



International Labour Organisation (ILO)
Country Office for Indonesia and Timor-Leste

**ADVANCING WORKERS' RIGHTS IN INDONESIA'S PALM OIL SECTOR
PROJECT**

Virtual Academy on Decent work in the rural economy
**Theme: 'Promoting decent work in human-centred recovery to the COVID-19 crisis in
Indonesia's agriculture sector'**
28 July 2021- 12 August 2021
Concept note and agenda

Background

Agriculture continues to be the major economic driver in Indonesia's rural economy. In 2020-21, while many sectors in the Indonesian economy witnessed severe economic slowdown due to the impact of the COVID-19 pandemic, the agriculture sector recorded growth,¹ largely owing to export incomes from palm oil, soybean, cocoa, coffee, rubber, tea, cassava and rice. That said, as the pandemic prolongs, the sector faces the key challenge of maintaining the growth and resilience to global market uncertainties, while ensuring decent working conditions for its large workforce. To mitigate the impact of COVID-19 and develop resilience to similar shocks in the future, the ILO has recommended that policymakers should strive to support a human-centred recovery that is robust and broad-based, focusing on employment, income, workers' rights and social dialogue.² Policy responses will need to combine the roll-out of vaccination, public health measures, and supporting measures for the economy and the labour market.

The fundamental principles and rights at work and other international labour standards provide a strong basis for solutions to address these challenges in the agriculture sector, and the rural economy at large. The ILO Virtual Academy explores the fundamental principles and rights at work and provides an opportunity for the participants to learn and share on a range of innovative approaches, tools and methods for promoting decent work, towards a human-centred recovery to the COVID-19 crisis in the rural economy, and in particular, the agriculture sector in Indonesia.

Objectives

The Academy will be conducted virtually, with the aim of providing the participants advanced knowledge needed to promote key labour standards and contribute to the establishment and consolidation of social dialogue, industrial relations and collective bargaining in the rural economy, and in particular, the agriculture sector. Participants to this Academy will:

- Acquire an enhanced understanding of the key international labour standards; and knowledge, including tools and practical methods, to promote decent work in the rural economy in the changing world of work;

¹ <https://www.pertanian.go.id/home/?show=news&act=view&id=4561>, accessed 28 May 2021

² https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/briefingnote/wcms_767028.pdf

- Acquire an enhanced understanding of various aspects related to social dialogue and industrial relations, including an exchange on good practices and identification of enabling conditions and recommendations for effective social dialogue and industrial relations;
- Share knowledge while learning from a community of practitioners with common interests in rural development; and

Methodology and resource persons

The sessions in the Academy will apply a learner-centred methodology, with panel discussions by national and international experts, including ILO specialists from the region and the headquarters, representatives from the Indonesian Ministry of Manpower and social partners, and other expert practitioners from relevant fields. The participants will have an opportunity to engage in high level policy discussions in the plenaries, followed by academic sessions for foundational knowledge on the relevant issues. Each day will close with reflections and interactive group work by the participants, to contextualize the learnings and provide space for collaboration.

Participants

The Academy aims to reach 60 to 100 participants, with at least 50 per cent women participants, and include, among others, officials from the Ministry of Manpower and other relevant ministries (e.g. Agriculture, Economic Affairs, etc.); local government and local-level officials (e.g. labour inspectors); representatives from employers' organizations, in particular GAPKI, and the private sector; representatives from workers' organizations, including local-level trade unions; parliamentarians, community leaders, civil society and other stakeholders active in the rural economy in Indonesia.

Support for the participants

Partial allowances may be made available, on a need basis, to cover travel and daily subsistence for participants from remote regions, who have to travel to and stay in areas with stable internet connection for the duration of the academy. Allowance will be determined on a case-by-case basis in consultation with the national constituents.

Dates

The Academy is planned to be held over eight days from **28 July 2021 - 12 August 2021** using Zoom. A tentative agenda is attached in the Annex.

Languages

The Academy will be offered in English and in Bahasa.

Certification

Participants will receive a *certificate of attendance* signed by the ILO subject to completing the e-learning modules and the virtual sessions of the Academy.

Annex

Virtual Academy on Decent work in the rural economy

28 July 2021- 12 August 2021

Agenda

Day/date	Session and time	Learning Objectives	Speakers
Wed 28.07.21	Onboarding (60') 01:00– 02:00 PM Jakarta	Participants will be able to: - Understand the background and objective of the Academy - Acquaint with the digital tools that will be used during the Academy	Onboarding - Academy introduction - Participants' introduction (and sharing what they expect from the academy) - Academy agenda and learning outcomes - Introduction to foundational self-learning modules - Digital platforms and shared workspaces - Translations and miscellaneous
	Self-paced e-learning Module 1 (90')	Participants will develop a basic understanding of decent work in the rural economy; policy making for decent work in the rural economy; and just transition towards environmental sustainability in the rural economy	Self-paced e-learning module 1: Decent Work in the rural economy: a priority agenda
Thu 29.07.21	Self-paced e-learning Module 2 and 3 (180')		Self-paced e-learning module 2: Policies for Decent Work in the Rural Economy
			Self-paced e-learning module 3: A Just Transition towards a resilient and sustainable rural economy

Tue 03.08.21	1.45- 2.00 PM Jakarta/08.45-09.00	Participants check in and administration (5') Review of previous day (5') Introduction to today's agenda (5')	Lidia
	Plenary 1: Opening High-level plenary (55') 2:00 – 02:50 PM Jakarta / 9:00 – 09:50 AM Geneva	Participants will be introduced to high-level policy discussion on: -Impact of COVID-19 on the rural economy -Global and country perspective on building back better supply chains in recovery from COVID-19	1. Ms. Michiko Miyamoto , Country Director, ILO Indonesia 2. Ms. Alette van Leur , Director, Sectoral Policies Department, ILO Geneva 3. Mr. Surya Lukita Warman, M.Sc. , Secretary of Directorate General of Industrial Relations, Ministry of Manpower, Indonesia
	Session 1: Introduction to the Decent Work Agenda (60') 02.50- 03.30 PM Jakarta / 09:50 – 10:30 AM Geneva	Participants will gain a conceptual understanding of: - Decent work in the rural economy, especially the agriculture sector	1. Mr. Elvis Beytullayev , Specialist, Rural Economy & related sectors, ILO HQ
	3:30 - 3.45 --Break (15') Evening prayer		
	03.45- 04.15 PM Jakarta/ 10.45-11:15 AM Geneva	- Future of work in rural economy, with focus on rural development policies for decent work for youth and women	2. Ms Elisenda Estruch Puertas , Specialist, Rural Economy & related sectors, ILO HQ
	04.15- 04.30 PM Jakarta/ 11.15-11.30 AM Geneva	Conclusion, and main key takeaway from the session	PS and Gah
	04.30- 05.00 PM/ 11.30- 12.00 PM Geneva	Daily reflection, and information for the next day	Gah

Wed 04.08.21	12.45- 1.00 PM Jakarta/07.45-08.00	Participants check in and administration (5') Review of previous day (5') Introduction to today's agenda (5')	Lidia
	Plenary 2: Empowering young women in Indonesia's rural economy (90') 1:00 – 2:30 PM Jakarta / 8:00 – 9:30 AM Geneva	Participants will engage in policy level discussion on: -Impact of the pandemic on women, especially those in the rural economy in Indonesia -The key barriers to promoting decent work for young women in Indonesia's rural economy. -Strategies to enhance the participation of young women in Indonesia's rural economy.	Moderator : Lusi Facilitator : Gah 1. Ms Dwi Faiz , Head of Programme, UN Women Indonesia 2. Mr. Danang Girindrawardana (APINDO) 3. Ms Elly Rosita , President of KSBSI (Indonesia Trade Union Confederation) 4. Ms Navitri Putri Guillaume , National Project Officer, ILO Jakarta)
	02.30-02.45 PM Jakarta/ 09.45-09 50 AM Geneva	Conclusion and main key takeaway from the session and next session	Facilitator; Gah
	Session 2: Ensuring gender equality and eliminating child labour and forced labour in the rural economy (60') 02.45 – 03.30 PM Jakarta / 09:45 – 10:30 AM Geneva	Participants will understand the foundational concepts relating to: -Fundamental principles and rights at work, especially those relating to elimination of child labour and forced labour.	1. Ms Bharati Pflug , Senior Specialist, Fundamental Principles and Rights at Work, ILO ROAP
3:30 - 3:45 PM - Evening prayer and Break (15')			
	03.45- 04.15 PM Jakarta/10.45-11.15	International labour standards and the ILO strategic approach for achieving gender equality in the world of work.	Ms Joni Simpson , Senior Specialist on Gender, Equality and Non-Discrimination, ILO ROAP

	04.15- 04.30 PM Jakarta/11.15-11.30 AM Geneva	<u>Closing:</u> Conclusion and key takeaway from the session	Facilitator:Gah
	Group discussion (30') 04:30 – 05:00 PM Jakarta / 11:30 – 12:00 PM Geneva	Participants will be able to: -Reflect on the concepts and policy discussions in the sessions -Share main takeaways -Exchange ideas on actionable practical strategies to overcome challenges of gender discrimination, child labour and forced labour in their spheres of work, especially in light of COVID-19 crisis	Group Facilitator : Nadia, Lidia, Irham/Lusi, Gah
Thu 05.08.21	12.45- 1.00 PM Jakarta/07.45-08.00 Geneva Time	Participants check in and administration (5') Review of previous day (5') Introduction to today's agenda (5')	Lidia
	Plenary 3: Mainstreaming social dialogue and giving voice to workers and smallholders in Indonesia's rural economy (90') 01:00 – 02:30 PM Jakarta / 8:00 – 9:30 AM Geneva	Participants will engage in policy level discussion on: -The importance of having a productive social dialogue at the enterprise level in Indonesia's palm oil sector -Identify key success factors for successful social dialogue	Moderator : Gah 1. Mr. Sumarjono Saragih, GAPKI 2. Ms. Nursanah Marpaung, Trade Union Network 3. Ms. Nabilya, University of Gajah Mada 4. Mr Irham Ali Saifuddin, Programme Officer, ILO Indonesia
	Session 3: Effective industrial relations in the rural economy (60') 02:30 – 03:10 PM Jakarta / 09:30 – 10:10 AM Geneva	Participants will gain a conceptual understanding of: - The ILO framework on freedom of association (FoA) and collective bargaining (CB) - FoA and CB as an instrument to achieve decent work in rural economy	1. Mr Arun Kumar, Social Dialogue Specialist, ILO-ROAP
	03.10- 03.30 PM Jakarta/10.10-10.30 AM Geneva	- The role of Employers organisations and Key strategies for mainstreaming social dialogue and	2. Mr Dong-Eung LEE, Senior Specialist on Employers' Activities, ILO-ROAP

		ensuring effective industrial relations in the rural economy	
	3.30 - 3.45 PM - Evening prayer and break (15')		
	03.45- 04.15 PM Jakarta/10.45-11.15 AM Geneva	- Challenges to and strategies for giving voice to workers and smallholders in the rural economy and role of trade union	3. Mr Ravindra Chanaka Samithadasa Regional Specialist, Workers' Activities, ILO-ROAP
	04.15- 04.30 PM Jakarta/ 11.15-11.30 AM Geneva	Closing: Conclusion and key main takeaway	Facilitator: Yunirwan Gah
	Group discussion (30') 04:30 – 05:00 PM Jakarta / 10:30 – 12:00 AM Geneva	Participants will be able to: - Reflect on the concepts and policy discussions in the sessions - Share main takeaways - Exchange ideas on actionable practical strategies towards effective industrial relations in the rural economy, particularly the agriculture sector, especially in light of COVID-19 crisis	Facilitator: Yunirwan Gah
Mon 09.08.21	12.45- 1.00 PM Jakarta/07.45-08.00 Geneva Time	Participants check in and administration (5') Review of previous day (5') Introduction to today's agenda (5')	Lidia
	Plenary 4: Establishing a preventive culture of occupational safety and health in Indonesia's rural economy (55') 01:00 – 02:00 PM Jakarta / 08:00 – 09:00 AM Geneva	Participants will engage in policy level discussion on: - Key instruments for enabling a preventive OSH at workplace - Practical ideas for enhancing workplace OSH measures - The impact of the COVID-19 pandemic impacted on OSH in the rural economy - Some key strategies, including good practices, for promoting a preventing culture for OSH	Moderator : Yunirwan Gah 1. Mr. Yuli Adiratna , Ministry of Manpower, Indonesia 2. Mr. Abdul Hakim , National Project Officer, Enhancing COVID-19 Prevention at and through Workplaces, ILO Indonesia

	Session 4: Social protection and safe and healthy working conditions for all in the rural economy (90') 02:00 – 02:35 PM Jakarta / 9:00 – 09:35 AM Geneva	Participants will be able to: <ul style="list-style-type: none"> - Understand the key international labour standards on OSH and social protection - Major OSH and social protection challenges in the rural economy, in particular the agriculture sector - Strategies (including ILO approaches) for improving OSH in workplaces, especially small and micro-enterprises and social protection coverage in the rural economy 	1. Ms Manal Azzi , Senior Specialist on Occupational Safety and Health, ILO-HQ	
	02.35- 03.10 PM Jakarta/ 09.35-10.10 AM Geneva	<ul style="list-style-type: none"> - International labour standards framework on social protection - Major challenges to social protection in the rural economy, in particular the agriculture sector - Strategies (including ILO approaches) for improving social protection coverage in the rural economy 	2. Mr Ippei Tsuruga , Social Protection Programme Manager, ILO Jakarta	
	03.10- 03.30 PM Jakarta/10.10-10.30 AM Geneva	<ul style="list-style-type: none"> - Closing - Conclusion and key main take away - Introduction to Group Work 	Facilitator :Yunirwan Gah	
	3:30 - 3:45 PM - Evening prayer and Break (15')			
	Group discussion 03:45 – 04:30 PM Jakarta / 10:45 – 11:30 AM Geneva	Participants will be able to: <ul style="list-style-type: none"> - Reflect on the concepts and policy discussions in the sessions - Share main takeaways - Exchange ideas on actionable practical strategies to improving OSH and social protection in the rural economy, particularly the agriculture sector, especially in light of COVID-19 crisis 	Facilitator : Yunirwan Gah	
Thursday, 12.08.2021	12.45- 1.00 PM Jakarta/07.45-08.00	Participants check in and administration (5') Review of previous day (5') Introduction to today's agenda (5')	Lidia	
	Plenary 5: Panel discussion on private compliance initiative (60')	Participants will engage in a policy discussion on:	Moderator : Irham 1. Mr Hasbollah , Senior Manager,	

	01:00 – 02:00 PM Jakarta / 08:00 AM – 09:00AM Geneva	<ul style="list-style-type: none"> - Key instruments in building compliance on labour standards through private compliance initiatives and the impacts towards a sustainable supply chain. - Practical strategies in enhancing sustainable supply chains through labour law compliance in the palm oil sector to improving compliance towards labour standards for improving working conditions in the rural economy, particularly the agriculture sector, especially in light of COVID-19 crisis 	<p>Strategic Department, MPOCC</p> <ol style="list-style-type: none"> 2. Ms. Tiur Rumondang, RSPO representative 3. Dedi Junaedi, ISPO representative.
	<p>Session 5: Building sustainable supply chains through labour law compliance (90')</p> <p>02:05 – 03:30 PM Jakarta / 09:05 – 10:30 AM Geneva</p>	<p>Participants will be able to understand:</p> <ul style="list-style-type: none"> - Key international labour standards on inspection in agriculture - The role of labour inspections and strategic compliance planning in improving working conditions in agriculture supply chains <p>Q&A</p> <ul style="list-style-type: none"> - Brainstorming on key inspection interventions, targets and partnerships to ensure and support decent working conditions in the agriculture sector 	<ol style="list-style-type: none"> 1. Mr Rene Robert, Technical Specialist Labour Inspection, ILO-ROAP
	03:30 - 03:45 PM Jakarta	Evening Prayer break (15')	
	03:45- 04.15 PM Jakarta/ 10.45-11.15 AM Geneva	<ul style="list-style-type: none"> - Collective action for safe and healthy supply chains – complementary efforts by employers, workers and governments - The ILO approach to strengthening public frameworks and establishing sustainable business practices for sustainable supply chains 	<ol style="list-style-type: none"> 2. Ms. Mariana Infante Villarroel, Senior Technical Officer, Vision Zero Fund, ILO Liaison Office in Myanmar
	04.15- 04.30 PM Jakarta/11.15-11.30 AM Geneva	<p>Closing (15')</p> <ul style="list-style-type: none"> - Question answer - Conclusion and key main takeaway 	Facilitator : Irham
Thursday,	Closing	<ul style="list-style-type: none"> - Post Test (10') - Evaluation (10') 	Facilitator :Yunirwan Gah

12.08.21	04:30 – 05:00 PM Jakarta / 10:30 – 11:00 AM Geneva	- Wrap up of the Academy & Closing (10')	
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