

Indonesian National Consultation on Decent Work in the Care Economy

Jakarta, May 15, 2024

DEFINITION

GROUP OF DOMESTIC WORKERS /

1. Domestic workers need to be considered care workers
 - a. direct care work
 - b. indirect care work

MIGRANT WORKERS GROUP

HIMPAUDI

FORMAL TRADE UNIONS

1. Care work: work performed outside company working hours (double burden)

RESOLUTION

Trade union group resolution:

- **Building networks and/or coalitions**
- **Government Day Care Development for Children and Working Parents**
- **Raising awareness about care workers**
- **Preparation of work contracts for workers in the care sector**
- **Ratification of the PPRT Bill**
- **Ratification of ILO conventions 189, 190, 183**
- **Incorporating care elements into standard wage calculations**

SOCIAL WORKER/VICTIM COMPANION/NGO

No	Problem Areas	Problem Description	Potential/Target Resolution
1	Non-recognition of care work	Key Issues: Recognition; discrimination and non-implementation of the law <ul style="list-style-type: none">● Non-recognition of domestic workers as workers	<u>GROUP OF DOMESTIC WORKERS /</u> <ol style="list-style-type: none">1. Domestic workers must be recognized as workers and this requires special protection for domestic workers through legalization. PPRT Bill

		<ul style="list-style-type: none"> Non-recognition of PAUD as formal workers 	<p><u>MIGRANT WORKERS GROUP</u></p> <ol style="list-style-type: none"> Increasing understanding of top-down and bottom-up care worker issues at the global and national levels The results of the ILC must be binding. Supports specific conventions for Care Work Bilateral agreement between countries for the protection of Migrant Domestic Workers Countries that have ratified the 1990 UN Convention on the Protection of Migrant Workers Ratification of the P-PRT Bill soon Ratification of ILO Conventions 189 and 190 *additional information: there is a Ministerial Decree/Ministerial Decree for sexual violence, but it is limited to resolution in the workplace via the task force <p><u>HIMPAUDI/PAUD</u></p> <ol style="list-style-type: none"> Advocacy / awareness raising about the important role of PAUD teachers in early childhood care. Regulations to recognize the work of PAUD educators and cooperation between related institutions and the government for clearer legal protection. <p><u>SOCIAL WORKER/VICTIM COMPANION/NGO</u></p> <ol style="list-style-type: none"> Ratification of the PPRT Bill Support from formal trade unions
2	Non-recognition of skills	Key Issues: no legislation, no system to recognize skills gained from experience (depending on academic experience)	<p><u>GROUP OF DOMESTIC WORKERS I</u></p> <ol style="list-style-type: none"> Ratification of the PPRT Bill soon The government must provide free job training places (BLK) for novice domestic workers and domestic worker networks / unions in Indonesia to support the work skills of domestic workers who have more potential in carrying out work in the work

			<p>environment down to the village level.</p> <ol style="list-style-type: none"> Organizing BLK in villages and/or sub-districts, especially in providing training for novice domestic workers (also important for migrant workers) * Raina: Domestic workers are considered to be at the medium skill level according to the ILO report, so how should recognition be carried out? <p><u>MIGRANT WORKERS GROUP</u></p> <ol style="list-style-type: none"> Ratification of KILO 189 Recognition of experience-based skills and/or training of migrant domestic workers <p><u>HIMPAUDI</u></p> <ol style="list-style-type: none"> Training and quality improvement for PAUD teachers <p><u>SOCIAL WORKER/VICTIM COMPANION/NGO</u></p> <ol style="list-style-type: none"> Certainty for the right to associate and organize for social workers Improvement of employment policies
3	Unpaid care workload	<p>Key Issues: Unpaid care work; exploitation</p> <ul style="list-style-type: none"> No opportunity for new learning/education 	<p><u>GROUP OF DOMESTIC WORKERS I</u></p> <ol style="list-style-type: none"> Regulations for clear working hours , including the calculation of paid overtime hours Adjustment of scope and workload and compensation with equal wages <p><u>MIGRANT WORKERS GROUP</u></p> <ol style="list-style-type: none"> Complaint mechanism for victims of exploitation with a victim-centered perspective Reducing unprocedural placement through good migration governance <p><u>HIMPAUDI</u></p>

			<ol style="list-style-type: none"> 1. Recognition for PAUD workers as part of Care Work 2. Regulations to establish minimum wage standards , social security, and protection for victims of labor exploitation <p><u>VICTIM COMPANION</u></p> <ol style="list-style-type: none"> 1. victim companion's confession as care worker (copy from himpaudi)
4	Lack of access to care services	Key Issues: No benefits, and/or lack of implementation of existing policies	<p><u>HIMPAUDI</u></p> <ol style="list-style-type: none"> 1. Access to health, psychological support, and human resources for support services (copy for victim companions) 2. Increasing welfare and career development opportunities for PAUD teachers
5	Access to social protection	Key Issue: social protection for all care workers	<p><u>GROUP OF DOMESTIC WORKERS I</u></p> <ol style="list-style-type: none"> 1. Regulations to guarantee domestic workers' rights to access social protection include social security and health insurance without excluding the domestic workers' region and location. <p><u>MIGRANT WORKERS GROUP</u></p> <ol style="list-style-type: none"> 1. The revision of Minister of Manpower Regulation No. 4/2023 concerning Social Security for Migrant Workers must accommodate workers in the Care sector. 2. Implementation of social security for all PMI destination countries through MoU 3. Universal scheme: social security/protection rights (Social Security and Assistance) both in the country and in the destination country 4. Easy access to social security for migrant workers at home and abroad

			<p><u>HIMPAUDI</u></p> <ol style="list-style-type: none"> 1. The development of social protection programs includes health insurance, pension benefits, and other social risk protection. (copy to social worker) 2. Advocacy for the right to protection, demanding fair treatment and proper protection according to the contribution of the work they do (copy to social workers) 3. Monitoring and evaluation of the implementation of the social protection program for PAUD teachers to ensure optimal social protection for PAUD teachers. <p><u>SOCIAL WORKER/VICTIM COMPANION/NGO</u></p> <ol style="list-style-type: none"> 1. Inclusive policies, Improved employment policies, rights to associate and organize 2. Ratification of the Bill - PPRT
6	Reduction of long working hours	<p>Key Issues: Care workers face long hours, demand overtime pay, and address labor shortages</p> <ul style="list-style-type: none"> • P Worker 	<p><u>GROUP OF DOMESTIC WORKERS I</u></p> <ol style="list-style-type: none"> 1. A standard written employment contract based on the rights and obligations of workers and employers <p><u>MIGRANT WORKERS GROUP</u></p> <ol style="list-style-type: none"> 1. Regulations for clear working hours through standard contracts referring to Convention 189 and issued by the government through the Indonesian Consulate General/Indonesian Embassy 2. Supervision and law enforcement. Imposing sanctions on perpetrators <p><u>HIMPAUDI</u></p> <ol style="list-style-type: none"> 1. Regulations for working hours, and rewards for workers (copy to social worker) 2. Socialization for standard working hours (copy to social workers)

			3. Additional staff, support facilities and teaching materials (copy to social workers)
7	Redistributing unpaid care work across genders	Key Issue: equitable distribution of care work (at home and at work)	<p><u>GROUP OF DOMESTIC WORKERS /</u></p> <ol style="list-style-type: none"> care work roles for all people, both women and men <p>Migrant Worker</p> <ol style="list-style-type: none"> The training process provided to PMI and their families must include education on the division of care roles, care work and economic integration. <p><u>HIMPAUDI</u></p> <ol style="list-style-type: none"> Socialization about the role of care/nursing work and socialization Policies oriented towards gender equality <p><u>SOCIAL WORKER/VICTIM COMPANION/NGO</u></p> <ol style="list-style-type: none"> Socialization changes the stigma of care work Improving education about gender equality
8	Redistributing unpaid care work across the country and households	Key Issues: <ul style="list-style-type: none"> There is no recognition for the care provided to migrant workers. Information and knowledge gap 	<p><u>MIGRANT GROUPS:</u></p> <ul style="list-style-type: none"> Revitalization of parenting communities in migrant-based villages (DESMIGRATIF) by adopting the needs of migrant workers and their family members. <p><u>HIMPAUDI</u></p> <ol style="list-style-type: none"> Recognizing the value of care work fair division of care tasks Development of protection and recognition policies Strengthening collaboration between organizations and between countries <p>SOCIAL WORKER</p>

			1. promoting men's involvement in paid and unpaid care work FORMAL WORKERS 1. paternity leave regulations in the Employment Law
9	The existence of a maintenance policy	Key Issues: Current legislation for care workers; suggested care worker convention (relevant to C149 and C189)	<p>NOTE: The ILO Convention has some gaps; it does not cover public health workers, childcare workers, etc.</p> <p><u>GROUP OF DOMESTIC WORKERS I</u></p> <ol style="list-style-type: none"> 1. Regulatory assurance through ratification Draft Law - PPRT 2. Ratification of ILO Convention 189 <p><u>HIMPAUDI</u></p> <ol style="list-style-type: none"> 1. A legal umbrella is needed, one of which is a law, for all PAUD educators. 2. Preparation of worker protection policies <p><u>SOCIAL WORKER/VICTIM COMPANION/NGO</u></p> <ol style="list-style-type: none"> 1. Inclusive policies, improved employment policies, rights to associate and organize 2. Support from formal unions and pass the PPRT Bill
10	Representation for care work	Key Issues: organizing to address gaps in freedom of association; representation mechanisms	<p><u>GROUP OF DOMESTIC WORKERS I</u></p> <ol style="list-style-type: none"> 1. domestic workers' rights to associate, organize and socialize is regulated and protected. <p><u>HIMPAUDI</u></p> <ol style="list-style-type: none"> 1. Strengthening professional organizations (early childhood education educator organizations) 2. Policy advocacy for the protection of the work rights of PAUD educators, including the right to unionize. <p>Migrant Worker</p> <ol style="list-style-type: none"> 1. the right to associate abroad and affiliate with local and international unions <p>SOCIAL WORKER</p>

			1. Right to associate
11	Paid care workload – who does the Care?	Key Issue: Fair and decent wages	<p><u>GROUP OF DOMESTIC WORKERS /</u></p> <ol style="list-style-type: none"> 1. Wage arrangements are in accordance with a clear workload (regulated in a written employment contract) <p><u>HIMPAUDI</u></p> <ol style="list-style-type: none"> 1. Review of living wage policies, wage negotiations and recognition of work contributions <p>SOCIAL WORKER</p> <ol style="list-style-type: none"> 1. Migrant Worker <ol style="list-style-type: none"> 1. there are wage standards that are adjusted to the standards in the destination country
12	Awards for Care Workers	Key Issues: Living wages; social benefits (e.g., health)	<p><u>GROUP OF DOMESTIC WORKERS /</u></p> <ol style="list-style-type: none"> 1. Domestic workers have decent work, social protection and social assistance 2. Determination of wage structure and scale for domestic workers <p><u>HIMPAUDI</u></p> <ol style="list-style-type: none"> 1. Development of social benefit programs 2. Increased awareness about the benefits of social security 3. Advocacy for social rights and benefits 4. Cross-party collaboration <p>SOCIAL WORKER</p> <ol style="list-style-type: none"> 1. social protection
13	Social Protection for Care Workers	Key Issues: Social protection coverage for care workers; formalization of employment	<p><u>GROUP OF DOMESTIC WORKERS /</u></p> <ol style="list-style-type: none"> 1. Social protection: health and employment insurance <p><u>HIMPAUDI</u></p>

			<ol style="list-style-type: none"> 1. Raising awareness about social protection 2. Development of a program on social protection for PAUD teachers 3. Improving the quality of life of PAUD teachers <p>SOCIAL WORKER</p> <ol style="list-style-type: none"> 1. Social protection
14	Impact on Paid Work and Labor Force Participation	Key Issues:	<p><u>HIMPAUDI</u></p> <ol style="list-style-type: none"> 1. Support for the provision of psychological services 2. Raising awareness and education 3. Improving the quality of the work environment <p>SOCIAL WORKER</p> <ol style="list-style-type: none"> 1. support for the provision of psychological services <p>domestic worker</p> <ol style="list-style-type: none"> 1. support for the provision of psychological services
15	Multiple Vulnerabilities in Care Workers	Key Issue: gender-based violence	<p><u>SOCIAL WORKER/VICTIM COMPANION/NGO</u></p> <ol style="list-style-type: none"> 1. Inclusive policies, improved employment policies, rights to associate and organize 2. Support from formal unions 3. Ratification of the PPRT Bill 4. Ratification of ILO Convention 190