



MINISTER OF MANPOWER
REPUBLIC OF INDONESIA



ROADMAP TOWARDS
A CHILD LABOUR-
FREE INDONESIA IN
2022

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A CHILD LABOUR-FREE
INDONESIA IN 2022**

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INTRODUCTION

A. Background

Child labor is a global issue that should be addressed thoroughly and continuously. The commitment is expressed in the form of common ideals under the motto of “Future without Child Labor”¹ as a global effort to put an end to child labor. This global movement has been built as a response to the reality of child labor in the world which is still alarming. This movement is continuously accelerated by involving all stakeholders and realized in the form of Roadmap for Achieving the Elimination of the Worst Forms of Child Labor (EWFCL) in 2016. The commitment to implement the roadmap becomes a strategic agenda for all parties throughout the world.

In the context of Indonesia, child labor is a national problem that requires immediate and sustainable actions. The immediate actions to realize Indonesia's commitment to be free of child labor is part of the agenda to implement the Global Roadmap for Achieving the Elimination of the Worst Forms of Child Labor in 2016 and to implement the National Action Plan for the Elimination of the Worst Forms of Child Labor. Actions undertaken by the government and stakeholders in eliminating child labor have contributed to the achievement of the global roadmap. Thus, it is important for the government, employers' organizations, trade/labor unions, non-government organizations, and private sectors, both at national and local levels, to work in an integrated and sustainable way in order that Indonesian ideals to be free of child labor will be realized in 2022.

The Central Bureau of Statistics (BPS) revealed in 2009 that the number of Indonesian children in the age group of 5-17 years is 58.8 million, of which 4.05 million or 6.9 percent are considered as working children. Of the total number, 1.76 million children or 43.3 per cent are child labors, of which 20.7 percent work in the worst forms of labor. Children in the category in general have dropped out of school and live neglected, as well as work on different types of work, such as agriculture, plantation, fishery, and on the streets. Child workers tend to work with long working hours and are in exploitative jobs. Although there has been no comprehensive data, children who work in the worst forms have been found in various types of work in the field of

¹ *A Future Without Child Labour – Global Report under Follow Up to The ILO declaration on Fundamental Principles and Rights at Works – 2002.*

prostitution, being involved in drug trafficking, being employed in mining, being employed in deep sea fisheries, and domestic works.

The Government of Indonesia has committed to eliminate child labor, especially the worst forms of child labor (WFCL). The commitment was expressed in the ratification of ILO Convention No. 138 concerning Minimum Age for Admission to Employment by Act No. 20 of 1999 and ILO Convention No. 182 concerning the Prohibition and Immediate Actions for the Elimination of the Worst Forms of Child Labor by Act No. 1 of 2000. In strengthening the national commitment, the Government of Indonesia has adopted the substances of both ILO Conventions, concerning the Child Labor (CL) and WFCL, into Act No. 23 of 2002 on Child Protection and Act No. 13 of 2003 on Manpower. To implement this commitment, the Indonesian government has established the National Action Committee on the Elimination of WFCL (NAC-EWFCL) through Presidential Decree No. 12 of 2001 which plays the role of and serves as the leading sector and the implementation of its action is guided by the National Action Plan for the Elimination of WFCL (NAP-EWFCL) stipulated in the Presidential Decree No. 59 of 2002.

Within the first ten years (2002-2012), The Government and non-government organizations have been working to eliminate WFCL resulting in good achievements and international recognition. Efforts to eliminate child labor in this decade have been developed in various programs and activities, i.e., policy advocacy, institutional capacity building (local Action Committee and Action Plan), public awareness (publication of leaflets, brochures, information packets, etc.), as well as the development of pilot in various areas and sectors, such as child labor in the sectors of fishery, footwear, mining, trafficking for sexual exploitation and child domestic workers (CDW). These activities are developed in the forms of prevention in educational institutions, non-formal educational services, skill training, withdrawal through rehabilitation, and others. National Action Plan for the Elimination of the Worst Forms of Child Labor (NAP-EWFCL) is starting to enter phase II of ten years period (2013-2022). During this period it is important to prioritize the programs on mainstreaming child labor issues in sector policies and programs, as well as establishing the National Movement on Elimination of WFCL.

Implementation of the WFCL elimination referring to the NAP-EWFCL has contributed significantly to the achievement of the elimination of child labor. However, all these measures still need support of all parties and extension of the achievements to the groups of child labor and WFCL. To overcome the gap between problems and responses have been done, it is necessary to take acceleration measures to end the

suffering of child labors. Therefore, it is necessary to develop the Roadmap towards a Child Labor-Free Indonesia in 2022. This roadmap is acceleration measures and effective strategies to realize a child labor-free Indonesia.

B. Purposes

The Roadmap towards a Child Labour-Free Indonesia in 2022 is developed to support the implementation of the NAP-EWFCL. The Roadmap is developed as the elaboration of the NAP-EWFCL which contains an overview of key issues based on the experience of the first phase of ten years actions and strategic guide in accelerating the achievement of Child Labour-Free Indonesia in 2022. This roadmap is designed as reference for all parties, including relevant ministries and institutions, employers' organizations and business representatives, trade/labor unions, civil society groups (NGOs, social organizations, religious organizations, community organizations, and others), as well as international organizations.

C. Legal Basis

1. Constitution of 1945;
2. Law No. 4 of 1979 on Child Welfare, State Gazette of the Republic of Indonesia Year 1979 No. 32, Supplement to State Gazette of the Republic of Indonesia No. 3143;
3. Law No. 7 of 1984 on Ratification of the Convention on the Elimination of All Forms of Discrimination against Women, the State Gazette of the Republic of Indonesia Year 1984 No. 29;
4. Law No. 20 of 1999 on the Ratification of ILO Convention No. 138 concerning Minimum Age for Admission to Employment, State Gazette of the Republic of Indonesia Year 1999 No. 56, Supplement to State Gazette of the Republic of Indonesia No. 3835;
5. Law No. 39 of 1999 on Human Rights, the State Gazette of the Republic of Indonesia Year 1999 No. 165; Gazette of the Republic of Indonesia No. 3886;
6. Law No. 1 of 2000 on the Ratification of ILO Convention 182 concerning Breach and Immediate Action for the Elimination of the Worst Forms of Child, Indonesia State Gazette 2000 No. 30, Supplement to State Gazette of the Republic of Indonesia No. 3941;
7. Law No. 26 Year 2000 on Human Rights Court, State Gazette Indonesia 2000 No. 208, Supplement to State Gazette of the Republic of Indonesia No. 4026;

8. Law No. 23 of 2002 on Children Protection, the State Gazette of the Republic of Indonesia Year 2002 No. 102; Gazette of the Republic of Indonesia No. 4235;
9. Law No. 13 of 2003 on Labour, the State Gazette of the Republic of Indonesia Year 2003 No. 39; Gazette of the Republic of Indonesia No. 4279;
10. Law No. 23 of 2004 on the Elimination of Domestic Violence, the State Gazette of the Republic of Indonesia Year 2004 No. 95, State Gazette of the Republic of Indonesia No. 4419;
11. Law No. 33 of 2004 on Financial Balance between National and Local Government, State Gazette of the Republic of Indonesia Year 2004 No. 126, Supplement to State Gazette of the Republic of Indonesia No. 4438;
12. Law No. 21 of 2007 on the Eradication of Trafficking in Persons, the State Gazette of the Republic of Indonesia Year 2007 No. 58, Supplement to State Gazette of the Republic of Indonesia No. 4720;
13. Law No. 11 of 2009 on Social Welfare Insurance, State Gazette of the Republic of Indonesia Year 2009 No. 12, Supplement to State Gazette of the Republic of Indonesia No. 4927;
14. Law No. 11 of 2012 on Child Criminal Justice System; State Gazette of the Republic of Indonesia Year 2012 No. 153, Supplement to State Gazette of the Republic of Indonesia No. 5332;
15. Law No. 6 of 2014 on Village. State Gazette of the Republic of Indonesia Year 2014 No. 7, Supplement to State Gazette of the Republic of Indonesia No. 5495;
16. Law No. 23 Year 2014 on Local Government, State Gazette of the Republic of Indonesia Year 2014 No. 244, Supplement to State Gazette of the Republic of Indonesia No. 5507);
17. Law No. 35 of 2014 on the Amendment of Law No. 23 of 2002 on Child Protection. State Gazette of the Republic of Indonesia Year 2014 No. 297, Supplement to State Gazette of the Republic of Indonesia No. 5606);
18. Presidential Decree No. 36 Year 1990 on the Ratification of the Convention concerning the Rights of the Child;
19. Presidential Decree No. 59 of 2002 on the National Action Plan for the Elimination of the Worst Forms of Child Labor.

D. Definition

1. Roadmap is a direction for a strategic, large-scale and long duration development effort.
2. Roadmap towards a Child Labour-Free Indonesia in 2022 is a strategic plan developed by taking the context, circumstances,

factors, and the growing tendencies into account to accelerate the elimination of child labor effectively and efficiently until 2022.

3. A child is any person under the age of 18 (eighteen) years.
4. A working Child is any child who perform a job in order to help his/her parents, train his/her responsibility, discipline or skills, conducted in a short period of time and outside of the school time, and there is no element of exploitation in it.
5. A Child Worker is every child who perform a job whose nature and intensity can disrupt and endanger the child's health and safety as well his/her optimum growth, whether physical, mental, social and intellectual.
6. The Worst Forms of Child Labor (WFCL) is as follows.
 - a. all forms of slavery or slavery-like practices, such as the sale and trafficking of children, debt bondage, and servitude as well as forced or compulsory labor, including forced or mandatory child conscription for use in armed conflict.
 - b. the using, procuring or offering of a child for prostitution, production of pornography or pornographic performances
 - c. the using, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as set out in relevant international treaties
 - d. a job whose nature or the circumstances in which it is done can harm the child's health, safety, or moral;
7. The National Action Committee on the Elimination of the Worst Forms of Child Labor (NAC-EWFCL) is the coordinating body consisting of various elements of the Government, Employer's Organizations, Trade/Labour Union (TU/LU), Universities, NGOs and Mass Media assigned to perform the national commitment to the elimination of the Worst Forms of Child Labor;
8. The National Action Plan for the Elimination of the Worst Forms of Child Labor (NAP-EWFCL) is a guideline for implementation of the National Action Programme on the Elimination of Worst Forms of Child Labor.

CHILD LABOR SITUATION AND THE WORST FORMS OF CHILD LABOR

A. Children as Workers Are Important to be paid attention

Of the total number of Indonesian children aged 5-17 years, namely 58.8 million, it is estimated that 4.05 million or 6.9 per cent of them are working children. Of the total number of working children, 1.76 million or 43.3 per cent are child labors². This figure from the Child Labour Survey (CLS) shows that there is greater scope because it accommodate children under the age of 10 years and 15 – 17 years. When viewed from Sakernas of 2009 which includes children aged 10 – 14 years with the estimation of 2.3 million children and nearly 7 percent of the children in this age group are involved in any jobs³. Children who are child labors have vulnerability to situations which interfere their growth and development, so it should be eliminated in accordance with the law.

Table 1:
Types of Activities of Children aged 5 – 17 by Status and sex

Types of activities	Sex		Total	
	Male	Female	%	No. (Thousands)
	%	%		
Working	7.9	5.8	6.9	4,052.8
Only schooling	53.6	36.5	45.3	26,651.4
Schooling and taking care of households	26.4	45.3	35.5	20,956.2
Only taking care of households	2.2	4.9	3.5	2,069.2
No activity	12.2	10.4	11.4	6,733.7

² Survey on Indonesian Child Workers, BPS – ILO/IPEC, 2009

³ Child labor in its broad concept include those who work in all production markets and several types of non-production markets (especially the production of goods for self use) (see Box 1). This includes work forms both in formal and informal sectors, and also jobs in and out of households.

B. Number of Child Labors in Rural is Higher than in Urban Areas.

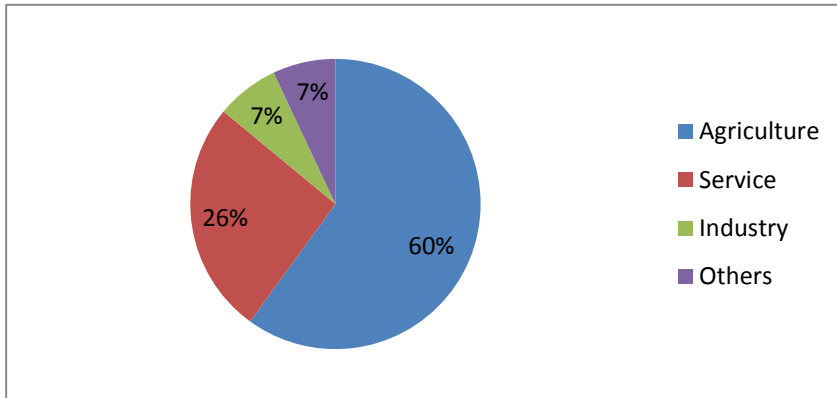
Child labor in rural areas, although not exclusively, is a phenomenon that requires special attention. Firstly, in absolute terms, the number of children in rural areas involved in employment is nearly two million, while the number of children working and living in urban areas is 386,000. Secondly, there is a substantial regional difference in terms of child labor, which emphasizes the need for geographically handling effort to combat child labor. There is only 1 per cent (10-14 years)⁴ child labor in Jakarta, for example, while there are respectively 8 and 9 per cent of child labor in Sulawesi and eastern Indonesia. Thirdly, there are differences in child labor based on sex, indicating that gender considerations play an important role in the division of work responsibilities among children in Indonesia. Finally, the involvement of children in employment increased sharply with age although the number of still very young child labors can not also be ignored. Almost 600,000 children aged less than 10 years had worked in 2009.

C. Agricultural Sector is The Largest Contributor for Child Labor in Rural Areas and Trade Sector is The Largest Contributor for Child Labor in Urban Areas.

Global report on child labor published by the ILO in 2010, around the world, showed that 60 per cent of child workers of that age work in the agricultural sector, including farming, livestock, forestry, and fisheries. Among these, only 1/5 (one-fifth) of child workers are paid. The majority of child workers work in their own family so that they are not paid. That is, about 70 million (from 129 million) child workers are in hazardous work. While in sectoral, the majority of child labors aged 10-17 years in Indonesia work in the agricultural sector, followed by service, industry and other sectors (Figure 1)

⁴ Primary data in this report, that is Survey of Indonesian Child Workers (2009), do not provide sub-national information on children who are working and attending school. For this reason, estimation in this figure is based on data of Survey of Indonesian National Labor (2009). This survey does not provide information on children under 10 years, so that the information refers only children within the age group of 10-14 years.

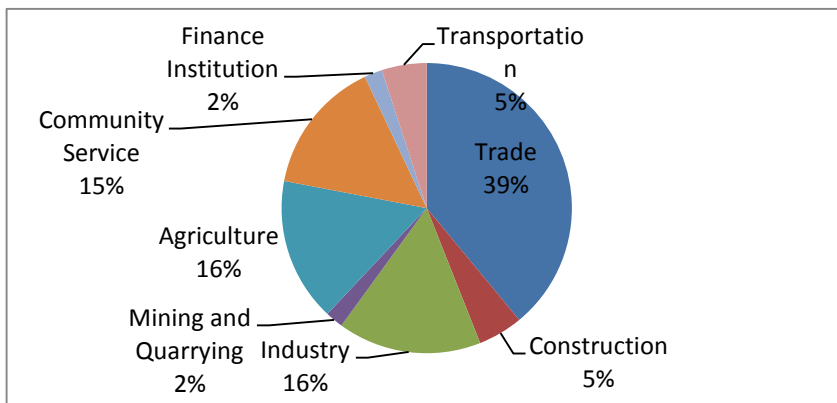
Figure 1
Distribution of Child Labors by Economical Activities



Economic conditions in a region play a role in the formation of child labor structure by employment. That is because the types of economic activities may influence the patterns of employment in the context of urban and rural areas.

1. Jobs performed by Child Labors in Urban Areas.

Figure 2 :
Percentage of Employment in Urban Areas for Children Aged 10-17

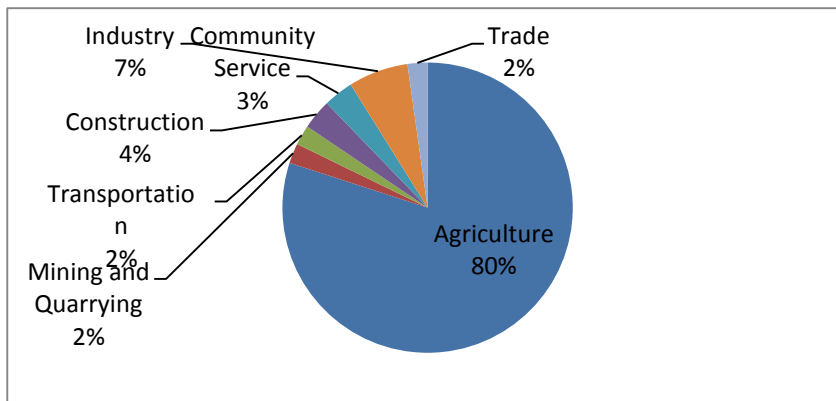


Source: Sakernas 2012

In urban areas, trade sector plays an important role in the birth of child workers aged 10-17. As many as 39 per cent of child workers in urban areas are in trade sector, followed by industrial and agricultural sectors respectively by 16 percent.

2. Jobs performed by Child Labors in Rural Areas.

Figure 3 :
Percentage of Employment in Rural Areas for Children Aged 10-17



Source: Sakernas 2012

In rural areas, more than half of child workers are absorbed in agricultural sector. As many as 72 per cent of child workers aged 10-17 years in urban areas are in trade sector, followed by industrial and work in agricultural sector, followed by trade sector by 12 percent.

D. Child Workers Work in Hazardous Conditions

Overall, 985,000 children aged 5-14 years, or 44 per cent of total child workers are exposed to hazardous conditions, such as dangerous objects, dust or vapor, extreme cold or heat, fire and gas, chemicals, dangerous heights, as well as machinery and dangerous equipments⁵. Exposure to hazardous conditions seems to depend on the labor sector in which the children work. The highest exposure is on those who work in agriculture and manufacturing: approximately one of two children in these sectors is exposed to at least one hazardous condition.

E. Working Children have Interrupted Education

There are many children aged 7-17 in various provinces in Indonesia who do not attend school, but carry out economic activities, instead.

⁵ Source: Survey of Indonesian Child Workers, ILO, 2009.

Papua province ranks highest in the number of cases of children who do not attend school and become child workers. In the second rank is Central Java. This is supported by the 'integrated data' issued by the National Team for Accelerated Poverty Reduction (TNP2K) on Very Poor Households (RTSM) in 2012. The data revealed that in the RTSM there were 177,374 children who do not attend school and work in agriculture, fishery, trade, services, and others.

Although the majority (87 percent) of children who are involved in employment are also attend school, working children are still left behind by their peers who do not work in terms of school attendance. This underlines the relationship between child labor with the Education for All. This means that school attendance is negatively correlated not only with the involvement in employment, but also with the time the children spend to work fully. Children who are involved in employment are also left behind by their peers who do not work regarding the development of scores they get in their lessons. This at least partly due to the lack of their presence in school to learn and their difficulty in understanding lessons in school compared with children who are not burdened with the responsibility of working. In addition, from the table on the Development of Education participation, it can be seen that the lowest participation is by the category of children aged 16-18. It shows the high possibility of the children being absorbed in the job market.

Table 2
Child Workers Aged 7–15 Based on Integrated data by TNP2K.

NO	PROVINCE	FEMALE	MALE	NUMBER
1	Aceh	367	583	950
2	North Sumatera	2.	3.170	6.043
3	West Sumatera	366	791	1.157
4	Riau	443	815	1.258
5	Jambi	273	578	851
6	South Sumatera	1.	1.764	2.786
7	Bengkulu	237	429	666
8	Lampung	1.	2.162	3.306
9	Bangka Belitung Islands	98	237	335
10	Riau islands	41	111	152
11	Jakarta	212	198	410
12	West Java	3.	4.707	7.754
13	Central Java	5.	6.698	12.438
14	Special Territory of Yogyakarta	234	252	486
15	East Java	4.	6.068	10.648
16	Banten	913	1.030	1.943
17	Bali	1.	985	2.242
18	West Nusa Tenggara	1.	1.263	2.268

19	East Nusa Tenggara	3.	3.747	6.751
20	West Kalimantan	1.	1.534	2.779
21	Central Kalimantan	261	472	733
22	South Kalimantan	462	735	1.197
23	East Kalimantan	187	324	511
24	North Sulawesi	94	347	441
25	Central Sulawesi	950	1.956	2.906
26	South Sulawesi	1.	3.543	5.253
27	South East Sulawesi	781	1.601	2.382
28	Gorontalo	218	671	889
29	West Sulawesi	631	992	1.623
30	Maluku	412	551	963
31	North Maluku	186	239	425
32	West Papua	624	700	1.324
33	Papua	16.	19.988	36.202
		50.	69.241	120.072

Source: Integrated Data by TNP2K, 2012

Table 3
Development of Educational Participation

Educational Participation	2009	2010	2011	2012	2013
School Participation rate (SPR) 7–12 years	97,95	97,97	97,53	97,94	98,34
School Participation rate (SPR) 13–15 years	85,43	86,11	87,79	89,61	90,62
School Participation rate (SPR) 16–18 years	55,05	55,83	57,69	61,30	63,64

Source : Data by BPS, 2013

F. Majority of Child Workers Should Work More Than 40 Hours A Week.

The more highly educated children, the longer working hours they have. It is proven by 2012 Sakernas data, showing that most of children with elementary, junior high, or senior high education work with working hours longer than 40 hours a week. The length of working hours is not related to gender. Male and female child workers in Indonesia are at risk of having unsafe jobs because they exceeds the standard working hours for adults. A total of 9,094 out of 10,510 child workers, or about 86.5 per cent of child workers aged 15-17, work more than 40 hours per week.

**Table 4:
Children Aged 15-17 by Age Group and Working Hours**

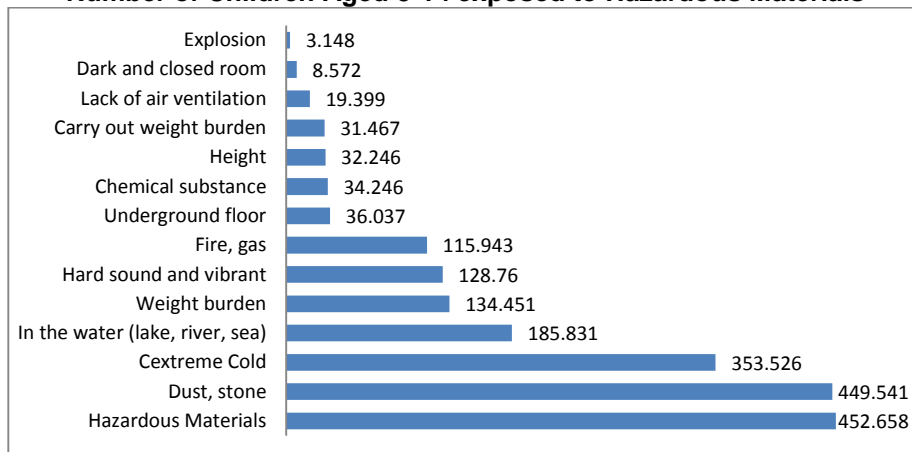
Age Group	0-15	16-30	31-40	>40	Total
Number					
15-17	611	550	255	9094	10510
15	194	129	59	3102	3484
16	203	216	81	3158	3658
17	214	205	115	2834	3368
Percentage					
15-17	5.8	5.2	2.4	86.5	100
15	5.6	3.7	1.7	89.0	100
16	5.5	5.9	2.2	86.3	100
17	6.4	6.1	3.4	84.1	100

Source: Sakernas, 2012

G. Child Workers Aged 5 - 17 Work in Hazardous Works.

Hazardous works performed by child workers is important to be of particular concern. In fact, most of child workers aged 5-14 years – more than 985,000 children in total or almost half of all child workers in this age group – are exposed to at least one of dangerous conditions listed in Figure 4. Exposure to dangerous objects (452,658 children), dust or vapor (449,541 children), and extreme cold or heat (353,526 children) are the most common hazards. This age group of child workers are exposed to other serious hazards, such as fire and gas (115,943 children), chemicals (34,246 children), dangerous heights (32,246 children), as well as carrying heavy loads (31,467 children).

Figure 4
Number of Children Aged 5-14 exposed to Hazardous Materials



Source: Survey of Indonesian Child Workers, 2009

H. Economic Evidences Show Several Factors Affecting Households' Decision to Involve Their Children in Employment or School⁶

- **Age Factor.**

The analysis shows that the probability of child labor increases with age. The available information has not sufficient to provide a relatively precise explanation about the two reasons which most likely to be the causes of it, namely the high tuition of school along with the increasing of children's age or lack of access to school after the elementary school.

- **Gender Factor.**

Parents' decision on whether to involve their children in school or in work is also influenced by gender considerations. Judging from the household's fixed income, parents' education level, and other relevant factors, possibility of boys to work exclusively is bigger than to attend school compared to girls.

- **Household Head's Education Factor.**

A household head with higher education level tend to send their children to school than to let their children work. A possible explanation in this case is that the more educated parents have

⁶ Source: Survey of Indonesian Child Workers, ILO, 2009.

better knowledge about the importance of education, and/or they are in a better position to help their children earn higher through education.

- ***Household Income Factor.***

The level of household income also seems to play a role in the decision concerning whether the children will work or school. Children from households with higher income have more possibility to attend school and compared to participating in employment. It underlines that the children's income or productivity can play an important role in household survival strategy among low-income families.

- ***Residential Factor.***

Children's residence location affects their use of time. Therefore, it is important to use an approach based on region to reduce child workers and increase their school attendance. If the other factors are constant, lower numbers of children who live in urban areas tend to decide to work and more likely to attend school. Residential areas also affect the division of time between work and school, children who live in urban areas had a lower risk to be engaged in work than children in other areas.

From the data and information collected above, it can be concluded that each child worker have diverse characteristics, since it is affected by the types of work performed, length of employment, salary/reward obtained, and risks/impacts should be borne by the children. Children generally do work on a regular basis, have long working hours, and are in an unhealthy working environment. Because of the work, the majority of child workers do not have the opportunity to attend school and their health is affected. Working conditions reveals exploitative situations on children, although the work they carry out is for helping their parents with their needs.

EFFORTS TO ELIMINATE WFCL IN THE PERIOD OF 2002-2012

A. Global Roadmap for Elimination of Worst Forms of Child Labor.

In May 2010, the member countries of the International Labour Organization (ILO) attended the Global Conference on Child Labour in Den Haag. In the conference entitled “Towards a World without Child Labour” an agreement occurred for a road map that aims to achieve the Elimination of the Worst Forms of Child Labor (EWFCL) in the coming 2016. The conference also produced a variety of documents discussing strategies and actions should be taken to promote the progress of WFCL Elimination program. Various representatives of Government, non-governmental, employers’ organizations, workers’ organizations, civil society organizations, and international organizations are co-signed the documents.

The documents resulted from the roadmap in Den Haag confirmed three things; (1) The importance of acceleration of actions to do to face the challenges of the post global economical crisis; (2) the importance of achieving the Millennium Development Goals (MDGs) in 2015; and (3) the importance of WFCL Elimination in 2016.

In general, the road map contains the following.

- the need for a new momentum to enhance the WFCL elimination program;
- the need for key policy tools that are useful for acceleration and sustainability of the WFCL Elimination program;
- identifying key stakeholders that should be involved in efforts to promote the success of the campaign for WFCL Elimination program;
- identifying the importance of increasing efforts to achieve the MDGs and the implementation of relevant ILO Conventions on the WFCL Elimination.

In the roadmap, it is set the context and guiding principles for action in the WFCL Elimination program. One of principles emphasized to the government is its role as the one with main responsibility for the protection of children in their respective countries. A policy that comes from the highest level is indispensable in achieving the Elimination of WFCL. However, support is needed because each policy can not stand

alone. Therefore, the support from the governments related to their responsibility can be realized in the form of commitment established by the highest governance structures through international cooperation.

In addition, employers' organizations, workers' organizations, civil society, and international stakeholders are also considered to have an important role in supporting and promoting the WFCL Elimination action. The Ministry of manpower should also play its primary role as a protector of workers, including child workers. They need to work closely with other ministries and stakeholders to ensure that every sector involved in the WFCL Elimination contributes and supports each other.

Related to WFCL Elimination action, the Den Haag roadmap has a very important role. This roadmap can articulate an integrated multi-dimensional approach. The approach in the field of law enforcement, access to education, as well as social protection and labor market mechanisms can be used as the main policy tools to eliminate child labor. That is where the Governments need to monitor the impacts of policies related to the elimination of child labor. In addition, the Government also needs to focus on implementing prevention strategies and find the root causes of the child labor phenomenon.

Some of the key successes achieved by the Government in accordance with the documents of Den Haag Roadmap of 2010, *inter alia*, as follows.

- The Government is in collaboration with other key stakeholders and needs to pay attention to child labor in the context of migration, child trafficking, commercial sexual exploitation of children, as well as the involvement of children in drug trafficking circles.
- The Government needs to consult with social partners to be responsible to develop and strengthen policies on child labor elimination program, especially various forms of programs related to the worst forms of child labor in the international child labor chain.
- The Government through its regional and sectoral programs on sustainable elimination of the worst forms of child.
- All parties work together to raise awareness and public sensitivity to the long-term, adverse effects of child labor in terms of health, job opportunity, inequality, and inter-generational poverty.
- Inter-ministerial made the integration and coordination of broader policy frameworks, i.e., at national and local level, through appropriate mechanisms.

The cooperation of all parties to strengthen the movement against child labor is indispensable. It can be done by utilizing traditional media as

well as more modern media. No one policy by itself can put an end to the worst forms of child labor. Therefore, actions carried out on an ongoing basis can provide the opportunity for changes of the phenomenon of child labor. The actions that can be performed are, among others, the proper implementation and enforcement of law, provision of adequate accessibility of public services, and restoring the functioning of labor markets accordingly. What is meant by the accessibility of public services includes free and quality compulsory education, as well as non-discriminatory social protection services.

B. ASEAN Roadmap for the Elimination of the Worst Forms of Child Labor in 2016.

ASEAN-ILO tripartite meeting held in Bangkok in June 2010 resulted in a draft roadmap on the topic of "Elimination of the Worst Forms of Child Labor in 2016". The roadmap confirms the commitment of ASEAN as a regional organization to achieve the target of WFCL Elimination in 2016. It shows that ASEAN provides support to member states to encourage and assist efforts to combat child labor nationally.

The roadmap consists of three main parts, namely vision, mechanisms, and mobilization. It also contains a list of actions expected to be able to help ASEAN members to monitor the progress of their activities in each country. Under the roadmap in Bangkok, ASEAN is committed to support member countries through technical assistance as follows: (1) Promoting the application of rules and laws; (2) highlighting good practices in the WFCL Elimination through education and training; (3) providing effective social protection, (4) the pursuit of effective partnerships; (5) mobilizing additional financing; (6) strengthening efforts to cope with children who are vulnerable to work; (7) encouraging the adoption of effective communication patterns; and (8) supporting the plan to increase awareness at national and local levels.

C. National Strategies for the Elimination of the Worst Forms of Child Labor.

Child Labor (CL), including children within WFCL, is part of the national socio-economic problems. During the period of a decade, many parties began to realize an obligation to make efforts to fulfill and protect the rights of child workers. Therefore, all parties have worked together to eliminate the existence of child labor.

Elimination of CL and WFCL becomes national commitments and ideals. As a member of ILO, the Government of Indonesia has committed itself to ratify ILO Convention No. 138 concerning Minimum Age for Admission to Employment by Law No. 20 of 1999 and ILO Convention No. 182 concerning Prohibition and Immediate Actions for the Elimination of the Worst Forms of Child Labor by Law No. 1 of 2000. This means that the Government of Indonesia has the obligation and the consequences for respecting and taking effective measures to implement the mandates of the two conventions.

The Government of Indonesia follows the ratification by forming the National Action Committee for the Elimination of the Worst Forms of Child Labor (NAC-EWFCL) whose existence is established by Presidential Decree No. 12 of 2001. NAC-EWFCL has three mandates and tasks, namely (1) developing the National Action Plan for the Elimination of WFCL (NAP-EWFCL), (2) monitoring and evaluating the implementation of the NAP-EWFCL, and (3) submitting problems that occur in the implementation of NAP-EWFCL to the relevant agencies, or authorities in order to be addressed in accordance with the provisions of the applicable legislations. NAP-EWFCL whose existence is established through Presidential Decree No. 59 of 2002 is placed as a guideline for the implementation of the action program for the elimination of the worst forms of child labor in Indonesia.

1. Phase I of NAP-EWFCL for the Period of 2002-2007.

In implementing the phase I of NAP-EWFCL, the Government together with other stakeholders carried out various activities in an effort to eliminate the CL and WFCL. Various activities had been carried out by various government agencies, as illustrated in the table below.

Table 5
Achievements of NAP-EWFCL Activities, 2002 -2007.

No	Ministry/Agency	Activity	Achievement
1	Ministry of Manpower	<ul style="list-style-type: none"> - Socializing Child Labor Norms to stakeholders in National and Provincial levels. - Facilitating the establishment of Provincial and District/City Level Action Committee and Action Plan. - Activities for Reduction of Child Labor to Support Hoped Family. These activities are broken down in the forms of: <ul style="list-style-type: none"> - Consolidation and technical meetings - Training for Facilitators - Child Labor Assistance through Shelter. - Referral for Child Labor to Education. - Providing technical guidance to the provincial and district/city on enforcement of women employment norms.. 	<ul style="list-style-type: none"> - Implementation of Socialization of Women and Children labor Norms at provincial level. - Formation of Action Committees in 33 provinces and 162, formulation of Action Plan in 6 provinces and 11 districts/cities. - Provision of Training for 1,750 Facilitators. - There are 21,663 Child workers returned to education. - The existence of cross-sector cooperation for referral to education for child workers. - Provision of technical guidance for labor inspectors related to enforcement of women and children labor norms.

2	Ministry of Social Affairs	<ul style="list-style-type: none"> - Socializing children's (Street Children's) social problems to the Province and relevant partners on WFCL. - Distributing assistance of Children Social Welfare Program (PKSA) with the partners of Children Social Welfare Institutions (LKSA) for children of WFCL (Street Children, Victims of Trafficking). - Advocacy and facilitation for families of street children. - Reduction of street children in 12 provinces 	<ul style="list-style-type: none"> - The implementation of socialization on WFCL to the provincial and partners. - PKSA assistance for 5 thousand street children. - Implementation of advocacy and facilitation for families of street children. - 12 provinces handled street children.
3	Ministry of Women Empowerment and Child Protection	<ul style="list-style-type: none"> - Preparing Guidelines for policy on child domestic workers Protection - Promoting the importance of public and mass media active participation in providing protection for and prevention of domestic workers including by issuing IEC materials, such as leaflets and posters. - Advocating the development of local regulations on Children Protection with a system approach. 	<ul style="list-style-type: none"> - The existence of Guidelines for policy on child domestic workers Protection. - The publication of IEC materials on Children Protection. - Guidelines for Local Regulation on Children Protection with a systems approach

4	Ministry of Home Affairs	<ul style="list-style-type: none"> - Developing a policy on the acceleration of Local Action Committee and Local Action Plan. - Provincial level coordination meetings on EWFCL, attended by relevant SKPDs and NGOs (8 provinces). - Facilitating the Formation of Local Action Committee. - Empowering communities through the Elimination of WFCL. 	<ul style="list-style-type: none"> - The issuance of Minister of Home Affairs Regulation No. 6 of 2009. - Implementation of coordination meetings in 8 provinces. - Implementation of LAC and LAP facilitation. - Pilot on community empowerment in combating WFCL.
5	Police	<ul style="list-style-type: none"> - Socializing the implementation of children protection including EWFCL to the Head of <i>Binmas</i> (Community Guidance) Unit of local police. - Implementing <i>sambang</i> (explanation visits) to community leaders. - Solving social problems in society involving children through the Police and Community Partnership Forum (FKPM). - Issuing directives and instructions to the cantonal level. - Inspecting the practice of trafficking in persons, including trafficking in children. - Handling cases involving children 	<ul style="list-style-type: none"> - Implementation of outreach to the community about children protection (CP). - Implementation of visits to community leaders. - Together with the community resolving social problems. - The existence of the National Police Chief's directives to police in local level. - The arrest of traffickers in persons. - Settlement of a variety of cases involving children.

6	Ministry of National Education & Culture	<ul style="list-style-type: none"> - Implementing special education service for child workers. - Strengthening providers of special education service for child workers. - Partnership with NGOs to provide education for child workers. 	<ul style="list-style-type: none"> - 2,000 child workers receive special education services. - 20 Institutions receive guidance and assistance. - 20 NGOs gain access to provide education for child workers.
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The programs that had been held contribute to the elimination of WFCL. During the period of five years in Phase I, there were 41,453 children who are able to be prevented from entering WFCL. In addition, as many as 3,658 children involved in the worst forms of child labor were withdrawn from their job and were provided with a range of services.

Table 6
Child Workers who were Prevented and Wothdrawn in 2002–2007

Sector	Withdrawn	Prevented	Number
Trafficking for prostitution	177	6,709	6,886
Drug trafficking	517	8,298	8,815
Child domestic worker	2	1,321	1,323
Footwear	1,830	6,399	8,229
Fishery	711	6,283	6,994
Gold mining	421	3,539	3,960
Prevention in disaster areas	-	8,904	8,904
Jumlah	3,658	41,453	45,111

2. Phase II of NAP-EWFCL for the Period of 2008-2012.

Implementation of Phase II of NAP-EWFCL (2008-2012) was focused on (1) Establishment of institutional coordination in the Elimination of WFCL, (2) replication of model WFCL elimination programs, (3) Program development in the strategic sectors, and (4) development of policies and their implementing agencies. Implementation of Phase II of NAP-EWFCL had shown progress and was able to contribute to the WFCL elimination significantly. Institutional coordination in the form of the Provincial Action Committee (PAC) established in 33 provinces and District/City Action Committee established in 162 districts/cities. Meanwhile, seven provinces had developed Provincial Action Plan and six districts/cities had prepared Local Action Plan. Non-Governmental Organization (NGO) and government had replicated the handling of child labor in sectors developed in Phase I (CSEC, fishery, footwear, street children, and plantation). The Replication was then developed in other sectors, such as CDW and child labor in manufacturing sector so that it could withdrew 6,000 child workers and prevented 16,000 child workers. Direct intervention on child labor through PPA-PKH program had been able to attract 24,663 child workers back to school. Various policy tools had been developed to streamline the implementation of NAP-EWFCL, including Regulation No. 6 of 2009 as well as guidelines for monitoring and evaluation of the implementation of NAP-EWFCL.

In the period of five years in Phase II, the elimination of child labor action activities were directed at the following:

- (1) providing educational services, including formal and non-formal education and skills training for children who were target of the work program.
- (2) providing educational services and referral counseling services in order to improve life skills.
- (3) organizing trainings for adults and companies to recognize and deal with the hazardous conditions in the workplace through the development of Occupational Safety and Health (OSH) modules.
- (4) developing and expanding child labor monitoring system using DBMR (Direct Beneficiary Monitoring and Reporting).
- (5) encouraging the establishment of community-based partnerships in order to build ownership and sustainability of the program.
- (6) developing new and innovative partnerships to expand the scope of corporate social responsibility projects (CSR)

Table 7
**Direct Actions Carried Out To Child Workers
in the Implementation of Phase II of NAP-EWFCL II**

Sector	Province	Targeted Children	
		Withdrawn	Prevented
CDW	Lampung	200	1,000
	Jakarta	600	1,000
	West Java	600	2,000
	East Java	600	2,500
Plantation	Lampung	1,000	500
	North Sumatra	1,200	500
	East Java	1,000	2,000
Child trafficking for prostitution	East Java	75	1,750
	West Java	75	3,250
	Jakarta	100	500
	North Sumatra	50	500
Street children at risk of prostitution and being involved in illicit trafficking	Jakarta	500	500
Subtotal			
Total		6,000	16,000
Total Children withdrawn and prevented			22,000

Since 2008, the Government of Indonesia through the Ministry of Manpower (MOM) has engaged in Child Labor Reduction to support the Hoped Family Program (PPA-PKH). The program is in the form of withdrawal of CL to be returned to the world of education through assistance services. The priority is school drop-out child workers from Very Poor Households (RTSM). Activities have been carried out with the involvement of the relevant government agencies, NGOs, and the private sector at the national, provincial, and district/city level. The parties until 2012 were successful in attracting 32,663 child workers to be returned to the world of education with following area coverage and target groups.

Table 8
Coverage of Withdrawn Child Workers
From Various Areas

Coverage	2008	2010	2011	2012	2013
Provinces	7	13	15	21	21
Districts	48	50	56	84	89
Target Group (Child Workers)	4.853	3.000	3.060	10.750	11.000
CL assistance personnel	500	300	306	1.075	1.100

In addition, the Government of Indonesia also implemented various programs that were not directly related to the issue of CL and WFCL, but were able to provide a significant contribution to the elimination of CL and WFCL. For example, out of school education programs for school dropouts, program of fuel price increase compensation for the poor, the School Operational Assistance (BOS), direct cash Transfer (BLT), Poor Students Scholarship (BSM), Child Social Welfare Program (PKSA), Health Insurance (Jamkesmas), Hoped Family Program (PKH), Development of District/City Fits for Children Program (KLA), National Program for Community Empowerment (PNPM) etc. These programs are directed at target groups affecting factors of CL prevalence, although they do not directly touch the targeted CL.

Activities that had been carried out by the NGOs in their efforts to eliminate CL and WFCL, including the following

a. Socializing CL and WFCL Issues to the stakeholders.

The socialization activities were intended to raise public awareness about the prohibition of employing children. In addition, they also provided an explanation regarding the issue of WFCL and its impact on children's growth and development. The socialization was designed with various activities, such as:

- World Day against Child Labor and National Children's Day. The activities were carried out in the forms of public dialogue, Taking walk with some roles, seminars, radio talk shows, and others.
- Publishing various information media to be used as media campaigns for CL reduction and WFCL elimination. The media are formulated in the forms of booklets, stickers, posters, leaflets, and others.

b. Advocacy for the Elimination of CL and WFCL.

Carrying out advocacy to encourage the Governments, both provincial and district/city levels, to make policies on the elimination of WFCL, among others:

- the birth of the Action Committee and Action Plan in local level
- the issuing of a wide range of policies related to WFCL, such as local regulations, guidelines/guidance for policy implementation

c. Capacity Building.

This activity was aimed at strengthening the capacity of the CL and WFCL observers, both in the government and private sectors, in addressing CL and eliminating WFCL. The hope is to create the ability to perform interventions supported by adequate resources. Forms of activities undertaken include:

- case management training
- the development of local institutions in charge of CL elimination
- development of a referral system
- Training on design, management, and evaluation of the Action Programme for the Elimination of Child Labor.

d. Development of Direct Actions on the CL.

This activity was conducted to provide direct intervention to the CL and WFCL by transferring or withdrawing children from the worst labor. The forms of activity were awareness training, motivational development training, provision of scholarships, skills training, victims treatment, development of referral systems, and others. By the intervention efforts, the children in the worst jobs could be withdrawn to be returned to the world of education which is their basic right. Various models of direct action on child labor that have been developed, among others:

- model of direct action on CDW (child domestic workers).
- model of direct action on the CL in Plantation.
- model of direct action on CSEC (Commercial sexual exploitation of children).
- model of direct action on street children.
- model of direct action on child labor in rubbish dumps.

e. Case Handling.

This activity was developed in the form of an activity center to directly address the problems of children's who are in the worst jobs. Children who are victims of WFCL were temporarily accommodated and were given initial treatment. The initial treatment may include the case identification, medical treatment, and psychosocial rehabilitation. Furthermore, the children are referred to other parties that have a special facility in the rehabilitation and social reintegration.

Save The Children as an International NGO has been in partnership with local NGOs in West Java, Lampung, West Kalimantan, Central Java, Yogyakarta and East Java through Program of EXCEED (Eliminate Exploitive Child Labour Through Education and Economic Development). EXCEED program has contributed to the achievement of the implementation of Phase II of NAP-EWFCL by performing the prevention of 4,800 children and withdrawal of 6,000 child labor through education and economic development. The children were prevented and withdrawn by the Program EXCEED are illustrated in the table below

Table 9
The Coverage of Children Prevented and Withdrawn

Location	Prevention: 4,800				Prevention: 4,800			
	ESA	CDW	Street Child	Plant CW	ESA	CDW	Street Child	Plant CW
Surabaya	250	300	50		150	350	500	
Semarang/ Yogyakarta	300	300					350	
Bandung		300			250	350	350	
Lampung					250			
Pontianak		300			250	200		
Singkawang	250							
Sambas			50	1,200				1,500
Sanggau				1,200				1,500
Total	1,100	1,200	100	2,400	900	900	1,200	3,000

STRATEGIES FOR THE ELLIMINATION OF CL & WFCL

A. **Vision: “TOWARDS A CHILD LABOR-FREE INDONESIA IN 2022”.**

The Roadmap entitled ‘Towards a Child Labour-Free Indonesia in 2022’ is developed to integrate the roles of the Government, private sectors, trade/labor unions, civil society organizations and other stakeholders in an effort to eliminate Child Labor and the Worst Forms of Child Labor in Indonesia. This roadmap’s vision is **“Towards a Child Labour-Free Indonesia in 2022”**, that is a comprehensive effort to accelerate the elimination of child labor throughout Indonesia. This effort is a collective movement carried out in a coordinated manner with the involvement of all parties, including the Governments in national, provincial and district/city levels, trade/ labor unions, employers, civil society organizations, families and children. The Roadmap is developed to support the acceleration of the implementation of NAP-EWFCL. In addition, the Roadmap is also designed as a reference for all stakeholders including relevant ministries and institutions, employers’ organizations and business representatives, trade/labor unions, civil society groups (NGOs, social organizations, Religious organizations, community organizations, etc.) and the International Organizations.

The vision of A Child Labour-Free Indonesia in 2022 is operationalized within the main missions, namely: 1) Establishing a strong commitment from all stakeholders to jointly engage in the elimination of the CL and WFCL; (2) Mainstreaming the policies on the elimination of PA and WFCL in the policies on priority sectors, such as compulsory education, poverty alleviation, social security, etc; (3) Strengthening the capacity of stakeholders’ human resources (HR) in the elimination of CL and WFCL, both at the policy and implementation. (4) Developing a national movement on the elimination of CL and WFCL involving all stakeholders at national, provincial and district/city levels. The Roadmap is designed to show the results/outcomes, namely: (1) the successful implementation of Elimination of Child Labour approaches (socialization – withdrawal – education services – Other referral services – tracing and monitoring); (2) No more children working in

Indonesia; (3) strengthened human resources so as to encourage the realization of the goals and ideals of Indonesia.

B. Strategy towards a child labour free – Indonesia in 2022.

The strategic steps undertaken in an effort Towards A Child Labour-Free Indonesia in 2022 are as follows:

1. Evaluation of the Implementation of NAP on Elimination of WFCL Over 10 Years.

NAP-EWFCL is a work plan for all to carry out the elimination of WFCL. Monitoring and evaluation over the implementation of the NAP-EWFCL is a strategic step in seeing progress and finding effective strategies. The monitoring and evaluation process results in a report that is formulated in a systematic way and accessible to the public. Data and information from stakeholders were collected, analyzed and formulated into recommendations. Results of monitoring and evaluation become learning or good practices and can be used as the materials for developing programs and accelerating the elimination of CL and WFCL.

2. Setting the Priority Policies and Programs.

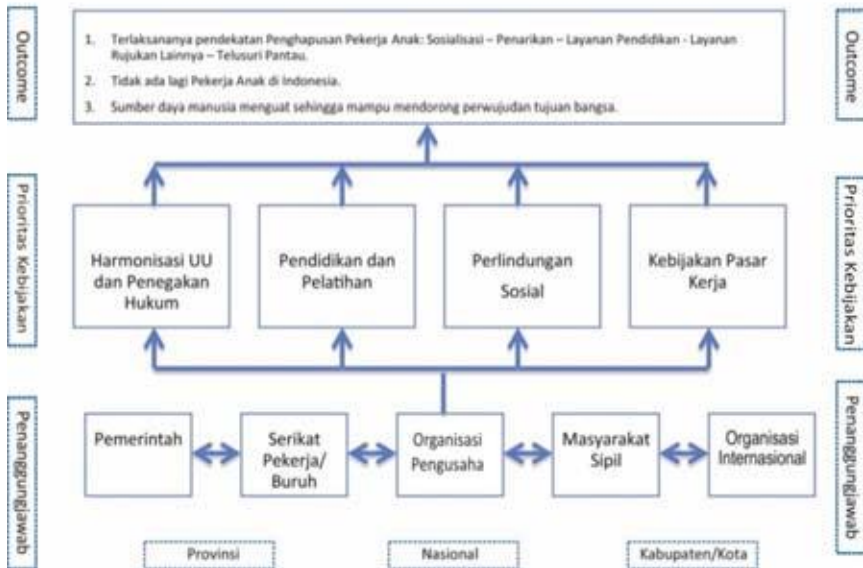
To develop priority policies and programs at national, provincial and district/city levels, it would require the selection of the linkages with strategic issues. The Roadmap is designed to prioritize the actions for the Elimination of CL and WFCL on four strategic policy areas, namely (1) Harmonization of Regulatory Legislation and Law Enforcement; (2) Education and Training; (3) Social Protection; and (3) Labour Market Policies.

3. Integrating the Roadmap of A Child Labor-Free Indonesia in 2022 within Local Development Plans.

The policy of decentralization put local governments in a very strategic position and as a spearhead in the implementation of

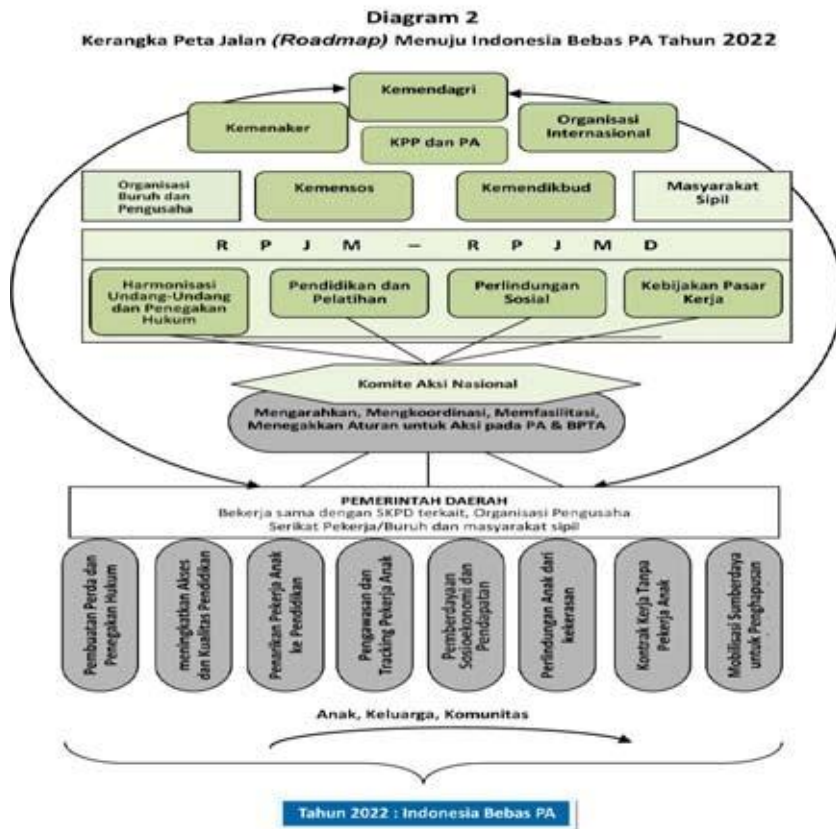
NAP-EWFCL. The roles of all parties in local level need to be strengthened to enable the acceleration of the action, so as to encourage the achievement nationally. The important roles need to be immediately implemented include direct action on CL and WFCL, cases handling, monitoring over the elimination of child labor and budget allocation. Local governments (provincial and district/city) have technical and financial resources, so that the integration of the Roadmap Towards a Child Labour-Free Indonesia in 2022 with local development policies and programs has a strategic value. Strategies that should be taken is incorporating issues of child labor and national action plans into Musrenbang to be synergized with good development planning at district, provincial and national levels. A result of this strategy is the presence of issues of the CL and WFCL elimination in RPJMD.

Diagram 1
Strategi Menuju Indonesia Bebas PA Tahun 2022



4. **DAction programme on the elimination of child labour is done sustainably in involving all stakeholders.**

No any policy that by itself would be able to put an end to the worst forms of child labor. However, evidences show that the actions synergically and constantly taken on aspects of law enforcement, provision and accessibility of public services (including free and quality compulsory education, non-discriminatory social protection trainings and services), and the functions of the job market, provide with high results in the elimination of child labor, including the its worst forms. Elimination of CL and WFCL should be integrated into broader policy frameworks at national and local levels, and policy coordination should be strengthened through the proper inter-ministerial/agency mechanism.



C. Main Points of Action Developed Based on Stakeholders' Roles.

The main points of action in the realization of the Roadmap Towards a Child Labour-Free Indonesia in 2022 are directed at four policy areas, namely:

1. Harmonization of Legislation and Law Enforcement

Effective national law and its consistent enforcement is a cornerstone that shows the existence of commitment to the elimination of CL and WFCL. The laws in line with the relevant ILO Conventions and United Nations Declarations are required as frameworks and a strong foundation for effective and sustainable actions undertaken by the government and other stakeholders.

The Government is obliged to promote the implementation of the ILO Declaration on Fundamental Principles and Rights at Work and implement the ILO Conventions on child labor: ILO Convention No. 138 concerning Minimum Age for Admission to Employment and ILO Convention No. 182 concerning the Prohibition and Immediate Actions for the Elimination of the Worst Forms of child Labor. By ratifying the ILO Conventions, the measures of surveillance and technical cooperation by all stakeholders are important to do so that they can help determine policy measures and institutions responsible for the elimination of CL and WFCL.

Priority policies and actors are important in the harmonization of Legislation and Law Enforcement to perform the following steps:

Government	<ul style="list-style-type: none">• Conducting a review of the various laws and regulations related to the CL and WFCL.• Developing regulations and policies related to the efforts of eliminating CL and WFCL, especially the implementation at the local level, such as Local Regulations (<i>Perda</i>), code of conduct to prohibit WFCL, the development of an effective referral system for cases of CL and WFCL, etc.• Mainstreaming the issues of CL and WFCL in all relevant sectors such as agriculture and fishery, mining, child domestic workers, education, tourism and others.
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	<ul style="list-style-type: none"> • Strengthening coordination and cooperation with relevant cross-sectoral ministries/institutions and NGOs to accelerate the elimination of the CL and WFCL. • Implementation of prevention and withdrawal of CL and WFCL through various approaches, such as mentoring, empowerment and referral for the CL to their family. • Streamlining the supervision with enforcement of child labor norms and the prosecution of perpetrators involving children in the worst forms of child labor in accordance with the provisions of the applicable laws. • Implementation of cross-sectoral coordination and cooperation in order to realize the integration of attitudes and actions in eliminating CL and WFCL starting with the formulation, organization, implementation, and control. • Policy-making to raise the minimum working age into 18 years in accordance with the 12-years compulsory education. • Optimizing and expanding the implementation of the Action Plan for the Elimination of WFCL. • Inclusion of CL and WFCL in RPJMN and RPJMD by mainstreaming CL in priority development programs. • Developing and implementing a system of monitoring, evaluation and reporting on the CL and WFCL in an integrated and sustainable manner.
Trade/Labor Unions	<ul style="list-style-type: none"> • Developing the capacity of members of trade/labor unions to campaign on the issues of child labor. • Encouraging cooperation agreements to provide funding for education of workers/laborers' children. • Advocating for regulations on the forms of hazardous works for children and actively participating with the Governments in developing or revising a list of hazardous jobs for children • Reporting to authorities any cases of engaging children in hazardous work. • Developing and implementing programs to raise the awareness of trade/labor unions members about the effects and dangers of child labor to early childhood development. • Improving the existence of organizations, especially in sectors where child labor is most prevalent. • Including issues of elimination of child labor in the rules of trade/labor unions and in every strategic partnership with employers. • Promoting the workplace as a place that is

	<p>free of child labor</p> <ul style="list-style-type: none"> • Optimizing the roles of trade/labor unions in tripartite discussions and collective bargaining
Employers' Organizations	<ul style="list-style-type: none"> • Advocating for enforcement of applicable laws and regulations related to CL and WFCL. • Adopting laws and policies on the elimination of child labor, as well as complying with the prohibition to not employ children. • Taking an active role in making and implementing action plans on the Elimination of WFCL and their implementation. • Entering into agreements with the workers/laborers that stating the minimum age for admission to employmen of 18 years
Civil Society	<ul style="list-style-type: none"> • Socializing and advocating for civil society organizations in the enforcement of laws and policies on the Elimination of CL and WFCL. • Raising public awareness about the issues of child labor. • Encouraging policy makers to eliminate child labor appropriately and efficiently. • Educating the public, i.e. children and parents, about the risks of child labor and the dangers of working at an early age. • Developing direct action by the government and private partnerships.

2. Education and Training

Improvement in educational and training services is the most effective step that can be done by the Government with the support of other stakeholders for the elimination of CL and WFCL. In addition, the paradigm shift in provision of educational services that focus more on the preparation of employable workforce is also very important. Educational assistance for poor, marginalized and unaffordable families is other preventive measure that can be taken to prevent and reduce child labor.

Important priority policies and actors in education and training that could be developed are:

Government	<ul style="list-style-type: none"> • Developing policies to expand and improve access to free education, 9-years compulsory education (becoming 12-years compulsory education), the equation of quality at least until the children reach the minimum age for admission to employment. <ul style="list-style-type: none"> - Data collection on school dropouts. - Implementation of cooperation between educational institutions and others to advocate for educational policies, programs, and budget. • Improving the quality of education taught to the students so as to create conditions in which education is a necessity for children, parents, and community. <ul style="list-style-type: none"> - Adding educational infrastructures and teachers, especially female teachers in some remote areas, providing training to teachers and providing access for children in ethnic minorities and migrants to schools. - Improving instructional methods as well as additional facilities, such as dormitories and psychological counseling services for children who do forms of child labor.\ - Providing training for educators and counselors in dealing with child workers in the worst forms of child labor. • Developing strategies and implementing policies that removing educational costs which have been the main obstacles in education, such as tuition and other supporting costs: <ul style="list-style-type: none"> - Provision of scholarships can be prioritized to children from poor families, such as families with mother as the head and poor families who cannot afford their children's educational costs. - Conditional Cash Transfer program for poor families with children. • Providing a second opportunity to child workers who had collapsed in the worst child labor and opportunities to access education that provide with the training needed to improve skills for children who will soon be reaching the working age • Withdrawal of CL from the world of work to the world of education. <ul style="list-style-type: none"> - Developing skills/vocational education for CL prevention. - Developing training and coaching institutions by religious institutions in any religious facility. • Preparation of religious teaching and mental and spiritual education for children who are at risk of dropping out
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Trade/Labor Unions	<ul style="list-style-type: none"> • Advocating for the effectiveness of educational policies for free education, 12-years compulsory education, and equitable quality education for children. • Raising public awareness on children's rights to obtain exemption of tuition fees, 9 years compulsory education, and equitable quality education
Employers' Organizations	<ul style="list-style-type: none"> • Advocating for the effectiveness of educational policies for free education, 12-years compulsory education, and equitable quality education for children. • In collaboration with other stakeholders, especially governments to support the development of policies, planning, and mechanisms needed by children who are already working and to facilitate them accessing education and training through apprenticeship programs: <ul style="list-style-type: none"> - Provision of education and training by the Employers/Association regarding WFCL before being placed in the workplace.
Civil Society	<ul style="list-style-type: none"> • Raising awareness of and mobilizing support from community and advocating for making policies on expanding children's access to education and training more effective. • Supporting and developing programs/activities to return child workers to education.

3. Social Protection

The third Policy need to be prioritized by the Government is on social protection and the promotion of access to health and social services. This step is very important for the elimination of CL and WFCL. Social protection instruments serve to prevent vulnerable households make their children as child workers and as a buffer against negative shocks to the economic conditions of their families. There is no single strategy in the implementation of social protection programs to reduce household vulnerability and child labor.

Social protection policies should be able to ensure two things: *first*, the annual minimum income security, for example through cash transfer program, access to all basic needs, health services, food security, housing and other areas, and *second*, basic education needs. Some examples of effective

social protection programs that have been implemented around the world include:

a. Cash Transfer Program

Conditional and unconditional cash transfer programs, including various forms of child support grants, family allowances, needs-based social assistance and social pensions, are relevant programs to ensure the livelihood for households and increase the income for the poor. This public employment schemes can serve the main purpose of providing a source of employment for household breadwinners and the secondary purpose of helping to rehabilitate public infrastructure and to expand basic services, which are both potentially relevant to reduce reliance on child labor. Micro loan schemes can help ease household budget constraints and mitigate social risks.

b. Labor Intensive Scheme

The program is in the form of infrastructure construction absorbing workforce in large numbers. It could be short- and long term programs. These programs aim at providing employment opportunities for heads of households with vulnerabilities, for example, providing jobs for farmers who are experiencing lean times so they have a secure income during the year.

c. Access to Microcredit

The program can also help to alleviate household financial constraints, to reduce social risks and to support the capacity of families to protect their own children from CL and WFCL. For example, microcredit, this program enables households to earn extra income in order to create a livelihood or increase capital. Thus it can reduce their dependence on income earned from their working children. However, this microcredit sometimes becomes a backfire for creating unpaid child workers. Therefore, there should be a special scheme required for the provision of microcredit.

d. Programs of provision of Additional Foods and Tuition Exemption

This program has been shown to be able to increase children's participation and attendance in school, so that it reduces the cases of CL and WFCL and improve cognitive skills and behavior. The program is proved to have a positive impact on the advancement of girls.

These four programs can improve the capacity of households to get decent foods, access to health and social services when in trouble economically. These programs provide income security and social stability that can keep the children's participation in school and prevent them from entering the labor market early. As to priority policies and main actors in social protection include:

Government	<ul style="list-style-type: none"> • Implementing social protection programs, including extending access to social and health services for families of CL and WFCL. <ul style="list-style-type: none"> - Implementation of a program of action by the Government for the prevention, protection, and the withdrawal of children from WFCL. - Dissemination of information about the health risks for children who are working to parties related to the issues of child labor. - Increased awareness about health for child workers and their parents. • Providing and extending social protection policies that can support families to protect their children from the worst jobs through cash transfer programs, health insurance and loans for small business. • Developing and implementing policies in cooperation with relevant stakeholders to withdraw child workers, especially who fall into the worst forms of child labor and to prevent their re-trapped into them. <ul style="list-style-type: none"> - Socializing and disseminating to the religious leaders and religious institutions the policies and elimination of the worst forms of child labor. - Implementation of cooperation with social workers to ensure these children undergo social rehabilitation in the form of guidance. • Implementation of prevention and control the worst forms of child labor through activities which are pre-emptive, preventive and repressive in nature. <ul style="list-style-type: none"> - Empowering communities in the implementation of the elimination of the worst forms of child labor, such as mobilization of public movement to prevent the CL. - Developing networks to the local level to make the protection of children and support the efforts of direct assistance on WFCL. - Dissemination of legislation related to the worst forms of child labor through various media.
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Trade/Labor Unions	<ul style="list-style-type: none"> • Strengthening national child protection framework and improving services for all children, including children who are difficult to reach, children with special needs, etc. • Playing an active role in supporting policies and programs providing direct assistance for victims of the worst forms of child labor and preventing their re-entry. • Raising awareness of fellow members of Trade/Labor Unions, NGOs, and community organizations through the development of IEC media.
Employers' Organizations	<ul style="list-style-type: none"> • Actively engaging in supporting social protection policies and programs that reach all vulnerable households, children who are difficult to reach and children with special needs. • If possible, participating in programs that help victims of the worst forms of child labor and preventing their return to the world of work.
Civil Society	<ul style="list-style-type: none"> • Actively engaging in supporting social protection policies and programs that reach all vulnerable households, children who are difficult to reach and children with special needs. • If possible, participating in programs that help victims of the worst forms of child labor and preventing their return to the world of work.

4. Labor Market Policies

Actions against the CL and WFCL should be placed in a broader context by making effective policies to support active and properly functioning labor market, job creation, and decent productive work for adults. The main priority policies are directed to (1) encourage skill development and vocational training by expanding the labor market opportunities for young people of working age and address youth unemployment; (2) formalize the informal sectors of economy where child workers exist and their worst forms commonly occur; (3) address child labor in the global supply chain; (4) strengthen labor inspection and law enforcement and ensure decent and productive work for adults and youth of working age adjusted to the ILO Declaration on Fundamental Principles and Rights at Work; (5) strengthen the employment relation system, including collective agreements prohibiting child labor.

Priority policies and main actors in the development of child labor issues related to labor market policies can be described as follows:

Government	<ul style="list-style-type: none"> • Developing policies to foster good labor market, create jobs and promote decent work for adults and young people of working age. • Disseminating information on training programs and skills development courses to prepare young workers to enter the labor market. • Taking measures to regulate and formalize the informal economy, including by strengthening labor market inspection and regulation enforcement. • Working with social partners to combat child labor in the supply chain of CL. • Organizing regular coordination meetings at the national, provincial and district/city levels to discuss the elimination of child labor and the worst forms of child labor.
Trade/Labor Unions	<ul style="list-style-type: none"> • Advocating for labor market policies that promote decent work for adults and young people of working age, in accordance with the principles and rights at work. • Developing clear and effective policies that articulate the position of workers, especially child workers who work in the worst forms of child labor, and promoting this both inside and outside the labor movement. • Implementing strategies to extend the reach of workers' organizations into the informal economy and the economic sectors where children are commonly involved work. • Taking actions against child labor in the supply chain: <ul style="list-style-type: none"> ▪ ensuring a system to prevent child labor and the worst forms of child labor from working properly ▪ participating in making and implementing this system through social dialogues. • involving companies and employers directly to advocate for child labor.
Employers' Organizations	<ul style="list-style-type: none"> • Advocating for labor market policies that promote decent and productive work for adults and young people of working age. • Working with the government to facilitate access to vocational training for adults and working age youth in accordance with the current and future needs of labor market.

	<ul style="list-style-type: none"> • Articulating and implementing policies and programs addressing child labor in the supply chain, and publishing them in forums such as the UN Global Compact, Youth Employment Network (YEN), etc.
Civil Society	<ul style="list-style-type: none"> • Promoting the goals of decent and productive work for adults and young people of working age. • Participating in multi-stakeholders meetings to discuss the CL and WFCL of the supply chain, and contributing to oversee child labor in their territories.

D. Integration of the Roadmap into Local Development Planning Through Musrenbang.

In Government Regulation No. 8 of 2008 on Stages, Procedures for Preparation, Control, and Evaluation of the Implementation of Local Development Plan, it is mentioned several definitions related to local development planning, namely (1) Planning is a process to determine the appropriate future actions through order of preference by taking the available resources into account; (2) Local development is the utilization of resources owned for a real increase in social welfare, in terms of income, employment, business fields, access to policy making, competitiveness and improvement of the human development index; (3) local development planning is a process of drafting phases of activities which involve a variety of stakeholders within it for utilization and allocation of available resources in order to improve social welfare in a region/area within a specified period.

1. Local Development Planning System.

Local development planning is carried out referring to the principles that planning is an integral part in the national development planning system, carried out by local governments together with the stakeholders according to their respective roles and authorities, integrated with spatial planning, and based on the conditions and potentials each region has in accordance with regional and national development dynamics.

At local government level, local development planning documents generated consist of Local Long Term Development Plan (RPJPD), Local Medium Term Plan (RPJMD), and Local Development Plan (RKPD). While in the SKPD level, the important documents in the planning is Strategic Planning

(Renstra) of SKPDs applicable for five years and Work Plan (Renja) SKPD applicable annually. The linkage between local development planning documents with the national development planning can be seen in Figure 5



A Local Development Planning document contains RPJPD, RPJMD, and RKPMD arranged through the stages of: (1) preparing preliminary draft, (2) meeting on development planning, (3) preparing of final formulation, and (4) the determining the plan. To implement various documents referred to, each SKPD prepare a Strategic Plan (Renstra) and Work Plan (Renja). The SKPD's Renstra is prepared based on RPJMD and is indicative in nature, containing the vision, missions, goals, strategies, policies, programs, and development activities in accordance with its tasks and functions. In a sub-district or another name it is called, SKPD also prepare the Sub-District Strategic Plan with still referring to RPJMD. SKPD's Strategic Plan is assigned by the Head of SKPD.

Meanwhile, SKPD's work plan is prepared by referring to the initial draft RKPMD, SKPD's Strategic Plan, the results of the evaluation of the implementation of previous period programs and activities, the problems encountered, and proposed programs and activities from the public. SKPD's Work Plan is intended to include development policies, programs, and activities, either directly implemented by local governments or pursued by encouraging community participation. The programs and activities include the ongoing programs and activities, alternative or new activities, performance indicators, and target groups which are the core materials for RKPMD, and to show the expected progress.

SKPD's work plan is discussed in the SKPD forum organized jointly among stakeholders to determine priority development activities.

2. Roadmap Implementation in Local Development Planning.

In line with the stages of preparation of local development plan, the Roadmap can be used as an instrument for the preparation of RPJPD, RPJMD, RKPD, SKPD's strategic plan and work plan. The policy stages in the Roadmap are expected to have coverage of prediction on the period for which the planning documents applicable. The Roadmap should be integrated in the stage of initial drafting for all local development planning documents (RPJPD, RPJMD, RKPD, s SKPD's strategic plan and work plan), in accordance with Figure 6.

Figure 6
Local Development Planning

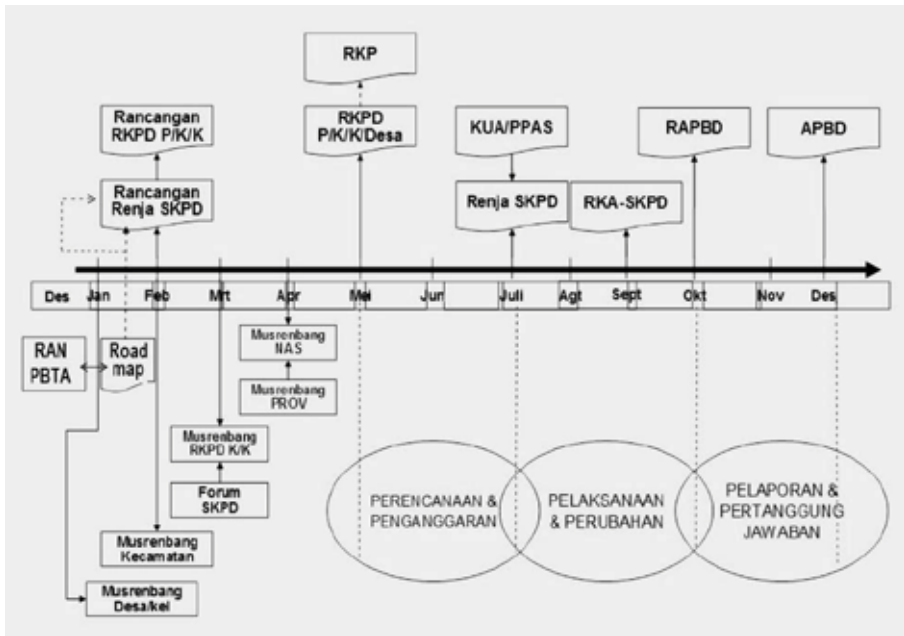
RPJPD	RPJMD	RKPD	SKPD's Renstra	SKPD's Renja
General Description of the Region related to the situation of CL and long-term prediction.	General Description of the Region related to CL and prediction for the next 5 years.	Evaluation of implementation of last year RKPD programs related to child labor	Description of SKPD services in order to support programs related to Child Labor	Evaluation of implementation of last year Renja related to child labor
Analysis of strategic issues related to Child Labor for the long term.	Analysis of issues related to Child Labor for the next 5 years.	Analysis of situation of Child Labor issues for the next 1 year	SKPD's strategic issues related to Child Labor	Goals, objectives and programs/ activities related to child labor
Vision and Missions related to the issues of Child Labor for the long term.	Vision and Missions related to the issues of Child Labor for the next 5 years.	Action programs on Child Labor issues for the next 1 year.	Vision, Missions, goals and strategic objectives related to Child Labor	SKPD Performance indicators, program achievement, and target group related to child labor
Direction of Local Policies related to the issues of Child Labor for the long term.	Strategies and Direction of Policies related to the issues of Child Labor for the next 5 years.	Development priorities dan objectives of related to Child Labor for the next 1 year.	Program plan, performance indicators, target group and funding related to Child Labor	Indicative fund and fund sources in supporting programs related to child labor

	General Policies related to the issues of Child Labor for the next 5 years.	Local program plan and priority activities related to Child Labor for the next 1 year.	SKPD indicators related to Child Labor in accordance with RPJMD	
	Integration of priority programs related to funding for the Child Labor issues for the next 5 years.			
	Setting the performance indicators related to Child Labor issues for the next 5 years.			

3. Integration of the Roadmap of CL and WFCL into Local Development Planning.

Special for RKPD with annual term, the final result in the form of a program/activity design is included in a RKPD document in accordance with Circular of Minister of Home Affairs No. 640/751/SJ dated 12 March 2009 in the 2010 Provincial/District/City Recapitulation Table Format. To that end, the time frame and planning and budgeting cycles are in accordance with Figure 7.

Figure 7
Intergration of elimination of child labour into RAPBD
(Local Government Budget)



In figure 2.3, the Roadmap integration process begins before Musrenbang at the village level is held. So, in time frame of the process, the Roadmap can be socialized in December. It is furtherly discussed in the village level Musrenbang facilitated by the relevant stakeholders. The Roadmap team should furtherly keep the documents to be always included in the process of the next Musrenbang, especially at the district/city level. This level is a crucial stage because from this level it can be seen whether or not the Roadmap will be responded by the district/municipal government in the form of policies, programs and activities related to the elimination of the CL and WFCL. At district/city level, the stages should always be overseen is the RKPDP drafting, KUA-PPAS and preparation of Work Plan and SKPD's RKA which serve as the basis for the local budgeting.

4. Time Frame, Planning and Budgeting Cycles.

To implement the Roadmap Towards a Child Labour-Free Indonesia in 2022 into local development planning as intended, it needs to be supported by strong institutions that are capable of playing the roles and functions in the Provincial and District/City level. These institutions work synergistically, consisting of the entire program planners in each SKPD, NGOs, universities, and professional organizations related to the early development of

human resources. All planners are functionally under the coordination of Bappeda and assigned to:

- a. prepare the work plan for Roadmap of the Elimination of CL and WFCL in the area.
- b. assess the situation of child labor through the collection of data/information, both quantitative and qualitative, and primary and secondary.
- c. analyse cause and effect, role pattern, and capacity gap on child labor.
- d. identify key activities and actions, develop partnerships with stakeholders, and design programs/activities to address child labor issues.
- e. facilitate the Musrenbang processes in villages and sub-districts in order to validate and verify the results of the analysis, findings and recommendations made, for example to help sharpen the identification of issues and problems.
- f. "oversee" and ensure that the analysis results can be input material for preparation of local development plans, including SKPD's and RKPD's work plan.

5. Integration of Roadmap into Musrenbang.

The development planning process is organized through various stages. These stages follow local planning processes (musrenbang) which starts from the village level. The governance structure, namely the national, provincial, district, sub-district, and village with a strictly predetermined implementation time. The commonly used mechanism is through development planning meeting (musrenbang) at every level of government, while the approach used is a combination of top-down and bottom-up approaches. Through this model, it is expected that the planning process will produce the maximum quality results, namely the fulfillment of the CL and WFCL needs in the region. Therefore, in the planning process, the support of valid and reliable data is needed. The results of Roadmap for the Elimination of CL and WFCL should be integrated into the planning process in musrenbangs at the village/sub-district/village, sub-district, district/city, provincial and national levels.

6. Strategies for Integration of Roadmap into Musrenbang

To integrate the Roadmap into musrenbang, it can be implemented using two approaches, namely the substance and the time approaches. The substance approach is that musrenbang should use the results of the Roadmap as a reference in the development planning from the musrenbang at

the village level to the district/city level. The principle is the Elimination of CL and WFCL should be a reference (mainstreaming) in development planning within the three topics specified in musrenbang, namely socio-cultural, economic, and infrastructure.

The second approach is to adjust with the strictly pre-determined time of musrenbang, namely village level musrenbang is held in January, sub-district level musrenbang is held in February, and district/city level musrenbang is held in March. While since April to December is the time for budgeting.

To integrate the Roadmap for the Elimination of Child Labour and the Worst Forms of Child Labor into Musrenbang process, there are several strategies that can be taken:

1. Describing the Roadmap for the Elimination of CL and WFCL in every stage of Musrenbang from the village, sub-district and district/city levels. Explanations can be provided through lecturing, distributing pamphlets and direct dialogue. Integration of the Roadmap for the Elimination of CL and WFCL in the Musrenbang processes starting from village level Musrenbang.
2. Representatives of children or Children's Forum should be included and involved in socialization and Musrenbang processes at all stages.
3. Including the CL and WFCL issues into the agenda in every stage of Musrenbang. To include these issues, it can be started by lobbying them (facilitators) who are responsible for implementing Musrenbang through the Pre-Musrenbang forums. Targets to be achieved by this strategy is the inclusion of the issue on the Elimination of CL and WFCL into the agenda of Musrenbang
4. Identifying the key actors in Musrenbang, either from the government, politicians, or NGOs and other community groups, and influencing them in order to include the issue of Elimination CL and WFCL into the agenda.
5. Selecting the more critical stages, namely Forums for SKPD and including the Elimination of CL and WFCL in any discussion of RKPD
6. Advocating at every SKPD for the Elimination of CL and WFCL in the preparation of RKA-SKPD with the target of including programs and activities as well as an adequate budget for the Elimination of CL and WFCL programs.
7. Advocating for policies to executive budgeting team and legislative budgeting committee to oversee these types of

programs and activities as well as their budgets for the Elimination of CL and WFCL in order to keep them included in the budget.

ACTION PROGRAM TOWARDS A CHILD LABOR-FREE INDONESIA IN 2022

A. Action Program

In order to achieve the goals and objectives towards A Child Labour-Free Indonesia in 2022, the framework of the roadmap is broken down into the action program. The action program is divided into three phases. The first phase started in 2014 and the periodization of each stage is 3 years. The action program is planned as immediate action for the elimination of CL and WFCL as follows:

2014 – 2016	2017 - 2019	2020 – 2022
Regulations and Law Enforcement		
Including the issue of the elimination of CL and WFCL in RPJMN and RPJMD.	The implementation of policies for the prevention and control of CL and WFCL in local level, in pre-emptive, preventive or repressive.	Evaluation and acceleration of mainstreaming the elimination of child labor.
Reviewing regulations and policies on the Elimination of CL and WFCL.	Optimizing the implementation of the Action Plan of the elimination of WFCL	Establishing monitoring, evaluation and reporting systems nationally.
Determining direct action policies to accelerate the elimination of CL and WFCL	Developing cooperation strategies with cross-sectoral agencies, NGOs and private sector.	Evaluating rules and policies on CL and WFCL
Mainstreaming the issues of CL and WFCL in all priority development sectors.	Raising the minimum age for admission to employment into 18 years (12-Years Compulsory Education).	Developing the code of conduct to prohibit the CL and WFCL.

Education and Training

Extending and improving access to quality and free compulsory education for all children.	Improving the quality of education taught to the students, especially children vulnerable to be CL.	Strengthening the capacity of CL and WFCL labor norms enforcers through the expansion of education and training.
The collection of data on dropouts for vulnerable CL groups.	Establishing of associations of parents who care for CL and WFCL.	Developing the roles of T/LU in direct assistance for the Elimination of CL and WFCL.
Developing efforts to withdraw CL from the world of work to the world of education.	Developing widely skills/vocational education for prevention of CL.	The provision of education & training by the Employers/Association to children who are vulnerable to be CL.
The provision of education and training to young people before being placed in the workplace.	Development of training and coaching institutes.	Cooperation between educational institutions and others to advocate for educational policies, programs, and budget.

Social Protection

Providing access for CL and their families to social security programs.	Establishing of associations of parents who care for CL and WFCL.	Strengthening the independence of the child care institution for the action of elimination of CL and WFCL.
Strengthening the roles and functions of family in the prevention of CL.	Providing access to social security and family empowerment.	Dissemination of information about various activities related to actions of the elimination of CL and WFCL.

The implementation of cross-sectoral coordination and cooperation.	Raising awareness about health risks for CL and their families.	Developing direct program and mobilization of funding sources for the Prevention of CL.
The implementation of the action program by the Government for the prevention, protection, and the withdrawal of children from WFCL.	Developing CL-free zones/area.	Developing network to the local level for the action of prevention of child labor.
Labor Market Policies		
Direct assistance to the CL and WFCL to be given access to skills and labor market.	Developing rehabilitation service system and social integration.	Extending the range of action of actions on CL to remote areas.
Taking measures to encourage labor market to function properly, as well as the existence of access to vocational training.	Strengthening partnerships between the Government, the Community and the private sector.	Developing policies related to CL's talents and interests.
Mobilizing resources and funds to direct intervention efforts on CL and WFCL.	Facilitating the growth of Community groups who care the child labor.	Delivery of micro-credit schemes to the families who employ children.
Employers/Employers' Association monitor the CL and WFCL.	Extending the range of enforcement of child labor norms.	Developing community complaints system for cases involving children in the worst jobs.

B. Periodization of Action Program Towards A Child Labor-Free Indonesia in 2022.

1. Phase 1 (Period of 2014 – 2016)

MAIN ELEMENTS	TARGET GROUP	PRIORITY ACTIONS	INDICATORS	AGENCY IN CHARGE	IMPLEMENTING PARTNERS
Including the issue of the elimination of CL and WFCL in RPJMN and RPJMD.	National, Province, District/city.	Integrating and synergizing action planning.	CL and WFCL become parts of the work plan/agenda of government agencies.	Bappenas, Provincial and Local government.	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc..
Reviewing regulations and policies on the Elimination of CL and WFCL.	National/local parliament, Relevant ministries/institutions, NGO, T/LU, Police.	Improving the harmonization in the regulation of CL and WFCL.	The existence of regulations and policies supporting the acceleration of a CL-free Indonesia	MOHA, Bappenas and MOM.	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc..
Determining direct action policies to accelerate the elimination of CL and WFCL	National and local Government	Direct action policies on the CL and WFCL by the Government in national, provincial, and district/city level.	The creation of policies that encourage prevention/mitigation of CL and WFCL.	Beppenas, MOHA, & KPPA.	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.
Mainstreaming the issues of CL and WFCL in all priority development sectors.	National, Provincial, District/city Governments	Prioritizing CL issues in national programs.	CL issues are included in the framework of the priority national programs.	MOHA, KPPPA, Bappenas.	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.
Extending and improving access to quality and free compulsory education for all children.	Poor family children, CL and WFCL.	Preventing children entering the world of work early.	Number of children completing 12-years compulsory education increases.	MOEC, Provincial, District/City Government.	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc..
The collection of data on dropouts for vulnerable CL groups.	Ministry of education offices and, educational institutions	Collecting data on dropouts or children vulnerable to be CL.	Data on dropouts can be well read to help preparing policies.	MOEC, BPS and KPPPA	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.

Developing efforts to withdraw CL from the world of work to the world of education.	CL and WFCL.	Improving CL who can be returned to education.	Number of CL and WFCL that can be returned to education increases.	MOM, MOEC.	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc..
The provision of education and training to young people before being placed in the workplace.	Children vulnerable to be CL and the former CL.	Providing education and training before being placed in the workplace.	Children vulnerable to be CL and the former CL are adequate equipped with education and training before being placed in the workplace.	Employers/ Association	Pementertian/ lembaga terkait, NGO, T/LU, Related institution office, etc..
Providing access for CL and their families to social security programs.	CL and CL family.	Providing social security services for the CL and their families.	Number of CL and their families who have access to social security increases.	MoH, MOSA. MOEC.	Pementertian/ lembaga terkait, NGO, T/LU, Related institution office, etc..
Strengthening the roles and functions of family in the prevention of CL.	Family and Community.	Expanding the role of family in order to prevent and cope with CL and WFCL.	CL and WFCL families have been improved in running their family functions.	KPP and PA, BKKBN.	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.
The implementation of cross-sectoral coordination and cooperation.	National/local parliament, MOHA, Bappenas and Police.	Conducting cross-sectoral coordination and cooperation to cope with CL and WFCL.	CL and WFCL prevention can be done through cross-sectoral coordination and cooperation.	MOHA, MOM and Bappenas.	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc..

The implementation of the action program by the Government for the prevention, protection, and the withdrawal of children from WFCL.	Provincial, District/City Government.	Impelementing action programs for prevention, protection, and withdrawal f CL and WFCL.	The realized implementation of the action program for the prevention, protection, and the withdrawal of children from CL and WFCL	Provincial, District/City Governme nt.	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc..
Direct assistance to the CL and WFCL to be given access to skills and labor market.	NGO and social organization	NGO provides technical assistance to the CL and WFCL.	CL who do WFCL get direct assistance from NGOs.	MOSA and KPPPA.	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.
Taking measures to encourage labor market to function properly, as well as the existence of access to vocational training.	CL and former CL.	Providing guidance of small-scale enterprises and seeking to open up access to a wider market.	CL have access to training and employment.	MOM, Provincial, District/City Government	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc..
Mobilizing resources and funds to direct intervention efforts on CL and WFCL.	Private sector and NGO.	Increasing NGO and private sector's participation in direct action on the CL and WFCL.	The role of NGOs and the private sector in actions on CL and WFCL increases.	MOM, NAC & LAC	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc..
Employers/Employers' Association monitor the CL and WFCL.	Private in various sectors	Monitoring carried out effectively in enforcing child labor norms	The existence of a monitoring system on the CL and WFCL	MOM and KPPPA	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.

2. Phase 2 (Period of 2017 – 2019)

MAIN ELEMENTS	TARGET GROUP	PRIORITY ACTION	INDICATORS	AGENCY IN CHARGE	IMPLEMENTING PARTNERS
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The implementation of policies for the prevention and control of CL and WFCL in local level, in pre-emptive, preventive or repressive.	Local Government.	National, Provincial and District/City Governments.	The creation of policies that encourage prevention/mitigation of CL and WFCL.	MOHA, KPPA, Beppenas.	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.
Optimizing the implementation of the Action Plan of the elimination of WFCL	Relevant Stakeholders.	Increasing the roles and functions of the Action Committee for EWFCL and implementation of action plans.	The Increased role and functions of the Action Committee established and the implementation of the Action plan on EWFCL at provincial and district/city level.	MOM and MOHA.	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.
Developing cooperation strategies with cross-sectoral agencies, NGOs and private sector.	Local Government, Enterprise, NGO and Community.	Increasing stakeholder partnerships in the actions of addressing CL and EWFCLn.	Partnership in actions on CL and EWFCL increases.	MOM	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.
Raising the minimum age for admission to employment into 18 years	Relevant policy makers	Raising the minimum age for admission to work.	The minimum age for admission to work raise into 18 years old.	MOM	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc
Improving the quality of education taught to the students, especially children vulnerable to be CL.	Education office, NGO.	Providing better instructional methods to the children in the CL and WFCL.	The creation of more quality learning methods to support children's academic interests on the CL and WFCL.	MOEC, related offices.	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc

Establishing of associations of parents who care for CL and WFCL.	NGO and Community .	Facilitating the growth of community group who cares CL.	Groups caring for CL growing more and more.	Local government, NGO Employers / Association.	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc
Developing widely skills/vocational education for prevention of CL.	poor family children at school age and CL.	Extending the range to increase children's capacity and skills.	Children received services of education based on their specific skills needs increase.	MOEC, MOM, MOSA.	MOEC, MOSA, /relevant institutions, NGO, T/LU.
Development of training and coaching institutes.	Teacher, Fasilitator, NGO, Training Institution.	Providing training for educators and counselors of CL and WFCL.	CL trainers and educators get good training before guiding CL and WFCL	MOEC, MOSA	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.
Establishing of associations of parents who care for CL and WFCL.	CL's Parents.	Establishing association of parents who care for WFCL.	Association of prents who care about the CL was established.	MOSA, NGO.	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.
Providing access to social security and family empowerment.	Poor family, CL family.	Providing business guidance and family economic empowerment.	CL families get improvement in economic status.	MOSA and MOHA, Provincial and District/City Government.	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.
Raising awareness about health risks for CL and their families.	CL family.	Raising awareness about health to CL and their parents	CL and their prents have an increase.in awareness of their own health.	MoH, MOM	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.

Developing CL-free zones/area.	Local Government, Community.	Enhancing the role of local stakeholders in actions of addressing CL and WFCL.	Child labor-free zones increase.	MOM	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.
Developing rehabilitation service system and social integration.	CL and WFCL.	Cooperating with social workers to ensure that CL and EWFCL undergo social rehabilitation in the form of guidance.	CL and EWFCL undergo social rehabilitation in the form of guidance undertaken by social workers.	MOSA, MOM	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.
Strengthening partnerships between the Government, the Community and the private sector.	Local Government, Enterprise, NGO and Community.	Increasing stakeholder partnerships in child labor prevention action.	Partnership in actions for the elimination of CL increases.	MOM	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.
Facilitating the growth of Community groups who care the child labor.	NGO, Community .	Facilitating the growth of community groups who cares CL.	Groups caring for CL growing more and more.	Local government, Employers / Associations.	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.
Extending the range of enforcement of child labor norms.	Nasional and local.	Enhancing the role of labor inspection in enforcing child labor norms.	Labor inspection's roles in the enforcement of norms on CL and WFCL increase.	MOM	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.

3. Phase 3 (Period of 2020 – 2022)

MAIN ELEMENTS	TARGET GROUP	PRIORITY ACTION	INDICATORS	AGENCY IN CHARGE	IMPLEMENTING PARTNERS
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Evaluation and acceleration of mainstreaming the elimination of child labor.	Policies and regulations and laws on CL and WFCL	Revising or designing new regulations regarding CL	the existence of new regulations on the CL that supports the actions for acceleration of the elimination of WFCL	MOM	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.
Establishing monitoring, evaluation and reporting systems nationally.	MOM	Developing a monitoring, evaluation and reporting system on CL and WFCL	The existence of reporting of the results of periodic monitoring and evaluation	MOM	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.
Evaluating rules and policies on CL and WFCL	National, Prov, District/city	Evaluating legislation pertaining to the CL	Elimination of CL and WFCL has strong legal and operating basis	MOM	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.
Developing the code of conduct to prohibit the CL and WFCL.	NGO, Local Govt., Enterprise.	Developing a code of conduct to prohibit WFCL	Children are protected from WFCL	MOM, Employers	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.
Strengthening the capacity of CL and WFCL labor norms enforcers through the expansion of education and training.	Labor inspectors	Developing education and training to the parties involved in the CL and WFCL.	Improvement in quality and quantity of parties who are trained in the enforcement of CL and WFCL labor norms	MOM	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.
Developing the roles of T/LU in direct assistance for the Elimination of CL and WFCL.	T/LU	Participating in tripartite discussions and collective bargaining	T/LU plays active roles in tripartite discussions and collective bargaining	MOSA, MOM	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc
The provision of education & training by the Employers/Association to children who are vulnerable to be CL.	CL and former CL	Providing education and training to CL and former CL before being placed in the workplace	Every CL has been adequately equipped in the form of education and training before being placed in their workplace	Employers / Association	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.

Cooperation between educational institutions and others to advocate for educational policies, programs, and budget.	Educational institutions, education offices , NGO	Conducting cooperation between educational institutions and others to advocate for educational policies, programs, and budget	The established cooperation between educational institutions and others to advocate for educational policies, programs, and budget	MOEC	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc
Strengthening the independence of the child care institution for the action of elimination of CL and WFCL.	MOM,	Encouraging community institutional independence in direct actions on CL and WFCL	community institutional independence in direct actions on CL and WFCL increases	MOSA, MOM, NGO	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.
Dissemination of information about various activities related to actions of the elimination of CL and WFCL.	Local Government, NGO, T/LU	Disseminating information on NAP-EWFCL, Roadmap	Information on NAP-EWFCL and Roadmap is known by more people	NAC-EWFC, LAC-EWFCL	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.
Developing direct program and mobilization of funding sources for the Prevention of CL.	Local government , NGO, etc.	Making a direct program at the level of Local government to address CL and WFCL.	Local government has direct programs to address CL and WFCL.	Local government.	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc
Developing network to the local level for the action of prevention of child labor.	MOM	Encouraging community institutional independence in direct actions on CL and WFCL.	community institutional independence in direct actions on CL and WFCL increases.	MOM, NGO.	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.
Extending the range of action of actions on CL to remote areas.	Local Government	Enhancing the roles of local stakeholders in actions to address CL and WFCL.	Number of CL receiving right-based services increases.	MOM	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc..
Developing policies related to CL's talents and interests.	Children working based on talents and interests.	Preventing children entering the world of work at an early stage and providing protection from exploitation.	CL is protected from exploitation in term of talent and interest activities.	MOM	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc
Delivery of micro-credit schemes to the families who employ children.	Poor family and CL's family	Providing guidance of small-scale enterprises and seeking to open up access to a wider market.	Families making their children as workers consider to start a business.	MOSA, MOM	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.

Developing community complaints system for cases involving children in the worst jobs.	KPPA, NGO, Local Govt., Community Health Centre, Enterprise	Building a Community complaints system for cases of CL and WFCL.	Community has a place for complaining the cases of CL and WFCL.	NAC-EWFCL, LAC-EWFC L And related parties.	Relevant ministries/institutions, NGO, T/LU, Related institution office, etc.
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C. Work Division

Stakeholders consisting of various parties within the government and non-governmental sectors have the tasks and functions ranging from policy formulation to implementation. Parties that are identified as capable of contributing to the implementation of the Roadmap Towards a Child Labour-Free Indonesia in 2022 are:

1. National Government

- a. Building a moral and political commitment to do the efforts for the elimination of CL and WFCL;
- b. Making comprehensive and sustainable policies and programs to overcome the CL and WFCL problems;
- c. Mainstreaming child labor issues within the framework of the priority national programs and accessing the effective implementation.
- d. Mobilizing resources and funds for the direct intervention efforts on children working in the worst jobs.

2. Local Governments.

- a. Making local regulations for direct intervention on the CL and WFCL;
- b. making direct comprehensive programs to address children vulnerable into child labor;
- c. Integrating the issue of elimination of child labor in Musrenbang and SKPD planning.
- d. Implementing action programs for prevention, protection and elimination of CL and WFCL; and
- e. Mobilizing local resources and funds to perform direct intervention on the CL and WFCL.

3. National/Local Parliaments

- a. Making legislation related to efforts to fulfill the rights of children and efforts to intervene on the CL and WFCL;
- b. Conducting oversight of both national and local governments to ensure the prevention and direct intervention programs on the CL and WFCL; and

- c. Encouraging the Government to direct its programs to the accessibility of education for all children and interventions for poor families in order to increase their prosperity.

4. Religious Institutions

- a. Campaigning for respect for children's rights;
- b. Joining in campaign for the prohibition and immediate action for the elimination of CL and WFCL by including it in religious activities.
- c. Developing institutions on training and mentoring for children in each religious facility.

5. Employers/Associations

- a. making a code of conduct to prohibit the CL and WFCL;
- b. Undertaking prevention activities to the association members, including through information media publication, capacity building etc;
- c. Expanding networks to local level to protect children and to support the efforts to eliminate CL and WFCL; and
- d. Monitoring CL and WFCL in order to get direct assistance services.

6. Non-Governmental Organizations

- a. Conducting prevention activities by publishing information media, communication and education;
- b. Provides direct assistance to the CL and WFCL;
- c. Building a network at national and local levels to develop interventions on CL and WFCL; and
- d. Monitoring the CL and WFCL in order to conduct direct intervention.

7. Trade/Labor Unions

- a. Raising awareness among members by developing IEC media;
- b. Monitoring the CL and WFCL in order to conduct direct intervention;
- c. Optimizing its role in the tripartite discussion and collective bargaining; and
- d. Conducting direct assistance to children who work in the domestic sector.

8. Community-Based Organizations

- a. Conducting awareness-raising activities to members of the organization and among community organizations;

- b. Cooperating with others to monitor interventions to CL and WFCL;
- c. Developing work units in charge of reduction and elimination of CL and WFCL; and
- d. Conducting direct assistance for the CL and WFCL in various forms of activities.

9. Teachers/Educational Institutions.

- a. Conducting awareness-raising to all parties to not employ children to their families and communities;
- b. Playing the role of an active party in identifying problems and raising awareness about the bad effects if children are in the worst jobs;
- c. Assuring the quality of education being taught to the students, so as to create a need atmosphere for children, parents and the community; and
- d. Cooperating with others to advocate for policies, programs and education budgets.

10. Labor Inspectors.

- a. Inspecting the presence of CL and WFCL;
- b. Building networks and coordination with relevant agencies and the public in order to supervise the activities of those who employ CL and WFCL;
- c. Conducting law enforcement and the application of working norms for children; and
- d. Accepting and following up reports from various parties about the violence, discrimination and exploitation against the CL and WFCL.

11. Mass Media.

- a. Disseminating information on the CL and WFCL to the public;
- b. Disseminating laws and policies related to the CL and WFCL to the public;
- c. Disseminating information about the activities of direct assistance to the public; and
- d. Fostering journalists/reporters who are sensitive to the CL and WFCL.

12. Families/Parents.

- a. Conducting awareness-raising to fellow parents about the need of assistance for the CL and WFCL;
- b. Utilizing community-based media to ensure the presence of negative impact on children employed in the worst forms;

- c. Cooperating with other parties to campaign for the elimination of CL and WFCL; and
- d. Establishing associations of parents who care about the CL and WFCL.

13. Children/Children Groups.

- a. Conducting joint awareness-raising in peer groups to foster empathy and solidarity among children;
- b. Organizing the activity forums at local, regional, and national levels.

CLOSING

The Roadmap Towards a Child Labour-Free Indonesia in 2022 is a guide prepared jointly by stakeholders of child labor, either government agencies, non-governmental organizations, and community organizations, as a common reference in designing activities and action programs in order to realize a child labor-free Indonesia in 2022.

Child Labor and the Worst Forms of Child Labor are in complex problems, but if the efforts to address and eliminate it are done through well coordination and cooperation, the efforts can provide an opportunity for child labor to become more advanced and developed. The opportunity can not be obtained when they do not go out from their problems and are not interfered not to be in the world of work and back to the world of education. With the intervention of various parties, children in WFCL have the opportunity to acquire education and skills, so as to increase their capacity.

Coordination and synchronization among the actors are the main prerequisites for the implementation of the roadmap. The national, provincial and district/city governments, and stakeholders should be able to build a shared commitment to realize **a Child Labour-Free Indonesia in 2022** and **Building a Future without Child Labour**.

Assigned in : Jakarta

On the date : 26 December 2014

**MINISTER OF MANPOWER
REPUBLIC OF INDONESIA,**





PETA JALAN (*ROADMAP*)
MENUJU INDONESIA
BEBAS PEKERJA ANAK
TAHUN 2022