

MAMPU Project Brief

Improving Conditions of Employment and Removing Workplace Discrimination - Empowering Women Homeworkers in Indonesia

Compared with men, women in Indonesia have less access to formal employment, at 55% compared to 83% of men (Statistic Indonesia, 2019). Many poor women in rural and urban areas with low education and limited alternatives to support their families work in the informal sector as homeworkers. Homeworkers faced layered vulnerabilities including unsafe working conditions, long and unregulated working hours, no legal protections or job security, and low pay.

MAMPU's civil society Partners support homeworkers in **143 villages in 22 districts across 7 Provinces** to engage in collective action, advocate for legal recognition, access skills training and essential government services including social protection programs, national health insurance, and negotiate for improved wages and working conditions.

WHO ARE THE WOMEN HOME WORKERS?



Homeworkers, often confused with domestic workers — who work in their employers' households — remain a largely invisible workforce. Homeworkers are part of supply chains, producing products in their homes on a piece-rate basis for little pay. Homeworkers are often sub-contracted through middle-men and engaged without formal work contracts.







Persistent norms regarding gender roles means that 'home work' is one of only a few ways that poorly-educated women with no access to child care can earn an income while completing the unpaid work — childrearing, cooking and cleaning — that they are expected to perform. For female heads of households or people with disabilities, homework may be the only employment option they have.

Homeworkers work in labour intensive sectors and processing including furniture, garments and textiles, footwear, leather goods, weaving, food processing, electronics, and sporting equipment.

HOW DOES MAMPU SUPPORT WOMEN HOMEWORKERS?

To improve working conditions for women homeworkers, MAMPU works with three civil society organisations: **the Trade Union Rights Centre (TURC), the Foundation for Rural Capacity Building (BITRA Indonesia) and the Annisa Swasti Foundation (Yasanti).**

These three organizations work across six provinces and are being supported by MAMPU to:

-  Collect detailed data on women homeworkers and the nature of their work;
-  Increase key stakeholders' — government ministries, employers, and legislators — awareness of homeworkers and the vulnerabilities they face;
-  Push for the creation of national and regional regulations that protect homeworkers rights;
-  Empower women homeworkers by providing skills and knowledge training related to gender equality, labour rights, financial literacy, and workplace health and safety;
-  Assist homeworkers to organize, form unions and engage in collective action to improve their bargaining position with employers and policymakers;
-  Strengthen networks of homeworkers and stakeholders at the national, provincial and local levels to promote decent work for women homeworkers.





1 COLLECTING THE EVIDENCE ON HOMEWORKER'S CONDITIONS OF EMPLOYMENT

Estimates of the total number of homeworkers in Indonesia vary widely. A representative of Statistics Indonesia (BPS) attending the MAMPU Women Homeworkers Festival in Jakarta in 2017, estimated that there are around 12 million female and 7 million male homeworkers employed in Indonesia.

MAMPU, in cooperation with the International Labor Organization (ILO) and the SMERU Research Institute, has conducted a number of studies on homeworkers to better understand home-based work and to be used in evidence based advocacy and engagement with key stakeholders, including government departments, policy makers, employers, trade unions, and civil society organizations (CSOs).



From 2017 to 2018, MAMPU Partners on homeworkers issue conducted data-updating for MAMPU-ILO research in 2015 on the working conditions of homeworkers. The effort, which covered 5,381 home workers in 29 districts and cities across 7 provinces in Indonesia, discovered that:



92% OF WOMEN WORK WITHOUT WRITTEN EMPLOYMENT CONTRACTS



AVERAGE WORKING HOURS IS **9 HOURS** PER DAY, 58 HOURS PER WEEK



96% ARE NOT REGISTERED IN THE WORKERS SOCIAL SECURITY AGENCY PROGRAM (BPJS EMPLOYMENT)



HOMEWORKERS COVER THE **PRODUCTION-RELATED COSTS** INCLUDING ELECTRICITY AND WATER -



97% DO NOT RECEIVE PROTECTIVE GEAR FROM THEIR EMPLOYERS



WHILE RECEIVING AS LITTLE AS **CAD 9.3 (IDR 100,000)** FOR THEIR WORK PER MONTH



2 SUPPORTING COLLECTIVE ACTION AND COMMUNITY ORGANISING

The MAMPU program supports women homeworkers to engage in collective action and form grassroots-based women's homeworker groups to empower members, build leadership, and advocate for their rights.

MAMPU Partners provide capacity building and training and on gender equality, community organising, negotiation skills, financial management, and micro-businesses development.

“Since 2016 MAMPU Partners have assisted over 4,400 women homeworkers to form 290 groups.”

Formal recognition by village governments of MAMPU homeworker groups has enabled women homeworkers to attend village development planning meetings (Musrenbang) for the first time. Attendance at these important development forums allows the women to advocate for the creation of regulations and the allocation of funds to access and develop programs that support the homeworkers' activities.

Research commissioned by MAMPU and conducted by the SMERU Research Institute in 2017 demonstrates that participation in collective action increases women homeworkers' access to social protection programs.



3 CREATING AND STRENGTHENING HOMEWORKERS' NETWORKS

In May 2018, MAMPU Partners established **JPRI** – the national **Indonesian Homeworkers Network (Jaringan Pekerja Rumahan Indonesia)**. The network will focus on engagement with a broader range of actors, services and markets to develop community-driven livelihoods approaches and push for recognition of homeworkers through government regulations.

Public campaigns carried out by **JPRI** include the annual **Women Homeworkers Festival** and a collaboration with **Radio KBR** – to engage students and the media to understand and speak up on the importance of protecting the rights of homeworkers in Indonesia.



4 ADVOCATING FOR THE CREATION OF REGULATIONS THAT PROTECT HOMEWORKERS



The national Labour Law (No.13/2013) does not explicitly mention or recognize homeworkers. Indonesia is also yet to ratify the ILO Homework Convention (C 177). The evidence shows without legal protection, homeworkers are employed in poor working conditions and without formal contracts, making them vulnerable to exploitation.

In 2017, MAMPU Partners on homeworkers issue, led by TURC, contributed in the development of a **draft Ministerial Regulation regarding the Protection of Homeworkers**. This draft was accepted by the Ministry of Manpower in 2018 and is currently being reviewed. The draft regulation mandates the provision of safe working conditions, formal work contracts,

minimum wages, dispute resolution mechanisms, and regulated working hours.

In 2015 with support from MAMPU, the ILO provided technical input regarding the preparation of survey instruments for Statistics Indonesia's (BPS) regular **National Labor Force Survey (Sakernas)**. In 2016 the **Sakernas** included a **question to identify people engaged in home-based work**.

In 2018, Industrial Relations Court in Central Java awarded in favour of two homeworkers who were laid off by their contracting company, recognising their status as workers. Yasanti supported the case in cooperation with local legal aid organisations.



“It turns out that as workers, we homeworkers also have rights, for example [a fair] wage. Before we used to think, ‘Just accept your fate, the important thing is that you get paid each month’.

LISNA NASUTION

Chairperson of Indonesian Homeworkers Network



ABOUT MAMPU

MAMPU – The Australia-Indonesia Partnership for Gender Equality and Women’s Empowerment is a joint initiative between the Government of Australia and the Government of Indonesia. MAMPU supports the Government of Indonesia in achieving the Sustainable Development Goals (SDGs) by building women’s leadership and empowerment to improve their access to essential government services and programs. MAMPU works with 13 organisations and their networks of over 100 local partners in over 1,100 villages across 27 of Indonesia’s 34 provinces. Through MAMPU, our Partners support 35,000 women organised in 1,600 village groups to develop their collective capacity to influence decision making at multiple levels, from the village to national parliament.

This project brief is prepared especially for the participation of MAMPU Program in Women Deliver 2019 Global Conference in Vancouver, Canada.

MORE INFORMATION:

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