

## **Terms of References**

### **Social Dialogue Meetings: Investing in care leave and services for a more gender equal world of work**

**1<sup>st</sup>-2<sup>nd</sup> March 2023**

Indonesia Statistical bureau in 2022 estimated the working age population are 208.54 million out of 274.74 million people, with the number of economically active are 144, 01 million people whom 51,79 million are women workers. The report also showed that the labor force participation rate increased 0,83% year on year at 68,63%. However, the female labor force participation rate in Indonesia was lower at 53.41% compared with male labour force participation at 83.87%. It means, even though women take more than half of Indonesia's population, it is only 40 percent of our 144 million workforce are women. By comparing with ASEAN countries, the women labour force participation in Indonesia is lower in almost three decades.

Various factors determined the women participation in labour market, such patriarchal social norms put women in lower access of education, several challenges during their reproductive role and family responsibilities (during the pregnancies period, taking care the babies and kids) with limited care services at workplaces (maternity leaves, paternity leaves, child-care services) available. These situations forced women in difficult situation in managing their reproductive role such as taking a maternity leave, uncertainty on their work continuation, resigning from the current jobs, and later shifting the work into informal jobs. The data shows that majority of women work in the informal sector with a percentage reaching 65 percent, far higher than men, which only 56 percent, with less impact on wages and social protection.

ILO defined on care work (2018) as activities and relation involved which entails a diversified range of productive work with both paid and unpaid work activities for providing direct and indirect care necessary for the physical, psychological, social wellbeing of primarily care dependent groups such as children, the elderly, disabled and ill, as well as for prime-age working adults. The survey in 2022 on Care at Work: Investing in Care Leave Policies and Care Services for a More Gender-Equal World of Work that provides a global overview of national laws and practices regarding care policies, namely maternity protection, paternity, parental and other care-related leave policies, as well as childcare and long-term care services. The report presents findings from an ILO legal survey of 185 countries, and reviews progress made around the world over the past decade while assessing the persisting and significant legal gaps that translate into a lack of protection and support for millions of workers with family responsibilities across the world.

Currently, Indonesia's parliament has proposed the draft bill on mother and child's welfare that it is now under consultation process among the line ministries. As the latest hearing session with the parliament members, the draft bill was proposed 6 month of maternity leave was under discussion by keeping 3 months on maternity leaves as mandatory and provides another 3 months for certain conditions by providing another 3 months compensation through social insurance and child -care facilities. Meanwhile, the proposed 40 days of paternity leaves was under discussion to shift into 3 days. By understanding the complexity of various factors in these discussion process, it is essential to explore the implications and consequences of the options among tripartite institutions by strengthening the perspective on care at work policies.

As a follow up to the workshop on the national launch of the Care at Work report, (Jakarta, 25 November 2022, ILO in a close collaboration with Ministry of Manpower plans to facilitate social dialogue meetings w tripartite organisations to strengthen the awareness on care work policies,

design, investments requirements and benefits, and explore the on-going progressive discussion on draft bill on mother and child’s welfare by specifying the maternity and paternity leaves and ensuring the coverage of informal care workers on basic employment rights. In this process, the ILO consultant team will facilitate the social dialogues process by using the existing ILO report on care at work and all related documents and elaborate the recommendation of tripartite social dialogue meetings for supporting the Ministry of Manpower with the consolidated recommendation to strengthen the inputs and evidence to the parliament member.

**Objectives:**

1. Increase the awareness on Investing in Care Leave Policies and Care Services for a More Gender-Equal World of Work
2. Explore the implications and consequences on the extending on maternity leave through social insurance, highlighting the importance of extending collectively funded paternity leave and supporting the welfare facilities at workplaces
3. Explore the concern among informal care workers to get the benefits on the draft bill of mother and child’s protection

**Outputs:**

1. Recommendation on the importance of Investing in Care Leave Policies and Care Services for a More Gender-Equal World of Work care work in Indonesia
2. Strengthened Recommendation on Mother and Child’s protection draft bill on gender transformative lens and employment perspectives lens
3. Strengthened recommendation on ensuring the informal care workers, care workers organizations, and union organizations to get benefits for a more gender – equal policies

**Date, Time and venue:**

Date/Day : 1<sup>st</sup> March, 2023

Time : 08.30-18.00

Venue : Harris Hotel Tebet, dr Saharjo Street, no.191, South of Jakarta

**Agenda:**

**Day – 1 -Wednesday, 1<sup>st</sup> of March 2023**

Date/day	Hours	Details	Remarks
08.30-09.00	30 minutes	Registration	
09.00-09.15	15 minutes	Opening Remarks by ILO Director	Michiko Miyamoto
09.15-09.30	15 minutes	Opening Speech by Ministry of Manpower (Direktur Jenderal Pembinaan Hubungan Industrial dan Jaminan Sosial Ketenagakerjaan)	Dra. Indah Anggoro Putri, M. Bus
09.30-09.35	5 minutes	<b>Session 1: Care at work</b> Displaying a 3-minute video on Care Work	Ms. Sri Wiyanti Eddyono
09.35-09.50	15 minutes	Opening Remarks: 1. The Updates on the draft bill of mother and child’s welfare by Ministry of Women Empowerment	
09.50-10.05	15 minutes	2. ILO 5 R on Care at Work and investment case by ILO	

10.05-10.20	15 minutes	3. Supporting the welfare services at the workplaces Director of Industrial Relation, MoM	
10.20-10.35	15 minutes	4. Reflection on the pilot of establishment of child-care center in Industrial Areas in Karawang, Ministry of Women Empowerment and Child Protection	
10.35-11.00	25 minutes	5. Question and Answer	
11.00-11.15	15 minutes	Coffee break	
11.15-11.30	15 minutes	5. Good Practices from the company (PT Sampoerna, Tbk)	Ms. Sri Wiyanti Eddyono
11.30-11.45	15 minutes	6. The Ministry of Education, Director of Toddler and Pre-School Teachers	
11.45-12.15	30 minutes	7. Question and Answer moderated by ILO Consultant	
12.15-13.15	60 minutes	Lunch break	
13.15-13.35	20 minutes	<b>Session 2: Maternity leave and cash benefits</b> 1. MOM plan to establish a maternity benefit scheme based on social insurance principles, by Director of Social Security, MOM	Mr. Christianus Panjaitan
13.35-13.55	20 minutes	2. The ILO survey on employer's compliance with maternity leave and wage payments by Diah Hadi Setyonaluri, Head of Graduate Program in Population and Labour Studies, Faculty of Economics and Business, Universitas Indonesia	
13.55-14.15	20 minutes	3. Policy options for maternity and paternity benefits by Ipeei Tsuruga, Social Protection Programme Manager, ILO	
14.15-14.30	15 minutes	4. Discussant: Worker's representative to the LKS tripnas	
14.30-14.45	15 minutes	5. Discussant: Employer's representative to the LKS tripnas	
14.45-15.15	30 minutes	6. Question and Answer moderated by ILO	
15.15-16.15	60 minutes	Group Discussion – Discuss 5 R principles to provide the prioritized recommendation and action on investing care policies and services recognized and valuable to contribute into the economic growth? - divided into 5 groups phase with below topics (started with quizzes): 1. Household responsibilities and its recognition: Beside the women, who else can contribute the household responsibilities burden among women? Describe all related roles can be taken for all parties. 2. Paternity leave: How to ensure the paternity leave is taken properly to reduce the burden on household responsibilities among working families? 3. A 6-month maternity leaves: How to ensure the 6-month maternity leave is used properly and not threatening women on labour force participation? 4. Supporting the Child-care facilities: How to ensure the child-care /welfare services are used by workers and beneficial for the employers? 5. Co-contribution on maternity benefits: How to ensure the additional contribution is redistributed equally among workers and employers? Coffee Break- during the discussion process	ILO Consultant team

16.15-17.45	90 minutes	Presentation, Panel Discussion and social dialogues among groups on determining the priorities	10 min per group ILO consultant team
17.45-18.00	15 minutes	Summary and Recommendation	ILO Consultant
18.00-18.05		Closing by Ministry of Manpower	
18.05		End of programme	

List of participants:

1. Ministry of Manpower, Directorate general of Industrial relation and social security -1
2. Ministry of Women Empowerment and Child Protection -2
3. Ministry of Planning and Development (BAPENAS) -1
4. National Employers Association (APINDO)-2
5. KADIN-1
6. Indonesia Business Coalition on Women Empowerment – 2
7. IWAPI-1
8. DJSN-1
9. Director on Social Security, MoM - 3
10. Director on Industrial relation and wages, MoM - 6
11. Ministry of Social Welfare – 1
12. Ministry of Education – 2
13. BWI’s companies representatives-2
14. KSBSI (Confederation of Indonesian Welfare Union) - 2
15. KSPSI -CAITU (Confederation of All Indonesian Trade Union) 2
16. KSPSI-R -(Confederation of All Indonesian Trade Union- Reconciliation) 2
17. KSPN- (Confederation of National Welfare Union) - 2
18. KSPI-2
19. KSarbumusi- (Confederation of Indonesian Moslem Union Confederation) 2
20. FSB Gartek-1
21. KSBI – 1
22. IHII (Institute of Indonesia Industrial Relation) - 1
23. BPJS TK (Employment Insurance Body) -1
24. HIMPAUDI (Indonesia Association of Educator and paraeducator for Child Care and Toddler) - 2
25. Jala PRT (Domestic workers association) -1
26. Kun Wardhana Abyoto (Uni Global Union) -1
27. Kalyanamitra (Centre for Women Communication and Information)-1
28. Semeru Institute -1
29. Prakarsa – 1
30. National Commission of Women against Violence-1
31. Office of the President (KSP)-1
32. University of Indonesia – 1
33. Puskapa UI – 1
34. TNP2K – 1

**Day -2**

Date/Day : Day 2 – 2<sup>nd</sup> March, 2023

Time : 08.30-18.00

Venue : Harris Hotel Tebet

**Agenda:**

Date/day	Hours	Details	Remarks
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08.30-09.00	30 minutes	Registration	
09.00-09.15	15 minutes	Opening Remarks by ILO Director	Michiko Miyamoto
09.15-09.30	15 minutes	Opening Speech by Ministry of Manpower	
09.30-09.35	5 minutes	Displaying a 3-minute video on Care Work	Ms. Sri Wiyanti Edyono
09.35-09.55	20 minutes	<p>Opening Remarks:</p> <ol style="list-style-type: none"> <li>1. ILO's updates on 5 R</li> <li>2. HIMPAUDI, Association of Indonesia Toddler and Pre-School Teachers</li> <li>3. Long-term care workers caregiver Association</li> <li>4. Jala PRT experience on promoting the union rights</li> <li>5. Union perspectives on care workers' rights</li> </ol>	
09.55-10.20	20 minutes		
10.20-10.40	20 minutes		
10.40-11.00	20 minutes		
11.00-11.20	20 minutes		
11.20-12.00	40 minutes	Question and Answer moderated by ILO Consultant	
12.00-13.00	60 minutes	Lunch Break	
13.00-15.00	90 minutes	<p>Group Discussion – divided into 5 groups phase – 1</p> <p>10 minutes: Brief on the definitions of informal employment by ILO and Indonesia Government – by ILO</p> <ol style="list-style-type: none"> <li>1. Mapping the scope of care workers and their working conditions in Indonesia</li> <li>2. Identifying the gaps of 5 R for care workers in Indonesia</li> <li>3. How to support care workers in getting the basic basic labour rights</li> <li>4. How to ensure the care workers covered in getting the social protection</li> <li>5. How to increase the awareness on the benefits of being unionised, challenges and recommendation</li> </ol>	ILO Consultant and ILO Team
15.00-16.30	90 minutes	Presentation, Panel Discussion and social dialogue among groups on priorities	ILO Consultant team
16.30-16.55	25 minutes	Summary and Recommendation	ILO Consultant
16.55-17.00		Closing by MoM	
17.00		End of programme	

List of Participants:

1. Ministry of Manpower -2
2. Ministry of Women Empowerment-2
3. KSBSI (Confederation of Indonesian Welfare Union) - 2

4. KSPSI -CAITU (Confederation of All Indonesian Trade Union) 2
5. KSPSI-R -(Confederation of All Indonesian Trade Union- Reconciliation) 2
6. KSPN- (Confederation of National Welfare Union) - 2
7. KSPI-2
8. KSarbumusi- (Confederation of Indonesian Moslem Union Confederation) 2 Perempuan Mahardika -1
9. Asosiasi LBH APIK Indonesia (Association of Legal Aid Foundation of the Indonesian Women's Association for Justice (LBH APIK)-1
10. Koalisi Perempuan Indonesia untuk Keadilan dan Demokrasi (KPI/Coalition of Indonesian Women for Justice and Democracy)
11. KAPAL Perempuan (Lingkaran Pendidikan Alternatif Perempuan/Circle of Alternative Education for Women)
12. Migrant Care
13. Indonesia AIDS Coalition
14. IPPI (Indonesia Women Positive Network)
15. Yayasan Kesehatan Perempuan (YKP/Women Health Foundation)
16. Jurnal Perempuan (Women's Journal Foundation)
17. Oxfam International
18. ASPEK
19. Jala PRT (Domestic workers association) -1
20. Kun Wardhana Abyoto (Uni Global Union) -1
21. Kalyanamitra (Centre for Women Communication and Information)-1
22. Semeru Institute -1
23. National Commission of Women against Violence-1
24. Lentera Anak Pelangi -1
25. NGO working on disability-2
26. IPSPI