



Monitoring and Assessing Progress on Decent Work in Indonesia

National Background Study

Diah Widarti



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ILO OFFICE IN INDONESIA (ILO-JAKARTA)
ILO/EC PROJECT “MONITORING AND ASSESSING PROGRESS ON DECENT WORK” (MAP)

National Background Study

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“Monitoring and Assessing Progress on Decent Work” (MAP).

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Contents

	<i>Page</i>
Contents.....	iii
Tables	iv
List of acronyms and abbreviations.....	v
1. Introduction.....	1
1.1. Coverage of the project.....	1
1.2. Objective of the study	2
2. Indonesia Decent Work Country Programme 2006-10 (DWCP).....	3
2.1. Indonesia’s Decent Work Country Programme (DWCP).....	3
2.2. DWCP, Indonesia’s Medium Term Development Plan (RPJM) and UNDAF.....	4
2.3. Indonesia’s DWCP priorities, associated outcomes, indicators and targets	8
2.4. Degree of advancement of the implementation of the programme.....	14
3. Technical cooperation projects related to decent work or its monitoring	18
3.1. Main features of the ILO technical cooperation projects in Indonesia	20
3.2. Main features of EC-funded projects by other agencies apart from the ILO with decent work relevance	24
3.3. Main features of other TCPs related to improvement of statistics and other data collection linked to decent work.....	26
4. Existing data sources and Decent Work Indicators.....	29
4.1. Household surveys.....	32
4.2. Establishment surveys.....	36
4.3. Administrative Records	40
4.4. Potential sources of each Decent Work Indicator.....	41
4.5. Conclusion	42
5. A synopsis of the findings and conclusions for further work under the MAP Project.....	46
5.1. Synopsis.....	46
5.2. Conclusion	48
5.3. Recommendations.....	48
References	54

Tables

	<i>Page</i>
Table 1. Priorities of DWCP, UNDAF and RPJM.....	5
Table 2. Assessment of the ILO Jakarta projects, 2006-09.....	14
Table 3. Progress on the 22 targets of the Indonesia Decent Work Country Programme 2006-10	15
Table 4. List of statistical indicators for monitoring and assessing progress on decent work	29
Table 5. Existing data sources with relevance to the Decent Work Agenda.....	31
Table 6. Decent Work Indicators in existing sources of data.....	43
Table 7. List of statistical indicators that are not available.....	47
Table 8. Synopsis of Decent Work Country Programmes, ongoing technical cooperation projects, legal indicators and available statistical Decent Work Indicators.....	50
Appendix Table 1. Overview of the Decent Work Country Programme and linkages to Decent Work Agenda.....	56
Appendix Table 2. Overview of ILO technical cooperation projects in Indonesia and linkages to the Decent Work Agenda.....	61

List of acronyms and abbreviations

ADB	Asian Development Bank
APINDO	Asosiasi Pengusaha Indonesia (Indonesian Employers' Association)
BAPPENAS	Badan Perencanaan Pembangunan Nasional (Board of National Development Planning)
BLK	Balai Latihan Kerja (Vocational Training Centres)
BNP2TKI	Badan Nasional Pengiriman dan Perlindungan Tenaga Kerja Indonesia (National Board for Placement and Protection of Indonesian Workers)
BPS	Badan Pusat Statistik (Central Board of Statistics)
CCA	Common Country Assessment
DFID	United Kingdom Department for International Development
ESCAP	Economic and Social Commission for Asia and the Pacific
GDP	Gross Domestic Product (Produk Domestik Bruto)
ILO	International Labour Organization
INPRES	Instruksi Presiden (Presidential Instruction)
Kabupaten	District
KSBSI	Konfederasi Serikat Buruh Sejahtera Indonesia (Confederation of Indonesian Prosperous Workers' Union)
KSPI	Kongres Serikat Pekerja Indonesia (Congress of Indonesian Trade Unions)
KSPSI	Konfederasi Serikat Pekerja Seluruh Indonesia (Confederation of All Indonesia Workers' Unions)
KUR	Kredit Usaha Rakyat (People Business Credit)
MAP	ILO/EC Monitoring and Assessing Progress on Decent Work Project
MOMT	Ministry of Manpower and Transmigration (Depnakertrans)
PNPM	Program Nasional Pemberdayaan Masyarakat (National Community Empowerment Programme)
RENSTRA	Rencana Strategis (Strategic Plan)
RPJM	Rencana Pembangunan Jangka Menengah (Medium-Term Development Plan)
SAKERNAS	Survei Angkatan kerja Nasional (National Labour Force Survey)
SUSENAS	Survei Sosial Ekonomi Nasional (National Socio Economic Survey)
SUSI	Survei Usaha Terintegrasi (Integrated Survey)
UNDAF	United Nations Development Assistance Framework
UNIDO	United Nations Industrial Development Organization

1. Introduction¹

Decent work, defined as “productive work in conditions of freedom, equity, security and human dignity” is a reflection of the strategic objectives of the ILO, which has been promoted since 1999. The 2008 ILO Declaration on Social Justice and a Fair Globalization has reaffirmed the commitment of member States to promote decent work, which includes promoting employment and enterprise development, developing and enhancing measures of social protection, promoting social dialogue and tripartism, and respecting, promoting and realizing the fundamental principles and rights at work.

In recent years, the European Commission (EC) and European Union (EU) have highlighted the decent work objective in their policy statements. Decent work is a joint objective of the International Labour Organization (ILO) and the EU. Moreover, the European Consensus on Development indicates that “the EU will contribute to strengthening the social dimensions of globalization, promoting employment and decent work for all” (paragraph 38) and that “the Community will promote decent work for all in line with the International Labour Organization agenda” (paragraph 99). Thus, decent work has become a widely shared goal, beyond the ILO and the EU.

Developing and transition countries have acknowledged the objective of decent work. They either have developed or are in the process of developing their country-owned decent work strategies. At the 2005 World Summit, decent work objective was endorsed by the international community, where Heads of State resolved to make the goals of full and productive employment and decent work for all part of the efforts to achieve the Millennium Development Goals. The 2006 Ministerial Declaration of the UN Economic and Social Council (ECOSOC) also underlined the importance of decent work and called for the whole multilateral system to mainstream the goals of full employment and decent work in their policies, programmes and activities. Europe Aid actively supports raising awareness and enhancing understanding of decent work and employment concepts among all EC delegations in the world.

The 2008 ILO Declaration on Social Justice and a Fair Globalization encourages member States to consider “the establishment of appropriate indicators or statistics, if necessary with the assistance of the ILO, to monitor and evaluate the progress made” (paragraph II.B.ii.). In response, the “Monitoring and Assessing Progress on Decent Work” (MAP) project has been developed.

1.1. Coverage of the project

The project covers ten countries in all major regions, including two countries in Africa (Niger and Zambia), four in Asia (Bangladesh, Cambodia, Indonesia, and one additional country), two in Europe (Ukraine and one further country) and two in Latin America (Brazil and Peru). The project is implemented by the Policy Integration Department (INTEGRATION) in close collaboration with other technical units; regional, sub-regional and country offices; and the ILO’s International Training Centre in Turin.

This project has the immediate objective of developing a global methodology to strengthen the capacity of developing and transition countries to self-monitor and self-assess progress towards decent work. Such a methodology is very critical towards the realization of decent work. The proposed global methodology will use a selection of Decent Work Indicators

¹ This section draws extensively from the MAP project document.

identified through a tripartite meeting of experts held at the ILO in September 2008, and pilot them in the 10 project countries. Based on the experience in the proposed pilot countries, the methodology will then be disseminated at the global level.² In addition, through regional activities, the global methodology will be disseminated beyond the project countries. Such indicators and statistics will make it possible for policy makers, social partners, academics and the general public to know how their country is performing, and to understand and evaluate the effects of different policy combinations. These indicators and statistics could also support policy and programme design and planning in addition to monitoring at the national level.

Along these lines, the EC's Investing in People: Strategy Paper for the Thematic Programme 2007-13 establishes a financing instrument to promote a broad-based approach to development. The Investing in People programme supports activities under four main pillars: (1) good health for all, with a focus on the human resources crisis in health-care systems, poverty-related diseases, neglected or emerging diseases and the promotion of sexual and reproductive health and rights; (2) education, knowledge and skills, promotion of universal access to quality primary education and access to vocational and skills training; (3) gender equality, promotion of women's rights and gender equality; and (4) other aspects of human and social development, such as employment and social cohesion (to improve working conditions at the international level), children and youth (against the exploitation of children and in favour of improving job prospects for the young) and culture. The programme covers all developing countries, giving priority to those in most need of EC assistance to achieve the MDGs.³

In its fourth pillar, that is "other aspects of human and social development", the programme's first component aims at "promoting social cohesion, employment and decent work". The programme also indicates that "many of the activities should be implemented in partnership with the ILO and/or other appropriate partners". Thus, the current project is in line with this programme's objective of "concentrating on developing methods to monitor and assess progress on employment, decent work and social cohesion in EC's partner countries, identifying good practice and supporting a global policy dialogue between governments, social partners and other relevant stakeholders operating in this area". Through the MAP project one may expect the progress of the overall programmes' objective to support "supplementary action designed to underpin country and regional programmes" and to "support and shape the policy agenda for global initiatives of direct benefit to the EC's partner countries". Simultaneously, the project was also designed to correspond to the objective of the "Investing in People" programme to provide "a global platform for identifying and exchanging experience, innovation and best practice between countries facing similar social and human development challenges as with countries at different levels of development".

1.2. Objective of the study

This background study serves as a starting point for further activities under the MAP project. It aims at presenting an overview of all existing programmes, activities, and data collection exercises related to decent work in Indonesia. The results were presented during a national consultation workshop in March 2010 and serves as a basis for the identification of national Decent Work Indicators and for the identification of new data collection tools to be developed.

² See the MAP project document.

³ European Commission, External cooperation programmes, http://ec.europa.eu/europeaid/how/finance/dci/investing_en.htm.

After the current Introduction section, Section 2 describes in greater detail the Indonesia Decent Work Country Programme. Section 3 illustrates technical cooperation projects related to decent work or its monitoring. Section 4 presents the existing data collection and analysis in particular related to Decent Work Indicators. Finally Section 5 wraps up the study with a synopsis of the findings and conclusions for further work under the project.

2. Indonesia Decent Work Country Programme 2006-10 (DWCP)⁴

Since Indonesia became an ILO member State on 12 June 1950, its relationship with the ILO has been closely established. With the assistance of the ILO, Indonesia has progress towards the decent work objectives through its programmes and activities. In fact, achieving decent work is implicitly stipulated in the Indonesia's Basic Law 1945, which strengthened the platform of the Decent Work Agenda in the country.

2.1. Indonesia's Decent Work Country Programme (DWCP)

Even before country programming was promoted across the ILO, the ILO Jakarta office began its own programming. The first country programme was developed for the period of 2002-03, and the second one for 2004-05. The first official Decent Work Country Programme (DWCP) was formulated for 2006-10. Over time, ILO Jakarta has refined its issues and made its interventions with better targets.

The formulation of the DWCP for the period of 2006-10 has been prepared through consultations with the ILO constituents.⁵ Such formulation was based on the evaluation of the 2004-05 ILO Jakarta Office Programme, the Indonesia Decent Work Action Plan 2002-05 and the previous ILO initiatives undertaken. In brief, the DWCP is founded and aligned with key policy frameworks of the ILO,⁶ the UN System,⁷ and the Indonesia Government.⁸

⁴ This section heavily draws from the Indonesia DWCP, available at <http://www.ilo.org/public/english/bureau/program/dwcp/download/indonesia.pdf>.

⁵ ILO Jakarta's constituents are the Government of Indonesia, employers' organization (APINDO) and workers represented by their trade union confederations. The latter consists of KSPSI, KSBSI, and KSPI.

⁶ These include (a) the ILO Strategic Policy Framework and Programme and Budget for 2006-07 (b) the ILO Multilateral Framework on Labour Migration (MFLM) and (c) the Conclusions of the Fourteenth ILO Asian Regional Meeting (ARM), Sep. 2006.

⁷ These include (a) the United Nations Development Assistance Framework (UNDAF 2006-10) (b) the Millennium Development Goals (MDGs) (c) the Ministerial Declaration by the High-Level Segment of the UN ECOSOC 2006.

⁸ These include (a) Indonesia's Medium Term Development Plan 2004-09 (RPJM) and Poverty Reduction Strategy, (b) Ministry of Manpower and Transmigration's Strategic Planning for 2005-09 (RENSTRA) (c) Regional Autonomy Laws No. 22/1999 and No. 25/1999, (d) National Programme of Action to Mainstream Gender in Development Policies and Programmes of Indonesia 2002-04 (e) Presidential Instruction (INPRES) No. 9/2000, and (f) the Presidential Decree No. 59/2002 on National Plan of Action to Eliminate Worst Forms of Child Labour.

2.1.1. Framework for management and implementation

To realize its employment-related development objectives through the achievement of the outcomes of the DWCP, the following framework is required to support and assist Indonesia:

- A coordinated approach to institutional capacity building, including through cooperation with the International Training Centre (ITC) in Turin, to promote the capacities of the Ministry of Manpower and Transmigration (MOMT), other government ministries as well as employers' and workers' organizations, and other stakeholders relevant to the achievement of Indonesia's national development goals in relation to labour and employment issues and poverty alleviation;
- The DWCP specifically will support institutional development and capacity building of the ILO's constituents, targeting both their specific needs at national and regional levels, and the support and further development of the tripartite institutions and mechanisms of social dialogue;
- The ILO constituents should be implementing partners in all priority areas, including through participation in governance mechanisms such as project and programme advisory committees, apart from being programme beneficiaries,
- In line with the equality priorities of the Government of Indonesia, the UN system, and the ILO, mainstreaming of gender should be across all interventions and programmes including the design and implementation of gender-specific interventions based on gender-sensitive analysis;⁹ and
- Mainstreaming of tripartism, social dialogue and normative action across all interventions and programmes.

The DWCP monitoring and evaluation provides a means of assessing the extent of the ILO's contribution towards supporting national development initiatives. In addition, the UNDAF monitoring and evaluation also serves to draw attention to where potential for improvements exists, and further actions need to be taken. Insights and lessons learned are expected to feed back into the process of organizational learning, and the planning and programming of future activities.

Monitoring and evaluation of the Indonesian DWCP is on the basis of semi-annual tripartite consultations, short annual progress reports, and more comprehensive biennial country programme reviews.

2.2. DWCP, Indonesia's Medium Term Development Plan (RPJM) and UNDAF

The development of the DWCP has involved wide-ranging consultations with the constituents and broad stakeholders. The ILO Jakarta Office has worked in particular with the Ministry of Manpower and Transmigration to reflect the priorities included by the Ministry's RENSTRA. The priorities of the employers' organization (APINDO) as well as

⁹ This component would build upon the ILO Jakarta Gender Mainstreaming Strategy and the support to the "Equal Employment Opportunity Task Force" of the Ministry of Manpower and Transmigration.

those of the three main trade unions confederations¹⁰ were also taken into account. Regular tripartite consultative meetings facilitate a forum for the tripartite partners to share their needs and concerns, identify common priorities as well as review and, if needed, update the DWCP.

The Indonesia Government implements an economic approach that is “pro-growth, pro-poor, and pro-employment” (RPJM 2005-2009). Such an approach is expected to create more employment and to reduce poverty significantly. The Government’s development priorities during this period of 2005-09 focus on four broad objectives (Table 1).¹¹ Achieving decent work has always been the ultimate goal of Indonesia’s national development. Despite some progress in the implementation of the Decent Work Agenda, Indonesia still experiences decent work deficiencies.

Table 1. Priorities of DWCP, UNDAF and RPJM

DWCP (2006-09)	UNDAF (2006-10)	RPJM (2005-09)
(1) Stopping Exploitation at Work. (2) Employment Creation for Poverty Reduction & Livelihoods Recovery, especially for Youth. (3) Social Dialogue for Economic Growth & Principles and Rights at Work.	1) Strengthening human development to achieve the MDGs. 2) Promoting good governance. 3) Protecting the vulnerable and reducing vulnerabilities.	1) Creating safe and peaceful Indonesia. 2) Creating just and democratic Indonesia. 3) Promoting prosperous Indonesia. 4) Establishing a stable macroeconomic framework for development.

2.1.2. The ILO’s DWCP and the United Nations system in Indonesia

The DWCP has been formulated on the basis of the United Nations Common Country Assessment (UN-CCA), which includes the situational analysis of Indonesia as well as its development challenges. Meanwhile, the national and regional development agenda makes reference to the Government’s RPJM (2005-09) that guides also government spending at national and local levels. The UN-CCA was conducted in parallel, and the UNDAF indicates how the UN system will align to the RPJM. Thus, the DWCP was developed by combining the specific priorities of the ILO constituents with the key areas of the ILO’s mandate contained in the UNDAF. Table 1 indicates the expected outcomes of UNDAF during the period of 2006-10.

The DWCP elucidates the mandate into the ILO’s contribution at the country-level in Indonesia towards the achievements of the Millennium Development Goals (MDGs), Poverty Reduction Strategies (PRSSs), the United Nations Development Assistance Framework (UNDAF), and the Indonesia’s development strategies. The DWCP is a framework for delivering coordinated support to enhance decent work priorities in Indonesia, but also the framework for resource mobilization. Reflecting the priorities of the ILO’s tripartite constituents, the DWCP provides a framework for the integration of the ILO’s contribution to national development initiatives, the identification of opportunities for United Nations joint programme development, and the promotion of decent work in the wider development and poverty alleviation context. The 14th ILO Asian Regional Meeting, held in September 2006, commenced the beginning of the Asian Decent Work Decade, with tripartite constituents of the Asian region committing to achieve specific decent work outcomes in accordance with their respective national circumstances and

¹⁰ They include KSBSI, KSPSI and KSPI.

¹¹ The new RPJM 2010–14 has recently been released with its twelve (12) development priorities.

priorities. In Indonesia, the DWCP reflects the inter-connected priorities for materializing decent work and poverty reduction during the Asian Decent Work Decade.

2.1.3. Indonesia's context

During the period of 2004-08 employment growth in Indonesia was 9.4 per cent annually (5.5 per cent and 16.6 per cent for males and females respectively), which exceeded the growth of labour force (7.7 per cent annually, 4.9 per cent and 12.5 per cent correspondingly for males and females). This trend has helped lower open unemployment rates in the country (ILO, 2009). The past years also witnessed job creation for youth aged 15-24. In the period of 2004-08, the youth unemployment rate showed a remarkable decline from 29.6 per cent to 23.3 per cent (26.9 per cent to 21.8 per cent for males and from 33.5 per cent to 25.5 per cent for females), which is partly due to an increase in the enrolment rate for secondary and tertiary education among the youth.¹² However, youth unemployment is three times higher than that of adults. Overall, the youth employment-to-population ratio remained largely stable. It was noted that males tend to move from the informal to the formal sector, whereas females moved from unemployed to the informal sector.

Indonesia's economy has continued to grow despite the global financial and economic crisis, achieving 6.0 per cent growth in 2008. The economy has been cushioned by, among other factors, strengthened macroeconomic management and oversight of the financial sector; the large share of household consumption in GDP compared to exports; and the boost to domestic consumption brought by the 2009 legislative and presidential elections. Although growth has slowed in 2009, it nevertheless reached 4.5 per cent. However, this subdued expansion may not be sufficient to absorb all the new entrants to the labour force. The crisis has impacted Indonesia most severely through falling exports, with oil and gas exports declining by 55.4 per cent and manufactured goods by 26.9 per cent. While investment has continued, credit availability for SMEs has been restricted due to conservative sentiment in the lending sector. Given the important role of SMEs in the labour market, this could hamper a stronger economic rebound and labour absorption.

The slowing economy has prompted a steep fall in the growth of wage employment, which increased just 1.4 per cent between February 2008 and February 2009, compared to 6.1 per cent in the previous period. The global crisis has also resulted in widespread job losses, with subcontracted, casual and temporary workers in export-oriented industries being hardest hit. However, the downward trend in the unemployment rate suggests that many of the displaced workers have been absorbed into other jobs, including in the informal economy, which has seen a marked expansion, in contrast to previous years. This growth of employment in the informal economy has been the most significant impact of the crisis on Indonesia's labour market. More than two-thirds of the employed people are in the informal economy. The incidence of underemployment in Indonesia also remains excessive, recorded around 30 per cent. The crisis has increased vulnerability for many in the labour market. With a large number of persons clustered around the poverty line, even small impacts on incomes can drive some households into poverty, forcing them to cut back on long-term investments such as education.

Overseas migrant workers are also facing increasing vulnerability as they are often the most expendable in times of crisis. Besides, many Indonesians seek better employment opportunities abroad. It is estimated that about four million documented migrant workers come from Indonesia; meanwhile the number of undocumented migrants is roughly 2 to 4 times higher. Some destination countries have reduced their quotas for foreign workers,

¹² See ILO Jakarta Office, 2008.

while many of those already abroad have been laid off. Youth employment is also likely to have been severely hit by the crisis. Women, who are already at a disadvantage in the labour market, are in some cases increasingly under pressure to shoulder the double burden of family care and income generating activities to compensate for men's reduced wages. While urban labour markets have been the most severely affected, the loss of jobs has also prompted a reverse migration to rural areas, where many of the returnees are likely to be engaged in the informal economy.

The global recession is showing early signs of bottoming out. However, the consequences for Indonesia's labour market may be protracted; following the Asian financial crisis of 1997-98, it took several years for indicators such as unemployment, productivity, poverty and numbers of workers in vulnerable employment to return to pre-crisis levels.

The Government of Indonesia has responded rapidly and strongly with a US\$ 7.3 billion stimulus package aimed at boosting aggregate demand. However, the bulk of this measure is in the form of tax rebates, which, given Indonesia's large informal economy, may have limited reach. The Government has also invested in labour-intensive infrastructure development, poverty alleviation and in programmes to improve labour skills and competitiveness, as well as measures to green the economy. The trends outlined above highlight a number of policy implications, including the need to place decent and productive jobs at the centre of the crisis response; the critical need for unemployment insurance, especially for those who do not quite qualify for social assistance schemes for the poor; and the need for social dialogue between the tripartite partners in designing policy responses. The crisis has also highlighted the importance of labour market information and statistics in detecting early signs of change and informing appropriate policy responses.

The Indonesian labour force is still lacking a sound skill base, and productivity is low while there is continued exploitation at work. Socio-economic exclusion of the marginalized and vulnerable in society is a continuing concern, with young women and men and those living in conflict and crisis affected areas most at risk. Nevertheless, the focus in Indonesia is not merely on unemployment, but also on the conditions of work of those employed people and on effective labour administration. Thus, many workers still face hardship. To mention one example, in the area of social protection, in 2007, only 12 per cent of Indonesian workers were covered by social security.¹³

Closer collaboration between key ministries and between the ILO's tripartite constituents through social dialogue is vital to this effort, and can play an important role in ensuring that economic growth is more employment-intensive and benefits the poor and marginalized through income-generating activities.

It should be noted that in order to generate both direct and indirect employment opportunities, the Government issued an integrated economic policy package, aimed at improving the investment climate and building upon a series of individual policy packages issued in 2006 covering investment policy, infrastructure, financial sector reform and SME policy.¹⁴ The policy package aims to strengthen investment services, harmonize central and regional regulations, improve customs, excise, and taxation services, create jobs, and support small and medium enterprises.¹⁵ In addition, Government programmes designed to

¹³ See RPJM 2010-14, Book II, Chapter III.

¹⁴ World Bank: *Indonesia: Economic and Social Update: November 2007*, available at: <http://go.worldbank.org/ZZKOMN2JO0>.

¹⁵ Instruksi Presiden/INPRES (Presidential Instruction) No. 3/2006.

combat unemployment, such as the National Community Empowerment Programme (PNPM) for block grants, disbursement of Grassroots Business Credit (KUR), the Unemployment Reduction Movement and distribution of Direct Cash Transfers, all had some positive influence in the improvement of welfare indicators.¹⁶

2.3. Indonesia's DWCP priorities, associated outcomes, indicators and targets

The Indonesia DWCP for 2006-09, which has been appraised by the Regional DWCP Support Group for quality assurance and endorsed by the Indonesian tripartite constituents, focuses on three main priorities as follows: Priority 1: Stopping exploitation at work; Priority 2: Employment creation for poverty reduction & livelihoods recovery, especially for youth; Priority 3: Social dialogue for economic growth & principles and rights at work (outcomes are discussed in further detail below).

Cost sharing and regular planning meetings between the Office and the DWCP project ensures synergies and integration. The present Indonesia comprises three main priorities, which jointly encompasses seven expected outcomes, 13 performance indicators and 22 targets. Appendix Table 1 presents a schematic overview that links them to the different strategic objectives and elements of the Decent Work Agenda.

Priority I. Stopping exploitation at work

This priority programme area focuses primarily on the more effective application of policies and laws to sharply reduce the worst forms of labour exploitation, in particular of girls and boys, young women and men, domestic and migrant workers, in all spheres of work. This is guided by the reference to "exploitation in all spheres of work is a violation of fundamental human rights". The Indonesian RPJM (2004-09) and the Ministry of Manpower and Transmigration's RENSTRA (2005-09) identified children and women migrant workers as particularly vulnerable groups. This is also acknowledged in the UNDAF sub-outcome, with the ILO as the lead agency (jointly with UNICEF, UNIFEM and others).

The ILO's programme to stop exploitation at work

To address the particular issues of these vulnerable groups, namely children and women migrant workers, the ILO has two main areas of intervention with their specific outcomes, both of which rely on the engagement and partnership with the ILO constituents.

- a. Tackling the worst forms of child labour through the implementation of the national action plan on the elimination of the worst forms of child labour.

Outcome I.1: Effective progress on the implementation of the Indonesia's national plan of action on the worst forms of child labour

The Indonesia National Action Committee (NAC) on the elimination of the worst forms of child labour prepared a National Action Plan (NAP), in which the key objectives during the first 5 years are to: (i) increase public awareness; (ii) map the current situation; and (iii) develop and implement a programme on the elimination of the worst forms of child labour. The five priority sectors are trafficking of children for prostitution, the involvement of

¹⁶ Bank Indonesia: *Economic Reports on Indonesia 2008* (Jakarta, 2009), available at: www.bi.go.id.

children in the production and trafficking of drugs and other addictive substances, and the involvement of children in off-shore fishing and diving, work in mines, and in the footwear industry.

Programme strategy

- 1) Support the implementation of the NAP, with specific programmes relating to trafficking, child prostitution, children used in the drug trade, and child labour in dangerous and hazardous occupations such as mining, fishing and agriculture.
 - 2) Advisory and other technical support on the implementation of the two child labour Conventions.
- b. Improving labour migration management for better protection of Indonesian migrant workers

Outcome I.2: Improved labour migration management for better protection of Indonesian migrant workers, especially migrant domestic workers.

Indonesia is the world's second largest country that sends its workers overseas after the Philippines, supplying mainly unskilled labour. Around 72 per cent of Indonesian migrant workers are women, with almost 90 per cent of them employed as domestic workers in the Middle East and South-East Asia. Although Indonesian migrant workers contribute considerably to the Indonesian economy, with annual foreign exchange earnings estimated at between US\$ 1.1-2.2 billion, their lack of legal protection heightens their vulnerability to types of employment where decent work conditions are not enforced.

Under the UNDAF sub-outcome on “the vulnerability of domestic and international female migrant workers,” the ILO is the lead agency working with other UN agencies to identify strategic interventions that will reduce the vulnerability of Indonesian domestic, and women migrant, workers.

Work will focus on relevant law and policy development at both national and local levels, as well as targeted awareness-raising in sending, transit and receiving communities. This complements the Government's initiatives on law and policy development, including the newly created National Board for Placement and Protection of Indonesian Workers (*Badan Nasional Pengiriman dan Perlindungan Tenaga Kerja Indonesia/BNP2TKI*). It further draws on the Bali Process Ministerial meetings I and II on trafficking and migrant workers' issues.¹⁷

Programme strategy

- 1) Advisory and other support on law and policy development relating to labour migration at national and regional level.
- 2) Support for tripartite initiatives on the effective protection of Indonesian migrant workers, and the promotion of migrant workers' rights.

¹⁷ The programme builds upon a previous initiative on “forced labour and trafficking of domestic workers” funded by the Government of the United Kingdom (DFID) and draws upon regional initiatives including the Asian Programme on the Governance of Labour Migration and the Programme on Managing Cross-border Movement of Labour in Southeast Asia.

Priority II. Employment creation for poverty reduction and livelihoods recovery especially for youth

According to the country's poverty definition, Indonesia has an estimated 40 million people who live below the national poverty line.¹⁸ The situation gets worse if one applies the poverty line as those people living below the US\$ 2 per day, which would demonstrate an estimated 110 million people as being poor.¹⁹ Productive and robust employment creation is the only sustainable way out of poverty, and is critical to the achievement of the MDGs and Indonesia PRS targets.

Outcome II.1: Employment targets in the Indonesia's RPJM are highlighted by a set of policies and programmes that emphasize pro-poor employment growth.

Within the framework of the Global Employment Agenda, and building on the ILO's World Employment Report 2004-05, the conclusions of the ILO 14th Asian Regional Meeting, and the Ministry of Manpower and Transmigration's RENSTRA 2005-09, the heart of this DWCP priority is pro-poor growth, investment, and employment. The strategies for the achievement of the outcomes under this DWCP priority will focus on the following.

a. Making employment concerns essential to Indonesia's socio-economic planning

Apart from supporting the ILO's constituents in their efforts to promote quality jobs and economic growth with improved distributional effects, a crucial focus of the work is the mainstreaming of employment issues in socio-economic planning and policy development, that is supportive to create an employment-friendly macro-policy environment and strengthening the capacity of the constituents to engage in socio-economic policy development and implementation. At the national level, this concerns building alliances, and developing policy coherence, with other UN agencies, and the World Bank in Indonesia and embedding "decent work" as a principal concern in macro-economic, financial, and trade and investment policies.

Programme strategy

- 1) Mainstream employment concerns in socio-economic planning and policy development through international, national and/or local planning collaboration, and the influence of the tripartite constituents.
- 2) Support the development and implementation of an integrated employment policy framework, including strengthened institutional capacity for formulating and implementing labour market policies and programmes at national, provincial and local levels.
- 3) Support the establishment, maintenance and use of labour market information systems (LMIS) for employment policy and planning purposes at national, provincial, district and sub-district levels.

The third programme strategy manifests strong linkage to the current MAP project.

¹⁸ The Indonesia's national poverty line is based on an individual's need to fulfil minimum requirements for food (2100 kcal per day), which is equal to PPP US\$ 1.55 a day.

¹⁹ World Bank (2006), op. cit.

Outcome II.2: Effective implementation of employment-intensive and other livelihood programmes for crisis-affected areas, especially Aceh, North Sumatra, and Eastern Indonesia.

a. Employment-intensive and livelihood programmes for crisis-affected areas

To increase pro-poor growth, investment and employment at the local level, there is a need to promote area-based/local economic development programmes that enhance enterprise development, employment-intensive programmes, skills development for employment, and access of the working poor to finance particularly in crisis-affected areas. Labour and employment rights, social protection, and social dialogue are integrated into these area-based/local economic development programmes. Partnership between relevant government ministries and workers' and employers' organizations at both national and local levels is vital to the sustainability of employment-intensive and livelihood programmes.

Programme strategy

- 1) Initiate pilot action programmes in selected districts of crisis-affected areas.
- 2) Support the application of cost-effective, labour-based technology in public investment programmes, including capacity building of local government and institutions.
- 3) Strengthen provincial and district level capacities in SME development strategies, and improvement of support services with emphasis on the informal economy.
- 4) Promote the integration of job quality and productivity concerns into mainstream SME development policies and programmes.

Outcome II.3: Education and training systems and policies better equip young people for employment and entrepreneurship.

a. Promoting youth employment and entrepreneurship through education and training systems and policies

Maintaining a peaceful and secure environment that is conducive to domestic and foreign investments is very critical for Indonesia by which poverty reduction among girls and boys and young women and men may be achieved through increasing education participation and standards, productive employment, and income generation. For young people, access to productive jobs is a tough challenge.²⁰ Underutilization is particularly severe for those aged 19-24, among whom frustration and a sense of exclusion from a productive career can easily translate into a range of social problems.

The UN System supports Indonesia in its lead role in the global Youth Employment Network (YEN), and in the implementation of the Indonesian Youth Employment Action Plan 2004-07 (IYEAP). The UNDAF has identified the need to continue supporting the implementation of the IYEAP, including the strengthening of the knowledge base of the economic costs of child labour, and youth labour underutilization. The ILO is the lead agency in coordinating the UN System's initiatives under this UNDAF sub-outcome,

²⁰ The share of underutilized youth (unemployed and under-employed) in the labour force was 52.7 per cent, and the share of youth neither in education nor in the labour force in the total youth population was 19.5 per cent. See: G. Sziraczki and A. Reerink: *Report of Survey on the School-to-Work Transition in Indonesia* (Geneva, ILO, 2004), available at: http://www2.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_116483.pdf.

which focuses on employment creation, employability, entrepreneurship, and equal opportunities.

Programme strategy

- 1) Improve quality and effectiveness of training policies, institutions and programmes, through the formulation of vocational training policy frameworks and guidelines for selected local governments to improve employability of young people.
- 2) Support the development of skills and employability policies and programmes for young women and men through the promotion of relevant ILO tools and methodologies with key government ministries and in cooperation with the ILO constituents.

Priority III. Social dialogue for economic growth and principles and rights at work

Even though economic growth is vital, on its own it is inadequate to ensure equity, social advancement, and poverty reduction. Moreover, globalization has not granted its promised benefits for the majority of people in Indonesia. In fact, increasing job insecurity and greater income gaps are forcing an increasing number of people to seek survival in a sprawling informal sector, endangering social, and at times, political instability.

The ILO's Declaration on Fundamental Principles and Rights at Work and its Follow-up promotes efforts by member States to ensure social development goes hand-in-hand with economic advancement and development through the following.

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

Indonesia has ratified all the fundamental ILO Conventions covered by the Declaration, allowing the comments from the ILO's supervisory bodies to be used as a basis for addressing legislative or implementation challenges regarding these conventions. Relevant legislation and regulations have been put in place in Indonesia over the last eight years to provide a legal framework within which labour rights can be promoted, and enforced. Therefore, the DWCP focuses on strengthening the institutional capacity of the ILO constituents to effectively implement this legal framework with the following outcomes.

Outcome III.1: Application of labour laws and practices fully in line with fundamental principles and rights at work, including through strengthened labour administration.

- a. Application of labour standards and practices, in line with fundamental principles and rights at work, including through strengthened labour administration

This includes monitoring and evaluation of the implementation and application of labour laws and policies, as well as the effective representation of the interests of employers and workers in relation to workplace concerns, and those who are unorganized. It also includes consideration and relevant follow-up regarding issues raised through the ILO supervisory bodies on the application of labour standards.

Programme strategy

- 1) Support sound and harmonious industrial relations system, including effective machinery for collective bargaining and dispute settlement.
- 2) Improve knowledge and understanding of relevant laws, regulations and practices.
- 3) Capacity building in labour administration at national and local levels, particularly in employment services and labour inspection.

Outcome III.2: Employers and unions through bipartite cooperation achieve results on labour market flexibility and job security.

- a. Employers and unions, through bipartite cooperation, achieve results on labour market flexibility and job security

Impartial terms of employment, decent working conditions, and socio-economic development for the benefit of all can only be achieved with a broad-based effort and consent of workers, employers, and Government. Strengthening tripartism and bipartite workplace relations are strategies that can strengthen the ILO's tripartite constituents, especially their capacity to engage in, and promote, the use of social dialogue to address workplace as well as local and national socio-economic concerns.

Programme strategy

- 1) Strengthen the institutional capacity of employers' and workers' organizations in relation to socio-economic changes affecting the world of work (i.e. employment and labour market policies in Indonesia).
- 2) Improve tripartite consultative mechanisms for dialogue on labour and social policy issues through technical assistance on labour market flexibility and job security issues.

Other areas of work

Besides the above priorities, there are issues that are instrumental to the overall successful implementation of the DWCP. These include the effective dissemination of information on the prevention of HIV and AIDS in formal and informal workplaces, effective implementation and monitoring of occupational health and safety, and the improvement of social protection for Indonesian workers. Achieving the identified outcomes directs the allocation of human and financial resources of the ILO, and defines the priorities for resource mobilization and programme development.

2.4. Degree of advancement of the implementation of the programme²¹

During the period of 2006-10, the ILO Office in Jakarta implemented 40 projects with a total value of US\$ 71.2 million. Many challenges however have been faced by the ILO in Indonesia, some of which make it difficult to fully achieve the DWCP's expected outcomes and some of which need alteration in the ways in which the ILO must operate. The Indonesia DWCP fulfils the basic requirements for structure and content, the results however vary differently between projects. As projects can be considered as programme elucidation, the following project evaluation highlights below would thus reflect the progress of the implementation of the Indonesia DWCP (Table 2 and Table 3).

Table 2. Assessment of the ILO Jakarta projects, 2006-09

Project Name	Summary assessment of project results	Sources
Local Economic Recovery: Rebuilding Livelihoods & Employment Opportunities, Banda Aceh (Indonesia) (INS/05/M07/FIN)	Evaluation showed that the project was effective and achieved successful outcomes at different levels.	Mid-term evaluation (2006)
Mobilizing Action on the Protection of Domestic Workers from Forced Labour and Trafficking (RAS/03/52M/UKM)	The project was considered to be very successful and was recommended to be extended into a second phase.	Final evaluation (2006)
ILO Declaration Project On Promoting And Realizing Fundamental Principles And Rights At Work To The Indonesian National Police (INS/03/P15/USA)	The Evaluation team determined that the project objective was partly met.	Final evaluation (2006)
Youth Employment in Indonesia: Policy & Action (INS/04/50M/NET)	Evaluation revealed that generally the project achieved successful outcomes in national policy through business creation programmes at the provincial level.	Final evaluation (2006)
ILO Project Combating Forced Labour and Trafficking of Indonesian Migrant Workers (INS/06/M10/NOR)	Evaluation found that the project delivered effectively upon all key activities addressing the project's five strategic components.	Mid-term evaluation (2007)
ILO Project Combating Forced Labour and Trafficking of Indonesian Migrant Workers (INS/06/M10/NOR)	Planned project objectives were achieved and the overall position of Migrant Workers was strengthened.	Final evaluation (2008)
Combating the Worst Forms of Child Labour in Indonesia. Supporting the Time Bound Programme for the Elimination of the Worst Forms of Child Labour in Indonesia (INS/05/P50/USA)	Evaluation indicated that the project successfully achieved all the objectives set out at the beginning.	Final evaluation (2008)
Papua Indigenous Peoples Empowerment (PIPE) Project: Reducing Poverty and Strengthening Peace and Development Mechanisms involving Indigenous Peoples in Papua and West Papua – Indonesia (INS/04/M01/HSF)	In terms of objectives achieved and results, PIPE was a very successful project. However, the Evaluation Team questioned the potential of the project to contribute to the DWCP.	Final evaluation (2008)

²¹ This section is based on the evaluation report on the Indonesia's DWCP conducted in early 2009, which presents analysis, findings, and recommendations of the independent review of the ILO's country programme in Indonesia. The evaluation reviews ILO's performance throughout the timeframe 2006–09 and focuses on the ILO's strategic positioning in the country, its approach to setting an ILO agenda, as well as the composition, implementation and evolution of ILO national strategies as they relate to the Decent Work Agenda. See: M. Hendricks et al.: *Independent Evaluation of the ILO's Decent Work Country Programme for Indonesia: 2006–09* (Geneva, ILO, 2009), available at: http://www.ilo.org/wcmsp5/groups/public/---ed_mas/---eval/documents/publication/wcms_116334.pdf.

Table 3. Progress on the 22 targets of the Indonesia Decent Work Country Programme 2006-10

DWCP priority, outcome and performance indicator	DWCP target	Achievement of target	Comments
Priority A: Stopping Exploitation at Work			
<i>Outcome #1: Effective progress on the implementation of the Indonesia National Plan of Action on the Worst Forms of Child Labour</i>			
Incidence of child labour is reduced	Child Labour Survey in 2008 reports reduction of worst forms of child labour incidences by 25% (over 2005)	No data	The ILO and BPS undertook its first National Child Labour Survey in the 3 rd quarter of 2009. The data had recently been published.
ILO constituents and stakeholders apply tools and methodologies developed under the Time-Bound Programme in the implementation of the NPA on the Worst Forms of Child Labour	ILO constituents and stakeholders in over 20 "new" districts design and implement new initiatives to withdraw and prevent girls and boys from the worst forms of child labour	Yes	26 districts to date by Child Labour project: 12 districts in 2004-07 and 14 districts in 2008; in addition, the EAST project is currently working with 33 districts.
<i>Outcome #2: Improved labour migration management for better protection of Indonesian migrant workers, especially migrant domestic workers</i>			
Laws and/or policies developed on the human rights and labour protection of migrant workers at the national and local level	Local governments and relevant stakeholders in 20 provinces implement new migrant worker protection programmes, sensitive to the needs and conditions of women migrant workers	Not yet	12 provinces to date
	New National Agency for Placement and Protection of Migrant Workers is fully operational according to Presidential Instruction 6/2006	Yes	New agency is fully operational and works closely with ILO
The ILO constituents and relevant stakeholders are utilizing the ILO Multilateral Framework on Labour Migration in relation to measures on migrant management and the protection of Indonesian migrant workers, both in Indonesia and abroad	A minimum of 2 cross-border trade union networks to address the labour rights of Indonesian migrant workers established between the trade unions in Indonesia and the destination countries	Yes	5 networks to date
	Para-legal, pre-departure, and helpdesk services are available through trade unions and other organizations	Yes	92 help outlets or helpdesks to date
	Over 400 consular officials and labour attaches trained to provide appropriate services on protecting migrant workers and internal as well as independent monitoring of performance of officials indicate improvement	Not yet	244 trained to date; no data regarding performance of individual officials, but several examples of more services available for migrant workers

DWCP priority, outcome and performance indicator	DWCP target	Achievement of target	Comments
Priority B: Employment Creation for Poverty Reduction & Livelihoods Recovery, Especially for Youth			
<i>Outcome #3: Employment targets in the Indonesian Government's Medium-Term Development Plan (RPJM) are underpinned by a set of policies and programmes that emphasize pro-poor employment growth</i>			
National employment policy in place that reflects the principles of the Global Employment Agenda	At least 3 sectoral or regional policies make explicit reference to employment promotion and decent work	Yes	8 policies to date
	Decent Work Indicators are consistently used in policy formulation and monitoring	Yes	Several examples to date, such as the use of the unemployment rate, time-related underemployment, youth unemployment rate, child labour, and poverty estimates
<i>Outcome #4: Effective implementation of employment-intensive and other livelihood programmes for crisis-affected areas, especially Aceh, North Sumatra, and Eastern Indonesia</i>			
The National Community Development Programme (PNPM) and selected local governments integrate employment and local resource concerns into public investment policies in the infrastructure sector, applying Labour-Based Infrastructure Development tools and approaches/methodologies	PNPM publicly recognizes ILO's contribution to its policy development and training materials	Yes	Several examples to date
	10 district governments integrate the ILO tools and methodologies in the rural (infrastructure) development programmes	Not yet	5 districts to date
ILO constituents and/or key partners apply employment-focused, integrated, local economic development (LED) strategies that create sources of livelihood and income, reduce poverty, and fight social exclusion, among women and men, in crisis-affected areas	Pilot LED initiatives developed, implemented, and replicated in North Sumatra, East Java, and Papua in collaboration with at least two UN agencies	Yes	3 initiatives to date in these provinces; 5 other initiatives in different provinces
<i>Outcome #5: Education and training systems and policies better equip young people for employment and entrepreneurship</i>			
Entrepreneurship training is provided to young people about to leave school, giving them clear information on opportunities in the labour market	Ministry of National Education and Ministry of Manpower adopt the "Careers Guideline" to provide career counselling to young people, developed with ILO assistance over 2005-06, and implemented by 2 local governments	Not yet	No adoption at the Ministry level, but endorsement by the Ministry of National Education for piloting; 6 provinces have implemented the training
	Entrepreneurship development products are adopted and implemented in government educational institutions	Yes	Four tools have been introduced for use with in-school and out-of-school youth in 33 districts in 6 provinces
Vocational training centres (BLKs) are revitalized and sensitive to labour market needs	At least 10 BLKs are implementing CBT as a result of ILO assistance	Not yet	The initiative began in 2008 in three BLKs
	CBT-based instructor training started with ILO involvement	Yes	61 instructors have received training
Priority C: Social Dialogue for Economic Growth & Principles and Rights at Work			

DWCP priority, outcome and performance indicator	DWCP target	Achievement of target	Comments
<i>Outcome #6: Application of labour laws and practices fully in line with fundamental principles and rights at work, including through strengthened labour administration</i>			
Progress towards labour law reform	All implementing regulations drafted and adopted	Yes	Laws and implementing regulations formulated and adopted in 2007
Measures to improve labour administration system at national level developed and implemented	Effective mediation and bipartite cooperation result in a 30% drop in the number of registered IR disputes that reach the Labour Court system	No data	
	Dispute settlement institutions are operationalized by trained personnel and make decisions justly with specific reference to ILO core conventions	No data	
	Integrated employment services and modern labour inspection systems developed in line with ILO recommendation	Not yet	1 integrated employment service centre launched in 1 site; no data on modern labour inspection systems
<i>Outcome #7: Employers and unions through bipartite cooperation achieve results on labour market flexibility and job security</i>			
Employers' and workers' organizations provide improved and new services to their members, and extend the representation of their organization	Provincial and district-level structures see increase in membership and develop resources and work plans for service expansion	No data	No data on membership; data for service expansion combines national and provincial levels
Employers' and workers' organizations participate in labour and employment policy development, at national and/or local levels, through bipartite and tripartite dialogue	Consensus on labour market flexibility and job security implemented through regulations and tripartite agreement	Not yet	Employers' and workers' organizations have exchanged positions on the subjects

Source: Hendricks, M. et al.: *Independent Evaluation of the ILO's Decent Work Country Programme for Indonesia: 2006-09* (Geneva, ILO, 2009).

3. Technical cooperation projects related to decent work or its monitoring

This section presents an overview of technical cooperation projects (TCPs) related to decent work or its monitoring in Indonesia, which includes the ILO TCPs, other European Commission-funded TCPs in Indonesia, or statistical development related projects in the country. Appendix Table 2 presents a schematic overview that links these to the different strategic objectives and elements of the Decent Work Agenda.

As presented in the earlier section, the main means of action through which ILO Jakarta addresses the DWCP priorities are through TCPs, which are funded by third-party donors. ILO Jakarta has been extremely successful in attracting TCP funding. It is noted that during the period of 2004-09, the ILO Office in Jakarta had a portfolio of 40 active projects totalling over US\$ 70 million. In this regard, ILO Jakarta is considered the most successful ILO office in the world. In 2007 alone, it administered over US\$ 18 million in TCP funds, more than any other Country Office, Sub-Regional Office, or Regional Office. This amount represented 25 per cent of all TCP funds allocated in the Asia-Pacific region even though Indonesia has only 7 per cent of the region's population.²²

The ILO's country programme in Indonesia has increased substantially over the last years with allocations for 2006 (i.e. projected expenditures for the year) at over US\$ 16 million from a wide range of donors. Support from Norway, USA and DFID has focused on the 'Stop Exploitation at Work' part of the DWCP, with programmes on child labour and trafficking.

In the employment area, there has been substantial work over the last five years on integrating employment and socio-economic concerns into public investment policies, as part of the national employment policy development activities. Work has included the development of rural infrastructure strategies for employment creation and poverty reduction, the development of a University Network (UNRID) to deliver technical assistance at the local level and the development of technical products and guidelines. This work would be a useful contribution to the development of the national employment strategy and the effort to integrate employment and socio-economic concerns into public investment policies.

Furthermore, an integrated tsunami response programme in Aceh and Nias as well as programmes elsewhere are being supported by bilateral donors such as Australia, Canada, Finland, Japan and New Zealand as well as by the UNDP and OCHA. Of particular relevance is the ILO programme on labour-based infrastructure rehabilitation, a programme that opens significant opportunities for new enterprises and skilled youth funded from the Multi-Donor Trust Fund for Aceh and Nias. The Government is scaling up poverty reduction efforts through the National Community Development Programme (PNMP), which will provide each sub-district with a block-grant for rural infrastructure development and community economic empowerment. The intention is to apply employment-intensive approaches for the implementation of the infrastructure works. The ILO is working with PNMP to build on the experience from Aceh, introducing the ILO's Integrated Rural Accessibility Planning method for infrastructure investment, local-resource based approach for road works and maintenance, and Gender and Enterprise Training Kit (GET Ahead).

²² M. Hendricks et al.: *Independent Evaluation of the ILO's Decent Work Country Programme for Indonesia: 2006–2009* (Geneva, ILO, 2009), available at: http://www.ilo.org/wcmsp5/groups/public/--ed_mas/---eval/documents/publication/wcms_116334.pdf.

The ILO works closely with other UN agencies such as the UNDP and UNIDO to further development work on employment. A strategic collaboration with the World Bank is developing; the ILO has participated in a programme design team of the Bank for a major new initiative on employment. There is continued interest in Indonesia for some form of employment guarantee as part of the overall poverty reduction strategy. The Government is piloting a 'Conditional Cash Transfer' scheme and the National Planning Board, BAPPENAS, is looking into a possible employment guarantee scheme of a certain number of days per year for the poorest part of the population, possibly linked to and funded through the PNPM. The World Bank is providing technical assistance to develop such a scheme with the ILO. The employment-intensive investments in infrastructure both plays an important role as a direct entry point for new enterprises and youth employment and a facilitator for the local economic activities and a cooperation with this programme will be important.

Netherlands Partnership Programme funding for youth employment in 2002-03 and in 2004-05 has allowed the ILO to support Indonesia as a UN Lead Country on Youth Employment, setting up the Indonesia Youth Employment Network (IYEN) and the development of the Indonesia Youth Employment Action Plan (IYEAP). In the implementation of the plan, the ILO has supported a major initiative on entrepreneurship education in secondary vocational schools, career guidance materials for youth, competency-based vocational training, a provincial youth employment action plan for East Java and an entrepreneurship programme for out-of-school youth in Nanggroe Aceh Darussalam. The independent evaluation report notes that the ILO's youth employment work "is clearly in line with national strategies and priorities, including the Poverty Reduction Strategy Paper (PRSP)." The current programme aims to follow-up on the ILO's previous work on youth employment.

An ILO programme on Education and Skills Training for Youth Employment (EAST) focuses on equipping young people in education and training with the skills they need to take up a job or engage in self-employment. It builds on sectoral policies already in place and will be rolling out available tools the ILO and the partners have developed in the past few years to the poorest provinces in Indonesia. EAST is part of the Education Sector Support programme of the Netherlands Embassy and will deliver on Outcome B3 of the DWCP mentioned above (Education and training systems and policies better equip young people for employment and entrepreneurship) as well as on the prevention of child labour (Outcome A). EAST will support the strategic plans of the Ministry of Education and the Ministry of Labour in these target provinces to i) prevent child labour through improved access to education, ii) give career guidance for youth, iii) improve access to market-oriented livelihood skills development, iv) revitalize technical training centres, and v) provide entrepreneurship and business creation training for youth.

Whereas EAST focuses on field-level implementation of programmes to better prepare youth for the labour market (supply), the INCP programme aims to ensure job opportunities for youth are generated in the labour market. As such it will focus on national employment policy development (DWCP Outcome B1 Employment targets in the Government's Medium-Term Development Plan) as well as expanding job opportunities for youth in one selected province (DWCP Outcome B2 Implementation of employment-intensive and other livelihood programmes). Taken together, the two programmes are complementary and mutually supporting.

Recently, funding from the European Union has made it possible to launch a new project on "Monitoring and Assessing Progress of Decent Work" (MAP). This is a global project involving ten pilot countries. The project focuses on the realization of decent work as a contribution to social justice and poverty reduction in developing and transition countries with its specific, immediate objective to develop a global methodology to strengthen the capacity of developing and transition countries to self-monitor and self-assess progress

towards decent work. This project runs for 48 months and will support member States to self-monitor and self assess progress towards decent work, will strengthen the capacity of target groups to establish benchmarks for measuring progress towards decent work, and will make it possible for actors of social dialogue to formulate coherent policies that better promote decent work for all women and men in the labour force.

Another new project under the European Union funding is the “Assessing and Addressing the Effects of Trade on Employment” (ETE). It is also a global project involving four pilot countries including Indonesia. The project will develop global knowledge tools that can support the formulation of coherent trade and labour market policies that address the adjustment challenges and expand opportunities for the creation of decent employment at the national level, based on sound data and diagnosis and with the involvement of the social partners. Actions will be taken to strengthen the capacity of policy makers, researchers and the social partners to assess, address and monitor the effects of trade on employment.

3.1. Main features of the ILO technical cooperation projects in Indonesia

3.1.1.a. Combating Forced Labour and Trafficking of Indonesian Migrant Workers

Causal relations with the DWIs: Besides the project’s concerns with employment opportunities for migrant workers, it also deals with migrant workers’ protection, prevention of forced labour and trafficking which are carried out through advocacy and training in particular on standards and rights of workers. Thus, in this sense the project attempts to promote decent work for migrant workers. The DWIs that might be relevant to this project include the labour force participation rate, employment by status in employment, average hourly earnings in selected occupation, and excessive hours worked.

3.1.1.b. Combating Forced Labour and Trafficking of Indonesian Migrant Workers in Indonesia, Malaysia, Singapore and Hong Kong (extension)

Causal relations with the DWIs: Besides the project’s concerns with employment opportunities for migrant workers, it also deals with migrant workers’ protection and prevention of forced labour and trafficking, which are carried out through advocacy and training in particular on standards and rights of workers. Thus, in this sense the project attempts to promote decent work for migrant workers. The project may consider using such the DWIs under employment opportunities and social protection and legal indicators under rights at work.

3.1.2. Phase 2 of the Project to support the Indonesia’s Time Bound Programme on the Elimination of the Worst Forms of Child Labour

Causal relations with the DWIs: Any attempt to advocate rights at work and provide people at work with social protection is obviously supporting decent work. This project supports the prevention and elimination of child labour in particular those involved in the worst forms of work for child labour and is in line with the mandate of the Decent Work Agenda to provide social protection. The TC project could link with the DWIs on child labour, hazardous child labour and school enrolment.

3.1.3. Employment-intensive Growth for Indonesia: Job Opportunities for Youth (JOY)

Causal relations with the DWIs: The project is mainly concerned with one of the strategic objectives of Decent Work Agenda, that is, employment creation and enterprise development particularly for young people which contributes to poverty alleviation. The initiative to enhance employment promotion is through local economic development (LED), for example on ecotourism and producing biogas. The DWIs that could link to the project are the youth unemployment rate, employment by branch of activity, employment by status in employment, labour force participation rate, average hourly earnings, low pay rate, and poverty estimate particularly among youth.

3.1.4. ILO Aceh-Nias Tsunami Response Programme

Causal relations with the DWIs: The project's main contribution is to help the affected population to rehabilitate their livelihood that was destroyed by natural disaster, and at the same time to provide social protection for the target population. Thus decent work elements of this project are embedded and reflected in various activities such as employment opportunities and enterprise development, social protection, vocational training, LED, child labour, as well as labour-based infrastructure development. The project could link to such DWIs as the unemployment rate, employment by branch of activity, employment by status in employment, child labour, per cent of population covered by basic health care, and poverty estimates.

3.1.5. Papua Indigenous Peoples Empowerment (PIPE) Programme: Reducing Poverty and Promoting Peace and Development in Papua and West Papua

Causal relations with the DWIs: The project contributes to the achievement of decent work as it touches upon the working life of indigenous people such as poverty reduction through employment and income generation, promotion of gender equality, LED as well as social dialogue. The DWIs that would be beneficial to monitor the progress of decent work achievement of the project are the employment-to-population ratio, labour force participation rate, employment by branch of activity, employment by status in employment, working poor, gender wage gap, gender employment gap, and social dialogue.

3.1.6. Education and Skills Training for Youth Employment in Indonesia (EAST)

Causal relations with the DWIs: The project obviously demonstrates a promotion of decent work particularly among youth, as it makes attempts to improve youth employability through entrepreneurship, and supports the promotion of relevant education and training opportunities as well as supporting the elimination of child labour. The DWIs that might be used by the project are the child labour indicators, youth unemployment, school enrolment of children aged 5-12, and children aged 5-12 not in school.

3.1.7. HIV and AIDS Workplace Education Project

Causal relations with the DWIs: The main objective of the project is to contribute to the reduction of employment-related discrimination against people living with or affected by HIV and AIDS and the reduction of HIV and AIDS risk behaviours among targeted workers. It contains the elements of "equal opportunities and treatment in employment" and "safe work". The DWIs that may be used for its indicators are measures for discrimination (which unfortunately are not available in the existing data sources), and estimated percentage of the working-age population who are HIV positive.

3.1.8. HIV and AIDS and Indonesian Migrant Workers Project

Causal relations with the DWIs: The main objective of the project is to contribute to the prevention of HIV and AIDS and the reduction of its adverse consequences on social, labour and economic development by addressing HIV and AIDS prevention among migrant workers. Thus, the attempt to prevent or to cure diseases in the work place including HIV and AIDS reflects the promotion of social protection, safe work environment, and the economic and social context of decent work. The DWIs that may support the project are the percentage of the working-age population who are HIV positive and the share of the population covered by (basic) health care provision.

3.1.9. Avian Influenza and the Workplace in Indonesia- combating the Disease through Increased Awareness, Enhanced Information-sharing and Closer Adherence to Occupational Health and Safety Best Practice

Causal relations with the DWIs: Again, any attempt to help people at the work place whether through prevention or rehabilitation is deemed to provide social protection and support rights at work. The DWIs that may support the project are the occupational injury rate (fatal/non fatal) and the share of the population covered by (basic) health care provision.

3.1.10. Monitoring and Assessing Progress on Decent Work (MAP)

Causal relations with the DWIs: The project's efforts to establish Decent Work Indicators are strongly linked to and supportive of the Decent Work Agenda. The project attempts to establish the DWIs that could be used to monitor progress on decent work.

3.1.11. Assessing and Addressing the Effects of Trade on Employment (ETE)

Causal relations with the DWIs: The project attempts to make the betterment of workers' lives through the facilitation of adjustment policy towards the adverse effect of the international trade, and therefore have an impact on achieving decent work. On the other hand, the development of relevant DWIs would help to monitor progress on decent work achievements. The DWIs that might relate to the project are under the substantive elements of employment opportunities, adequate earnings and productive work, decent hours, and the economic and social context of decent work.

3.1.12. Improving Access to Entrepreneurship and Business Management for People Living with HIV and AIDS (PLWHA)

Causal relations with the DWIs: The project aims to improve the livelihood of PLWHA and their families by improving access to entrepreneurship and business start-up training and to improve their entrepreneurship and business management capabilities. The project contains the elements of employment creation and enterprise development, adequate earnings and productive work as well as safety and security of work. The DWIs that relate to the project are the unemployment rate, informal employment, and average hourly earnings, among others.

3.1.13. ACTRAV/ACTEMP/Norway Project on Youth Employment and Social Dialogue

Causal relations with the DWIs: The project aims to contribute to employment creation through promotion of social dialogue and cooperation between employers' organizations and trade unions to create an enabling environment for improving employability of young

people, while rights are protected. The project includes such elements of the Decent Work Agenda as employment creation and enterprise development, social dialogue, and rights at work. The DWIs that can be support this project are the employment-to-population ratio, labour force participation rate, informal employment, employment by status in employment, youth unemployment, and the indicator of fundamental principles and rights at work (which is still to be developed).

3.1.14. Mainstreaming Tripartism across the Netherlands/ILO Cooperation Programme (NICP) and Product Development for Employers' and Workers' Organizations

Causal relations with the DWIs: The project aims to strengthen tripartism and social dialogue, thus social dialogue and workers' and employers' representation are strongly reflected in the project. The DWIs that relate to the project are the union density rate and enterprises belonging to an employers' organization.

3.1.15. Mobilization and Capacity Building of Teachers' Trade Union and Wider Trade Unions in Combating Child Labour in Indonesia

Causal relations with the DWIs: The project aims to mobilize and train Teachers' Trade Union (PGRI) officials, its members and other trade unionists to take action to eliminate and prevent child labour, which demonstrates the strong element of social protection for children. The DWIs that relate to the project are child labour and hazardous child labour.

3.1.16. Sustaining Competitive and Responsible Enterprises (SCORE)

Causal relations with the DWIs: The project aims to assist SMEs so they are more sustainable through being cleaner, more productive and competitive and provide more sustainable and decent employment. The Decent Work Agenda elements include employment creation and enterprise development, adequate earnings and productive work, safe work environment and the economic and social context of decent work. The DWIs that can be related to the project are the unemployment rate, employment-to-population ratio, labour force participation rate, average hourly earnings, low pay, occupational injury rate, and labour productivity and its rate of growth.

3.1.17. Realizing Minimum Living Standards for Disadvantaged Communities through Peace Building and Village Based Economic Development (PELAGANDONG Project)

Causal relations with the DWIs: The project aims to contribute to poverty reduction and the peace-building process in the Maluku Province through the development of sustainable livelihoods and economic activities in selected communities. Such elements of the Decent Work Agenda are the economic and social context of decent work, social dialogue, employment opportunities, and adequate earnings and productive work. Thus some DWIs that can be used for the project among others are the unemployment rate, labour force participation rate, employment by status in employment, employment by branch of activity, and average hourly earnings.

3.1.18. Nias Islands Rural Access and Capacity Building Project

Causal relations with the DWIs: The project aims to support the residents in targeted areas on Nias Islands by improving rural transport infrastructure in order to enhance access to economic and social services and facilities. Thus, the project includes employment opportunities, economic and social context of decent work and adequate earnings and productive work. The DWIs that may be relevant are the employment-to-population ratio,

labour force participation rate, employment by branch of activity, employment by status or occupation, hours of work, and average hourly earnings, among others.

3.2. Main features of EC-funded projects by other agencies apart from the ILO with decent work relevance

3.2.1. Support to Community Health Services in South Sumatra, Jambi and Papua

Overall objective: Improve population health and nutrition status, particularly for those living in poverty, through community health system development at the district and sub-district levels.

Project purpose: Improve accessibility and quality of community health services in Papua, South Sumatra and Jambi with particular emphasis on communities with high levels of poverty.

Project number: IDN/RELEX/2002/0409

Signing of financing agreement: 8 January 2002

Duration: 54 months (25 September 2003 - 24 March 2008)

Total Budget: €39,500,000

EC Grant Contribution: € 35,000,000 and Government of Indonesia Contribution: € 4,500,000

Executing Agency: Ministry of Health of the Republic of Indonesia

Causal relations with the DWIs: The project deals with supporting community health, which is one of the aspects of social protection. As social protection is one of the strategic objectives of the Decent Work Agenda, consequently this project contributes to the promotion of decent work. The DWI that can be linked to this project is the provision of basic health care.

3.2.2. Basic Education – Sector Capacity Support Programme (BESCSP)

Overall objective: Accelerate achievement of Education for All and education-related Millennium Development Goals (MDGs) in Indonesia, through developing the capacity of the sector to deliver basic education services in accordance with the Government's Minimum Service Standards (MSS) and decentralization provisions.

Project purpose: Improve service delivery capacity in basic education in line with the Government of Indonesia's MSS, which is based on: (1) strategic reforms and capacity which contribute to a more equitable, cost-efficient and quality-driven decentralized education system; and (2) improved district and provincial plans and budgets for basic education which emulate good practice and fulfil MSS.

Project Number: Asia/2003/006-064

Signing of financing agreement: February/March 2005

Duration: 4 years (Second quarter 2005-2009)

Total budget: € 27,500,000 (EC Grant Contribution: € 20,000,000; Government of Indonesia contribution: € 5,510,000; UNICEF Contribution: € 1,600,000; and ADB Contribution: €417,000)

Executing agency: Ministry of National Education of the Republic of Indonesia

Causal relations with the DWIs: Achievement of basic education is used as one of the MDG indicators. Likewise, school enrolment of children is a DWI indicator. This is to reflect the element of the rights at work as well as to measure the extent of child labour. Therefore, support to basic education sector is closely related to the Decent Work Agenda.

3.2.3. Indonesia Social Health Insurance Policy Development

Overall objective: Support the Government of Indonesia to develop an equitable, viable, effective and efficient social security system, particularly targeting the poor.

Project purpose: Support the development of a coherent social health insurance policy.

Project number: IDN/RELEX/2000/2109

Signing of Financing Agreement: 3 May 2002

Duration: 12 months (01 March 2003 - 29 February 2004)

Total budget: €550,000 (EC Grant Contribution: €500,000)

Executing agency: Task Force for a National Social Security System (SJSN) at the Office of the President of Indonesia

Causal relations with the DWIs: Provision of social protection is one of the strategic objectives of decent work, which may be reflected in various forms, for example social health insurance and cash for work, among others. Prior to 2004 the Government was in the process of developing the so-called social health insurance which was later called the National Social Insurance System (nationally referred to as Sistem Jaminan Sosial Nasional/SJSN). The establishment of the DWIs related to social protection would be able to monitor the progress of the social security provision in the country. The DWIs that may be linked to this project are the percentage of government spending in social protection and percentage of the population covered by basic health provision.

3.2.4. Community-based Economic Development through Capacity Building and Income Generation for Marginalized Farmers and Small-scale Entrepreneurs in West Timor and Bali

Project purpose: Achieve a sustainable increase in the performance (higher level and better quality of outputs, decrease of vulnerability, diversified production/services) of the economic activities (farming, off-farm production, services, trade) of poor farmers and small-scale entrepreneurs. In West Timor, particular attention will be given to the promotion of viable agricultural-based economic activities under preservation of the natural environment and by introducing appropriate processing technologies. In Bali, the project will focus on increasing the performance of small-scale enterprises thus helping entrepreneurs and their families, while at the same time the opportunities for viable employment to other needy groups will be broadened.

Project number: ONG/PVD/2002/019-846/ID

Signing of financing agreement: 9 January 2003

Duration: 36 months (01 January 2003 - 01 January 2006)

Total budget: €1,022,220 (EC Grant Contribution: €750,000)

Partner: Evangelische Zentralstelle für Entwicklungshilfe (EZE) and Yayasan Daya Pertiwi Foundation (local partner)

Causal relations with the DWIs: As the project attempts to enhance economic opportunities of marginalized farmers and small scale entrepreneurs through capacity building and income generation activities, employment opportunities and business development in particular are embedded in the project activities. Therefore, the project supports the promotion of decent work for rural people. The DWIs that would link to the project objective are employment by sector, employment by status, unemployment rate, average hourly earnings, excessive hours worked, and working poor.

3.2.5. Support Poor Farmers in Three Districts in Central Java and Yogyakarta Province (Indonesia) to Increase their Food and Income Security

Project purpose: Improve the food and income security of poor farmers' households in three districts in Java (Boyolali and Kulonprogo in Central Java Province, and Gunung Kidul District in Yogyakarta Province), by increasing food production through promoting the development of 'natural' farming activities (including low external-input agriculture) and by raising incomes through promoting micro-enterprises (with agricultural or off-farm products), based on local resources and by public campaigning.

Project number: ONG-PVD/2003/0642-199

Signing of grant agreement: 14 September 2004

Duration: 48 months (14 September 2004 - 15 September 2006)

Total budget: €582,425 (EC Grant Contribution: €436,818)

Partner: HIVOS

Causal relations with the DWIs: The project is closely related to the establishment of the DWIs as it supports social protection of farmers through food and income security and income generation by the promotion of micro enterprises. The DWIs that may be related to the project are the employment indicators, working poor, low pay, average hourly earnings, and poverty rate.

3.3. Main features of other TCPs related to improvement of statistics and other data collection linked to decent work

3.3.1. Preparation Project for "Strengthening the National Statistical System of Indonesia" (Indonesia STATCAP) with the World Bank"²³

Objective: Enhance the relevance of statistics produced by BPS for development planning and implementation by: (i) improving the quality of statistics in terms of accuracy,

²³ See: <http://statcapcerdas.bps.go.id/>.

reliability, and timeliness of their availability; and (ii) improving the users' confidence in the statistics through enhanced user engagement, communications and responsiveness to their demands.

Donor: the Government of Japan provides grant for preparation

Budget: preparation budget US\$ 1 million equivalent from the Government of Japan

Duration: 5 years (2010-14)

Causal relations with the DWIs: Any attempt to strengthen the BPS would be very closely related to the establishment of the DWIs for monitoring and assessing decent work.

3.3.2. Project for Developing the Information System of Small Area Statistics²⁴

Objective: Improve the capacity for providing information of various small area statistics through the development of the information system of small area statistics in BPS.²⁵

Donor: Japan International Cooperation Agency (JICA)

Budget: not available

Duration: August 2006 - August 2008

Causal relations with the DWIs: Improvement of the capacity for providing data is closely beneficial to establishing the DWIs.

3.3.3. Project for "Development of a Statistical Master Plan"²⁶

Objective: (1) Evaluate the strategic master plan, including stakeholder analysis; (2) prepare the statistical master plan; and (3) consult and disseminate the plan

Approval Date: 24 August 2007

Closing Date: 31 December 2008

Financing Instrument: Trust Fund for Statistical Capacity Building (TFSCB) World Bank

Total Amount: US\$ 80,000

Causal relations with the DWIs: As the project is supporting the preparation of the strategic master plan of the BPS, positive linkages could be established with the development of the DWIs.

²⁴ See: <http://www.jica.or.id/project/indonesia/0600357/english/01/index.html>.

²⁵ Small area statistics, for example, include statistics for village level or other small areas level.

²⁶ See: <http://ddp-ext.worldbank.org/ext/CSIDB/getProjectInfoXML?id=900010080&format=project>.

3.3.4. Project on “Streamlining Data Flows from Regions to the Centre under Decentralization”²⁷

Objective: (1) Formulate a national strategy for the development of statistics; and (2) streamline economic and social data transfers from regions to the centre under decentralization

Approval Date: 6 September 2005

Closing date: Not stated

Financing Instrument: TFSCB

Total Amount: US\$ 400,000

Causal relations with the DWIs: The project would assist in improving the flow of data from the local to central and vice versa, which would be very useful in the improvement of data collection that has been rather disturbed since the implementation of decentralization. Unfortunately the information on what data or indicators included is not available.

In summary, the section illustrates that the ILO technical cooperation projects in line with the ILO’s mandate have evolved in the framework of promoting the Decent Work Agenda. Meanwhile, a number of EC-funded projects in Indonesia are also supportive of promoting decent work, such as TCPs on health, education, social health insurance and economic context for poverty reduction. With regards to statistical improvement, several project activities have been underway through funding from various donor agencies.

²⁷ See: <http://ddp-ext.worldbank.org/ext/CSIDB/getProjectInfoXML?id=900010015&format=project>.

4. Existing data sources and Decent Work Indicators²⁸

This section attempts to gather all existing sources of statistics produced at the national level which could be used to identify and monitor trends in decent work. Indicators may cover beyond those identified by the Tripartite Meeting of Experts on the Measurement of Decent Work in September 2008 (see Table 4).

Table 4. List of statistical indicators for monitoring and assessing progress on decent work

Elements of the Decent Work Agenda	Indicator identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked 'S' should also be disaggregated by sex.)
Employment opportunities	EMPL-1	M – Employment-to-population ratio, 15-64 years (S)
	EMPL-2	M – Unemployment rate (S)
	EMPL-3	M – Youth not in education and not in employment, 15-24 years (S)
	EMPL-4	M – Informal employment (S)
	EMPL-5	A – Labour force participation rate, 15-64 years
	EMPL-6	A – Youth unemployment rate, 15-24 years (S)
	EMPL-7	A – Unemployment by level of education (S)
	EMPL-8	A – Employment by status in employment (S)
	EMPL-9	A – Proportion of own-account and contr. family workers in total employment (S)
	EMPL-10	A – Share of wage employment in non-agricultural employment (S)
Adequate earnings and productive work	EARN-1	M – Working poor (S)
	EARN-2	M – Low pay rate (below 2/3 of median hourly earnings) (S)
	EARN-3	A – Average hourly earnings in selected occupations (S)
	EARN-4	A – Average real wages (S)
	EARN-5	A – Minimum wage as % of median wage
	EARN-6	A – Manufacturing wage index
	EARN-7	A – Employees with recent job training (past year / past 4 weeks) (S)
Decent hours	HOUR-1	M – Excessive hours (more than 48 hours per week; 'usual' hours) (S)
	HOUR-2	A – Usual hours worked (standardized hour bands) (S)
	HOUR-3	A – Annual hours worked per employed person (S)
	HOUR-4	A – Time-related underemployment rate (S)
Combining work, family and personal life		No available indicators included yet
Work to be abolished	ABOL-1	M – Child labour [as defined by ICLS resolution] (S)
	ABOL-2	A – Hazardous child labour (S)

²⁸ See: D. Widarti: *A Review on Labour Market Information/Decent Work Indicators in Indonesia* (Jakarta, ILO, 2005).

Stability and security of work	STAB-1	M – Precarious work (informal employment)
	EMPL-4	M – Informal Employment (S)
	STAB-2	A – Employment tenure (S)
	STAB-3	A-Number and wage of casual workers/daily workers
Equal opportunity and treatment in employment	EQUA-1	M – Occupational segregation by sex
	EQUA-2	M – Female share of employment in ISCO-88 groups 11 and 12
	EQUA-3	A – Gender wage gap
	EQUA-4	A – Indicator for Fundamental Principles and Rights at Work (Elimination of discrimination in respect of employment and occupation) to be developed by the Office
	EQUA-5	A – Measure for discrimination by race / ethnicity / of indigenous people / of (recent) migrant workers / of rural workers where relevant and available at the national level.
Safe work environment	SAFE-1	M – Occupational injury rate, fatal
	SAFE-2	A – Occupational injury rate, non-fatal
	SAFE-3	A – Time lost due to occupational injuries
	SAFE-4	A – Labour inspection (inspectors per 10,000 employed persons)
Social security	SECU-1	M – Share of population aged 65 and above benefiting from a pension (S)
	SECU-2	M – Public social security expenditure (% of GDP)
	SECU-3	A – Health-care exp. not financed out of pocket by private households
	SECU-4	A – Share of population covered by (basic) health care provision (S)
Social dialogue, workers and employers' representation	DIAL-1	M – Union density rate (S)
	DIAL-2	M – Enterprises belonging to employer organization [rate]
	DIAL-3	M – Collective bargaining coverage rate (S)
	DIAL-4	M – Indicator for Fundamental Principles and Rights at Work (Freedom of Association and Collective Bargaining) to be developed by the Office
	DIAL-5	A – Strikes and lockouts/rates of days not worked
Economic and social context for decent work	CONT-1	C – Children not in school (% by age) (S)
	CONT-2	C – Estimated % of working-age population who are HIV positive
	CONT-3	C – Labour productivity (GDP per employed person, level and growth rate)
	CONT-4	C – Income inequality (percentile ratio P90/P10, income or consumption)
	CONT-5	C – Inflation rate (CPI)
	CONT-6	C – Employment by branch of economic activity
	CONT-7	C – Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S)
	CONT-8	C – Labour share in GDP
	CONT-9	C (additional) – Real GDP per capita in PPP\$ (level and growth rate)
	CONT-10	C (additional) – Female share of employment by industry (ISIC tabulation category)
	CONT-11	C (additional) – Wage / earnings inequality (percentile ratio P90/P10)
	CONT-12	C (additional) – Poverty indicators (gap and rate)

Source: Tripartite Meeting of Experts on the Measurement of Decent Work, September 2008.

Table 5 summarizes the existing sources of data related to decent work. There are two major sources of decent work related data, namely the Central Board of Statistics (BPS) and the Ministry of Manpower and Transmigration. The majority of employment and labour-related data in Indonesia are originated from household surveys, establishment surveys or administrative records. Data originated from household and establishment surveys are provided by the BPS, while administrative data are provided by the Ministry of Manpower and Transmigration. The details of those undertakings are the following.²⁹

Table 5. Existing data sources with relevance to the Decent Work Agenda

No.	Name of the survey or administrative records	Organization responsible
A. Household surveys		
1.	National labour force survey (NLFS)	BPS
2.	National socio economic survey (NSES)	BPS
3.	Inter-censal population survey	BPS
4.	Population census	BPS
B. Establishment surveys		
1.	Labour wage survey	BPS
2.	Wage structure survey	BPS
3.	Large and medium manufacturing establishment survey	BPS
4.	Integrated establishment survey	BPS
5.	Micro and small industry survey	BPS
6.	Economic census	BPS
C. Administrative records and related sources		
1.	Workers' social security	MOMT
2.	Labour market information	MOMT
3.	Strikes and lockouts	MOMT
4.	Collective Labour Agreements	MOMT
5.	Labour disputes and dismissals	MOMT
6.	IR infrastructure (bi-partite, tripartite councils)	MOMT
7.	Occupational injuries	MOMT
8.	Trade union registration	MOMT
9.	Enterprises belonging to employers' association	MOMT

Source: Author's compilation.

Both household and establishment surveys can be carried out either as a sample survey or a census (population census in the case of the household approach, and the economic census based on establishments; see Table 5). Census is a data collection method which is conducted by enumerating all population units or establishments throughout the country to obtain the characteristics of the population or all establishments at a certain time. Censuses in Indonesia include the Population Census, Agriculture Census and Economic Census. Data on employment is included in the Population Census.

²⁹ This section is mainly based on Hananto Sigit: *Employment data in Indonesia* (2000).

Sample surveys are a data collection method which is conducted by enumerating a sample to predict the characteristics of the population. Surveys can be either ad-hoc or regular in nature. Ad-hoc surveys are especially conducted to capture and monitor, for example, the social and economic impacts of the economic crisis in response to concerted efforts to minimize these impacts. Regular surveys are distinguished into three categories, namely household, establishment and community data surveys depending on their unit of enumeration.

4.1. Household surveys

In the household survey, respondents are individual household members. This type of survey exists in the undertaking of the Population Census, the Inter-censal Population Survey (*SUPAS*), the National Labour Force Survey (*SAKERNAS*), and the National Socio-economic Survey (*SUSENAS*). Detailed individual data in terms of demographic, socio-economic and employment characteristics as well as general information on either the establishment or the place of work are available in household surveys. Information on the worker's household is also present in such surveys.

BPS conducts four types of household surveys in a regular manner; they are the Population Census, *SUPAS*, *SAKERNAS*, and *SUSENAS*.³⁰ Although these surveys use the same basic concepts and definitions of employment in which one would expect that the results would be comparable, in fact employment data from these sources are not comparable. Censuses and *SUPAS* are designed with the same objective that is to collect general population data and to produce comparable results. Their data however are not comparable with those of *SAKERNAS* and *SUSENAS*.

SAKERNAS and *SUSENAS* data are not comparable because they are derived from different types of surveys. *SUSENAS* is a multi-purpose survey, with information collected in many different fields organized in two questionnaires, one questionnaire as a core and another questionnaire as a module. The methodology and implementation of the *SUSENAS* is very complex. The quality of employment data is greatly affected by the collection of other information. *SAKERNAS*, on the other hand, is a survey specifically designed for collecting employment data. Thus, it produces the most reliable data. It has been consistently undertaken in August of every year since 1994.

SUSENAS provides a rich source of data because it contains far more information. It is even richer than the Population Census or the Inter-censal Population Survey. However, it suffers from high variability in the information collected. Another shortcoming relates to employment data contained in the core questionnaire is that questions are limited and are placed following other more dominant questions. Thus despite the benefits derived from the large size of the sample, *SUSENAS* employment data suffer more from a higher level of instability of the data compared to *SAKERNAS*. One serious weakness of both surveys is that they cannot be used for short-term comparisons. Maintaining consistency of the questionnaire, the methodology and fieldwork would undoubtedly enhance confidence in conducting serial analysis.

4.1.1. National Labour Force Survey (*SAKERNAS*)

SAKERNAS was conducted for the first time in 1976, with the specific purpose of collecting data on labour force and employment. This survey was designed to improve the weaknesses of employment data collected in the 1971 Population Census. *SAKERNAS* employs a rigid labour

³⁰ In the past, apart from these four types of survey, there was another survey called "One Hundred Villages Survey".

force approach using two reference periods: “current” and “usual”. Since the labour force approach was used for the first time in that year, a comprehensive pilot test by BPS, in close cooperation with MOMT and the ILO, preceded the implementation of the survey. The survey was then conducted once a year in 1977 and 1978, and was designed to obtain serial data to be linked with data from the Population Censuses and *SUPAS*. It was stopped for a few years and was then resumed annually until 1985. Beginning in 1986, the survey was conducted quarterly to capture the seasonal fluctuations in employment. With the understanding that the Indonesian economy is predominantly agriculture and that employment was most likely to be greatly influenced by agricultural seasons, sectoral employment and other related characteristics would depict the peak and trough seasons in agriculture.

SAKERNAS fieldwork is done every year in February, May, August and November. The sample was approximately 20.5 thousand households every quarter in 1992. Quarterly estimates could be merged to produce average information for the year with a total sample of 82 thousand households. Quarterly surveys were conducted for 8 years until 1993, but results showed that seasonal fluctuations could not be clearly depicted by the quarterly data, which seemed to be caused by the small size of the sample. With around 20 thousand households, only national figures could be produced. With seasons different from region to region, averaging at the national level would produce the same results for every quarter. Without a substantial increase in the sample, which would allow the production of regional data, such quarterly surveys would not be useful in describing seasonality at the national level. It was recognized that the construction of average figures for the year that were taken from the quarterly survey were not valuable. Data did not represent yearly figures with a certain point in time as the reference, but rather an average of four quarterly figures that were not matching with other figures. Another shortcoming of the quarterly version of *SAKERNAS* was the limited number of questions included that they were only items that are expected to be affected by seasonality. This fact made results difficult to compare with those of other surveys. Due to these weaknesses, the quarterly survey was terminated. Starting in 1994 *SAKERNAS* was conducted yearly with a more detailed questionnaire using a reduced sample size of 65.5 thousand households. Due to budget constraints, in 1998 the sample was again reduced to 49.2 thousand households. In 1999, the *SAKERNAS* sample was reduced to about 20 thousand households and was expected to generate detailed information at only national levels and only aggregate data for provinces. In 2000 NLFS coverage returned to 60 thousand households, and in 2007 NLFS (August) covered about 278.4 thousand households. The August 2009 NLFS covered almost 300 thousand households.

A complete set of labour force and employment data is collected in *SAKERNAS*.

Up to 1999 *SAKERNAS* was carried out in August on yearly basis. The August employment figures from *SAKERNAS* would be compared to the employment figures from *SUSENAS* that was conducted in February annually. In this way *SUSENAS* would manifest employment conditions in the first semester while *SAKERNAS* would reflect situation in the second semester. Then, since 2001, it was conducted twice a year, in February and August.

Prior to 1998 the working-age population was defined as those who were aged 10 years and above. Since 1998, the definition was changed to 15 years and above. The working-age population is classified into two parts, namely that in the “labour force” and that “not in the labour force”. The labour force consists of those working (“employed”) or not working but looking for work (“unemployed”). For the “employed”, detailed characteristics of their work are collected, including hours worked, branch of economic activity, occupation, status in employment, additional work, wages and salaries, and whether also looking for additional work. For the “unemployed” the questions include methods and duration of job search, whether looking for part-time or full-time work, whether previously working and terminated from their work during the crisis and for what causes, and whether recently found a job. Socio-demographic data that are collected include age, gender, education and marital status. There are some cases of non-continuity in the questions asked in the questionnaire. A few examples include “coverage of

social protection” and “whether or not employed person is a member of trade union”. These questions which are considered very important for the measurement of decent work have been a part of previous surveys but are unfortunately no longer maintained.

4.1.2. National Socio-Economic Survey (SUSENAS)

SUSENAS is a multi-purpose household survey. The first *SUSENAS* was designed and launched in 1963 by the Statistical Research and Development Centre (StRDC).³¹ The main objective of *SUSENAS* was to collect data on demographic and socio-economic household characteristics. After 1963 the survey was conducted regularly in 1964/65, 1967, 1969 and 1970 with samples between 16-24 thousand households. In all these surveys, labour force data were collected together with demographic and socio-economic data as well as consumption expenditure. The survey temporarily stopped in 1971 with the termination of StRDC and resumed again in 1976 with funding from the Government.

In 1976, *SUSENAS* was conducted on a quarterly basis to collect data on detailed consumption expenditure and to capture seasonal consumption fluctuation. Labour force and employment data were only collected in the fourth quarter of 1976, where the sample was enlarged to 78 thousand households compared to only 17 thousand households in each of the previous quarters. This quarterly survey was repeated in 1978 with a sample of only 6,300 households per quarter.

The 1978 *SUSENAS* included more topics, including labour force and other demographic, socio-cultural and health data, as well as data on consumption expenditure and income. In 1979 and 1980 the survey was conducted twice each year with samples between 54-102 thousand households to accommodate new modules on fertility, handicraft/cottage industry, agriculture and livestock. Labour force data were only collected in the second semester of 1980.

In 1981, *SUSENAS* was again conducted on a quarterly basis using a sample of 15 thousand households per quarter and with no questions on the labour force. Labour and employment was incorporated again in 1982 with a separate sample of 60 thousand households. Since then the labour force module was taken out of *SUSENAS* and fully integrated with *SAKERNAS*. Consequently, the biannual 1998 *SUSENAS* and the yearly *SUSENAS* of 1985-87 and 1989-91 did not contain any labour force module.

Beginning in 1992, *SUSENAS* was organized into two questionnaires namely a new core and a module. The design of the new *SUSENAS* makes it possible to link modules through the core questions. For example, through the labour force and expenditure categories in the core, labour force characteristics in the module could be linked to the structure of expenditure in the module. It was considered important to include selected basic items on expenditure, causes of deaths, health, breast feeding, immunization, education, channels of communication, fertility level, family planning methods, housing materials and facilities, as well as economic activities. The economic activities incorporated basic questions on the labour force and employment. Some limited questions enabling the construction of labour force structure, such as those working and those looking for work. For the employed the questions asked are hours worked by industry and by status in employment. However, the question on hours worked was excluded starting with the 2007 *SUSENAS*.

In 1992, the sample size for the core questions was 65.6 thousand households, which enabled estimation at national and provincial levels. From 1993 until recently, it was enlarged to 202 thousand households to enable estimation at the regency/municipality levels, while the sample

³¹ StRDC was a United Nations organization that was created to assist statistical development in BPS.

size for the module remains 65.6 thousand households. In 2006 the survey covered 277,648 households, yet *Kabupaten* (District) Bantul of the Province of DI Yogyakarta was excluded from the sampling frame due to the post earthquake conditions at that time. With different modules, there must be a frame for sample selection for the module data collection. This is provided by households interviewed with the core questions comprising selected questions from the modules. From this frame a sub-sample of the core households is selected for a particular module. Accordingly, modules can be interconnected through the core questions. Therefore, from *SUSENAS* of 1992 through 1995 only limited data on employment are available. Despite the benefits obtained from a multi-purpose survey, where a very rich information base can be obtained, the system became very complicated. The labour force and employment module tended to be less accurate compared to the specialized labour force survey. Moreover this system made it impossible to design the same questionnaire as the one used in *SAKERNAS*.

After the 1997 economic crisis, *SUSENAS* was redesigned to simplify its operation. Only three modules were included. The first module, consumption expenditure, is collected every three years. The second module, general information for the welfare indicators is conducted every year. The third module that was collected every year covers labour force and employment and is designed to be comparable to the data from *SAKERNAS*.

4.1.3. Inter-Censal Population Survey (SUPAS)

SUPAS is conducted regularly halfway between censuses. Its objective is to provide population data which could be linked to those from the censuses. The survey has so far been conducted in 1976, 1985, 1995 and 2005. The fact is that the Indonesian population changes so rapidly that decennial census will not be able to capture these changes appropriately. However, Indonesia cannot afford to conduct a census every five years; meanwhile more frequent data are necessary to follow the rapid changes in fertility and mortality as well as migration and labour force characteristics. Thus with this underlying background, *SUPAS* is conducted.

Although the sample in *SUPAS* is large, it is still smaller than the number of households interviewed in a typical “sample census”. However, *SUPAS* still allows the provision of information for smaller regions which are comparable to those produced by the Population Census. Accordingly, aggregate population trend data are available every five years. To maintain its conformity with census data, *SUPAS* fieldwork is typically conducted in September-October. Questions in *SUPAS* are similar to those in the “sample census”. Labour force and employment data collected in *SUPAS* are also the same as those in the Population Census, thus allowing the measurement of the structure and characteristics of employment and the labour force every five years. In addition, the large sample of households covered in the Population Census and *SUPAS* make them possible in providing employment statistics for smaller administrative regions down to regencies/municipalities.

4.1.4. Population Census

The Population Census in Indonesia is conducted every ten years to collect general information on the population with one block focusing on the labour force and employment structure. Between census years, an inter-censal population survey (*SUPAS*) is conducted to meet the needs for more frequent data. For comparability with census data, *SUPAS* adopts the same questions included in the sample census.

Thus far, five censuses have been undertaken in 1961, 1971, 1980, 1990 and 2000 and the next survey is planned for 2010. The past five censuses collected general information on population which allows analysis of the population structure and general socio-economic characteristics. In the Population Census, some important information relates to “economic activities” of the population, that is labour force and employment characteristics are also collected, using the

“labour force approach”. The main objective is to provide benchmark data on the labour force and employment every ten years. The questions are less elaborate than those collected in *SAKERNAS* and *SUSENAS*, but all important employment questions needed to analyze the labour force and employment structure are included in the census.

Before 2000, data collection in the Population Census was carried out in two parts. First, the so-called “complete census” was done to collect basic information such as the names of household members, age, sex and family relationship to household heads as well as housing characteristics and facilities. Its main objective was to produce basic information on the population at the lowest administrative level (villages) and to use the information as a frame for sample selection of households that were to be interviewed in the “sample census”. In the second part, the “sample census”, some detailed questions on each household member were asked.

Both parts of the census covered all provinces. Fieldwork of the “complete census” was done in September-October, while that of the “sample census” was conducted on October 31. In the 2000 Population Census, the time reference was moved to July in order to improve international comparison, as most countries collect mid-year population data in their censuses. In the sample census, labour force and employment data are collected, with the sample covering 4-5 per cent of households. In 1990, the sample covered approximately 200 thousand households. With such a large sample, the information can provide aggregate data down to the regency level. In fact, Population Censuses are the only source of data which provides employment information for regencies. Detailed tabulations and refined classifications of the data can be provided at higher levels of administrative regions (i.e. provincial and national levels). Such tabulations include the structure of the working age population, characteristics of employment, job seekers, and characteristics of each segment of the labour force, as well as general socio-economic characteristics of the population.

The 2000 Population Census is a special case as it was designed to use the limited budget provided by the government optimally in the aftermath of the economic crisis. The budget was not enough to finance the two-stage data collection used in previous censuses. To retain the main objective of the census that is the provision of data for smaller regions, a complete census was necessary. However, funds were inadequate for conducting a reasonable “sample census” for detailed information. A compromise then was formulated whereby selected information was included in the complete census. Therefore, in addition to the basic questions on family structure, the 2000 Population Census includes one or two questions on fertility, education, migration, labour force and employment.

4.2. Establishment surveys

The BPS conducts several establishment surveys that contain data on employment. Most of these surveys usually collect data on production cost, input and output structure, capital formation, as well as information on business operation. Employment data are usually collected as part of the information on cost structure. Participation in the Government development programmes may be asked from small and household establishments. This is because there have been many government programmes like credits and technical assistance provided to such establishments. Establishment surveys that are currently conducted and containing employment data include:

- Economic Census (*Sensus Ekonomi, SE*)
- Directory of Incorporated Establishments (*Direktori Perusahaan Berbadan Hukum, DPBH*)
- Quarterly Establishment Survey (*Survey Triwulanan Kegiatan Usaha, STKU*)

-
- Small and Household Cottage Industry Survey (*Survey Industri Kecil dan Kerajinan Rumah tangga, SKKR*)
 - Small and Household-Establishment Integrated Survey (*Survei Usaha Terintegrasi, SUSI*)
 - Large and Medium Manufacturing Survey (*Survei Industri Besar-Sedang, SIBS*)
 - Hotel Establishment Survey (*Survey Hotel, SH*)
 - Labour Wage Survey (*Survey Upah Buruh, SUB*)

Like in many other establishment surveys, employment data were collected as part of information normally collected from establishments including: identification and location, main activity, type of product, establishment status, value of assets, value of production, total earnings, and number of workers differentiated between permanent and temporary workers.

The unit of enumeration in establishment surveys is an economic establishment.³² The respondent is usually the relevant officers who will fill out the questionnaire. Usually only cost accounting and related economic data referring to the establishment are collected. Although individual information on employees cannot be collected group characteristics of employees may be included in the survey. For example, information on the number of employees classified by gender, education and permanent/temporary workers may be available.

Employee data can be related to information on establishment cost, capital and output. These data can be segregated by gender, marital status, age group, education, and occupation group. Relating employment data to other costs of production makes the analysis of cost structure possible in order to see whether labour is fairly paid. In addition data from these surveys can be used to produce more detailed employment data such as in terms of sub-sector and job classification. With household surveys on the other hand it may provide full coverage of all sectors but the sub-sectoral breakdown is limited to the 2-digit ISIC level, meanwhile occupation breakdown of the household surveys allows 3-digit ISCO level.³³ Several important establishment surveys in relation to employment are presented below.

4.2.1. Labour Wage Survey (*Survai Upah Buruh*)

The Employee Wage Survey began in 1979 in order to collect detailed information on wage development and structure, including distribution by occupation. However, the coverage in terms of economic sectors is limited. It covers only non-oil and gas mining, manufacturing, hotels and land transportation. It was simplified in 1992 by dropping the question on wage by occupation and dropping the land transportation sub-sector as well. Only average and median wage of workers under the rank of supervisor were collected. The sample size was also reduced. The survey is conducted quarterly to enable monitoring changes in wages. Three provinces (Bengkulu, East-Timor and Central-Sulawesi) were not covered in this survey. Fieldwork was undertaken quarterly in March, June, September and December every year. Only 35 establishments were included in the sample of non-oil and gas mining industry, while for the manufacturing industry 667 large and 342 medium establishments were included. Small establishments were not represented. Wage data collected were the payments to production

³² An establishment is defined as the smallest economic unit conducting a business activity by financing the production of goods and services and selling them for profit or for earning.

³³ One should bear in mind that 2- and 3-digit occupation classification data are not very reliable and seldom used. This is because both the interviewers and respondents are not able to interpret appropriately the detailed occupational classification.

workers lower than a supervisor. Wages were broken down by establishment size, gender, sub-sector and capital ownership whether it is foreign-, domestic- or government-owned.

4.2.2. Wage Structure Survey

This survey is conducted every year but only for limited industries and limited occupations. It is based on a sample survey, with the sample frame used in the labour wage survey

The industries covered are non-oil mining and quarrying, manufacturing, and hotels of all private registered establishments. Non-oil mining industries with minimum 40 employees, manufacturing industry with minimum of 20 employees, and hotels of start-rated and non-star rated hotels are selected.

Topics asked in the survey are employment, income (wages, salaries with bonus included). Question on status in employment is asked whether he/she is a regular employee (covering production and non production workers at all levels).

The sampling unit includes 35 non-oil mining establishments, 1009 manufacturing industry (667 large establishments and 342 medium establishments),³⁴ and 265 hotels (133 star-rated hotels and 132 non-star rated hotels).

4.2.3. Large & Medium Manufacturing Survey (Survei Industri Besar dan Sedang)

This survey is conducted every year. It collects more information than what is needed for the directory. The survey covers all large and medium manufacturing establishments.

Detailed information on the establishment includes production cost, outputs and services performed, power generation, investments, capital and assets. As part of production costs, expenditure for employees is collected in detail, separating between production and non-production workers. Components of expenditures include wages/salaries, pension contributions, insurance and other allowances. Coverage depends a good deal on the completeness of the directory, which is updated regularly to add new establishments and remove those that closed down.³⁵ The survey produces information for smaller sub-sectors of the manufacturing sector, up to the five-digit ISIC level. The response rate is about 85-90 per cent. As the survey covers a substantial number of establishments and the long questionnaire to be filled out, publication lags considerably behind.

4.2.4. Integrated establishment survey

Small scale & micro establishments (SME) data are collected through the Integrated Survey of Small-scale Establishments (ISSE), which is a follow-up survey of the 1996 Economic Census. The survey is conducted on a sample basis. Since 1998 these surveys were integrated into the Integrated Establishment Survey (Survei Usaha Terintegrasi or SUSI 1998) that covers all non-agricultural sectors. The sampling unit of this survey is all establishments without legal entity,

³⁴ BPS defines large establishments as those employing 100 or more workers and medium establishments as those employing 20 to 99 workers.

³⁵ A new system of directory updating was applied for Java in 1991 and outside Java in 1992. It checks the list of establishments with recent sources from other ministries, and the unmatched establishments are checked in the field to make sure they exist.

irrespective of the number of employees, and including small and cottage industries which are based on the number of employees (i.e. with 5-19 employees for small industries and less than 5 for cottage industries). Due to the concept and terms being used, obviously the results of the ISSE can be used as a proxy to reflect the establishments belonging to the informal sector, although not in the full meaning of the terms.³⁶ This survey covers around 120 thousand establishments of all non-agricultural sectors, of which around 28 thousand establishments are small and cottage industries.³⁷

The ISSE applies two-stage sampling to select its representative establishments. The first is to select a number of enumeration areas from each of the two strata, namely high-density economic stratum and housing area stratum, while the second stage is to select a number of establishments from each of the selected enumeration areas. A list of all establishments within the selected enumeration areas is constructed through listing, and PPS method was implemented in the establishment selection.

The number of SME units recorded by the 1996 Economic Census was 16.8 million excluding in the agriculture sector. In order to have more comprehensive figures on the characteristics of the existing SME units, a sample of 1.16 million establishments was selected in the census. The survey was not implemented in 1997, but the ISSE itself has been conducted every year since 1998. The sample size for 1998 was only 89 thousand establishments. The survey was conducted only once during that year, while in 1999 the survey was conducted quarterly, involving 118 thousand establishments (i.e. 29,500 samples per quarter). The latest surveys were the 2000, 2001 and 2002 surveys, each of which employed 59,433 samples, or on average 14,850 samples for each quarter.

4.2.5. Micro and small industry survey

Data collection for this survey so far has been done periodically through a census or survey annually, only covering parts of Indonesia. The complete data collection of this Micro and Small Industry was done through the 1974/1975 Census of Industry. Then, it was done through the Survey of Small and Handicraft Industry in 1982, the 1986 Economic Census, and in 1991, 1993, 1994 and 1995 through the Survey of Small and Handicraft Industry. The data for 1996 was collected through the 1996 Economic Census, meanwhile for the period of 1998 to 2005 the data were collected through the Integrated Establishment Survey (SUSI) and the 2006 data was collected through the 2006 Economic Census.³⁸

The survey covers all economic sectors except agriculture. Questions on employment are on status in employment (regular workers or casual or working proprietor) and compensation of workers.

³⁶ BPS: *Country Paper: Selected Statistical Activities in Indonesia*, Prepared for the Committee on Statistics, Thirteenth Session, Bangkok, Thailand, 27-29 November 2002, available at: http://www.unescap.org/stat/cos13/cos13_indonesia.pdf.

³⁷ Sudjoko. 2001. "Quarterly Manufacturing Industry Survey: Methods, Problems, and Solution the Case of Indonesia". Strengthening Regional Capacities for Statistical Development in Southeast Asia Project. Sponsored by UNSD, ESCAP and ASEAN Secretariat Bangkok, 6-10 August 2001.

³⁸ BPS: *BPS Metadata 2009* (Jakarta, 2009).

4.2.6. Economic Census³⁹

The Economic Census is a national project, which is regularly carried out every ten years. According to the Indonesian Statistical Law issued in 1997, BPS Statistics Indonesia (BPS) is the responsible agency to conduct major censuses in a regular decennial cycle (once every 10 years).⁴⁰ The Indonesian 2006 Economic Census is the third Economic Census in Indonesia, after the 1986 and 1996 Economic Census.

The 2006 Economic Census was a 5-year project starting from 2005 to 2009. The first year (2005) was the preparation period. The second year (2006) was the first phase of the 2006 Economic Census – listing activity. The third year (2007) was the second phase of 2006 Economic Census – Census Sample for detailed enumeration. The fourth year of the census activities (2008) is the processing, tabulation and publication for detailed results of the census-sample. Finally, in the last period (2009), the detailed analysis of the census sample was completed. The 2006 Economic Census has a very important role in identifying the population, updating the directory and sampling frame as well as creating the distribution map of economic activities in all non-agricultural sectors in Indonesia after the economic crisis in 1997. The 2006 Economic Census has been carried out in order to collect data on the existence, distribution, activities, and characteristics of all economic activities excluding activities in the agriculture sector.

The approach of the enumeration in the 2006 Economic Census was based on the establishment/business approach. These targets include micro, small, medium, and large-scale establishments/businesses. The listing activity has been accomplished in the first quarter of 2007. The result has given description of the population of economic activities in each administrative level (sub-district, district/regency/municipality and province). The listing activity toward all establishments/businesses excluding economic in the agriculture sector includes businesses with permanent and non-permanent location (mobile). The detailed enumeration of the business activities as the second phase of the census activity was carried out in 2007 until the first quarter of 2008. From the result of the second phase, it is expected to provide more detailed information regarding the income and expenditure structure, capital structure as well as several other business characteristics in sub-district level, district level and province level. The processing and tabulation of the collection results have been done starting from the second quarter of 2008. The detailed enumeration phase has been conducted in two methods. First, the sample enumeration (approximately 5 per cent sample) has been adopted for micro and small-scale establishments. Second, the complete enumeration (census) has been carried out for medium and large-scale establishments.

4.3. Administrative Records

Another source of employment data are administrative records. The Ministry of Manpower and Transmigration (MOMT) keeps records of employment and labour related data, but usually many of the data are not processed and published. The types of data usually reflect the function of the working units of the MOMT. For example, “job vacancies” and “job seekers” are data that are reported by the Directorate of Manpower Placement as an effort to facilitate labour market

³⁹ BPS: *The Indonesian 2006 Economic Census* (Jakarta, 2008).

⁴⁰ There are three type of censuses mentioned in the law: Population Census, Agriculture Census, and Economic Census. The Population Census is conducted in every year ending with zero (0); the Agriculture Census is conducted in every year ending with three (3), while the Economic Census is carried out in every year ending with six (6).

function. The MOMT also keeps records of employment created through government labour intensive projects (public works programmes). The records are only kept for internal use.

The MOMT keeps records on Indonesians working abroad. Unfortunately as many Indonesian who work overseas are illegal, the MOMT cannot provide reliable data on overseas workers.

Regarding the registered job openings and people seeking work, the coverage of this segment of the labour market is small, since not all establishments offering job openings register with the MOMT. In fact, most of them usually advertise their job vacancies publicly to reach a wider pool of job seekers. Although the law⁴¹ stipulates that companies should report if there would be any employment change meaning the potential job vacancies with the MOMT, in reality only mass recruitment is usually reported to the Ministry and not all companies comply with the regulation. Another problem with this source of data is that not all documents are processed, limiting further their usefulness for market-wide analysis. Moreover, companies generally shy away from the MOMT, because of its complex bureaucracy. Also highly qualified job seekers seldom register with the MOMT; they prefer to apply directly with the desired companies.

The MOMT has been running different employment-related development programmes and by law they are required to maintain records. Although the degree of availability and consistency of the MOMT data are limited and not systematically processed to generate regular statistics, if such data are processed, maintained and recorded properly they would be very useful to policy makers and other users.

The details of the sources of existing data may be found in the following annexes. The household approach surveys are elaborated in Annex I.1 to Annex I.4. The establishment approach surveys are elaborated in Annex II.1 to Annex II.6. The remaining administrative records are obtained from the MOMT and elaborated in Annex III.1 to III.9.

4.4. Potential sources of each Decent Work Indicator

This part attempts to identify the potential sources of information for each decent work indicator as presented in the table below (Table 6). There are 11 elements of the Decent Work Agenda as proposed in Table 4, namely:

- (1) Employment opportunities
- (2) Adequate earnings and productive work
- (3) Decent hours
- (4) Combining work, family and personal life
- (5) Work to be abolished
- (6) Stability and security of work
- (7) Equal opportunity and treatment in employment
- (8) Safe work environment
- (9) Social security
- (10) Social dialogue, workers and employers' representation and
- (11) Economic and social context for decent work.

⁴¹ See Act No. 7 of 1981 on "Obligation of Manpower Reporting in Enterprises".

All data required for the indicators under the Decent Work Agenda substantive element on (1) Employment opportunities are present, although some are not officially calculated or published. However, this is not the case for other elements. For example, the indicators under (2) Adequate earnings and productive work, many are not readily available.

The indicators that are not available, among others are the following:

- Employees with recent job training
- Precarious work
- Indicator for Fundamental Principles and Rights at Work (Elimination of discrimination in respect of employment and occupation)⁴²
- Indicator for Fundamental Principles and Rights at Work (Freedom of Association and Collective Bargaining)⁴³
- Labour share in GDP

The following indicators that need to be developed based on different data sources, among others are:

- Manufacturing wage index
- Real GDP per capita in PPP\$ (level and growth rate)
- Wage / earnings inequality (percentile ratio P90/P10)
- Poverty indicators (gap and rate).

4.5. Conclusion

This section shows that there are two main agencies that are sources of data and information for establishing the DWIs, the BPS and the MOMT. Most of the existing DWIs are not readily published, as they need to be calculated. Employment related data are obtained either from the “household” approach or “establishment” approach. There are some DWIs whose underlying data are kept with other line ministries, for example, the percentage of government spending on social security as a percentage of the GDP.

⁴² This is a future indicator that will be developed by the ILO.

⁴³ Ibid.

Table 6. Decent Work Indicators in existing sources of data

Decent Work Indicators		Household Surveys				Establishment Surveys						Administrative records										
		1. Population census	2. Intercensal population survey	3. National labour force survey	4. National socio-economic survey	1. Labour wage survey	2. Wage structure survey	3. Manufacturing establishment survey	4. Integrated establishment survey	5. Micro industry survey	6. Economic census	1. Workers' social security (MOMT)	2. Labour market information (MOMT)	3. Strikes and lockouts (MOMT)	4. Company regulations (MOMT)	5. Labour disputes & dismissals (MOMT)	6. Industrial Relations infrastructure (MOMT)	7. Occupational injuries (MOMT)	8. Trade union registration (MOMT)	9. Employer organizations (MOMT)	10. Labour Inspectors	11. AIDS sufferers (Ministry of Health)**
EMPL-1	M – Employment-to-population ratio, 15-64 years (S)	1(S)	1(S)	1(S)	1(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
EMPL-2	M – Unemployment rate (S)	3(S)	3(S)	3(S)	3(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
EMPL-3	M – Youth not in education and not in employment, 15-24 years (S)	1(S)	1(S)	1(S)	1(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
EMPL-4	M – Informal employment (S)	1(S)	1(S)	1(S)	1(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
EMPL-5	A – Labour force participation rate, 15-64 years	3(S)	3(S)	3(S)	3(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
EMPL-6	A – Youth unemployment rate, 15-24 years (S)	1(S)	1(S)	1(S)	1(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
EMPL-7	A – Unemployment by level of education (S)	2(S)	2(S)	2(S)	2(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
EMPL-8	A – Employment by status in employment (S)	3(S)	3(S)	3(S)	3(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
EMPL-9	A – Proportion of own-account and contributing family workers in total employment (S)	1(S)	1(S)	1(S)	1(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
EMPL-10	A – Share of wage employment in non-agricultural employment (S)	1(S)	1(S)	1(S)	1(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
EARN-1	M – Working poor (S)	.	.	.	1(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
EARN-2	M – Low pay rate (below 2/3 of median hourly earnings) (S)	.	.	1(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
EARN-3	A – Average hourly earnings in selected occupations (S)	1(S)	1(S)	1(S)	1(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
EARN-4	A – Average real wages (S)	1(S)	1(S)	1(S)	1(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
EARN-5	A – Minimum wage as % of median wage	1(S)	1(S)	1(S)	1(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
EARN-6	A – Manufacturing wage index	.	.	.	.	.	.	1(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.
EARN-7	A – Employees with recent job training (past year/past 4 weeks) (S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
HOUR-1	M – Excessive hours (more than 48 hours / week; 'usual' hours) (S)	1(S)	1(S)	1(S)	1(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
HOUR-2	A – Usual hours worked (standardized hour bands) (S)	1(S)	1(S)	1(S)	1(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
HOUR-3	A – Annual hours worked per employed person (S)	1(S)	1(S)	1(S)	1(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
HOUR-4	A – Time-related underemployment rate (S)	1(S)	1(S)	1(S)	1(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
ABOL-1	M – Child labour [as defined by ICLS resolution] (S)	1(S)	1(S)	3(S)	1(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
ABOL-2	A – Hazardous child labour (S)	.	.	3(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
STAB-1	M – Precarious work (informal employment)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
EMPL-4	M – Informal Employment (S)	1(S)	1(S)	3(S)	1(S)	.	.	.	1(S)	1(S)	1(S)	.	.	.	.	.	.	.	.	.	.	.

Decent Work Indicators		Household Surveys				Establishment Surveys						Administrative records										
		1. Population census	2. Intercensal population survey	3. National labour force survey	4. National socio-economic survey	1. Labour wage survey	2. Wage structure survey	3. Manufacturing establishment survey	4. Integrated establishment survey	5. Micro industry survey	6. Economic census	1. Workers' social security (MOMT)	2. Labour market information (MOMT)	3. Strikes and lockouts (MOMT)	4. Company regulations (MOMT)	5. Labour disputes & dismissals (MOMT)	6. Industrial Relations infrastructure (MOMT)	7. Occupational injuries (MOMT)	8. Trade union registration (MOMT)	9. Employer organizations (MOMT)	10. Labour Inspectors	11. AIDS sufferers (Ministry of Health)**
STAB-2	A – Employment tenure (S)	1(S)	1(S)	3(S)	1(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
STAB-3	Number and wage of casual workers/daily workers	..	..	3(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
EQUA-1	M – Occupational segregation by sex	3(S)	3(S)	3(S)	3(S)	..	..	..	..	..	..	1(S)	..	..	..	..	1	..	..	..	..	..
EQUA-2	M – Female share of employment in ISCO-88 groups 11 and 12	2(S)	2(S)	2(S)	2(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
EQUA-3	A – Gender wage gap	..	..	1(S)	1(S)	..	..	..	..	..	..	1(S)	..	..	..	..	..	..	..	..	..	..
EQUA-4	A – Indicator for Fundamental Principles and Rights at Work (Elimination of discrimination in respect of employment and occupation) to be developed by the Office	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
EQUA-5	A – Measure for discrimination by race / ethnicity / of indigenous people / of (recent) migrant workers / of rural workers/religion/disability where relevant and available at the national level.	1(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
SAFE-1	M – Occupational injury rate, fatal	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..
SAFE-2	A – Occupational injury rate, non-fatal	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..
SAFE-3	A – Time lost due to occupational injuries	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..
SAFE-4	A – Labour inspection (inspectors per 10,000 employed persons)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..
SECU-1	M – Share of population aged 65 and above benefiting from a pension (S)	..	1(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
SECU-2	M – Public social security expenditure (% of GDP)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
SECU-3	A – Health-care exp. not financed out of pocket by private households	..	..	..	1(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
SECU-4	A – Share of pop. covered by (basic) health care provision (S)	..	..	..	1(S)***	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
DIAL-1	M – Union density rate (S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1(S)	..	..	..
DIAL-2	M – Enterprises belonging to employer organization [rate]	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3(S)	..	..
DIAL-3	M – Collective bargaining coverage rate (S)	..	..	..	..	..	..	..	..	..	..	..	3(S)	..	..	..	..	..	..	..	..	..
DIAL-4	M – Indicator for Fundamental Principles and Rights at Work (Freedom of Association and Collective Bargaining) to be developed by the Office	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
DIAL-5	A – Strikes and lockouts/rates of days not worked	..	..	..	..	..	..	..	..	..	..	3(S)	..	..	..	..	..	..	..	..	..	..
CONT-1	C – Children not in school (% by age) (S)	1(S)	1(S)	1(S)	1(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
CONT-2	C – Estimated % of working-age population who are HIV positive	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1(S)
CONT-3	C – Labour productivity (GDP per employed person, level and growth rate)	1(S)	1(S)	1(S)	1(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
CONT-4	C – Income inequality (percentile ratio P90/P10, income or consumption)	..	..	..	1(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
CONT-5	C – Inflation rate (CPI) ***	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

Decent Work Indicators Codes used: 1 = Primary data for indicator are collected, but indicator is not calculated / not published; 2 = Primary data for indicator are collected, and indicator is calculated and published without having the status of an official statistic; 3 = Primary data for indicator are collected, and indicator is calculated and published as an official statistic by the BPS or another Government agency; (S) indicator is disaggregated by sex			Household Surveys				Establishment Surveys						Administrative records										
			1. Population census	2. Intercensal population survey	3. National labour force survey	4. National socio-economic survey	1. Labour wage survey	2. Wage structure survey	3. Manufacturing establishment survey	4. Integrated establishment survey	5. Micro industry survey	6. Economic census	1. Workers' social security (MOMT)	2. Labour market information (MOMT)	3. Strikes and lockouts (MOMT)	4. Company regulations (MOMT)	5. Labour disputes & dismissals (MOMT)	6. Industrial Relations infrastructure (MOMT)	7. Occupational injuries (MOMT)	8. Trade union registration (MOMT)	9. Employer organizations (MOMT)	10. Labour Inspectors	11. AIDS sufferers (Ministry of Health)**
CONT-6	C – Employment by branch of economic activity	3(S)	3(S)	3(S)	3(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
CONT-7	C – Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S)	1(S)	1(S)	1(S)	1(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
CONT-8	C – Labour share in GDP	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
CONT-9	C (additional) – Real GDP per capita in PPP\$ (level and growth rate)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
CONT-10	C (additional) – Female share of employment by industry (ISIC tabulation category)	2(S)	2(S)	2(S)	2(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
CONT-11	C (additional) – Wage / earnings inequality (percentile ratio P90/P10)	.	.	1(S)	1(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
CONT-12	C (additional) – Poverty indicators (gap and rate)	.	.	.	1(S)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.

Source: Author's compilation.

Notes: ** = BAPPENAS; *** = SUSENAS and PODES; and **** = BPS.

5. A synopsis of the findings and conclusions for further work under the MAP Project

5.1. Synopsis

The ILO Office in Jakarta operates a wide range of programmes and projects in Indonesia focusing on employment promotion, stopping the exploitation at work and promoting social dialogue. As stated earlier, the ILO conducts its activities through TCPs. The overall purpose of this technical cooperation is to support the implementation of the Decent Work Agenda in the country.

In general, the DWCP of Indonesia links to the four pillars of decent work. The programmes are closely linked to all strategic objectives of decent work, such as promotion of fundamental and rights at work, employment creation, social protection and social dialogue. Furthermore, the DWCP links to the substantial elements of the Decent Work Agenda as mostly seen in employment opportunities, adequate earnings and productive work, stability and security at work, work to be abolished, social dialogue and the economic and social context of decent work, of which most are carried out through TCPs.

During the period of the implementation of the ILO Jakarta's DWCP, eight out of the eighteen TCPs had been completed by 2008/09. The remaining ten technical cooperation projects are still on-going, and some new TCPs have just started this year. The TCPs are under the funding of various donor agencies, ranging from the Government of Norway, NICP, Multi-Donor Trust Fund, the Government of Japan, to the European Commission. All are supportive towards the achievement of the Decent Work Agenda in Indonesia.

The existing sources for decent work related data are from the BPS and MOMT. The decent work related data originated from BPS are mainly originated through household-based and establishment-based surveys, particularly the National Labour Force Survey (NLFS).

Table 8 demonstrates that the ongoing TCPs managed by the ILO Office in Jakarta are the following:

- JOY
- EAST
- Migrant Workers
- Child labour
- SCORE
- PELAGANDONG (Maluku)
- Nias Islands Rural Access and Capacity Building Project (RACBP)
- Mainstreaming Tripartism
- AIDS and HIV Migrant Workers
- MAP
- ETE

Relating the objectives of the TCPs to the list of the DWIs (as in Table 4), some of the TCPs contain similar elements of the Decent Work Agenda. The most common elements covered by the TCPs are employment opportunities, adequate earnings and productive work as well as social protection.

For example, the JOY project’s main objectives are poverty reduction, employment creation and income generation. Thus the objective of the project contains some of the elements that are used in the framework for Monitoring and Assessing Decent Work, which are employment opportunities, and adequate earnings and productive work. Fortunately, the statistical indicators that are available for this project are poverty incidence, unemployment rate including youth, employment-to-population ratio including for youth. But it has no statistical indicator on low pay of workers as a reflection of adequate earning and productive work.

Another example, the project of “Nias Islands Rural Access and Capacity Building Project (RACBP)” aims to support the residents in targeted areas on Nias Islands by improving rural transport infrastructure in order to enhance access to economic and social services and facilities. Thus, the main objectives relate to economic activities and social service but also emphasize labour-based activities in order to generate employment and income for the population. The available indicators are average hourly earnings and employment by industry, as well as employment rate. The indicators which are not available but considered important are occupational injuries, and social protection.

The project “Sustainability through Competitive and Responsible Enterprises (SCORE)” has the objective to help SMEs be more sustainable through being cleaner, more productive and competitive and provide more sustainable and decent employment. Thus it has substantive elements of the Decent Work Agenda such as enterprise’s productivity, competitiveness, and employment opportunities, among others. The available statistical indicators for this project are the employment-related indicators, labour productivity and labour productivity growth.

Looking at Table 6, in general we may conclude that the statistical indicators are primarily available under the Decent Work Agenda element of “employment opportunities”. Meanwhile, statistical indicators that are currently not available are shown in Table 7 below.

Table 7. List of statistical indicators that are not available

Elements of the Decent Work Agenda	Indicator identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked ‘S’ should also be disaggregated by sex.)
Adequate earnings and productive work	EARN-7	A – Employees with recent job training (past year / past 4 weeks) (S)
Stability and security of work	STAB-1	M – Precarious work (informal employment)
Equal opportunity and treatment in employment	EQUA-4	A – Indicator for Fundamental Principles and Rights at Work (Elimination of discrimination in respect of employment and occupation) to be developed by the Office
Social dialogue, workers and employers’ representation	DIAL-4	M – Indicator for Fundamental Principles and Rights at Work (Freedom of Association and Collective Bargaining) to be developed by the Office
Economic and social context for decent work	CONT-8 CONT-9	C – Labour share in GDP C (additional) – Real GDP per capita in PPP\$ (level and growth rate)

As the DWIs are applied at the national level and possibly at the provincial or district level where data are available while projects are usually implemented at a more local, small area level, a key question is how to use the DWIs for monitoring and assessing the progress of decent work at the project scale. To this end, data disaggregation may be required.

5.2. Conclusion

As shown in the synopsis, there seems to be some gaps in data collection for the technical cooperation projects under the DWCPs. Therefore, the respective projects should consider making use of the proposed DWIs.

The previous section (see Table 6) has demonstrated that underlying data and information to establish Decent Work Indicators in Indonesia to a certain extent are sufficient. However, further assistance in the techniques of how to formulate and calculate such indicators is necessary.

There are also indicators available in the MOMT administrative records but not listed in Table 4, for example:

- IR infrastructure covering the existence of bi-partite or tripartite councils;
- Entrepreneurship training; and
- Registered Indonesian international migrants.

As these indicators are used as monitoring tools in the MOMT in particular, their inclusion should be considered as possible additional DWIs.

5.3. Recommendations

In undertaking this study, a number of recommendations have surfaced, including the following:

- More awareness raising on the Decent Work Agenda is required to reach the constituents not only at the national level but also at the regional level.
- Support to the constituents and national stakeholders for developing the DWIs that are currently not collected or calculated seems necessary. Capacity building for constituents is strongly recommended.
- For some indicators where underlying data exist with the BPS but are not calculated yet, to this end it is strongly recommended that the BPS in collaboration with the MOMT would provide its technical assistance in producing such indicators.
- Regular tripartite plus meetings should be carried out regarding the implementation of decent work in Indonesia with the lead of the MOMT. For this purpose, the Decent Work Indicators would play important role as a tool to monitor the progress of the DWCP.
- In addition, a tripartite body would need to compromise on how to produce data for the DWIs in a more effective manner and how to collect data for the unavailable DWIs in the country. To this end, regular tripartite meetings, including the active involvement of other key stakeholders, should be convened with the lead of MOMT and BPS.

5.3.1 Issues to be considered

As mentioned earlier, the main sources of the DWI data are originated from the Central Board of Statistics (BPS) and the Ministry of Manpower and Transmigration (MOMT). However, the data sourced from the MOMT has lately been very lacking as they depend on the delivery from the regional governments. The implementation of the regional autonomy means that the districts have the autonomous authority, including in the handling of data and information. As there is no compulsory mandate to send information to the central government offices, many districts no longer deliver administrative manpower records to the central office. This is particularly true for the administrative records maintained by the MOMT. Therefore, some discontinuities in data flow maintained by the MOMT are evident.

The information and underlying data for establishing the DWIs is largely originated from BPS. As the MOMT is the technical ministry that is responsible for labour and employment data, particularly the management of administrative data, a strong relationship between these two government agencies in a structured manner should be strengthened in order to produce these DWIs.

Based on observation, the MOMT website provides various manpower data, many of which originated from the BPS. Perhaps, it might be more useful for users if the MOMT website gives more focus on the MOMT administrative records.

The MOMT website provides data only for a few recent years. In order to be useful for longer trend analysis, it would be better if the MOMT website data is managed in an interactive manner which allows users to retrieve data as necessary.

Indicators regarding precarious work for children are difficult to obtain. However, the 2009 NLFS captured this indicator through the module of the child labour survey in collaboration with the ILO but the sustainability of this module in the LFS is questionable.

There are also inconsistencies in the type of questions asked in the surveys. For example, before 2008, SAKERNAS contained questions on “workers’ participation in social security scheme” and “membership in labour organization”. Unfortunately these questions were not included in the following SAKERNAS. As these data are very important to monitor social protection and social dialogue, their future re-inclusion into the SAKERNAS should be highly considered.

Likewise, the 2007 SUSENAS did not ask the question on “number of hours worked”, which was present in the previous years. For the case of SUSENAS, the most possible reason is that as the SAKERNAS has already covered relatively comprehensive issues of employment, including hours of work, such inclusion in SUSENAS is no longer considered essential.

Table 8. Synopsis of Decent Work Country Programmes, ongoing technical cooperation projects, legal indicators and available statistical Decent Work Indicators

Element of Decent Work	Priorities and Outcomes of the Indonesia Decent Work Country Programme (Appendix Table 1)	Objectives of Technical Cooperation Programmes (Appendix Table 2)	Available statistical Decent Work Indicators (Table 6)
<p>Employment Opportunities</p>	<p>Employment Creation for Poverty Reduction & Livelihoods Recovery, especially for Youth</p> <p>1. Employment targets in the Indonesian Government's Medium-Term Development Plan (RPJM) are underpinned by a set of policies and programmes that emphasise pro-poor employment growth.</p> <p>2. Effective implementation of employment-intensive and other livelihood programmes for crisis-affected areas, especially Aceh, North Sumatra, and Eastern Indonesia.</p> <p>3. Education and training systems and policies better equip young people for employment and entrepreneurship.</p>	<p>Employment-intensive Growth for Indonesia: Job Opportunities for Youth (JOY): The project aims to contribute to poverty reduction and the creation of income earning opportunities especially for young women and men in Indonesia, through complementary national policies and local initiatives that lead to more employment-intensive economic growth.</p> <p>Nias Islands Rural Access and Capacity Building Project (RACBP): This project aims to support the residents in targeted areas on Nias Islands by improving rural transport infrastructure in order to enhance access to economic and social services and facilities</p> <p>Realizing Minimum Living Standards for Disadvantaged Communities through Peace Building and Village Based Economic Development (PELAGANDONG Project): The project aims to contribute to poverty reduction and peace building process in the Maluku Province through the development of sustainable livelihoods and economic activities in selected communities.</p> <p>Education and Skills Training for Youth Employment in Indonesia (EAST): The project aims at improving employability and capacity for entrepreneurship among young women and men through improved access to high quality, relevant educational and training opportunities, and at contributing to the elimination of child labour.</p> <p>Sustainability through Competitive and Responsible Enterprises (SCORE): The development objective of SCORE is that SMEs are more sustainable through being cleaner, more productive and competitive and provide more sustainable and decent employment.</p> <p>Assessing and Addressing the Effects of Trade on Employment (ETE): The project aims to analyze and support the formulation of effective and coherent trade and labour market policies that address the adjustment challenges that workers and employers face and expand opportunities for the creation of decent employment in developing countries.</p>	<p>M – Employment-to-population ratio, 15-64 (S)</p> <p>M – Unemployment rate (S)</p> <p>M – Youth not in education and not in employment, 15-24 years (S)</p> <p>M – Informal employment (S)</p> <p>A – Labour force participation rate, 15-64 years</p> <p>A – Youth unemployment rate, 15-24 years (S)</p> <p>A – Unemployment by level of education (S)</p> <p>A – Employment by status in employment (S)</p> <p>A – Proportion of own-account and contributing family workers in total employment (S)</p> <p>A – Share of wage employment in non-agricultural employment (S)</p>

Element of Decent Work	Priorities and Outcomes of the Indonesia Decent Work Country Programme (Appendix Table 1)	Objectives of Technical Cooperation Programmes (Appendix Table 2)	Available statistical Decent Work Indicators (Table 6)
Adequate earnings and productive work	n/a	<p>Education and Skills Training for Youth Employment in Indonesia (EAST): The project aims at improving employability and capacity for entrepreneurship among young women and men through improved access to high quality, relevant educational and training opportunities, and at contributing to the elimination of child labour.</p> <p>Employment-intensive Growth for Indonesia: Job Opportunities for Youth (JOY): The project aims to contribute to poverty reduction and the creation of income earning opportunities especially for young women and men in Indonesia, through complementary national policies and local initiatives that lead to more employment-intensive economic growth.</p> <p>Sustainability through Competitive and Responsible Enterprises (SCORE): The development objective of SCORE is that SMEs are more sustainable through being cleaner, more productive and competitive and provide more sustainable and decent employment.</p> <p>Realizing Minimum Living Standards for Disadvantaged Communities through Peace Building and Village Based Economic Development (PELAGANDONG Project): The project aims to contribute to poverty reduction and peace building process in the Maluku Province through the development of sustainable livelihoods and economic activities in selected communities.</p>	<p>M – Working poor (S)</p> <p>M – Low pay rate (below 2/3 of median hourly earnings) (S)</p> <p>A – Average hourly earnings in selected occupations (S)</p> <p>A – Average real wages (S)</p> <p>A – Minimum wage as % of median wage</p> <p>A – Manufacturing wage index</p>
Decent hours	n/a	<p>Sustainability through Competitive and Responsible Enterprises (SCORE): The development objective of SCORE is that SMEs are more sustainable through being cleaner, more productive and competitive and provide more sustainable and decent employment.</p>	<p>M – Excessive hours (more than 48 hours per week; 'usual hours') (S)</p> <p>A – Usual hours worked (standardized hour bands) (S)</p> <p>A – Annual hours worked per employed person (S)</p> <p>A – Time-related underemployment rate (S)</p>
Combining work, family and personal life	n/a	n/a	n/a

Element of Decent Work	Priorities and Outcomes of the Indonesia Decent Work Country Programme (Appendix Table 1)	Objectives of Technical Cooperation Programmes (Appendix Table 2)	Available statistical Decent Work Indicators (Table 6)
Work to be abolished	<p>Stopping exploitation at work</p> <p>1. Effective progress on the implantation of the Indonesia National Plan of Action on the Worst Forms of Child Labour</p> <p>2. Improve labour migration management for better protection of migrant workers, especially migrant domestic workers.</p>	<p>Time Bound Child Labour Programme - support to Second Phase of the Elimination of the Worst Forms of Child Labour: The project aims to support the Indonesian Government in the prevention and elimination of the worst forms of child labour in Indonesia</p> <p>Mobilization and Capacity Building of Teachers' Trade Union and Wider Trade Unions in Combating Child Labour in Indonesia: The project aims to mobilize and train Teachers' Trade Union (PGRI) officials, its members and other trade unionist to take actions to eliminate and prevent child labour.</p> <p>Combating Forced Labour and Trafficking of Indonesian Migrant Workers" in Indonesia, Malaysia, Singapore and Hong Kong (extension): The project aims to eradicate forced labour and trafficking of migrant workers in South East Asia, with a particular focus on migrant domestic workers, who are particularly vulnerable to abuse and exploitation both in Indonesia and in destination countries.</p> <p>Education and Skills Training for Youth Employment in Indonesia (EAST): The project aims at improving employability and capacity for entrepreneurship among young women and men through improved access to high quality, relevant educational and training opportunities, and at contributing to the elimination of child labour.</p>	M – Child labour (as defined by ICLS resolution) (S)
Stability and security of work	n/a	n/a	M – Informal Employment (S) A – Employment tenure (S)
Equal opportunity and treatment in employment	n/a	<p>HIV and AIDS Workplace Education Project: The main objective of the project is to contribute to the reduction of employment-related discrimination against people living with or Affected by HIV and AIDS and the reduction of HIV and AIDS risk behaviours among targeted workers.</p> <p>Employment-intensive Growth for Indonesia: Job Opportunities for Youth (JOY): The project aims to contribute to poverty reduction and the creation of income earning opportunities especially for young women and men in Indonesia, through complementary national policies and local initiatives that lead to more employment-intensive economic growth.</p>	M – Occupational segregation by sex M – Female share of employment in ISCO-88 groups 11 and 12 A – Gender wage gap

Element of Decent Work	Priorities and Outcomes of the Indonesia Decent Work Country Programme (Appendix Table 1)	Objectives of Technical Cooperation Programmes (Appendix Table 2)	Available statistical Decent Work Indicators (Table 6)
Safe work	n/a	<p>HIV and AIDS and Indonesian Migrant Workers Project: The main objective of the project is to contribute to the prevention of HIV and AIDS and the reduction of its adverse consequences on social, labour and economic development by addressing HIV and AIDS prevention among migrant workers.</p> <p>Time Bound Child Labour Programme - support to Second Phase of the Elimination of the Worst Forms of Child Labour: The project aims to support the Indonesian Government in the prevention and elimination of the worst forms of child labour in Indonesia</p> <p>Sustainability through Competitive and Responsible Enterprises (SCORE): The development objective of SCORE is that SMEs are more sustainable through being cleaner, more productive and competitive and provide more sustainable and decent employment.</p>	<p>M – Occupational injury rate, fatal</p> <p>A – Occupational injury rate, non-fatal</p> <p>A – Time lost due to occupational injuries</p>
Social security	n/a	n/a	<p>M – Share of population aged 65 and above benefiting from a pension (S)*</p> <p>A – Share of population covered by (basic) health care provision (S)*</p>
Social dialogue, workers and employers' representation	<p>Social Dialogue for Economic Growth & Principles and Rights at Work</p> <p>1. Application of labour laws and practices fully in line with fundamental principles and rights at work, including through strengthened labour administration.</p> <p>2. Employers and unions through bipartite cooperation achieve results on labour market flexibility and job security.</p>	<p>Mainstreaming Tripartism across the Netherlands/ ILO Cooperation Programme (NICP) and Product Development for Employers' and Workers' Organizations: The project aims to strengthen tripartism and social dialogue.</p> <p>Assessing and Addressing the Effects of Trade on Employment (ETE): The project aims to analyze and support the formulation of effective and coherent trade and labour market policies that address the adjustment challenges that workers and employers face and expand opportunities for the creation of decent employment in developing countries.</p> <p>Mobilization and Capacity Building of Teachers' Trade Union and Wider Trade Unions in Combating Child Labour in Indonesia: The project aims to mobilize and train Teachers' Trade Union (PGRI) officials, its members and other trade unionist to take actions to eliminate and prevent child labour.</p>	<p>M – Union density rate (S)</p> <p>M – Enterprises belonging to employer organization [rate]</p> <p>M – Collective bargaining coverage rate (S)</p> <p>A – Strikes and lockouts/rates of days not worked</p>

Notes: "*" covers only a limited segment of the population; technical cooperation programmes include only ongoing projects.

Source: Author's compilation based on information presented in this study.

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Appendix Table 1. Overview of the Decent Work Country Programme and linkages to Decent Work Agenda

Indonesia Decent Work Country Programme				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work											
Priority #	Outcome	Outcome indicator	Target	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunities and treatment in employment	Safe work environment	Social security	Social dialogue, workers' & employers' representation	Economic and social context for decent work	Improvement of data collection and statistics
P.1	A. Stopping exploitation at work			X															
	1. Effective progress on the implementation of the Indonesia National Plan of Action on the Worst Forms of Child Labour	1.1. Incidence of child labour is reduced	(a) Child Labour Survey in 2008 reports reduction of worst forms of child labour incidences by 25% (over 2005)	X								X							X
		1.2. ILO constituents and stakeholders apply tools and methodologies developed under the time bound programme	(b) ILO constituents and stakeholders in over 20 'new' districts design and implement new initiatives to withdraw and prevent girls and boys from the worst forms of child labour																
	2. Improve labour migration management for better protection of migrant workers, especially migrant domestic workers.	(i) Laws and/or policies developed on the human rights and labour protection of migrant workers at the national and local level	(a) Local governments and relevant stakeholders in 20 provinces implement new migrant worker protection programmes, sensitive to the needs and conditions of women migrant workers (b) New National Agency for Placement and Protection of Migrant Workers is fully operational according to Presidential Instruction 6/2006	X		X							X	X					

Indonesia Decent Work Country Programme				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work												
Priority #	Outcome	Outcome indicator	Target	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunities and treatment in employment	Safe work environment	Social security	Social dialogue, workers' & employers' representation	Economic and social context for decent work	Improvement of data collection and statistics	
						(ii) The ILO constituents and relevant stakeholders are utilizing the ILO Migration in relation to measures on migration management and the protection of Indonesian migrant workers, both in Indonesia and abroad.	(c) A minimum of 2 cross-border trade union networks to address the labour rights of Indonesian migrant workers established between the trade unions in Indonesia and the destination countries (d) Para-legal, pre-departure and helpdesk services are available through trade unions and other organizations (e) Over 400 consular officials and labour attaches trained to provide appropriate services on protecting migrant workers and internal as well as independent monitoring of performance of officials indicate improvement													
P.2	B. Employment Creation for Poverty Reduction & Livelihoods Recovery, especially for Youth																			
	1. Employment targets in the Indonesian Government's Medium-	(i) National employment policy in place that reflects the principles of the Global	(a) At least 3 sectoral or regional policies make explicit reference to		X			X	X									X	X	

Indonesia Decent Work Country Programme				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work												
Priority #	Outcome	Outcome indicator	Target	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunities and treatment in employment	Safe work environment	Social security	Social dialogue, workers' & employers' representation	Economic and social context for decent work	Improvement of data collection and statistics	
					Term Development Plan (RPJM) are underpinned by a set of policies and programmes that emphasise pro-poor employment growth.	Employment Agenda	employment promotion and decent work (b) Decent Work Indicators are consistently used in policy formulation and monitoring													
	2. Effective implementation of employment-intensive and other livelihood programmes for crisis-affected areas, especially Aceh, North Sumatra, and Eastern Indonesia	(1) The National Community Development Programme (PNPM) and selected local governments integrate employment and local resource concerns into public investment policies in the infrastructure sector, applying Labour-Based Infrastructure Development tools and approaches/ methodologies (ii) ILO's constituents and/or key partners apply employment-focused, integrated local economic development (LED) strategies that create sources of livelihood and income, reduce poverty, and fight social exclusion, among women and men, in crisis-affected areas.	(a) PNPM publicly recognizes ILO's contribution to its policy development and training materials (b) 10 district governments integrate the ILO tools and methodologies in the rural (infrastructure) development programmes (c) Pilot LED initiatives developed, implemented and replicated in North Sumatra, East Java and Papua in collaboration with at least two UN agencies		X	X		X	X									X		

Indonesia Decent Work Country Programme				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work												
Priority #	Outcome	Outcome indicator	Target	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunities and treatment in employment	Safe work environment	Social security	Social dialogue, workers' & employers' representation	Economic and social context for decent work	Improvement of data collection and statistics	
					3. Education and training systems and policies better equip young people for employment and entrepreneurship.	(i) Entrepreneurship training is provided to young people about to leave school, giving them clear information on opportunities in the labour market (ii) Vocational training centres (BLKs) are revitalized and sensitive to labour market needs	(a) Ministry of National Education and Ministry of Manpower adopt the "Careers Guideline" to provide career counselling to young people, developed with ILO assistance over 2005-06, and implemented by 2 local governments (b) Entrepreneurship development products are adopted and implemented in government educational institutions (a) At least 10 BLKs are implementing CBT as a result of ILO assistance (b) CBT-based instructor training started with ILO involvement		X			X								
P.3	C. Social Dialogue for Economic Growth & Principles and Rights at Work																			
	1. Application of labour laws and practices fully in line with fundamental principles and rights at work, including through strengthened labour administration	(i) Progress towards labour law reform	(a) All implementing regulations drafted and adopted	X			X											X		
		(ii) Measures to improve labour administration system at national level developed and implemented	(a) Effective mediation and bipartite cooperation result in a 30% drop in the number of registered IR disputes																	

Indonesia Decent Work Country Programme				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work												
Priority #	Outcome	Outcome indicator	Target	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunities and treatment in employment	Safe work environment	Social security	Social dialogue, workers' & employers' representation	Economic and social context for decent work	Improvement of data collection and statistics	
							<p>that reach the Labour Court system</p> <p>(b) Dispute settlement institutions are operationalized by trained personnel and make decisions justly with specific reference to ILO core conventions</p> <p>(c) Integrated employment services and modern labour inspection systems developed in line with ILO recommendation</p>													
	2. Employers and unions through bipartite cooperation achieve results on labour market flexibility and job security.	<p>(i) Employers and workers' organizations provide improved and new services to their members, and extend the representation of their organization</p> <p>(ii) Employers and workers organizations participate in labour and employment policy development, at national and/or local levels through bipartite and tripartite dialogue</p>	<p>a) Provincial and district level structures see increase in membership and develop resources and workplans for service expansion</p> <p>(a) Consensus on labour market flexibility and job security implemented through regulations and tripartite agreement</p>	X			X										X			

Source: Author's compilation based on Indonesia Decent Work Country Programme 2006-10

Appendix Table 2. Overview of ILO technical cooperation projects in Indonesia and linkages to the Decent Work Agenda

ILO technical cooperation projects in Indonesia				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work												
	Project name and project objectives	Amount and funding agency	Project dates	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunity and treatment in employment	Safe work environment	Social security	Social dialogue, workers & employers' representation	Economic and social context for decent work	Improvement of data collection and statistics	
TC.01	HIV and AIDS Workplace Education Project	Funded by US Department of Labour (USDOL)	3 years (2005-08)																	
	The main objective of the project is to contribute to the reduction of employment-related discrimination against people living with or affected by HIV and AIDS and the reduction of HIV and AIDS risk behaviours among targeted workers.			X		X								X		X				
TC.02	HIV and AIDS and Indonesian Migrant Workers Project	Funded by Joint United Nations Programme on HIV and AIDS (UNAIDS)	3 years (2005-08)																	
	The main objective of the project is to contribute to the prevention of HIV and AIDS and the reduction of its adverse consequences on social, labour and economic development by addressing HIV and AIDS prevention among migrant workers.					X									X			X		
TC.03	Improving Access to Entrepreneurship and Business Management for People Living with HIV and AIDS (PLWHA)	Funded by the Indonesian Partnership Fund for HIV and AIDS	3 years (2005-08)																	
	The two immediate objectives of this project are to improve the livelihoods of PLWHA and their families by improving access to entrepreneurship and business start-up training and to improve the entrepreneurship and business management capabilities of PLWHA by enabling them to identify business opportunities and start a business.				X			X												
TC.04	Papua Indigenous Peoples Empowerment (PIPE) Programme: Reducing Poverty and	US\$ 1,538,000 funded by United Nations Trust Fund for Human Security (UNTFHS) with support	3 years (2005-08)																	

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	Promoting Peace and Development in Papua and West Papua	from the Government of Japan																	
	The project aims to contribute to the overall development of the indigenous peoples by helping them attain greater capacity and self reliance in reducing poverty, promoting gender equality and strengthening peace and development mechanisms in their villages and communities			X	X		X	X	X					X				X	
TC.05	ILO Aceh-Nias Tsunami Response Programme	US\$ 18 million funded by a variety of donors: UNDP, UNOCHA, Australia, Finland, Netherlands, New Zealand, Ireland, Canada, the Multi Donor Trust Fund etc.	3 years (2005-08)																
	The project aims to contribute to international and national efforts to rebuild the people's livelihood and the provinces' economies in the post-tsunami period.				X	X		X	X										
TC.06a	Combating Forced Labour and Trafficking of Indonesian Migrant Workers	US\$ 1,400,000 funded by the Government of Norway	2 years (2006-08)																
	The project addresses the needs, rights and concerns of Indonesian migrant workers throughout the migration cycle. The project focuses in particular on domestic workers, who are among the most vulnerable to forced labour and trafficking.			X		X						X							
TC.06b	Combating Forced Labour and Trafficking of Indonesian Migrant Workers in Indonesia, Malaysia, Singapore and Hong Kong (ext.)	NOK 16.2 million funded by the Government of Norway	3 years (2008-11)																

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	The project aims to eradicate forced labour and trafficking of migrant workers in South East Asia, with a particular focus on migrant domestic workers, who are particularly vulnerable to abuse and exploitation both in Indonesia as well as in destination countries.			X		X						X							
TC.07	Education and Skills Training for Youth Employment in Indonesia (EAST)	US\$ 22,675,772 funded by the Government of Netherlands	5 years (2006-11)																
	The project aims at (a) improving employability and capacity for entrepreneurship among young women and men through improved access to high quality, relevant educational and training opportunities, and (b) contributing to the elimination of child labour.			X	X	X		X	X			X						X	X
TC.08	ACTRAV/ACTEMP/Norway Project on Youth Employment and Social Dialogue	Funded by the Government of Norway	2 years (2007-08)																
	The project aims to contribute to employment creation through promotion of social dialogue and cooperation between employers' organizations and trade unions to create an enabling environment for improving employability of young people while rights are protected.			X	X		X	X									X		
TC.09	Employment-intensive Growth for Indonesia: Job Opportunities for Youth (JOY)	US\$ 2,482,980 funded by the Government of Netherlands (under the Netherlands-ILO Cooperation Programme)	3 years (2007-10)																
	The project aims to contribute to poverty reduction and the creation of income earning opportunities especially for young women and men in Indonesia, through complementary national policies and local initiatives that lead to more employment-intensive economic growth			X	X			X	X					X				X	

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TC.10	Time Bound Child Labour Programme - Support to Second Phase of the Elimination of the Worst Forms of Child Labour	US\$ 5,550,000 funded by the United States Department of Labour (USDOL)	4 years (2007-11)																	
	The project aims to support the Indonesian Government in the prevention and elimination of the worst forms of child labour in Indonesia			X		X						X			X					X
TC.11	Avian influenza and the workplace in Indonesia-combating the disease through increased awareness, enhanced information-sharing and closer adherence to occupational health and safety best practice	US\$ 250,000 funded by the United Nations Central Fund for Influenza Action (UN Multi Donor Trust Fund)	1 year (2008-09)																	
	The project aims to promote awareness on preventing the spread of Avian influenza in the workplace and preparedness measures on occupational safety and health issues to reduce risks and impact of any outbreaks or pandemic					X									X					
TC.12	Mainstreaming Tripartism across the Netherlands/ILO Cooperation Programme (NICP) and Product Development for Employers' and Workers' Organizations	US\$ 200,000 funded by the Government of the Netherlands	3 years (2008-10)																	
	The project aims to strengthen tripartism and social dialogue.			X			X										X			

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TC.13	Mobilization and Capacity Building of Teachers' Trade Union and Wider Trade Unions in Combating Child Labour in Indonesia	US\$ 142,734 funded by Japanese Trade Union Confederation (RENGO)	3 years (2008-11)																
	The project aims to mobilize and train Teachers' Trade Union (PGRI) officials, its members and other trade unionists to take actions to eliminate and prevent child labour.			X		X	X					X			X		X		
TC.14	Sustaining Competitive and Responsible Enterprises (SCORE)	US\$ 514,991 funded by Swiss State Secretariat for Economic Affairs (SECO)	3 years (2009-12)																
	The development objective of SCORE is that SMEs are more sustainable through being cleaner, more productive and competitive and provide more sustainable and decent employment.				X		X	X	X	X					X			X	
TC.15	Monitoring and Assessing the Progress of Decent Work (MAP)	Funded by the European Union	4 years (2009-13)																
	The project aims to strengthen collection and analysis of statistics and to support the development of the global decent work policy agenda – of a global methodology to strengthen the capacity of developing and transition countries to self-monitor and self-assess progress towards decent work.						X										X	X	X
TC.16	Realizing Minimum Living Standards for Disadvantaged Communities through Peace Building and Village	US\$ 2,107,527 funded by UN Human Security Trust Fund through Japanese Government	3 years (2009-12)																

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	Based Economic Development (PELAGAN-DONG Project)																			
	The project aims to contribute to poverty reduction and peace building process in the Maluku Province through the development of sustainable livelihoods and economic activities in selected communities.				X			X	X								X	X		
TC.17	Nias Islands Rural Access and Capacity Building Project	US\$ 10 million funded by Multi Donor Fund for Aceh and North Sumatra (MDFANS)	33 months (2009-12)																	
	The project aims to support the residents in targeted areas on Nias Islands by improving rural transport infrastructure in order to enhance access to economic and social services and facilities				X			X									X	X		
TC.18	Assessing and Addressing the Effects of Trade on Employment (ETE)	EUR 3,397,590 funded by the EU (the budget covers a global project and four local projects in Indonesia, Bangladesh, Guatemala and Benin)	4 years (2009-13)																	
	The project aims to analyze and support the formulation of effective and coherent trade and labour market policies that address the adjustment challenges that workers and employers face and expand opportunities for the creation of decent employment in developing countries.				X		X	X									X	X		

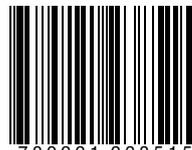
Source: Author's compilation based on ILO documents.

ILO/EC Project “Monitoring and Assessing Progress on Decent Work” (MAP)

Monitoring and assessing progress towards decent work is a long-standing concern for the ILO and its constituents. Implemented by the ILO with funding from the European Union, the project “Monitoring and Assessing Progress on Decent Work” (MAP) helps to address this need. Over a period of four years (2009 to 2013), the project works with Ministries of Labour, National Statistical Offices, other Government agencies, Workers’ and Employers’ organisations and research institutions to strengthen the capacity of developing and transition countries to self-monitor and self-assess progress towards decent work. The project facilitates the identification of Decent Work Indicators in line with national priorities; supports data collection; and assists in the analysis of data on decent work in order to make them relevant for policy makers. The MAP publication series disseminates project outputs to a broad audience in the ten countries covered by the project and beyond.

For more information on the ILO/EC Project “Monitoring and Assessing Progress on Decent Work” (MAP) see <http://www.ilo.org/map>

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