



International
Labour
Organization

Jakarta



10 *Years* of Work
on **Labour Migration**
in Indonesia

Bersama Bisa

“Together it’s possible”

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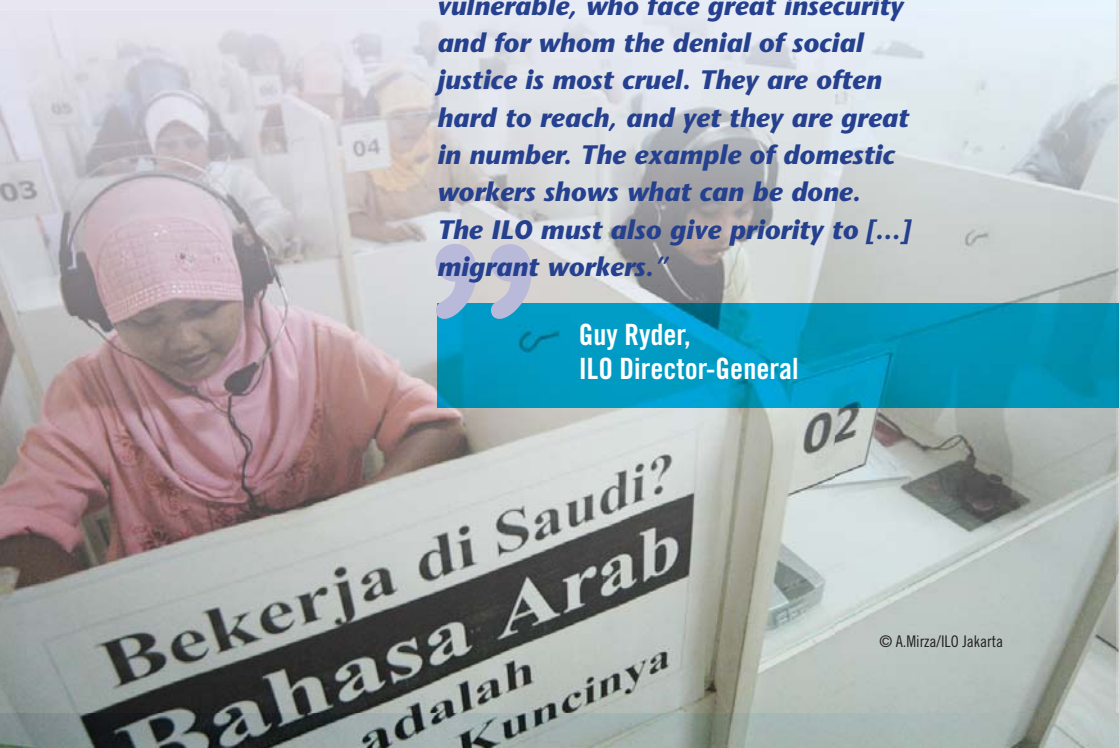
What is the ILO?

Founded in 1919, the International Labour Organization (ILO) is responsible for promoting rights at work, encouraging decent employment opportunities, enhancing social protection and strengthening dialogue on work-related issues. The ILO is the only United Nations agency that brings together representatives of governments, employers and workers in "tripartite social dialogue" to jointly shape policies and programmes about employment and work.

A large body of International Labour and Human Rights Standards has been developed over more than 50 years. Most countries have ratified the major international conventions; however the provisions of these conventions are generally not applied to migrant workers.

"The ILO's mandate requires it to reach out to those who are most vulnerable, who face great insecurity and for whom the denial of social justice is most cruel. They are often hard to reach, and yet they are great in number. The example of domestic workers shows what can be done. The ILO must also give priority to [...] migrant workers."

**Guy Ryder,
ILO Director-General**



1 Indonesia and the ILO

Indonesia and the ILO have collaborated very closely to promote decent work for all since the country became a member of the ILO on 12 June 1950. The current **Decent Work Country Programme 2012-2015** focuses on the priority areas of employment creation, industrial relations and social protection. They reflect the current socio-economic context, national priorities, the ILO mandate and the priorities of ILO constituents. Under the strategic pillar of social protection, the ILO Country Office Jakarta provides technical advice and other support to enhance empowerment and protection for Indonesian migrant workers.

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Domestic migrant workers at a training center before departure.



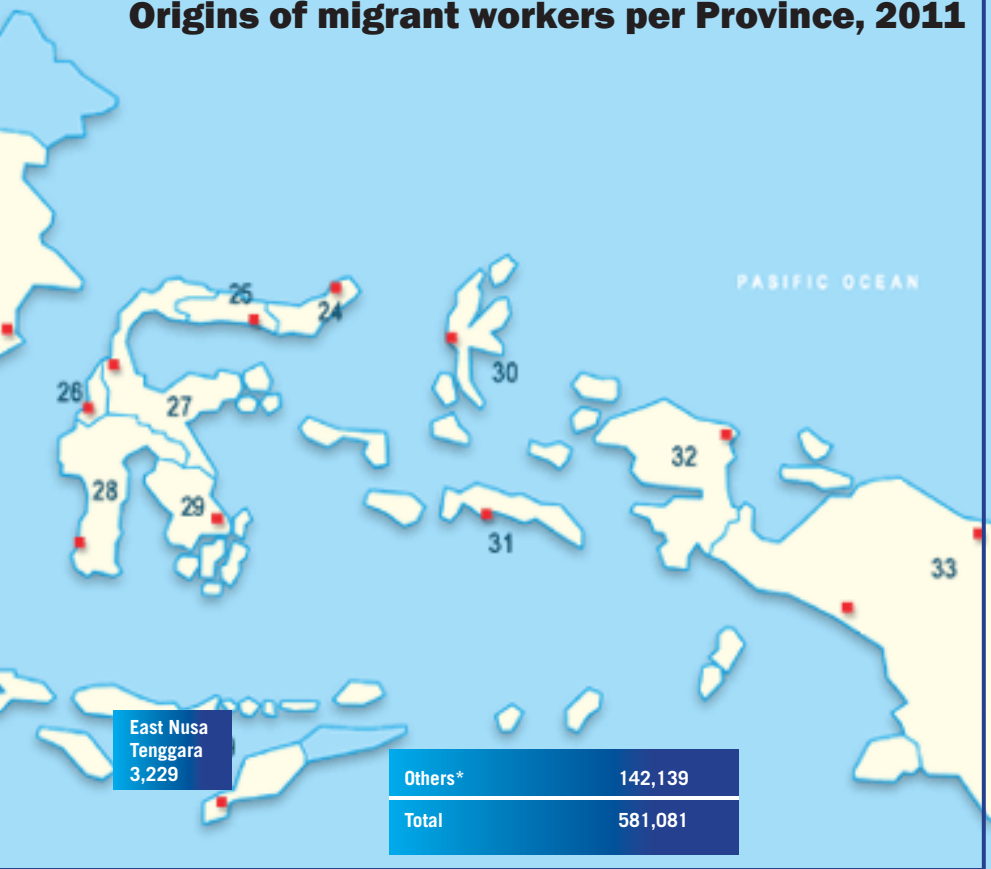
Over the last two decades Indonesia has become a country with the biggest number of migrant workers. Each year, a large number of Indonesians choose to seek employment abroad on a temporary basis; over 580,000 people departed Indonesia in 2011, and this number is likely to increase in the coming years. In the period 2006-2012 Indonesian migrant workers accounted for about four million people (National Agency for the Placement and Protection of Indonesian Migrant Workers /BNP2TKI, 2012). The number of undocumented Indonesian migrant workers is estimated to be twofold to fourfold higher.



Common destinations for Indonesian migrant workers are the countries of South-East Asia, East Asia and the Middle East, with Malaysia and Saudi Arabia the two top destinations. **Remittances from migrant workers in 2012 amounted to USD 7 billion (Bank of Indonesia and BNP2TKI, 2012), making them the second largest contributor to Indonesia's foreign exchange earnings and therefore a significant factor in the Indonesian economy and society.** Indonesian migrant workers overseas are an increasingly important part of Indonesia's labour force. Labour migration offers employment prospects for many who would have little chance of finding a job at home and therefore helps to relieve unemployment and underemployment problems in Indonesia.



Origins of migrant workers per Province, 2011



Source: Adapted from BNP2TKI, 2012

* Data by BNP2TKI is only provided on regency's level (those with most numbers) and not segregated per province, therefore 'Others' include numbers of all regencies/provinces with lower numbers combined



Top ten destination countries of Indonesia migrant workers, 2011

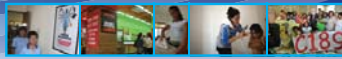
No	Destination country	2011
1.	Saudi Arabia	137,643
2.	Malaysia	134,108
3.	Taiwan	73,498
4.	Hong Kong	50,283
5.	Singapore	47,781
6.	United Emirate Arab (UEA)	39,857
7.	Qatar	16,578
8.	United States of America	13,746
9.	South Korea	11,390
10.	Brunei Darussalam	10,805

Source: BNP2TKI, 2012

The majority of these migrant workers take up low-skilled occupations. Approximately 76 per cent (BNP2TKI, 2012) of Indonesian migrant workers are women; 90 per cent of them are employed as domestic workers. Indonesian migrant domestic workers are predominantly unskilled women from rural areas with low levels of education, who have few employment options. Migrant domestic workers also account for a large percentage of internal migration, with domestic workers moving from rural areas to the major cities in all provinces of Indonesia.

Quick facts on international labour migration

- There are approximately 105 million migrant workers that live outside their country of origin, with a rapidly grown percentage of women (up to 50 per cent).
- An estimated 30 million (or almost 30 per cent) of migrant workers were in Asia (2010).
- The share of women among outward migrant workers from Asia has been rising over time, and is estimated to be between 60 and 80 per cent.
- At least 53 million migrants were employed as domestic workers across the world in 2010; half of all domestic workers reside in Asia.
- Domestic work remains a heavily female-dominated sector: women account for 83 per cent of all domestic workers.
- Domestic work has become one of the most important sources of employment for Asian women beyond the national borders of their home countries.



Domestic work is often not seen as “real” work. It is rather considered to be informal work, based on familial and paternalistic employment relations regulated by mutual trust, and excluded from coverage of existing labour laws. Most domestic workers work and live in the household of their employer, rendering them “invisible” and highly vulnerable to exploitation and abuse. Evidence from law suits, interviews with domestic workers and surveys confirm cases of mental, physical and sexual abuse, as well as forms of exploitation including trafficking, debt bondage and forced labour.

Testimony from Ida, former migrant worker in Saudi Arabia

“I first went abroad in 1993. I saw it as an opportunity to escape unemployment, earn money, and contribute to the economic welfare of my family. I didn’t have any National Identity Card (KTP) at the time because I was only 15 years old. A recruitment agency in Jakarta changed my age to 32 years and helped me organize my KTP and passport.

My first experience as a migrant domestic worker in Medina, Saudi Arabia, was good. I worked for nine years, and every three years, I was given a one-month leave, where I would return home. In 2002, I left again for Saudi Arabia but through a different agency. I was assigned to work in Mecca. I worked alone and would work for almost 24 hours without rest. I did not get any holidays.

Two months into my employment, the torture, abuse, and violence began. I was beaten, scalded with the iron and hot water, shocked with electricity, kicked and verbally abused. I was not given any food, nor allowed to communicate with other people. My employer’s excuse was that my work in the kitchen was not good enough.

Unable to endure the torture any longer, I decided to flee by climbing through the window in the guest room. Unluckily, I fell from the window of a fourth-floor apartment, knocking myself unconscious and breaking my backbone in the process. I returned to Indonesia in October 2003, empty-handed, with unhealed wounds, a limp, and an almost blind right eye. But I still wish to go abroad again, so I can contribute to the economic welfare of my family.” ❁

For ten years, the ILO, along with its government and non-government counterparts, has worked to combat discrimination and exploitation of Indonesian migrant workers, both in Indonesia and destination countries, with a specific focus on domestic workers.

The ILO has pursued the objective of promoting empowerment and protection for migrant workers by building partnerships with a broad range of stakeholders,



Combating Forced Labour and Trafficking of Indonesian Migrant Workers (Phase I)

In all phases of the Project, although emphasizing on the protection of domestic workers, the Project was targeting ALL vulnerable sectors of migrant workers. Project areas were Indonesia, Malaysia, Singapore and Hong Kong (SAR)

Donor:



2004-2006

2006-2008

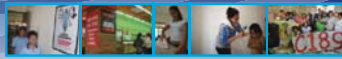
Mobilising Action for the Protection of Domestic Workers from Forced Labour and Trafficking in Southeast Asia

Focused specifically on domestic workers. Project areas were in Indonesia, Malaysia, Singapore, Hong Kong (SAR), and the Philippines

Donor:



(UK-DFID)



including government ministries, trade unions, migrant and domestic workers organizations and other civil society organizations in Indonesia as well as in destination countries.

A range of work, implemented through several projects, has been undertaken by the ILO to support the Government's efforts to strengthen the protection of migrant workers and combat forced labour and trafficking.



Combating Forced Labour and Trafficking of Indonesian Migrant Workers (Phase III)

Donor:



2008-2010

2010-2012

2012-2016

Combating Forced Labour and Trafficking of Indonesian Migrant Workers (Phase II)

Donor:



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

The project is targeting ALL vulnerable migrant workers, including domestic workers, with geographical focus in South East Asia Region

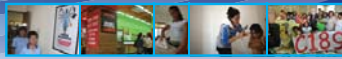
Donor:



Canadian International
Development Agency



Philip Russel



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What has been achieved?

In order to strengthen the protection of Indonesian migrant workers, the ILO has supported national and local counterparts to achieve the following objectives:

Milestone 1:

Political commitment and policy change

The existence of legislative and legal policy gaps in the protection of migrant workers in source and destination countries results in exploitative placement and deficient protection. The ILO has provided support to government and non-government partners to review and revise existing policy and legal frameworks as well as to develop labour and immigration laws and regulations.

In Indonesia, a **Bill on the Labour Rights and Work Conditions of Domestic Workers** has been in development since 2004, with technical support from the ILO. There were five unsuccessful attempts to integrate the Bill into the parliamentary agenda. Finally, in 2010, the Bill became a priority of the national legislation program in the House of Representatives and was tabled for Parliamentary debate. The national policy discourse intensified during 2010-2011 and support for review of the Bill continues to be a legislative priority in Parliament.

At the ASEAN level, Indonesia's participation in the development and finalization of the **ASEAN Declaration on the Promotion and Protection of the Rights of Migrant Workers** in 2007 – a binding instrument for the protection of migrant workers – is demonstrative of the government's commitment to the issue at the regional level. Since adoption of the Declaration, ASEAN labour ministers have institutionalized an annual meeting called the *ASEAN Forum on Migrant Labour*. The 4th

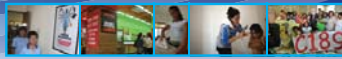
Forum was held in 2011 in Bali, Indonesia. The Forum provides an open platform for discussion and exchange of views and ideas among relevant stakeholders in ASEAN member-states on labour migration issues.

In 2009, the newly elected Indonesian Government acknowledged that there was room for improvement in the system of placement and protection of Indonesian overseas workers. Subsequently, the ILO has supported the government to ensure that migrant worker issues remain a priority area of the **Indonesian Government National Mid-Term Development Plan 2010-2014** as well as the Ministry of Manpower and Transmigration's (MoMT) **Strategic Plan 2010-2014**. The Government has sought to strengthen the policy framework for placement and protection of Indonesian migrant workers, including through amendment of the **National Law No. 39/2004 on Placement and Protection of Indonesian Migrant Workers Abroad**.

The ILO provided technical input and supported various public campaigns and stakeholder meetings that led to Presidential approval of revision of National Law No. 39/2004. The approval marked the beginning of official parliamentary discussion on the proposed revision of the current law between the government and the parliament, to which relevant stakeholder organisations are invited to contribute (The Presidential Mandate for revising Law No. 39/2004 has been signed on 8 August 2012). The revision of the law was later included into the National Legislation Program for 2012.

The ILO's commitment has been instrumental in encouraging the Government of Indonesia to develop and strengthen policies and plans that support migrant workers. Since the beginning of ILO Jakarta's work on labour migration, the ILO has supported and encouraged Government ratification of the **UN Convention on the Protection of the Rights of Migrant Workers and Their Families (1990)** through various campaigns and stakeholder meetings; the Government ratified the Convention in May 2012.

The ILO has supported national and regional debates and articulation of positions on international standard-setting for domestic workers (2009-2011) which were adopted during the 100th International Labour Conference in 2011 as the **ILO Convention No. 189 and Recommendation 201 on Decent Work for Domestic Workers**.



The activities led to the Indonesian Government's decision to accept one of the recommendations of the 2012 UN Universal Periodic Review to ratify ILO Convention No. 189.

In the end of 2011, the **Global Campaign for National Ratifications of ILO C189** was launched by the International Trade Union Confederation. The campaign sought ratification of the Convention, establishment of domestic workers' organizations as well as increased organizing of domestic workers. The campaign singled out Indonesia as one of three countries in Asia for priority action. Now in Indonesia, the Indonesian Prosperous Trade Union Confederation, in cooperation with migrant and domestic worker organizations and civil society organizations, are implementing the national campaign for domestic workers rights.

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100th Session of the International Labour Conference *Building a future with decent work*



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In 2011, President Susilo Bambang Yudhoyono became the first Indonesian President to address the International Labour Conference, the ILO's annual meeting.

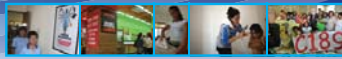
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President Susilo Bambang Yudhoyono, speaking at the 100th International Labour Conference in Geneva, 14 June 2011

“They [migrant workers] are important players in this new era of social justice. We cannot ignore their contributions to the global labour market, as well as to the economies of their home countries. We in Indonesia call these migrant workers ‘economic heroes’ (pahlawan devisa), due to their hard work and selfless devotion to the welfare of their family back home.”

**Susilo Bambang Yudhoyono,
President**



Being the specialised UN agency for labour issues, the ILO has a long-standing track record in setting international labour standards and promoting decent and fair working conditions for all. For many years, the ILO in Indonesia has been working closely with its counterparts to improve the conditions of Indonesian migrant workers in line with international standards.

Over its ten years of working on labour migration in Indonesia and destination countries, the ILO and its partners have contributed to increased political commitment and policy change on the topic in the country. Ten years ago

Indonesia's labour laws did not include migrant workers, but policy development since then reflecting the national interest in strengthening the protection and placement system for migrant workers. International labour standards for migrant workers have been developed, enhancing linkages between international standards, national policies and local laws and policies. Advocacy activities and technical support have been provided to key stakeholders in sending and receiving countries, and the ILO has worked in collaboration with institutional partners to strengthen the legislative framework for the protection of migrant workers, including domestic workers, both at the national and international levels.

ILO's activities on labour migration in Indonesia have highlighted that the integration of labour rights, human rights, gender and health issues into national policy development on migrant workers is key to maximizing the benefits of labour migration, both from the perspective of the national economy and that of migrant workers themselves.

Milestone 2: Advocacy and awareness-raising

A lack of awareness of migrant workers' plight among stakeholders and the public eliminates the real potential of civil society advocacy, campaigning and lobbying on behalf of migrant workers and their families, making change more difficult.

As part of ILO's efforts to provide better protection and recognition to migrant workers, **the ILO conducted extensive media-based campaigns to raise awareness and educate the public at large.** The campaigns aimed to raise awareness about the rights and working conditions of migrant, especially domestic, workers in Indonesia and the need for labour protection on issues such as employment contracts, remuneration, days off, working hours, social protection, living conditions, etc. Through the campaigns, the ILO seeks to achieve broad dissemination, understanding and acceptance of the rights of domestic workers as workers.

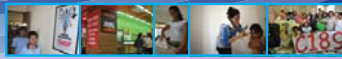
Furthermore, the ILO, in collaboration with national and international radio and television broadcast networks, organized a series of radio campaigns and media briefings with interactive talk shows and live audiences on the rights and work




10 TUNTUTAN BURUH MIGRAN INDONESIA

Kami, atas nama seluruh buruh migran Indonesia, **memerintahkan** Pemerintah Indonesia untuk:

- 1 MERATIFIKASI** Konvensi PBB Tahun 1990 dan Konvensi ILO No. 97 tentang Perlindungan terhadap Pekerja Migran dan Kekelirannya
- 2 MENGAMANDEMEN** Undang-Undang No. 39 Tahun 2004 tentang Penempatan dan Perlindungan Tenaga Kerja Indonesia di Luar Negeri.
- 3 MEMPORTEGAS** Instruksi Presiden No. 6 Tahun 2006.
- 4 MEREVISI** Keputusan Menteri No. 20 Tahun 2007 tentang Asuransi Tenaga Kerja Indonesia.
- 5 MEMPORTEGAS** wawasan antar instansi pemerintah terkait buruh migran.
- 6 MENINJAU** ulang biaya penempatan dan sistem perlindungan di terminal.
- 7 MENGUSUT** segala bentuk korupsi yang merugikan buruh migran.
- 8 MENGAUDIT** dana perlindungan buruh migran.
- 9 MEMPERBAIKI** sistem perlindungan dan pengawasan buruh migran.
- 10 MELIBATKAN** Serikat buruh migran dalam proses pra-kelompokan (PAJ).

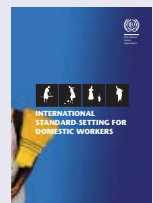
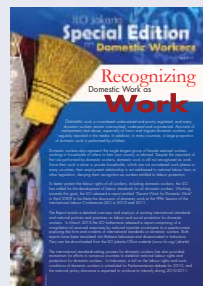


conditions of migrant workers. Radio is a very cost-effective means of reaching larger population groups and allows for a level of interactivity that surpasses that of TV and print media.

To promote the rights of domestic workers as workers, the ILO has published communication material such as posters, brochures and information kits for dissemination by its social partners and other stakeholders (see below). In addition, to short documentaries on migrant workers, six short documentary films on domestic work, aiming to highlight the situation of such workers, have been produced. These materials are available at the ILO Jakarta office and via its website.

Awareness raising and capacity building activities have contributed to the inclusion of gender issues in legislation and programmes on migrant worker protection. Gender empowerment has strengthened the capability of female migrant workers, in particular domestic workers.

Public and official awareness-raising is very important as it is a major driver for change. In ten years of work on labour migration in Indonesia and destination countries, several good practices were identified and the ILO demonstrated that its methodologies are able to raise awareness among key stakeholders to help generate dialogue and mechanisms accordingly.



Media-based awareness raising – Goodwill ambassadors

In 2006 the Indonesian Migrant Workers Union (Serikat Buruh Migran Indonesia/SBMI), in collaboration with the ILO, appointed the music artists Franki Sahilatua (deceased in 2011) and Nini Carlina as Goodwill Ambassadors to represent Indonesian migrant workers and to provide support for public awareness-raising and advocacy campaigns. In 2008 actor and politician Rieke Dyah Pitaloka was also appointed an Ambassador. The Ambassadors were selected on the initiative of migrant workers, who viewed the work and music of these artists as representative of their concerns. They were appointed because of their involvement and participation in defending and protecting the rights and interests of workers, particularly migrant workers.

These artists are high profile advocates for migrant workers' rights in Indonesia and abroad and have participated in a series of awareness-raising activities since 2006 including:

- **Conducting local public campaigns on the protection of migrant workers** in areas where many Indonesian migrant workers originate, such as Lampung, Central and East Java Province. They would speak to the migrant worker community, educating them about safe migration, basic labour and human rights, and how assistance from the Indonesian government and relevant organizations can be obtained while abroad. In addition, the Goodwill Ambassadors undertake advocacy activities with local authorities, including local parliaments and government offices, on issues related to the rights and protection of migrant workers;
- **Representing Indonesian migrant workers to voice their aspirations** regarding the protection of migrant workers from the recruitment to the return stage, as well as to ensure the implementation of decent standards for migrant workers on fees, employment contracts, protections, and so forth;



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- **Acting as advocates for Indonesian migrant workers abroad** through music concerts in Hong Kong and other destination countries;
- **Taking part in migrant worker media campaigns as speakers and resource persons on labour migration**, including participating in the development of public service announcements on the rights and protection of migrant workers;
- **Participating in events to commemorate International Migrant Day** held annually on 18 December. ⚙️

Goodwill ambassadors in action at several events around the country

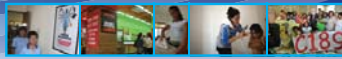
Milestone 3: Capacity building for a better labour migration system

ILO's efforts in Indonesia to build a better labour migration system have included a series of capacity building initiatives for key partners in order to strengthen their organizational capacity.

Capacity building for the Indonesian Government

In recent years, the Indonesian Government has paid serious attention to the need to protect and assist Indonesian migrant workers. In 2006, the Government announced a series of policy initiatives and administrative measures to strengthen the protection of Indonesian migrant workers. One of these policy initiatives was **Presidential Instruction No. 6/2006**, which aims to improve the protection of Indonesian migrant workers throughout the migration process, both in Indonesia and abroad. Under this Instruction, the Ministry of Foreign Affairs plays an important role in protecting citizens of Indonesia who live and work overseas. To ensure that the protection of Indonesian workers abroad is of high priority, **the Foreign Affairs Ministry has had ongoing cooperation with the ILO since 2006 to build the capacity of Foreign Service Officials and Attachés from other ministries, who are posted overseas through trainings.**

Additionally, the **2006 Presidential Regulation 81** established the **National Agency for the Placement and Protection of Indonesian Migrant Workers (BNP2TKI)** which consists of personnel from various ministries with diverging mandates in the sector of migrant workers. This new agency has the mandate to implement policies regarding the placement and protection of Indonesian migrant workers in a coordinated and integrated way. BNP2TKI is tasked with servicing, coordinating and monitoring the international migration process. Since its establishment, the ILO has helped build and improve the capacity of the agency through provision of support to training programmes for BNP2TKI officials.



Furthermore, the ILO assisted one of its key partners, the MoMT, in building capacity of officials on livelihoods support to migrant workers. This involved supporting the development of Training Centers under the MoMT. With this activity the ILO supported the Indonesian Government's plan to roll out high quality entrepreneurship training to economically deprived local communities with high out-migration rates.

This capacity building has led to the institutionalization of activities and practices for the protection of migrant workers.

Several ILO methodologies have been adopted and integrated by the Government of Indonesia into their planning. The Centre for Education and Training of the Ministry of Foreign Affairs, for example, incorporated the ILO's training module "Training on the Protection of Migrant Workers Abroad: Protecting Human Rights" into their Junior Diplomatic Course, Mid-Career Diplomatic Course and Senior Diplomatic Course.

The Foreign Ministry has also developed Citizen Service Centers, operated by Indonesian Embassies in main destination countries for Indonesian migrant workers. The Centers provide temporary shelter, facilities and protection for migrant workers who face problems in the destination country and choose to leave their employers. They also provide vocational skills training programmes, languages training and computer literacy as well as legal assistance.

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Joint ILO/Ministry of Foreign Affairs trainings to build the capacity of foreign service officials and attaches on issues related to migrant workers

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Success story - ILO's entrepreneurship development programme, Start and Improve Your Business (SIYB)

In Indonesia where a high percentage of the population works in agriculture and the informal economy, entrepreneurship development and livelihoods skills, in combination with micro-finance facilities constitute a viable response to high unemployment and underemployment levels and stagnant economic development in rural areas.

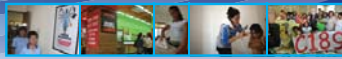
In late 2010 the Ministry of Manpower and Transmigration adopted and institutionalized the ILO's internationally tested and established entrepreneurship development programme, Start and Improve Your Business (SIYB), as the approved module for its entrepreneurship training programme. It constitutes significant progress in the Indonesian Government's efforts to address the challenges of underemployment and unemployment effectively, and towards realizing its policy goals of boosting business development and employment in Indonesia.

Herry Subiyakto, Head of Center for Employment Development and Expansion (BBPPK), Ministry of Manpower and Transmigration, said that the Ministry of Manpower has combined the ILO's SIYB with the Ministry's livelihoods skills development training. "SIYB has proved to be an effective and easy way to understand business development by prospective entrepreneurs and those who want to expand their micro business. We have combined the module with our own expertise in livelihoods skills development training, such as marine and agricultural processing, to have stronger impact at the community level." ❁

Success story – From Zero to Hero – the story of Yayuk

Not many expected, at first, that Endang Sri Wahyuni, 43 years old, would be nominated as one of the best trainers of the ILO's Start and Improve Your Business (SIYB) module. Although remaining friendly and humble, Yayuk, as she is usually called, is now talkative, expressive and communicative. Different from the silent Yayuk who did not say a word during the first training she attended in 2007.

To assist Yayuk to improve her self-confidence, the facilitators provided her with technical advice as well as opportunities to observe other training sessions and conducted one-on-one sessions on the practical exercises. After the preparation stage, Yayuk began



to change. She even performed impressively when she was appointed to facilitate the classes. Later, she was nominated as the best trainer due to her interactive, engaging way of delivering the training materials. She continued to grow and demonstrate significant progress.

To date, she has independently conducted five trainings of entrepreneurs without any financial support from the ILO. She has been successful in marketing the SIYB programme and has even received sponsorship from the district government of Sukabumi, provincial government of West Java, and international donor agencies like the Ford Foundation. She also participated in a Training of Master Trainers programme hosted by ILO Jakarta in 2010.

She continues to grow by starting her own business. In 2009, she transformed a business idea that she developed during her training days into a reality: "Pondok Mie Batok", a noodle business located in Sukabumi, West Java. Through her business, she secures IDR 30-40 million per month enabling her to employ seven employees. Her employees are former migrant workers or wives of migrant workers. She has also opened a branch in Bekasi, near Jakarta.



Endang Sri Wahyuni together with ILO's Irham Saifuddin in one of the training centers.

"SIYB is easy to apply, very simple and inspiring. Even if you have no business experience at all, the SIYB can help you realize your dreams. I am living proof of that, as I never imagined myself as an entrepreneur, let alone a business consultant."

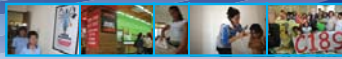
Yayuk is also currently elected as the new Director of Pusat Pengembangan Sumberdaya Wanita, a NGO dealing with women's empowerment. Her first programme as Director is to establish a specific division that will serve as a Business Development Service Provider (BDSP). "By establishing a BDSP, we can improve our services to marginalized communities. We also have an opportunity to sell entrepreneurship services commercially to business entities that are already well-established. This definitely can serve as the organization's income generation," said Yayuk. ❁

Capacity building for migrant workers and their families

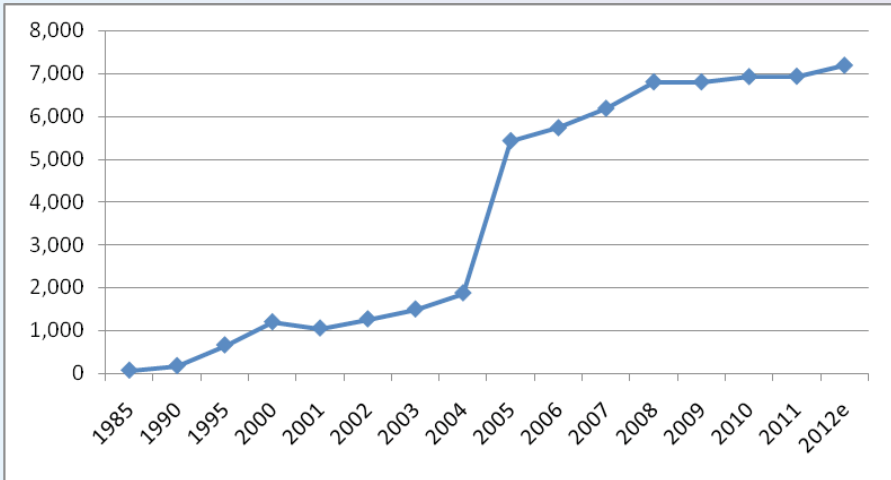
The socio-economic background of the majority of migrant workers, in particular poverty and low levels of education, make them unaware of the risks of migration and more vulnerable to abuse and exploitation. The ILO developed and implemented trainings of trainers and their step-down versions in order to facilitate the delivery of outreach, assistance, reintegration and economic empowerment services for migrant workers to enhance their skills development.

In recent years, access to finance for low-income families in Indonesia has improved as a result of the proliferation of micro loan products offered by micro-finance institutions. **Indonesian migrant workers and their families need to have a good understanding of the financial implications of migration**, including potential earnings, costs and deductions inherent in placement and employment overseas, as well as hazards and conditions which may impact the outcome of the migration process. Thus, financial education plays an important role in enabling Indonesian migrant workers and their families to administer, save and invest the earnings migrant workers remit to their families on a regular basis during their employment overseas.

The ILO developed training modules on financial education for migrant workers and their families so they might properly manage their income, particularly remittances. The modules include training on non-gender biased decision-making in the family and its implementation with regard to the use of money. Financial education as well as livelihoods and entrepreneurship activities supported by the ILO have received appreciation from national and local government institutions and other non-governmental stakeholders. It is of critical importance to equip migrant workers with knowledge of financial services including insurance, banks' services, including safe remittances channels and enabling them to use remittances more productively. Remittance inflows from Indonesian migrant workers have increased steadily in recent years, constituting a major source of Indonesia's foreign exchange earnings.



Remittance inflows from Indonesian migrant workers (in US\$ million), 1985-2012



Source: World Bank 2012

West Java is the second largest sending province of migrant workers. Therefore, financial education is a key area for improvement for the Office's services to migrant communities, including their protection, which is integrated into the financial education training model.

**Hening Widiatmoko,
Head of Provincial Manpower and
Transmigration Office of West Java**

Capacity building for communities and migrant workers' organizations

The ILO's holistic approach that links migrant support mechanisms, both at home and overseas, with economic empowerment efforts in the sending communities helps to cultivate a broader range of alternatives to address migrant worker problems, to recognise the root causes of employment migration and to help strengthen community resilience to poverty and economic disempowerment.

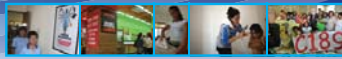
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The ILO recognizes the role of sending community migrant worker cooperatives in promoting productive use of remittances, given that most cooperative member are former migrant workers with similar backgrounds and experiences. The majority of migrant



Migrant workers in Hongkong.

cooperatives still run humble administration and management operations. Therefore, the ILO has supported cooperative development of migrant communities in several districts in East Java. The ILO has supported capacity-building of national and local institutions to enable them to develop integrated financial empowerment programmes for migrant workers and their families, funded by their regular programme budgets. Supporting the activities of migrant worker organizations has boosted their activities, mobilized members and strengthened their voice and representation at national and local levels.



An ILO Success Story in Indonesia Waniti: From migrant worker to cooperative leader

The ILO organised training workshops to improve management and administration of cooperatives and facilitate direct interaction between migrant cooperatives, finance providers and relevant government offices. Through these measures the cooperatives have developed tools for knowledge sharing, capacity building, income generating activities, self-help and solidarity.

One of the training participants was Waniti, formerly a migrant worker in Hong Kong, who established and is now chairing the cooperative Citra Bumi Mandiri in Malang which is specifically designed for and targeted at migrant workers and their families. The cooperative formally registered at the Malang District Cooperative Office in 2008. Its members have benefited from the productive use of remittances, credit for health and education and income generating activities.

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Waniti, the chairperson of a successful migrant cooperative.

"I want to prove that migrant cooperatives also have the power to contribute to the wellbeing of humanity. We also gain so much from cooperating with the ILO project. We have now increased membership, improved administration, and many of our members working overseas invest their remittances in my cooperative," Waniti said.

The self-confidence of Waniti has also proved that women can play an important role in socio-economic activities to improve the lives of their families and their communities. Because of her dedication and hard work, she was chosen by the Ministry of Manpower and Transmigration in February 2010 to receive an award for her outstanding efforts in promoting the productive use of remittances and in promoting income generation activities in migrant communities. ❁

In its ten years of work on labour migration in Indonesia and destination countries, the ILO has identified several good practices:

- **Pre-departure trainings** have fostered the dissemination of information to potential migrant workers and strengthened their ability to protect themselves. Financial education and other economic empowerment activities have had a significant impact on migrant workers' lives and those of their families;
- **Support for stakeholder cooperation** has promoted alliances between government agencies, trade unions, NGOs, and migrant and domestic worker organizations. These have enabled more effective and sustainable efforts at promoting policy development and policy implementation that protects the rights of migrant workers; and
- **The integration of cross cutting issues** like HIV and AIDS and gender within capacity building and training efforts has proven effective in helping organisations to internalise these important issues and to incorporate them into their own programming efforts.



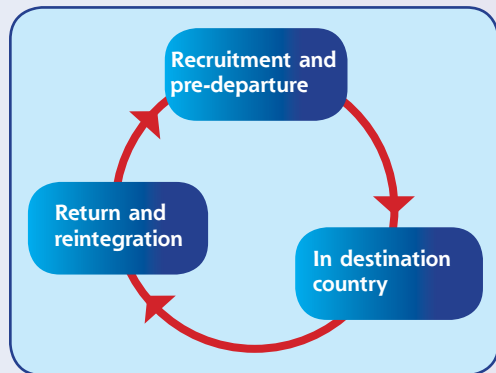
Milestones 2 and 3

Direct assistance and service provision to migrant workers during the migration cycle, provided by the ILO in collaboration with national and local partners

- Strengthened information dissemination about job opportunities abroad and registration
- Pre-departure trainings to potential migrant workers on safe migration and migrant worker health (e.g. HIV and AIDS) to strengthen their ability to protect themselves
- Awareness-raising and outreach services to potential domestic workers and their families as well as the public at large

Livelihood, reintegration and economic empowerment services through:

- Financial education training
- Entrepreneurship development training (e.g. Start & Improve Your Business – SIYB)
- Production skills trainings
- Cooperative trainings
- Provision of micro-finance including insurance



- Improved capacity of counterparts for providing access to legal and protection services such as help desks, hotlines and psychological counselling
- Remittance services for migrant workers regarding transfer and promotion of productive utilization of remittances
- Media-based and community-based awareness raising and outreach to migrant workers in destination countries

Intimate portraits of migrant domestic workers' lives

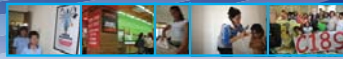
In an effort to document the lives and migration experiences of Indonesian migrant workers, the ILO in collaboration with Sim Chi Yin, a Singaporean photojournalist, developed a photo essay titled “The Long Road Home: Journeys of Indonesian Migrant Workers”.



The photo essay is an intimate portrait of migrant worker lives, comprising approximately 80 photos illustrating the journeys taken by migrant workers throughout the cycle of migration – from pre-departure and departure stages to placement, and reintegration stages. Accompanying the photos, the words of migrant women workers and their families describe their daily lives, intimate moments, difficult migration decisions and everyday heroism in the face of financial struggles and adversity.

The photo essay was developed by the ILO through its “Combating Forced Labour and Trafficking of Indonesian Migrant Workers” project. Funded by the Government of Norway, the Project aims to strengthen the protection of migrant workers against trafficking and forced labour practices and to empower them financially to provide alternatives to hazardous overseas labour conditions and migration practices. ❁





Milestone 4: Targeted research, documentation and publications

To address the complexity of labour migration, the ILO conducted targeted research, policy analyses and assessments on, and compiled and disseminated information related to, employment conditions for migrant workers. Existing knowledge gaps have been addressed and information shared with key counterparts and partner organizations. In addition, the ILO conducted activities to improve stakeholder capacity in data collection, documentation, reporting and dissemination of information related to conditions of migrant workers.

Publication with support from ILO “Dreamseekers: Indonesian Women as Domestic Workers in Asia” by Dewi Anggraeni

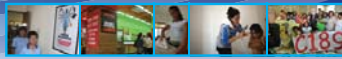
ILO has supported well-regarded journalist Dewi Anggraeni to document the lives of Indonesian migrant domestic workers. Anggraeni is the Australia correspondent for Tempo and a regular contributor to the Jakarta Post. The book not only contains the perspectives of domestic workers in Singapore, Hong Kong and Malaysia, but also those of employers and migration agencies, in order to provide a complete and realistic analysis of the issue. The book uncovers the hidden worlds of domestic helpers, describing the first-hand accounts migrant domestic workers’ the struggles and successes. The book was launched on 6 April 2006 in collaboration with Equinox Publishing. It is available online and in bookstores throughout Indonesia, Malaysia, Hong Kong and the USA. ☸



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Alan Boulton, former ILO Director in Indonesia, symbolically signed the cover of the Dreamseekers to mark the book launch





3

International Labour Migration and HIV and AIDS

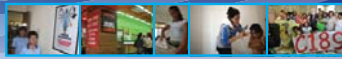
Numerous socio-cultural, economic and political factors in both origin and destination countries influence the risk of contracting HIV and AIDS for international labour migrants. These include separation from spouses, families and familiar social and cultural norms; language barriers; poverty; substandard living conditions; and exploitative working conditions, including sexual violence. **The resulting isolation and stress may lead international labour migrants to engage in behaviours, such as unsafe casual or commercial sex, which increase the risk of exposure to HIV and AIDS.** This risk is exacerbated by inadequate access to HIV and AIDS prevention information, services and fear of being stigmatized for seeking such information or services.

Female migrant workers may be placed in situations that make them particularly vulnerable to HIV and AIDS. Many work in relatively unskilled jobs within the manufacturing, domestic service or entertainment sectors, often without legal status and little-to-no access to health and HIV and AIDS-related services. In such situations, they are often susceptible to exploitation and/or physical and sexual violence, in some cases by their employer, and have few alternative employment opportunities.

There is no comprehensive data on HIV and AIDS among Indonesian migrant workers, but country-level studies indicate that prevalence of HIV and AIDS among male and female migrant workers and their partners is four times higher than their non-migrant peers.

The ILO works together with the Government of Indonesia, NGOs and related stakeholders to strengthen the protection of Indonesian migrant workers against HIV and AIDS. **As part of the overall national response against the HIV and AIDS epidemic facing Indonesia, the ILO's work focuses especially on increasing awareness of, sensitivity to and protection against HIV and AIDS among migrant workers.** Through promoting policy development, capacity building activities, and developing information kits the ILO aims to tackle migrant worker vulnerabilities and advocate for safe migration and better health access for migrant workers.





Story of Normawati – Head of Migrant Workers’ Advocacy and Development

Seeing the inhumane treatment of migrant workers broke Normawati’s heart and moved her to become an advocate for them. After many years dealing with and advocating for migrant workers in trouble, Norma acknowledges that she only started to learn more about HIV and AIDS in 2002 after taking part in a workshop organized by the ILO. Before that, she had never felt the need to explain about HIV/AIDS to the migrant workers she worked with. The sessions on HIV/AIDS issues highlighted to her the paramount importance of informing migrant workers about the disease and risk factors for contracting it.

Armed with the knowledge she gained from several trainings and workshops, Norma decided to do what she could to pass on information about HIV and AIDS to potential migrant workers and their families. At least twice a month she visits migrant worker sending areas such as the Jakarta, Cianjur and Sukabumi regions. To make her delivery of HIV and AIDS information more effective, Norma uses simple materials presented in clear, easy-to-understand language. She often requests the help of village officials to gather all the residents together to listen.

“It was only then that I realized that the girls [migrant workers] need to know about this. Their purpose for going overseas is to get money, not diseases. We have to prepare them so that they don’t come home carrying a disease. Prevention is better than cure,” Norma said. ❁

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The commemoration of the International Migrant Day, highlighting the rights of domestic workers as workers.



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A series of consultations and awareness raising activities on the recognition of domestic workers, including migrant domestic workers, as workers.



4

What's next?

The ILO Country Office for Indonesia has been working in close collaboration with its tripartite constituents: the Government, workers' and employers' organizations – as well as with its broader counterparts – to protect and promote human rights and the fundamental rights at work of migrant workers, including domestic workers.

The ILO Jakarta's work on labour migration has offered a major contribution to ILO Indonesia's Decent Work outcomes. One of the pillars of ILO's Decent Work Country Programme for Indonesia is "Improving labour migration management for better protection of Indonesian migrant workers". The efforts of ILO Jakarta on labour migration are central to this pillar and have supported it through work on the development of legal and policy frameworks, outreach and empowerment and via targeted interventions to respond to forced labour and trafficking.

10 years ago Indonesia's labour laws did not include migrant workers, but policy development since then reflects Indonesia's strong commitment to strengthening the protection and placement system for migrant workers.

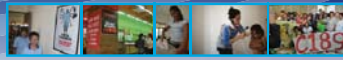
Moreover, domestic and migrant workers issues remain priorities of the Indonesian Government National Mid-Term Development Plan 2010-2014 as well as of the MOMT's Strategic Plan 2010-2014, which aims to strengthen the policy framework for placement and protection of Indonesian migrant workers, including through the amendment of the National Law No. 39/2004.

The ILO's commitment has been instrumental in urging the Government of Indonesia to include policies and plans for the support of migrant workers on its agenda, as well as to vote for the *ILO Convention No. 189 concerning Decent Work for Domestic Workers*, adopted during the 100th International Labour Conference in 2011, and to ratify the *UN Convention on the Protection of the Rights of Migrant Workers and Their Families* in May 2012.

Indonesia has initiated bilateral dialogues with migrant worker destination countries such as Malaysia and Saudi Arabia, on employment conditions and protection of Indonesian migrant workers with a view to establishing agreements with all major host countries on migrant worker conditions. The ratification of international conventions will strengthen Indonesia's bargaining position in bilateral or multilateral negotiations with destination countries and, ultimately, will benefit Indonesian migrant workers in many ways.

The ILO's work on labour migration has been implemented during a time of changing ideas within Indonesia concerning the need to protect migrant workers. While there are still challenges in this regard, admitting that improvement need to be done more, Indonesia has made efforts to strengthen protection of migrant workers including in this regional context. "This sentiment is reflected in the ongoing ILO ASEAN TRIANGLE Project, a regional labour migration project supported by CIDA Canada, which provides a regional perspective on sending and receiving countries as well as focusing on migrant workers in other sectors and industries. The objective is to strengthen cooperation on migrant worker issues among ASEAN countries, involving improved legal protection and harmonization of recruitment and placement regulations and work conditions for migrant workers. The project will promote multilateral and regional approaches to common concerns, make regionalism more effective, and enhance the capacity of ASEAN institutions.

Despite the progress made on the protection of migrant workers, significant challenges remain and further work needs to be done. The Indonesian population is growing, as is labour migration from Indonesia as the demand for low-skilled workers is matched by a steady supply from the sending country, facilitated by chain migration links and bilateral agreements between governments. The protection of Indonesian migrant workers will therefore continue to be an important field of action in the immediate future. Improving the regulation of wages, work conditions



and protections in domestic work is of vital importance for an ever-growing number of women workers. Additional measures to improve the protection of migrant workers during the entire migration cycle should be formulated and implemented by the Government in collaboration with social partners. It will also be important to focus on the creation of employment opportunities in Indonesia through local economic empowerment programmes for migrant workers and their families.

The ILO will continue to assist the Indonesian Government and other stakeholders to strengthen the protection of migrant workers from discrimination, abuses and exploitation. In order to ensure continuous and effective results, it is essential to replicate the good practices and maintain strong collaboration between all the actors involved. It is also important to draw the attention of the public to the plight of migrant workers. Only a joint effort by all parties – the Government, workers' and employers' organizations and the ILO – can succeed in strengthening and guaranteeing the protection of Indonesian migrant workers.

Together it's possible
Bersama Bisa

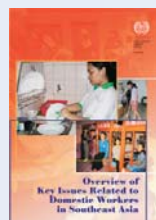
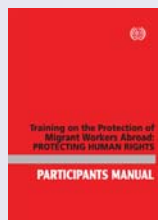
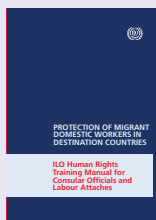
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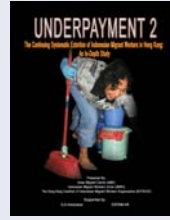
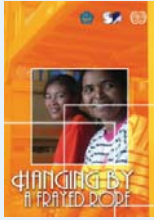
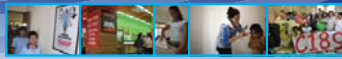
IMPORTANT PUBLICATIONS ON LABOUR MIGRATION IN INDONESIA

BOOKS

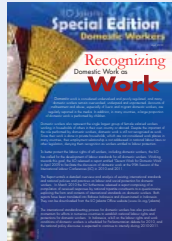
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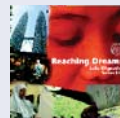
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