonesian Transport Workers' Unions celebrated International Women's Day on 8 March with a one-day awareness-raising workshop on HIV/AIDS and the World of Work. Requested by the Indonesian Seafarers Union Women's Wing, the workshop saw the participation of women members from the domestic airline, Garuda Indonesia, as well as workers in the tourism and hospitality industry.

Asked as to what the objective of the workshop was, the KPI Women's Coordinator, Ester Tuange, said, "Women transport workers are not aware of what HIV/AIDS is and how it

## Indonesian Businesswomen

### Still Face Problems in Accessing Credit

**T**he ILO, in collaboration with the Indonesian Employers' Association (Apindo) and the Indonesian Businesswomen's Association (IWAPI), organized a two-day workshop under the banner "Promoting Women Entrepreneurship Development in Indonesia" from 22-23 March in Jakarta. The workshop was aimed at promoting women entrepreneurship development and developing strong synergies among organizations concerned with women and entrepreneurship.

During the workshop, main findings of a survey conducted by IWAPI and the ILO were presented. According to the survey, 87 percent of Small Medium Enterprises (SMEs) respondents in Jakarta are women—the main earners in the family with a loan recovery rate of 97 percent. The survey was conducted in 2004 in three provinces: DKI Jakarta, D.I. Yogyakarta and Central Java, covering 200 entrepreneurs.

In Indonesia, SMEs are defined as an enterprise with an asset under Rp 60 million and with less than 50 employees. They comprise of 91% of 169,524 industries reported to Department of Manpower and Transmigration in 2001. The SMEs also employ around 90% of workers in the formal sector. Thus, SMEs play an important role in the country's economic growth and social welfare.

Nevertheless, the majority of **women entrepreneurs are still facing problems in accessing credit from financial institutions for**



**SMEs due to existing misconceptions.** Women are still not considered as the main earners of the family as Indonesian wives are not able to get their own tax numbers (NPWP) according to Article 8 of Law No. 17/2000 on income tax. The article stipulates that married women are prohibited from getting loans independent of their husbands.

According to Dewayani Savitri, the ILO's Programme Officer for Gender, as the follow-up, the ILO together with Apindo and IWAPI, will develop a working plan on women entrepreneurship development in Indonesia.