

**Mid-Term Evaluation of
Women's access to employment and decent work
(ILO-MAMPU project)**

Final report

Lotta Nycander

Benedictus Dwiagus Stepantoro

Independent Evaluators

Acronyms and abbreviations

ACT/EMP	Bureau for Employers' Activities, ILO
ACT/TRAV	Bureau for Workers, ILO
AJI	Alliance of Indonesian Journalists
AusAID	Australian Agency for International Development
BAPPEDAS	Regional body for planning and development
BAPPENAS	State Ministry of National Development Planning
BPS	National Bureau of Statistics
C-BED	Community-Based Enterprise Development (C-BED)
CSO	Civil Society Organization
CTA	Chief Technical Adviser
DFAT	Australian Department of Foreign Affairs and Trade
Disnaker	Dinas Tenaga Kerja dan Transmigrasi (Local Office for Labour and Transmigration)
DPO	Disabled People Organisation
DW	Decent Work
DWCP	Decent Work Country Programme
ET	Evaluation Team
GET Ahead	GET Ahead for Women in Enterprise (Training Package)
GoI	Government of the Republic of Indonesia
ILO	International Labour Organisation
IP	Implementing Partners
LFA	Logical Framework Analysis
M&E	Monitoring and Evaluation
MoM	Ministry of Manpower
MoWECP	Ministry of Women's Empowerment and Child Protection
MSE	Micro and Small Enterprises
MTE	Mid Term Evaluation

MWPRI	Mitra Wanita Pekerja Rumahan Indonesia (Homeworkers organisation)
PNPM	Program Nasional Pemberdayaan Masyarakat (National Program for Community Empowerment 2012-2015)
RLF	Revolving Loan Funds (RLF)
SME	Small and medium enterprises
TA	Technical Assistance
TURC	Trade Union Rights Center
UNDP	United Nations Development Programme
UNPDF	United Nations Partnership for Development Framework
USD	US Dollar

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1 Introduction

This is the report of the Mid-Term Evaluation of the technical cooperation project entitled **Women's access to employment and decent work**, implemented by the International Labour Organisation (ILO) in Jakarta, Indonesia in cooperation with its stakeholders. Two evaluation consultants, Ms. Lotta Nycander and Mr. Benedictus Dwiagus Stepanoro, worked together during the data collection phase in Indonesia between 8th and 25th November 2014, which included field visits to project operational areas in East Java (Medan) and North Sumatra (Surabaya and Malang).

1.1 Purpose, objectives, scope, evaluation criteria

Mid-term is a critical stage in the life of the Project. The **purpose** of the Mid Term Evaluation (MTE) is to provide an opportunity for the staff and stakeholders to pause and reflect on experiences and learning - and determine how to proceed to best reach the goals. The Project manager is currently drafting a proposal to be submitted to the donor and has expressed that the evaluation is a timely opportunity to bring up priorities and future direction with the key ILO constituents and partners, at national and provincial levels.

The **objectives** of the evaluation are to¹:

- Assess whether the project has achieved its objectives during the first and the second phase;
- Assess progress of Phase 2 of the Project vis-à-vis its implementation plan and reporting indicators;
- Review and assess the Project design and strategy, both of Phase 1 and Phase 2;
- Assess the capacity of Project's Implementing Partners in executing pilot projects and how the implementations contribute to the achievement of project outputs and outcomes, both in Phase 1 and Phase 2; and
- Identify lessons and good practices for promoting decent work for women with focus on homeworkers and women with disabilities.

The recommendations of this evaluation will allow the Project to adjust its design, strategy, approach and activities for the remaining period of the Project (until June 2016).

The **scope** of the MTE is to assess all phases from its start until date and all components of the Project; including the Project design; constituents and partners capacity; synergy with other interventions; significant results: contributions made (to DWCP, GoI, IPs and beneficiaries); identification of factors and processes contributing achievements; M&E system; and gender mainstreaming. The **evaluation criteria** applied here are the ones mentioned in the Terms of Reference (ToR)²: relevance and strategic fit of the project; validity of design; project progress and effectiveness (including management arrangements); adequacy and efficiency of resource use; and impact (the latter referring only to phase 1).

The primary **clients** of the evaluation are: ILO/MAMPU Project Team, Project constituents (Ministry of Manpower, National Development Planning Agency, Employers' organization, Workers' organizations), Civil Society Organizations (CSOs) at national and provincial level, the Managing Contractor (Cowater) and DFAT of the Government of Australia, ILO/MAMPU Implementing Partners, other MAMPU Partners and relevant ILO Offices (Jakarta, Bangkok) and ILO HQs in Geneva.

1.2 Evaluation framework and methodology

At the onset, the evaluators translated the objectives of the evaluation into specific evaluation key questions³ posed to ILO staff, ILO constituents (Government agencies, Workers and Employers) and other Project stakeholders i.e. the Development Partners (DFAT and Cowater), Non-Governmental

¹ Terms of Reference (ToR).

² These criteria derive from the OECD/DAC evaluation guidelines.

³ Annex III. Evaluation instrument.

Organisations (NGOs), international organisations, private sector actors and beneficiaries. The evaluation questions, in turn, informed the development of the methodology. Key concerns in relation to the questions were: “Is the ILO-MAMPU Project doing things in the right way” and “Are there better ways of achieving results?”

1.2.1 Approach

With the analytical framework in place, the approach of the evaluation was based on the collection of data from multiple sources (documentary, interviews, comparative analysis) to establish evidentiary trends. Thus, if most of the respondents expressed the same position and this was confirmed through reports and/or surveys and supported by an analysis of the documentation - then the evaluation was able to make a fair conclusion. The process was as participatory as was possible in all its aspects to enable and encourage all key informants to provide and share information, data and views and take part in discussions. Triangulation/cross-checking of information has been applied in the analysis as much as possible to increase the credibility and validity of the results and to minimise any bias.

The evaluators have considered ethical standards and code of conduct as spelled out in the revised ILO policy guidelines for results-based evaluation⁴ and UNEG's ethical guidelines for UN evaluations. Ethical standards in the analysis of gathered data, and in the reporting, have also been adhered to. Care has been taken not to let conclusions in evaluation process be influenced by the views or statements of any party.

1.2.2 Methods applied

The evaluation team (hereafter referred to as ET) has primarily used qualitative methods of gathering data and information, and both qualitative and (secondary) quantitative information/data was collected. The following methods were used

- A comprehensive documentation review preceded the inception report and field visits in Indonesia. This report was submitted at the onset of the assignment outlining the methodology including a data collection plan with the methods and sources and a Time Line indicating the phases and deliverables.
- The ET made use of available secondary (quantitative and qualitative) data and information provided through the Project and through own online searches. They have also collected primary information through qualitative methods in interactions with beneficiaries during the 10-days field visit to East Java (Surabaya and Malang) and North Sumatra⁵ (Malang). Meetings were held with CSO staff and Focus-Group Discussions were held with women homeworkers in the “putting-out system” and Micro and Small Enterprise (MSE) and/or Small and Medium Enterprise (SME) holders, as well as trainers/instructors.
- The team interacted with and interviewed relevant ILO staff (project staff and non-project staff in Jakarta and project staff in the two provinces) and had briefing and debriefing sessions with the Director and Deputy Director in the ILO office in Jakarta.
- A mix of in-depth key informant interviews (1 to 1 ½ hours) and discussions was done. Interviews and meetings were held with all primary stakeholder categories at national, provincial, district such as representatives of the Government of Indonesia (GoI), the Employers and Worker's Confederations/Federations (e.g. a Round Table Meeting was organised with representatives of six workers confederations in also in the ILO office). Discussions were held with the World Bank and individual experts/consultants who were knowledgeable about the Project in various ways. Interviews were also held DFAT and COWATER, relevant CSOs/NGOs project partners at national and provincial levels including,

⁴ ILO policy guidelines for results-based evaluation: Principles, rationale, planning and managing for evaluations, 2nd ed. (July 2013)

⁵ The two provinces, East Java and North Sumatra, were visited based on the fact that the Project has worked in these two areas since the first phase, while work in the other provinces started only at mid 2014.

and private sector actors (e.g. IKEA) that have or are expected to cooperate with the Project in its second phase.

- A few in-depth interviews were held via skype (e.g. ILO Gender expert in Bangkok).
- The evaluators have discussed at length with many “ultimate project beneficiaries”, namely the women beneficiaries of the Project, while visiting areas in the two project provinces.
- Written questions were sent by e-mail to the former CTA of the Project and skype calls took place with the Project Manager and the Sr. Gender Specialist, ILO, Bangkok.
- The evaluators attempted to, as much as possible, make use of first hand observations during the field visits to Surabaya, Malang and Medan.
- The evaluation team presented the preliminary findings (through PPT) in a ½ day Stakeholders Workshop in Jakarta on 24th November 2014. The participants were encouraged to give their views on past performance. Group work sessions and presentation of group work took place and focused on issues related to the way forward for ILO MAMPU – within the overall MAMPU Programme.
- Data processing and analysis was extended in time as not enough consolidated information had been received to make conclusions on e.g. capacity building activities during the data-gathering phase in Indonesia.

1.2.3 Sources of information

The sources of information include ILO documents, such as DWCP documents and the ILO-MAMPU project documents for the two phases. Logframes, work plans, budgets and budget revisions were also part of the documentation as well as annual plans and quarterly progress reports, technical and mission reports, and reports on studies undertaken. Other sources were Meeting minutes and protocols, e-mails, UN reports, reports from external consultants, local press articles, and brochures among others.

1.2.4 Limitation to the evaluation

During the data gathering phase the ET did not have access to information and data about how many persons the Project had reached out to in terms of involvement in (Project-financed) awareness-raising workshops, capacity- and skills development workshops/seminars and policy dialogue events/meetings, respectively. This was a limitation when making initial conclusions on how the Project had performed in its capacity development work that ought to be differentiated from mere awareness-raising activities. The information was eventually received after the first draft report had been submitted.

1.3 The context

1.3.1 Empowering Indonesian Women for Poverty Reduction (MAMPU)

In 2012 the Empowering Indonesian Women for Poverty Reduction (MAMPU) programme took off (herein referred to as overall MAMPU) funded by Australian Department of Foreign Affairs and Trade (DFAT)⁶ aiming at improving livelihoods and services for women living in poverty in Indonesia. This programme is designed for the period of 2012-2020⁷. The goal is improved access and livelihoods for poor women in Indonesia in selected geographic areas within targeted themes; and the purpose is to build broad-based networks and inclusive coalitions led by strengthened women's and gender-interested organisations, and parliamentarians in order to influence government policies, regulations and services, and in selected private sector arenas, to improve the access of poor women to critical services.

The programme builds on coalitions among organisations, parliamentarians and private actors - influencing government policies. There are five thematic areas, one of which (No 2) is handled by the ILO, as follows: 1) Social protection and poverty reduction; 2) Jobs and removed workplace

⁶ DFAT is here also referred to as the Development Partner. The overall MAMPU budget is USD 60m for 5 years.

⁷ p. 29, MAMPU Programme Document, which refers to “the eight year time frame of the Program”.

discrimination; 3) Women's overseas labour migration; 4) Improved maternal and reproductive health and; and 5) Reduced violence against women.

ILO is the only international organisation contractually involved as a principal partner in MAMPU. The others partners each run separate projects under the umbrella programme, and all are local CSOs/NGOs – with the exception of *Komunas Perempuan*, the National Commission on Violence against Women. The reason that ILO is contributing to the overall MAMPU through the implementation of this Project is because of its comparative advantage and opportunities to dialogue with the trade unions, government and employers in particular.

Hence, ILO would have a good entry to key organisations to address the issue of gender equality and discrimination in the work place – an area that none of the other MAMPU partners focused on. As a specialised UN organisation ILO also has a lot of technical expertise and experience to draw upon in relation to support to women workers, both in the formal and informal economy. ILO also has the ability to help develop capacities of CSOs through its earlier experience in Indonesia and Asia. Furthermore, it also has lots of tools to pass on to CSOs and ILO's research/statistics expertise is also appreciated.

In November 2013, DFAT informed the ILO of its decision to appoint a Managing Contractor (MC) to support the administration of the MAMPU Program, and the requirement for the ILO to enter into a direct agreement with the MC to receive funding from the Australian Government under the MAMPU Program. Subsequently, the ILO entered into an agreement with the MC, Cowater in February 2014.

1.3.2 Key facts about ILO-MAMPU

International Labour Organisations (ILO) is implementing the ILO-MAMPU Project, and is one of nine organisations implementing projects that constitute the overall MAMPU. ILO-MAMPU is currently operated in six provinces namely North Sumatera, Banten, West Java, Central Java, DI Yogyakarta and East Java.

The Project's ultimate beneficiaries are a) Self-employed women and holders of MSEs/SMEs and (only in the first phase) and b) Women homeworkers who work from home base within the "putting out system", operating within the informal economy - who live in poverty, are vulnerable and marginalized. The Project has had two separate phases:

Phase 1 - From June 1st, 2012, to February 18th, 2014, which included an 8-months preparation period during which it was entitled *Women in Leadership - Access to Employment and Decent Work*.

Phase 2 - Currently entitled *Access to Employment and Decent Work for Women* implemented in cooperation with ILO constituents and partners – and herein referred to as the Project, or ILO-MAMPU. The Project is in its second phase of operations covering February 19th, 2014 to June 30th, 2016 (ILO has been requested to develop a proposal for funding for the period February 2015 – June 2016 and submit to Cowater/DFAT by February 2015⁸).

The budget of the first phase was USD 2,155,570 with an additional budget of USD 528,317 for the 8 months preparatory phase. The second phase budget was initially approved for AUD 2,059,485 (USD1,833,776) with a one-yearly budget and workplan up to February 2015. The budget was then increased to AUD 2,705,845 (USD 2,435,206) in June 2014 to cover the cost of additional activity with the BPS (budgeted at USD). This resulted in the amendment of the agreement between the ILO and Cowater in terms of the total grant amount as well as the duration of the agreement up to 30 June 2015.

The Project team consists of a Gender Specialist, managing the Project; three National Programme Officers (NPOs) based in Jakarta; two NPOs (based in Surabaya and Medan, respectively) and two Finance/Administrative officers (one full-time and one part-time). ILO staff in Jakarta, ILO Bangkok and ILO Headquarters⁹ in Geneva provide technical support when required. The Project has operated at the national level as well as in two provinces (North Sumatra and East Java¹⁰), selected because of their diverse socio-cultural make up and prevalence of high industrial activity. A project office was

⁸ It was foreseen that there would be two phases – a preparatory phase of 8 months and an implementation phase initially expected to last "5-6 years" (ILO Project Document, First Phase, p. 2, Chapter 1, line 4).

⁹ ILO Hqs: e.g. PARDEV for finalizing agreement with IKEA, GENDER for providing peer review to Childcare Material.

¹⁰ East Java is also a "priority" development area for both ILO and DFAT (ILO-MAMPU Project Document, Ph. 1).

established at the onset in Medan, North Sumatra in 2012 to support the project while the office in Surabaya was set up in 2013, after the preparatory phase.

The **Project's main stakeholders** are as follows:

Government: National Development Planning Agency (BAPPENAS)¹¹, Ministry of Manpower¹² (Depnaker); and Ministry of Public Works, Ministry of Home Affairs, Ministry of Social Affairs, and Provincial/District offices (the latter three only in phase 1).

Employers Association: APINDO¹³ (Indonesian Employers' Association)

Workers confederations¹⁴: KSPSI Kongres Jakarta, KSPSI Rekonsiliasi, KSBSI and KSPI.

Civil Society Organisations (CSOs) /NGOs: TRUC (Central Java), MWPRI¹⁵ (East Java), Yasanti (Yogyakarta and Central Java), BITRA (North Sumatra) all of which are new stakeholders in phase 2. The Disabled People's Organisations has been approached but no formal agreement for cooperation had been made at the time of the MTE.

Private sector actors: IKEA, individual experts and consultants

Target group/ultimate beneficiaries: The Project is addressing the needs and rights of women workers, including women with disabilities¹⁶, and their families in the formal and informal sector, as well as those who are currently unemployed¹⁷.

Development Partners: DFAT and Cowater.

¹¹ The main Government counterpart of the Project is BAPPENAS – not the Ministry of Manpower which is the most common arrangement in ILO's technical cooperation.

¹² With the new Government, this Ministry changed name from Ministry of Manpower.

¹³ APINDO is the only officially recognized employer's organization in Indonesia to deal with industrial relations and human resource development issues (as mandated by the Indonesian Chamber of Commerce).

¹⁴ All are Workers Confederations, and new stakeholders on board in phase 2.

¹⁵ Mitra Wanita Pekerja Rumah Indonesia (MWPRI).

¹⁶ ILO's Disability Programme promotes equality of opportunity and treatment for persons with disabilities in vocational rehabilitation, training and employment, as reflected in Convention No. 159 concerning Vocational Rehabilitation of Employment of Disabled Persons, 1983, and the ILO Code of Practice on Managing Disability in the Workplace adopted in 2001. This is also in line with the Convention on the Rights of Persons with Disabilities (CRPD) and its Optional Protocol (OP)2 provide the normative framework for Member States to address the rights of persons with disabilities and ensure that they are included in all development efforts.

¹⁷ Source: Project Document, Phase 1, p. 11.

2 Findings Phase 1: June 2012 - February 2014

2.1 Overall findings

During the first eight months of this phase, the project identified entry points and priorities for the activities and working relationships with its stakeholders (June 2012-January 2013).

ILO's intention (expressed already in the first phase Project Document) was to combine upstream and downstream interventions using a rights-based approach to women's access to employment and the promotion of gender equality. This included influencing policies, and contributing to the strengthening of women as leaders within the Government and civil society¹⁸. Events, at this stage, were initiated aiming at raising stakeholders' awareness about the situation and prevalence of homeworkers as well as to determine the legal status of homeworkers in the country. A series of workshops at national, provincial and district level were organised with participation of the National and Provincial governments.

The Project has promoted a consistent/universal understanding of homeworkers among the ILO constituents and CSO partners - and their legal status under the national labour laws. It has attempted to promote collective action to address decent work issues in relation to homeworkers such as wages, work hours, working conditions, OSH and general lack of legal protection. It has been reported in the final report of Phase 1 that a collective consensus had been obtained, on the need to regulate homework – and that this was an impact of all consultations mentioned above.

The Employers' Association, APINDO, took part in discussions regarding e.g. the production of publications and guides for Employers and in workshops organised by ILO-MAMPU. Decent Work was on the agenda, in particular decent work for women in the formal economy and equality in terms of labour market outcomes. The private sector was thus also approached with the aim to encourage actors to empower women workers and improve working conditions.

The Project also worked with women groups in the preparation for start up of childcare services to enable women to remain in employment or return to employment after childbirth.

In 2013 several technical assistance initiatives were undertaken involving the selected Business Development Service Providers (BDSPs) in capacity development regarding women's access to employment. They were trained on Start and Improve Your Business (SIYB), Women and Entrepreneurship Development (GET Ahead) and Community-Based Enterprise Development (CBED).

Monitoring missions in East Java and North Sumatra took place as well as knowledge sharing workshops to gather information on impact and challenges in implementation. However, it was found that by mid 2013, the Project faced human resource challenges in terms of delays in recruiting an international M&E expert intended to work for eight months – caused by time-consuming process in finalising the amendment to the agreement between the ILO and the then Australian Aid. Once recruited, the staff member prematurely resigned due to health problems and left the post and Indonesia after only a couple of months. These circumstances made comprehensive monitoring difficult but the M&E role was assumed by a new national project staff, notably the National Project Manager, (M&E and Knowledge Sharing Specialist) in May 2014.

2.2 Specific findings

2.2.1 Validity of Project design

The ET has attempted to assess whether Project strategies, objectives and assumptions are relevant (Phase 1 and 2) and if M&E frameworks have existed and functioned. Has the institutional framework of the Project and governance structure been clear to all stakeholders - and have the structures developed been effective in guiding the Project?

¹⁸ Project document, Phase 1, p.13.

The Project, in its first phase, had set ambitious long-term goals designed to strengthen the welfare of working women over a period of 5-7 years. These long-term goals relate to the building a new generation of leadership and organising capacities among women in the workforce and private sector and the development of policy and regulatory reform to support women in employment. They also focus on strengthened institutional capacities of key actors to promote and realise substantive equality for women and better access to effective services and mechanisms to support the enforcement of women's rights in employment and their access to employment.

Analysing the Logical Framework for the first period, it is doubtful that it has been of any use as a tool for the management, or programme staff the way it was intended. These are some observations and reflections:

The improvement of working women's welfare through the elimination of discrimination in employment is stated as the Project's Development Objective. One immediate objective is given, which relates to the Government, APINDO, trade unions and civil society (at the national and local levels) adopting action plans¹⁹ to address identified barriers to employment and decent work for women by the end of this Project cycle. There are four Project Outputs for the first 8 months of implementation - the preparatory phase - mentioned in the Logframe – which *clearly are unrealistic*, in particularly output 2 and 3 below:

1. Barriers to employment preventing informal and unemployed women from accessing formal employment, as well as barriers to decent work in the formal sector (including pay inequity) are identified with clear recommendations for future interventions;
2. Strategies to support existing Government programs to promote women's access to employment are established;
3. Government, APINDO and trade unions have strengthened capacity to promote gender equality through existing mechanisms; and
4. Partnership frameworks with APINDO, trade unions and women's CSOs are established for the implementation of strategies to strengthen women's access to decent work is established.

As for outcome Indicators, four indicators are designed to lead to the immediate objective - none of which is SMART enough to be used to measure achievement or performance, and furthermore are phrased as concrete outputs (e.g. "individual and/or collective action plans are established"; "cooperation is formed") and not indicators. The output indicators also resemble outputs – not indicators (e.g. baseline data is created; needs assessment and report produced; a design document is created, a code of practice and guidelines are issued, action plans are created).

The assumptions in the Logframe are about stakeholders' willingness and commitment and therefore do not qualify as "assumptions" - as they clearly could be influenced by the Project's actions²⁰.

2.2.2 Supporting Micro and Small Enterprises holders/owners

The Government is implementing the National Program for Community Empowerment (PNPM) which is supporting women's groups through a revolving loan fund to resource various activities.

ILO-MAMPU's strategy was to cooperate with the Government in its intention to strengthen the livelihoods component and give greater attention to PNPM at local level and provide much more intense training to women Micro and Small Enterprises (MSEs) holders than PNPM could provide. Coaching and assistance to the BDSPs to map financial and non-financial resources was added and the aim was that PNPM would replicate, or *buy in* to this approach. The dissemination of information on the Project, selection of villages and establishment of collaboration with PNPM stakeholders proved to be a lengthy process. The Project worked with selected Business Development Service providers (BDSPs), which

¹⁹ These action plans were intended to provide the framework for the future Project to partner with stakeholders in responding to and addressing the challenges identified in the various mappings and research studies in the formal and informal sectors (Project Document).

²⁰ In the Logical Framework Analysis (LFA) approach, "assumptions" should be phrased as positive statements and *should be outside the control* of the Project and its stakeholders.

were Pusat Inkubator Bisnis Cikal USU (a training institution in Medan under the University of North Sumatra); Pinbis; PNM Madani and Riwani Globe (North Sumatra).

The Project selected participants in sub-districts who had not already previously participated in the PNPM. The training used ILO's *GET Ahead for Women in Enterprise* (GET Ahead) and Community-Based Enterprise Development (C-BED) training packages. Fourteen (14) community Facilitators (five women) were recruited and trained on gender and entrepreneurship development. Most of them had earlier working experiences from PNPM. The number of women who participated in the MSE component is 558, and 338 of them from 14 sub-districts attended training in 2013 (the target was 30 women x 14 sub-districts = 420 which could not be achieved due to some delays).

The Project also initiated preparatory activities to set up Day Care centers and the production of a Manual – the latter was in a last phase of peer reviewing at the time of the MTE.

The ET found that the women involved in the Day Care center preparations were much involved particularly in North Sumatra and had agreed to contribute in kind (providing space and material for the centers). The production of a Manual on how to set up Day Care Centres was to be part of this initiative. The ET also found that the Project's work on capacity building including skills training of MSE holders was also greatly appreciated, including the Government, and had clearly added quality to the PNPM concept.

The MSE pilot was discontinued upon a request to the ILO by DFAT and Cowater to make adjustments to the project design (see details on this in section 3.1). This discontinuation caused frustration and disappointment among Government agencies (e.g. BAPPEDA, North Sumatra), ILO provincial staff, community facilitators and the women themselves, particularly in East Java.

2.2.3 Organising and supporting homeworkers

Little is known about homeworkers such as their socio-economic status or working conditions, employment relationships and working methods. A mapping survey of homeworkers was carried out in East Java in 2013 and the survey report's key findings were presented in a national workshop in Jakarta on 16 January 2013. This workshop emphasised, among others, that it is important to make the distinction (both conceptually and statistically) between those who work as self-employed and those who work on their own vis-à-vis homeworkers who are those who work for others under the putting out system, i.e. as industrial outworkers²¹. An important difference is that the latter can decide what and when to produce and how much and where to sell products - which homeworkers cannot.

Homeworkers²² are amongst the most vulnerable workers in Indonesia. Principle employers, or subcontractors, recruit homeworkers to carry out work from their homes or their communities. They lack access to legal and social protection and are vulnerable to exploitation. They are mostly employed through informal mechanisms, and perform work similar to that of factory workers. They have weak bargaining power, and do not even consider themselves as workers. They are working at the bottom of a complex supply chain and labour market actors are often not aware of the legal status of the women as workers/employees and they are commonly overlooked in the labour market. Labour inspectors and international buyers usually do not go beyond employers' work places when assessing compliance to labour laws, making the homeworkers invisible in national statistics e.g. national labour force surveys. Homework in Indonesia is known as industrial putting out system – and from the employers' perspective, homework can avoid the traditional costs and risks of regular labour employment²³.

The MWPRI²⁴, an NGO based in East Java, was brought into cooperation with the Project as an Implementing Partner (IP) in 2013. The role of MWPRI in the framework of the ILO-MAMPU project was to strengthen the organisation of homeworkers and advocate for their rights vis-à-vis the Government, employers and trade unions - and to generally support them in the "putting out system", empowering them to increase their representation and voice. MWPRI was selected based on its

²¹ Source: PPT presentation, National Workshop on Homeworkers, Jakarta 2013, by Lucita Lazo, Project consultant.

²² Homeworkers, as defined by ILO Convention on Home Work (1996), No. 177. Source: Project Document, Ph. 2, page 8.

²³ Review of the Regulatory Framework for Homeworkers in Indonesia 2013, Miranda Fejerman, ILO 2014.

²⁴ Full name: Mitra Wanita Pekerja Rumahan Indonesia.

experience of working on homeworkers' issues and it is the only NGO engaged by the Project for the homeworker component from 2013 – Feb 2014 (phase 1)²⁵. It was found that 798 homeworkers were beneficiaries during this first phase in 16 sub-districts in East Java. Awareness-raising and action-based workshops with trade unions and CSOs were also organised in East Java. And MWPRI held knowledge sharing workshops with CSOs and trade unions, facilitated by the ILO-MAMPU Project in Jakarta, North Sumatra and East Java²⁶.

“Organisation” of homeworkers here refers to engaging women facilitators to motivate and assist homeworkers to form groups; elect their leaders in each sub-district; hold meetings to raise awareness on the importance of organisation; discuss gender concerns; undertake skills demonstration events; develop own action plans; and engage in training activities e.g. Occupational Safety and Health (OSH) – which was used as an entry point to the initial discussions with the homeworkers, including ergonomic principles in their daily work.



Above: Homeworkers producing shoes in the putting out system (MWPRI photos)

The Project assessed and found that MWPRI needed quite some capacity build-up to perform this role. Thus the Project provided training on gender equality; legal literacy; organising skills; leadership; advocacy; financial literacy and self-empowerment (with training materials developed by the Project). MWPRI was also trained in C-BED; M&E; research; reporting; financial management; proposal writing and management.

MWPRI aspires to be Homenet Indonesia²⁷, i.e. a national network of NGOs addressing issues related to welfare and socio-economic well-being of home based workers in the “putting out system” and in self-employment. The original plans of the ILO-MAMPU project, included supporting Homenet Indonesia to establish and formally register with 60% homeworker membership²⁸. However, it was found that this has been delayed due to the institutional weaknesses of MWPRI – which has been a source of concern for the former and current Project management as well as the Development Partner.

2.2.4 Surveys to gather more information about homeworkers

The Project initiated a dialogue with the National Bureau of Statistics (BPS) in order to ensure that the up-coming **national Labour Force Survey in 2015 includes collection of quantitative data about home-based workers (both dependent and independent workers)**. This survey was to take place in

²⁵ Source: MWPRI Monthly Project Report for the ILO, 2014.

²⁶ Source: Final report to Cowater, 2014 (by the former project CTA).

²⁷ Source: <http://unltd-indonesia.org/homenet-indonesia-eliminating-poverty-through-women-micro-entrepreneur-at-indian-womens-association-bazaar/>

²⁸ Source: ILO-MAMPU Final report, Ph. 1, February 2014, Summary section.

2014, but was postponed until first quarter of 2015. ILO through the Project will provide technical and financial support to include additional questions in the LFS to generate information on working condition of the general working population in Indonesia as well as prevalence of home-based workers, and at the time of the MTE, contractual arrangements had been discussed with the BPS, as well as the Development Partner.

The Project was also preparing for a mapping study for homeworkers with local researchers/research institutes that mainly is geared to collect more *qualitative information*. The draft questionnaire was found to be very comprehensive and aim to find out the following: “What are the key characteristics of homeworkers? Which sectors of the Indonesian economy have a strong link to homework in Indonesia? What are the living and working conditions of homeworkers? What is the nature of market linkages and homeworkers? What are the barriers for women homeworkers and workers with disabilities in accessing decent work (which can include rights, social protection, representation and voice)? The survey is also intended to give baseline information to enable ILO and stakeholders to support the empowerment of women²⁹.



Above: A homemaker producing bags in the putting out system (MWPRI photos)

2.2.5 Use of media and development of training materials

The Project carried out media training through involving Alliance of Indonesian Journalists (AJI) in early 2013 on gender equality in employment and discrimination against women (an activity under Output 5, about raising awareness, Phase 1). A workshop for Journalists took place in Bogor on 19-20 January 2013, and was attended by 17 participants (11 women, 6 men) from national magazines, daily newspapers, online media radio, television, and one being a freelance photojournalist. The Project also granted fellowships to journalists who wrote about these issues and who published in-depth articles on discrimination. Some of this work resulted in Television messages aired on *Berita Satu*³⁰.

2.2.6 Knowledge products

The Project developed several good quality training materials on legal literacy, organizing, leadership skills, advocacy, financial literacy and community-based childcare (the latter is still a draft). These were translated into local languages and used in the various training events attended by women homeworkers, with the purpose of increasing their knowledge and making them more capable of demanding decent working conditions.

Knowledge products regarding homeworkers

²⁹ The various information areas in the survey were: Geographic information; General information; Employment characteristics of homeworkers aged 15 years and over; Income, assets and spending; Backwards and forwards market linkages; Preferences for homeworking; Access to social and economic services; Access to health services; Attitudes on gender equality.

³⁰ Source: Final report (former) CTA, 2014. *Berita Satu* is an Indonesian TV talk channel – much of its content targeted towards Indonesian executives and influential upper income groups of society.

Other knowledge products were developed and made available for use by employers and policy makers for instance the results of a study on the situation of *social security and homeworkers in East Java* and a review of the *Regulatory Framework for the Protection of Homeworkers in Indonesia*. Those reports were disseminated to stakeholders, including policy advice for regulating homework, as well as comparative experiences and good practices for the regulation of wages and social security for homeworker. Some research papers are still in draft form³¹.

Knowledge products for the Employers

ILO and APINDO jointly produced *Good practice guidelines for the employment of homeworkers*. The work on these guidelines proved to be a lengthy process but APINDO has reportedly disseminated this publication to its member employers and international companies (buyers) during consultations, trainings and meetings. These Guidelines have since been used as a reference point for the roles and responsibilities of employers to homeworkers in Indonesia.

Practical Guides for Employers for Promoting Equality and Preventing Discrimination at Work in Indonesia (consists of 5 books) and a *Code of practice for employers on promoting equality and preventing discrimination at work in Indonesia*, were produced by APINDO and ILO in 2013 as part of the Project. Finally *Employers' Guidelines on Non-Discrimination in Employment* were also produced and disseminated to employers at the national level as well as in Solo, East Java and North Sumatra. The two latter were printed at the end of 2013. However they had **not yet** been disseminated to APINDO members (these are addressing workers in the formal context - not homeworkers)³² at the time of the data gathering for the evaluation. This was reportedly due to administrative reasons. The ET found that at this mid-term stage of the Project, it was too early to know whether the guidelines had any specific impact to further the goals.

Knowledge products for CSO and private sector actors

A Manual and training package for developing community-based childcare services was drafted and further work was carried out in December 2014 to improve the draft and is undergoing the last round of peer review. This was developed as part of the support to informal workers under the PNPM activities



Above: Home Workers participating in the evaluation's FGD in North Sumatra (Photo by L. Nycander)

(women MSE holders) in the first phase and is thus significantly delayed, reportedly due to difficulties in identifying a qualified consultant to develop the package. The Project intended to promote this Manual under the PNPM activities in support to women MSE holders - however, this component of the Project was discontinued at the end of Phase 1.

Knowledge products (general)

A Booklet on Home Work Convention, 1996 (No. 177) / Home Work Recommendation, 1996 (no. 184) was published in Bahasa Indonesia to disseminate international standards on homework to the stakeholders in Indonesia. Training materials on

Occupational Safety and Health (OSH) for homeworkers have been drafted and used for training government officials, Implementing Partner CSOs and Trade Unions, and homeworkers.

³¹ A paper on *Formal-Informal Nexus and Women-Run MSEs* identifies gender-based and general barriers to business growth and formalisation and provides recommendations for policy reform and programmatic support. This study is still in draft form and was to be finalised for publication and dissemination during the first quarter of 2014 but had not yet been during the visit of the MTE team. Other materials were also produced, e.g. advocacy materials, posters, brochures and photos of Homeworkers, materials about their rights at work, wrist bands etc. were developed for dissemination to Project partners and stakeholders.

³² Source: Project staffs' written comments to the ET.

3 Findings Phase 2: February 2014 - June 2016

3.1 Overall findings

The interventions to strengthen MSEs and Business Development Service Providers (BDSPs) were not continued in phase 2. The key target group in this second phase was now primarily women Homeworkers, including homeworkers with disabilities³³ (ultimate beneficiaries) operating in the “putting out system” in the informal economy. The strategy was to address challenges faced by women workers in accessing decent work and focus on institutional capacity building and various forms of capacity development and support to be provided by the constituents, and the IPs sub-contracted through the Projects. The anticipated 2.5 years that remained of the Project period, would also entail consolidating what was to be achieved and up-scaling of pilot activities – *bringing messages and research findings to influence policy level, programming and planning advice to the Government and local partners to “buy in” to.*

The ET found that the decision not to continue to strengthen MSEs and Business Development Service Providers (BDSPs) as part of the PNPM was made jointly by the CTA, Cowater and DFAT upon request to make adjustments to the project design by DFAT³⁴. Several stakeholders stated that they did not understand/appreciate the reason behind it³⁵ and believed it was an unfortunate decision. The former Project CTA informed about the a number of reasons for not continuing this component; Firstly, it had become clear that the PMD³⁶ (Pemberdayaan Masyarakat & Desa - Village and Community Empowerment) was not going to integrate ILO's approach into the PNPM programme as originally expected, thus the likelihood of sustainability was seen as non-existent; Secondly, the MSE component was not focussed on capacity building of *gender-equality focussed CSOs*. Thirdly, supporting MSEs was a “crowded space” i.e. it was perceived that other agencies already supported MSEs, thus ILO could not claim to have a comparative advantage.

ILO was of the opinion that the Project should meet the challenge to be engaged in such employment/standards areas that are neglected, or not supported, by other organisations. The former Project CTA explained that releasing this component and concentrating on homeworkers made sense to the ILO and made it possible for the Project to contribute more in addressing homeworkers. Finally, it also reflected the overall MAMPU framework better – and there were also budget priority considerations.

The ET appreciates this reasoning but found that the complete absence of an exit strategy for the MSE component and the abrupt ending of this activity in the provinces had negative impact, in particular for the women beneficiaries and their community facilitators in East Java, who after completing their entrepreneurship training could now not benefit from the coaching and mapping of financial and non-financial resources that were part of the ILO-MAMPU strategy. The women beneficiaries in North Sumatra, however, were less affected by the discontinuation as they reportedly were less economically vulnerable and to some extent continued to be part of the network and support through Pusat Inkubator Bisnis CIKAL USU - a Training institution in Medan (under the University of North Sumatera).

In a meeting with BAPPEDA provincial officials in Medan, North Sumatra, the official/s responsible for coordinating ILO-MAMPU project expressed that they were disappointed with ILO regarding the “sudden withdrawal” of its support to Day Care Centers (part of the MSE/PNPM component) as many preparations had been made at district level for start-up. The government officers opined that the discontinuation of the whole MSE support now “was a problem” as BAPPEDA's vision was to have 60,000 new entrepreneurs in 5 years – and “who will now help us implement our programme?” they asked. As for the Project's work with BITRA and homeworkers in the Province, they stated that they did not know about this. They could however recall that the Project NPO, Medan, had come to their

³³ The development partners (DFAT) has a policy to mainstream disability issues in its programmes and therefore the ILO-MAMPU included a *specific objective* (component) to promote decent work for women with disabilities.

³⁴ Source: E-mail correspondence (evaluation questions) with the former CTA who left the Project in 2014.

³⁵ A decision made jointly by the CTA, Cowater and DFAT (Source: interviews with Government staff including Bappenas in North Sumatra and PNMP rural peri-urban/urban programme staff) and e-mail correspondence with the former CTA.

³⁶ A directorate under Ministry of Home Affairs (under the government prior to October 2014).

office to discuss the need for having regulations established for informal workers. The advice they had given was to discuss with the stakeholders about this issue.

They further expressed that they believed that ILO should encourage that Memoranda of Understanding (MoU) are drawn up between the various Government departments involved with the ILO-MAMPU and that ILO should work with the central Government first - not the provincial level - as it is "easier if its top down". ILO/MAMPU should also inform BAPPEDA when any programme is implemented. The Project staff in Jakarta, as a response to this, stated that annual reports, newsletters and invitations for various events have been duly sent to BAPPEDA and their staff had attended a knowledge sharing workshop on PNPM component in 2014, organised by the ILO/MAMPU Project. Two requests by the ET for courtesy meetings with the current head of BAPPEDA had not been granted.

The contracts with the selected implementing partners BITRA, YASANTI, TURC and MWPRI were completed around mid 2014. The preparations to get the agreements/contracts ready with six selected Workers Confederations proved to be more challenging, the reasons being that the national election in 2014 and the fact that they did not take the time to develop proposals which ILO could accept. The ET found that in drawing up these agreements and having the budget proposals accepted according to ILO regulations could have been somewhat avoided if ILO had not demanded from the unions to submit project proposals using actual Logical Framework Analysis matrices), which they clearly were not familiar with including the full results-based project terminology e.g. objectives, outputs, activities, and inputs. Thus, some of the Trade Union proposals went back and forth numerous times for most of the year 2014. Clearly, CSOs are more familiar with such proposals and also submitted their proposals much earlier.

Only three proposals by Workers Confederations were as good as ready at the time of the MTE. The cooperation with APINDO was also relatively slow.

One ILO senior official (ILO ROAP) opined that reasons for the slow action with the Workers and APINDO could be that they already are involved in a number of other engagements with ILO in its regular dialogues (APINDO being the only Indonesian employer constituent of ILO) – and perceive the ILO-MAMPU Project to have low priority in comparison. It was noted that the employment situation and labour standards of women homeworkers are not a priority concern for *any* of the constituents, mainly because the homeworkers operate in the informal economy which in their perspective is outside their domain/mandate.

3.2 Specific findings

3.2.1 Validity of Project design

In this phase the Project design was improved and included an account of the Project's Monitoring and Evaluation system. Phase 1 had six objectives including an objective of support for the MSE holders, which read: "Women have more profitable and productive MSEs in target provinces". After this objective was removed, the Project Phase 2 had five objectives, including an objective on women with disabilities, added upon request from DFAT, as follows:

1. Improvements in working conditions of women homeworkers in target provinces;
2. Employers promote decent work and better working conditions for homeworkers;
3. CSOs and unions support women with disabilities in home-based work to have improved access to decent work;
4. The rights of women workers to decent work and equality in employment are strengthened through national policy, programmes and/or regulations; and
5. Women are empowered to take action on their own priorities in target provinces.

These objectives are to be reached through the achievement of 12 Outputs. The operational areas were extended and involve (apart from Jakarta, East Java and North Sumatra) also West Java, Central Java, Banten and Yogyakarta.

The ET noted that “disability” is mentioned only in reference to the work of the CSOs and the unions while it would be better to have disability as a cross-cutting concern, to be mainstreamed in all work with women workers. Similarly, the “women are empowered” ought to be a gender cross-cutting issue – and not a separate objective among 5 objectives.

3.2.2 Improved working conditions of women homeworkers

Under Objective 1 (Improved working conditions of women homeworkers in target locations) a number of initiatives to raise awareness about homeworkers and develop know-how and capacity to organise homeworkers were carried out. The engagement with the CSOs is important and is a core aim of the Project – to strengthen the CSOs to, in turn, empower the beneficiaries. These are some of the key activities:

The Project organised a study trip to India to learn about SEWA with participation of a large group (22 persons) from Indonesia, from the implementing partner organisations at central and provincial for a period of two weeks. All stakeholder categories, except the Employers (APINDO), were represented including homeworkers. The Government representative (MoM) participated as an observer. The participants developed action plans for steps to be taken in Indonesia as follow-up to this study tour. The ET questioned the soundness of this activity in the debriefing session with the ILO Director and Deputy Director, Jakarta office, stating that this type of activity belonged to “ILOs past”. Furthermore the group was very large. The ILO, in turn, pointed out that it had assessed that this tour was very important for the Project's stakeholders in order to learn about organising homeworkers in another Asian country. According to the verbal and written feedback collected from the participants at the end of the study tour, the participants described the experience positively by sharing their impressions such as eye-opening, motivating, inspiring, and innovative. In the written feedback forms, all participants expressed that they were able to achieve the learning objectives. Upon return, some participants (e.g. Executive Director of BITRA, and a homemaker from East Java shared their experience with their colleagues/members in their organizations/groups and applied learning from the trip in their work on organizing and promoting decent work for homeworkers. Some of these testimonials have been documented and published by the project and distributed to the relevant stakeholders.

At the time of the MTE data collection, BITRA, YASANTI, TURC and MWPRI were implementing community-based activities to provide direct support to homeworkers as the Project's Implementing Partners. In August 2014, the Project reported that the identification and organization of homeworkers were in line with the targets (or exceeded the targets):

Bitra: engaged 226 homeworkers (225 women and 1 man); Yasanti: engaged 32 homeworkers (all women); MWPRI: engaged 1020 women homeworkers (those identified from phase 1 and 7 new groups, with 129 new homeworkers); and TURC: identified and engaged 40 homeworkers (30 women and 10 men) in initial activities such as group meetings.

Regarding MWPRI, the Project recruited an international consultant in June 2014 who had previous experience from working with homeworkers in Indonesia. Her task was to assist in reviewing progress of MWPRI and provide technical assistance to build capacity of this organization and encourage it to undertake networking activities (which had commenced in May 2013). The idea was also to assist MWPRI to develop strategies in forming “Homenet Indonesia” i.e. taking on the task of representing all homeworkers in Indonesia. The ET found that this had not turned out as expected as MWPRI does not seem to be representing homeworkers as such in the country.

The ET found that MWPRI has little institutional capacity to implement programmes. The Project is fully funding the operational cost, e.g. salary of the Executive Director, in addition to providing the funds for programme, e.g. to organise and train homeworkers³⁷. The ET is questioning the soundness of this as it is clearly unsustainable, and creates a total dependence on ILO.

The ET also found that MWPRI has not engaged sufficiently the Employers and the Workers organizations, and other NGOs as envisaged.

³⁷ Source: Project sub-contract agreement.

Table 1. Areas of pilot project implementation by CSO IPs (2nd phase)

2nd phase		Implementation areas	Organisation
1	Strengthening the organisation and working condition of homeworkers ³⁸	9 districts (East Java)	MWPRI
2	Capacity building & organizing homeworkers to promote social protection	2 districts (North Sumatra)	Yayasan BITRA Indonesia
3	Strengthening homeworkers and their organization & policy advocacy for better protection for homeworkers	2 districts (Central Java)	TURC (Trade Union Centre)
4	Strengthening capacity and accessing employment & decent work for homeworkers	3 districts (Central Java & Yogyakarta)	Yasanti

The Project held discussions with six Workers Confederations on proposals/agreements to be made for their involvement in the Project implementation (mainly awareness raising campaigns involving their members on the issue of homeworkers).

3.2.3 Improved decent work and equitable labour market outcomes for women

Under Objective 2 (Improved decent work and equitable labour market outcomes for women through employer initiatives), the Project was in contact with APINDO and IKEA to identify and start up cooperation. APINDO has e.g. proposed to do a survey on homeworkers and a mapping to find out what their procedures/practices are when they engage homeworkers. This study had not yet taken off at the time of the MTE but it was later been informed that the contract on the research was signed by the end of November 2014.

Other activities involving APINDO that have been discussed with the ILO are developing materials on Tuberculosis prevention and treatment for workers and holding workshop on the result of the employer survey research. At the time of the MTE, the Project and APINDO were in the process of finalising the contracts for these activities.

As for APINDO's involvement with the Project at Provincial level, the ET found that its representative in Surabaya although not fully supporting the Project's aim to promote regulations for Homework employment, nevertheless had participated in Project events and was, reportedly, working on a draft proposal for cooperation with the Project in this province (the ET was not able to meet with APINDO in North Sumatra).

The finalization of the cooperation agreement with IKEA had taken a long time and had at the time of the ET's visit not resulted in any concrete cooperation³⁹. The concept that had been formulated through discussions with IKEA is that a research should be undertaken to understand the working conditions and working relations of homeworkers engaged in IKEA's value chain in rattan industry in West Java.

The ET had a discussion with a local IKEA staff member in Jakarta and a Corporate Social Responsibility (CSR) official based in Ho Chi Minh City. The research TOR and identification of researchers/consultants were ready in July 2014, but the Project could not go ahead with the study

³⁸ Specific objective stated in MWPRIs' logframe for the ILO pilot. The overall goal is "Homeworkers have decent life enjoying workers and women's rights".

³⁹ There were confidentiality concerns to sort out on the part of IKEA, and later there were delays in approvals at the ILO Headquarters (ACT/TRAV and ACT/EMP). ILO Headquarters clearance was only received at the time of the Evaluation in November 2014.

because IKEA required a Cooperation Agreement with ILO – thus there were mainly administrative barriers that prevented this interesting and potentially fruitful cooperation. At the end of the MTE data-gathering phase, it became known that ILO headquarters in Geneva⁴⁰ finally had agreed to let ILO (under the Project) draw an official agreement with IKEA. However, at this time the international consultant who had agreed to undertake the value chain study was no longer available and a new consultant/researcher needed to be identified.

3.2.4 CSO and unions support women with disabilities in home-based work

The research studies to be done under Objective 3 (CSO and unions support women with disabilities in home-based work to have improved access to Decent Work) were mapping studies to be undertaken with CSOs, which would include concerns about disability. It was found that these studies had not taken off at the time of the MTE, although preparations were made.

3.2.5 Strengthening national policy to better promote the rights of women workers

Under Objective 4 (Strengthening national policy, programs and planning to better respond to and promote the rights and interests of women workers) the Project has discussed with the BPS on having a survey undertaken on homeworkers in order to generate and avail reliable data to all stakeholders in particular policy makers. The status of the situation at the time of the MTE was that BPS would include specific questions to generate information on types of workers including homeworkers in their overall labour survey to commence in February 2015.

The ET found that BAPPENAS - which has established a Steering Committee for *overall* MAMPU - opined that recommendations based on such a survey would be used by the Government, and that “more data is desirable to formulate policy” and that “more in-depth, small sample studies” are preferable compared to a BPS survey which would take too long to generate any information.

The ET learnt that much work had been done up to early 2014 in terms of supporting the Ministry of Manpower and the Ministry of Women's Empowerment and Child Protection to develop a policy on Homework as well as to establish a piece-rate wage setting mechanism. However, progress at national level in particular holding a dialogue about the need for a policy to regulate home work came to a halt at the end of the former CTA's tenure in mid 2014⁴¹. This was caused by the need to establish a mutually-agreed working and communication mechanism between the Project and the MOM in response to staff change within the MOM⁴².

The ET discussed the issue of specific regulations for homework including wages and social security with the provincial governments. The ET also had a fruitful meeting at MoM at the national level, which was also attended by two ILO project staff including the current CTA. During this meeting, different ideas and understanding on home work were expressed by the MOM officials, including the views that homeworkers are not workers but housewives doing some activities at home, that they are self-employed workers who should be supported to strengthen their micro and small enterprises, and that the work they do is a “side job” to generate additional income for the household, and it is not their main income. The MOM officials expressed that regulating home work is difficult as it is a side job and many questions will be raised about how to apply and monitor working relations and conditions such as written contracts, working hours and wages. They recognized that homework provides income-earning opportunities for many women who are home-based and need to balance family care and household responsibilities, and emphasized the need to approach homeworkers' issues carefully as they feared that regulating home work may have negative impacts on homeworkers themselves (e.g. loss of jobs). The importance of raising awareness among employers was also pointed out in the meeting. From the meeting, it became clear that there is a need to raise awareness and to build the capacity of MOM on homeworkers' issues.

In another meeting with a representative of APINDO (Province level) doubts about regulations for homeworkers were also expressed and indeed the former CTA's final report also mentions this

⁴⁰ ACT/TRAV and ACT/EMP, ILO Hqs, Geneva.

⁴¹ Source: Former CTA in an e-mail message.

⁴² Ibid.

challenge⁴³. In meetings with some of the trade unions at the province level, the representatives stated that since homeworkers are operating in their homes and within informal economy, they are not likely to be “formalised” – and therefore not a priority interest to the trade unions. The exception was a representative of a trade union in Medan, North Sumatra, who expressed that the issue of homeworkers would/could move forward if media could capture the attention of the public.

3.2.6 Women are empowered and take action on their own priorities

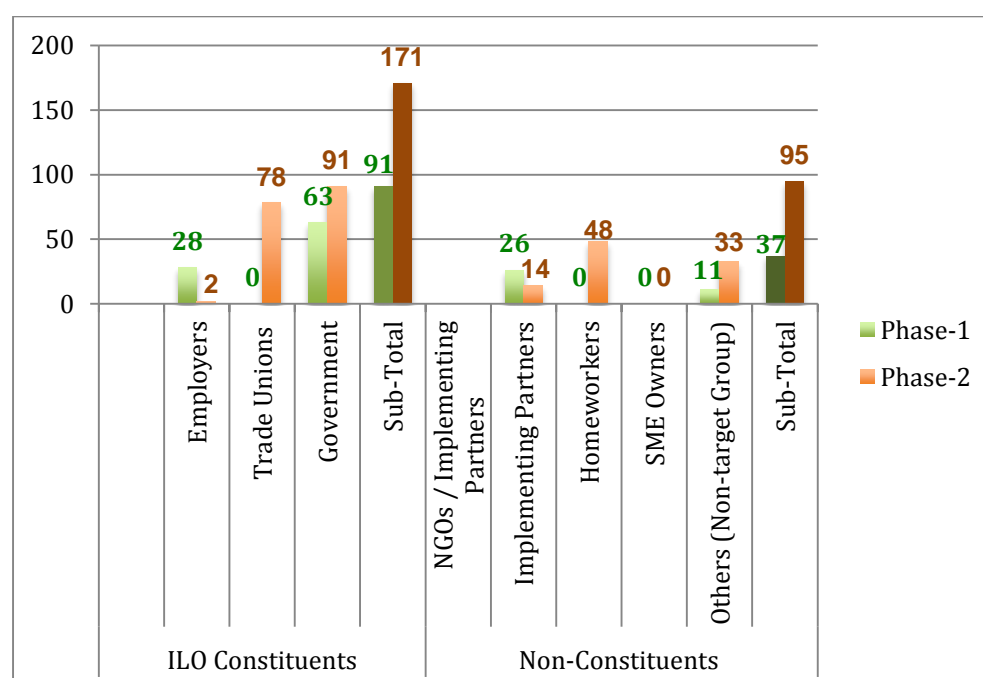
The Project document has not spelled out any outputs under Objective 5 (Women are empowered and take action on their own priorities). The Project views this as a cross-cutting objective (and no outputs had been defined).

Regarding **MSE/SME holders** in East Java and North Sumatra the women stated in meetings and FGDs that they had acquired skills and confidence and internalise messages from the Project awareness-raising and capacity/skills development activities, and also gained both knowledge and confidence.

The observations that the ET made from the FGDs with the **homeworkers** in East Java and North Sumatra were also positive in the sense that the women who participated in the Project activities stated that had learnt a lot e.g. about their rights in relation to Homework, and gained much more confidence as a result of their contacts with the project. Some stated that they had gained self-respect and mentioned, as an example, that they for the first time - in a period of twenty years working as homeworkers with the same “wage” had summoned courage and successfully negotiated for a higher remuneration either via middle-men (sub-contracted by the primary employers) or directly from employers.

3.2.7 Outreach: Awareness-raising, capacity development & policy advocacy

Participation in awareness-raising activities: From Phase 1 to Phase 2, the ILO-MAMPU Project managed to increase the number of participants in various awareness raising events (e.g. workshops) (Fig. 1), namely from 91 persons (from ILO constituents) in Phase 1 to 171 persons in Phase 2, and from 37 (non-constituents) in Phase-1, to 95 in Phase-2.



⁴³ “Challenges remain, nonetheless, in terms of receiving active support from all interested units in the Ministry in the notion of establishing a policy/regulation on home work. Further support to stakeholders to develop policy positions and specific technical assistance to the MOM for program development will be provided by the Project during 2014”, in Final report to Cowater by CTA, ILO-MAMPU, 10 March 2014, p. 16.

Figure 1. Events geared to raise awareness about the project's objectives, SMEs and homeworkers in Phase 1 & Phase 2.

Training and direct assistance: The MSE (PNPM) component of Phase 1 had training as a key component involving women SME holders - but was discontinued in Phase 2. Phase 2 did not see any increase in capacity-development of MSEs, but provided various capacity building support to Project partners (e.g. training, study trip, workshops), who, in turn, provided direct assistance to homeworkers on e.g. how to organise themselves, knowledge about labour law, human rights and gender equality (Fig. 2).

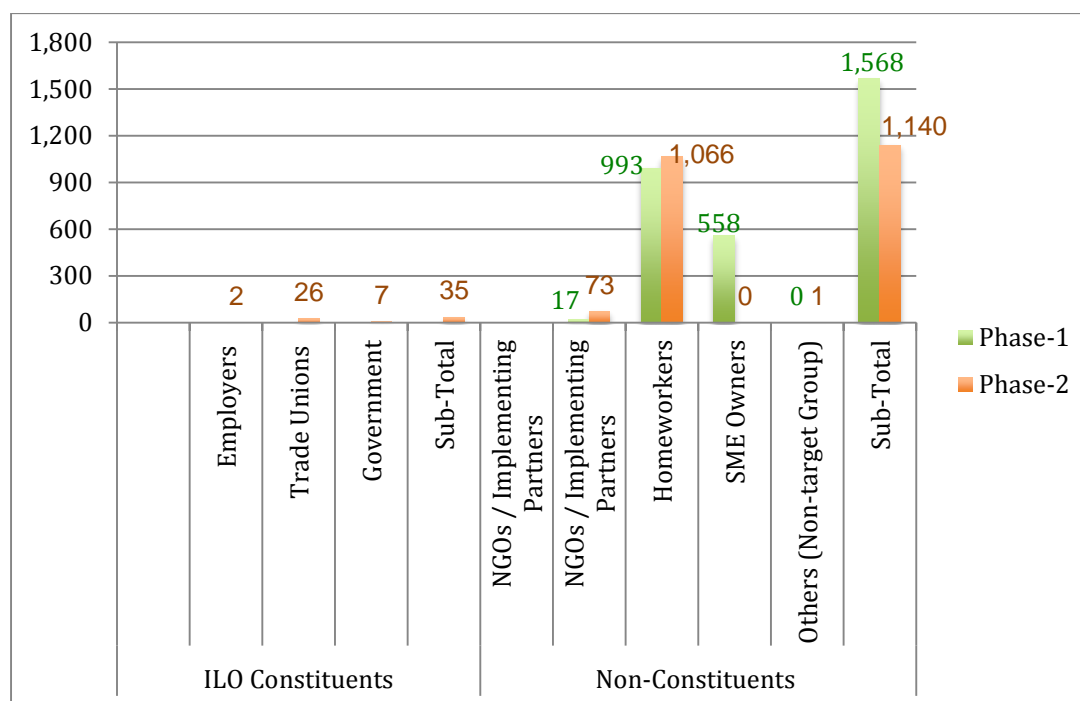


Figure 2. Capacity development and skills training events in Phase 1 & Phase 2.

Advocacy meetings and policy dialogue: During Phase 2, the Project carried advocacy meetings and policy dialogues with Trade Unions and the Government *based on some of the results from studies on the situation of homeworkers* (Fig. 3).

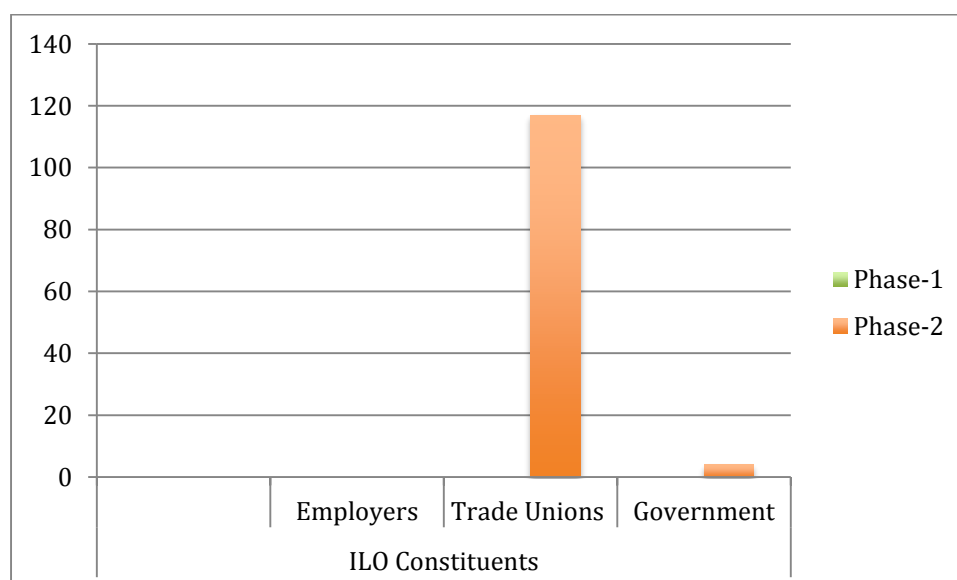


Figure 3. Number of beneficiaries: Advocacy meetings and policy dialogue

3.2.8 Funding arrangements and staff positions

It was found that DFAT has approved funding for the Project for one year at the time, which has been a challenge for the ILO. In addition, the Project faced further challenges when a request by DFAT to the ILO to adjust the project design (and discontinue the enterprise development component) came not long before the start of the new funding cycle. The project design had to make necessary adjustments including to the Project's staffing structure. This meant that the ILO needed to start the recruitment process again after the adjustments had been made. For example, the ILO advertised for the CTA position initially on 19 December 2013. However, this recruitment process had to be cancelled and the ILO needed to re-advertise the CTA position reflecting the changes on 28 February 2014. With this re-advertisement, the CTA position was not filled in time and the CTA was engaged as a consultant while waiting for the recruitment process to complete. In terms of the national project officers, most project positions (those positions that are the same from Phase 1 to Phase 2) were maintained and contracts continued from Phase 1 to 2 but with only 1 day gap. The NPO (PNPM and M&E) and the Entrepreneurship specialist positions were abolished due to the dis-continuation of the PNPM component, at the end of Phase 1. The new positions in Phase 2, NPM (M&E) and NPO for Private Sector Support and Disability were filled in May following the regular recruitment process of ILO which can be time-consuming.

3.2.9 Monitoring and Evaluation Framework (MEF)

In this phase the Project design was improved and the Project's Monitoring and Evaluation Framework (MEF)⁴⁴ was developed. Good work is seen from the fact that a plan for regular monitoring field visits has been made, followed up by the M&E officer. The Project has also developed a data collection template for areas where community-based activities are implemented, and support on how to collect data is provided to implementing partners. The Project also collects information on the number of participants (disaggregated by sex) in training/meeting/workshops. Regarding workshops, the Project uses a final feedback form, and at pre-post assessment form to assess what has been learned/internalised through the training.

The ET found that the Project, despite the above, had difficulties in providing and accounting for information and data on how many persons realistically had attended training events and participated in awareness workshops, organised and/or funded through the Project. A more systematic way of keeping track of disaggregated data, which **must be supplied to the Jakarta office by the field project officers, may be explored as the field project officers need to draw out and collate this information regularly from the IPs.**

⁴⁴ The MEF development was guided by AusAID's Monitoring and Evaluation Standards, ILO's Results Based Monitoring (RBM) approach and the MAMPU M&E framework developed by AusAID (source: M&E Framework Plan, Annex to Project Document, Phase 2).

4 Conclusions, lessons learned, good practices

This chapter includes the conclusions made based on the findings, including conclusions from using the evaluation criteria i.e. relevance, effectiveness, efficiency, impact and sustainability. The chapter also includes conclusions made regarding lessons learned and good practices.

4.1 Relevance and strategic fit of the project

The ET has concluded that the Project is relevant – and particularly so for the ultimate beneficiaries. ILO-MAMPU's objectives and work areas are in line with the priority areas in the DWCP (2012 – 2015) - which addresses employment creation, industrial relations and social protection for all and which states that gender equality at work is promoted through strengthened policies and institutions. It is also aligned to the National Development Frameworks, such as eliminating discrimination which also is a vision expressed in the Indonesian Unity Cabinet and the Government's aim at gender equality. The National Mid-Term Development Plan (RPJMN) for 2010-2014 is also addressing gender and gender mainstreaming as key in combatting discrimination against women⁴⁵.

The ET found that some of the ILO constituents (in particular some of the representatives of the Employers and the Workers) did not express or convince the ET that the Project according to them is highly relevant as in *their perspective* the ultimate beneficiaries are outside their purview, as it were, i.e. operating in the informal economy. Some workers representatives in North Sumatra even exclaimed that it “cannot support workers in the informal economy”.

There also existed confusion among some ILO's constituents about what constitutes homework, and what the difference is between the working conditions of a homemaker in the “putting out system” and a MSE/SME holder. These points does in no way mean that the Project is not relevant in what it is trying to accomplish – it rather points to the fact that the Project must increase the effectiveness of its interventions, and bring up evidence that can convince policy and decision-makers to ensure that decent working conditions are provided to homeworkers.

4.2 Validity of design

The ET has scrutinised three different designs (Logframes) for the Project (the first 8-months period, Phase 1 and Phase 2) and concluded that the design of Phase 2 was improved in the sense that it is less ambitious and targeting only one key beneficiary group (homeworkers). The ET noted that “disability” is mentioned only in reference to the work of the CSOs and the unions while it would be better to have disability as a cross-cutting concern, to be mainstreamed in all work with women workers. Similarly, objective No. 5. “women are empowered”, ought to be a part of a gender cross-cutting issue – and not a separate objective.

4.3 Effectiveness

Overall conclusions

The assessment of the Project's achievements is a mix of good quality preparatory work, interventions and networking with the Government and stakeholder organisations in Phase 1, and it was found that the vast majority of the outputs for Phase 1 (fifty out of the fifty-nine outputs in the work plan) were completed, which is a considerable achievement. A series of workshops at national, provincial and district levels were organised with participation of the National and Provincial governments aimed at raising stakeholders' awareness about the situation and prevalence of homeworkers as well as to determine the legal status of homeworkers in the country. The Project was active in undertaking research and knowledge sharing.

⁴⁵ Three priorities of RPJMN shows that the Project is relevant and inline with the Government's aims, namely: 1) Improving the quality of life and also the participation of women by improving the knowledge and understanding from stakeholders about the importance of creating development that is gender responsive; 2) improving women's protection against violence by improving the coordination and also harmonization of the *implementation of the legislation* related to the protection of women against all kind of violence and *discrimination*; and 3) increasing the institutional capacity of gender mainstreaming and also women empowerment.

The Project's progress in Phase 2 was (for a number of reasons) slow. At the beginning of 2014, a gap in communication with the Government had occurred which lasted for a few months in the year delaying the project's progress at *national* level in particular in the dialogue about the need for a policy to regulate the work of homeworkers.

The crucial message that homeworker conditions should be regulated, was at the time of the MTE not agreed to by some of the Project's stakeholders (as this report has mentioned) or perhaps not been appreciated/internalised – which should be of a concern for the ILO.

The changes in the CTA position and the fact that DFAT handed over the handling of the Project to Cowater did not help in the smooth running of the second phase. The introduction of the Managing Contractor required ILO to enter into an agreement directly with a contractor, which is not a common practice for its technical cooperation. The process was time-consuming but from ILO's perspective it was important that it was done right. By mid 2014 things were picking up but all staff members were not yet in place and several delays were apparent.

The reason that ILO became one of the Principal Organisations contributing to the overall MAMPU was because of its comparative advantage, relationships and influence with trade unions, government, and employers. The ILO has a lot of technical expertise and experience to draw on to strengthen the women's movement in informal employment areas in Indonesia. ILO has the capacity to partner with various CSOs and build their technical capacity in the area of Homework and had a lot of tools and networks to pass on to them. ILO's research/statistics and policy expertise was another area that was appreciated.

In the ET's discussions with DFAT and Cowater it was found that their expectations on ILO-MAMPU had fallen short in several respects; i.e. the significant delays in implementation in several areas and the fact that ILO-MAMPU had not been active as a principal partner within the overall MAMPU. They welcomed a change in this respect (this issue was discussed with the Project staff as well as the Director and Deputy Director, of ILO Jakarta).

Below follow conclusions that also relate to effectiveness:

4.3.1 Promoting the rights of, and empowering homeworkers with disabilities

The Project recruited a Programme Officer to work on disability issues in 2014. It was found that the work on identifying what barriers exist for women homeworkers with disabilities in accessing decent work had not yet begun, but would be part of the mapping study. The Disability People's Organisations (DPO) had been approached and considered as an implementing partner. It was noted that this organisation does not have any gender strategy as such (the ET was not able to meet any representative of this organisation) which needs to be considered by ILO as this could be an area for capacity building of this organisations.

4.3.2 Involvement and position of the Government and the Employers

The actions with Employers were found to be slowly progressing although seemingly picking up speed somewhat at the time of the MTE. The ET did, however, not find that a consensus exists among the constituents and partners about the need to regulate homework – rather there were clearly doubts expressed and advice about caution against regulating Homework by individual representatives of the government and APINDO (Province level) in meetings with the ET. The Project's final report indeed also mentions this as a challenge.

4.3.3 Involvement of the CSOs

a) The engagement with the CSOs as Implementing Partners is important and is a core aim of the Project – to strengthen the CSOs to, in turn, empower the beneficiaries. However, it was found that there was a significant need to strengthen MWPRI's management and institutional capacities. The ILO-MAMPU is fully funding the salary of the executive director and other staff in addition to providing the funds to organise and train homeworkers according the Project sub-contract agreement. The ET is questioning the soundness of this as it is clearly unsustainable, and creates a total dependence on ILO.

b) It was also found that MWPRI's engagement with employers and workers' organizations needed to be enhanced.

4.3.4 Cooperation with the private sector – the case of IKEA

A lack of progress was found regarding the long awaited cooperation with IKEA and the associated research on the working conditions of homeworkers in West Java. In discussions with IKEA in Jakarta it was expressed that there is a risk that momentum for cooperation is going to be lost (if not already) if the delay continues.

4.3.5 Knowledge sharing and M&E function

The ET commends the ILO for including a specific Knowledge sharing and M&E function in the Project, which has been a very important function in the Project. This function could be even more effective and utilized for field monitoring and follow-up, and consolidation of data.

4.4 Efficiency of resource use

Efficiency relates to the extent to which the resources and inputs (funds, expertise, time, etc.) are economically converted to results. This evaluation has not included any audit nevertheless it was evident that the Project at the time of the MTE **had not measured up to ILO's efficiency standards due to the delays in implementation and subsequent under-spending of resources which was also pointed out by Cowater, the Contractor.** In regards to the Project's (budget) delivery rate the ET was informed that at the time of the evaluation data collection phase (November 2014) ILO had only spent USD 623,898.81, or 29% of the total funds released⁴⁶ - but the slow delivery was believed to be picked up in late 2014 and the beginning of 2015.

The ET does not doubt that the India Study Tour provided opportunities for learning and inspiration for the Project Stakeholders but has questioned the soundness in particular because it was a very large group (22 persons) and lasted for 2 weeks. In reference to the very slow progress in getting the trade unions on board to serve as IPs, it does not seem that this resources use was "converted into results" in any efficient manner.

4.5 Impact

There were evidences of impacts from the testimonies by the ultimate beneficiaries (MSE holders and homeworkers) in East Java and North Sumatra made during FGDs, interviews and meetings. They shared what they had learnt and internalised through training workshops and other events - and what actions they had taken, or planned to take as a result of the Project activities. Impact at the level of policy dialogue with the Government, however, was not identified except the fact that homeworkers now is a *subject of discussion* whereas before the Project this was a type of employment and work area that was, more or less, invisible.

4.6 Sustainability

Sustainability relates to the Project's contributions to broader, long-term, sustainable development changes. Many of the activities and initiatives in the Project are of pilot character ("pilot projects" are repeatedly mentioned in the documentation) and intended to inform dialogue and actual policies. The ILO stated it has planned for and expected that the Project's capacity building support to IPs and homeworkers will contribute to sustainability of local homeworkers' groups to continue to improve their working conditions. There are some signs for actions leading to sustainability in this respect, e.g. BITRA supporting homeworkers' groups to register as a trade union.

However, the ET assessed that at this junction of the Project, and with the delays encountered and the lack of consensus among some key constituents about the need to regulate homework – the likelihood of sustainability after the end of the Project was not easy to predict. *Reference is made to the points made above on impact which should further clarify the ET's assessment.*

⁴⁶ Source: ILO Financial Report as of 19 November 2014.

4.7 Lessons learned

4.7.1 Ambitious project design and expectations of impact

The Project has had a too ambitious design and ILO has had unrealistic expectations. Raising awareness about a relatively unknown socio-economic phenomena/work arena (homeworkers) and building consensus about what needs to be done to improve the situation for homeworkers *takes time* and one lesson learnt is that the Project should have focused on one target group only, from the start. Disability, and particularly in connection with homeworkers, is also an area where not much information exists among organisations and the public - thus building up awareness and consensus on what needs to be done in this area also takes time and much effort.

An example of an unrealistic expectation is that ILO's very good work on supporting MSEs - using good quality training methods and packages, and facilitator-intensive methods - would be "bought in"/replicated as a regular feature by the PNPM. The Project's strategy was to cooperate with PNPM at local level but provide much more intense training to women MSE holders than PNPM could provide. Coaching and assistance to map financial and non-financial resources was added and the aim was that PNPM would replicate, or buy in to this approach. When considering that this huge World Bank funded Government programme covers 60,000 villages in 33 provinces it seems highly unrealistic - and this component had to be closed down precisely (or at least partly) because it became evident this would not materialise. As one former consultant expressed: *"A pilot is less than a flea on the elephant's back."*

4.7.2 Assisting the Workers Confederations to produce proposals for the ILO

The Project has encouraged the workers confederations to produce quality project proposals meeting ILO standards and have insisted that Logical Framework Analysis rationale should be part of these proposals. This is commendable in theory - but did not seem to be relevant or suitable for the Workers Unions who clearly are unfamiliar with this type of planning tool and this could be a learning point for ILO in other projects that are sub-contracting work to e.g. Workers Unions - thus other tools/frameworks of assisting Workers to produce proposals should be applied.

4.7.3 Project staffing

In relation to the role it has assumed and its high ambitions, as well as the depth of many of the tasks - the Project would have benefited from having more national/international personnel in the Project - as it required significant technical expertise and work experience e.g. for dedicated technical support to MWPRI, involvement with the BPS survey/analysis of surveys on homeworkers and the work done by national and external consultants, the work on disability and the work with the private sector. The Project management has responded to this conclusion, pointing out that technical support has been available by other ILO staff in Jakarta and in Bangkok, as well as consultants, which is appreciated - but somehow this seems to have been inadequate.

4.7.4 Gender analysis and strategy

Most of the data gathered in the M&E system and through the work of external collaborators have been disaggregated by sex - for which the Project is commended. What seems to have been missing is a *gender* perspective, in terms of planning to strategically integrate issues of male involvement and responsibility in bringing them into the discussions at local level, in particular, to help eliminate discrimination of women in the informal work place⁴⁷.

4.7.5 One year project funding

The one-year funding cycle, combined with the changes introduced to the Project from DFAT and Cowater such as the discontinuation of the enterprise development component, introduction of a component on disability, and the change in the agreement format brought many challenges to the Project implementation. The Project spent considerable time to make necessary adjustments in close consultation and coordination with the relevant ILO departments and units, which took time away from

⁴⁷ There is a clear trend for a greater integration of men and boys in gender equality efforts in the development cooperation. Evidence shows that the involvement of supportive men and boys contributes to lasting socio-cultural changes in favour of gender equality. Supporting the trend is an accumulation of research (Development Trends, September 2014, Sida).

implementing activities to make progress towards the achievement of objectives. It caused disappointments among the Project beneficiaries of mainly the enterprise development component. It also caused some insecurity among Project staff. Some staff had to be re-recruited, disrupting the continuation.

4.7.6 Project exit strategy

The Project needs to (already now) plan for an exit strategy (2016) and this should include consolidation of achievements and lessons learnt, as well as clear communication to the Partners.

4.8 Good practices

The Project has collected some very interesting accounts (named “Stories of changes”) from homeworkers in North Sumatera, DIYogyakarta and East Java. These could be very useful in spreading knowledge and raise awareness including such factors as what is motivating the women work with such minimal remunerations (often less than a USD dollar/per day).

As part of the knowledge sharing and M&E, more stories from homeworkers should be gathered to enrich the body of knowledge about homeworkers and *proactively used in various discussions and in events with stakeholders*. More posters, brochures, and photos should also be spread/distributed. The idea is that the Project can do a lot in terms of advocacy by “putting human faces” to the concept of homeworkers.

The Project could also expose homeworkers' plights, including the disabled, throughout the course⁴⁸ of the Project – by engaging local or national radio in “call-ins”; TV “soap operas”, more newspaper articles, exhibitions, panel discussions, demonstrations/exhibitions.

⁴⁸ Some of this work was done in the beginning of the Project.

5 Recommendations

These are the recommendations that have been based on the findings and conclusions:

1. **Promoting the rights of, and empowering homeworkers with disabilities:** **a)** The work on disability has been given its own objective (No 3) which is a positive *per se*. The Project should however approach the issue of rights and empowerment of the disabled as an integral part of the empowerment of its ultimate beneficiaries (homeworkers), i.e. as a cross-cutting issue in its programming for the new project phase 2015 – 2016. This would be more effective and enable the Project's interventions to generate more impact integrated among other areas (objectives). This should not be seen as minimizing the importance of disability concern – rather the contrary. Furthermore, the work would not only be one staff member's responsibility. **b)** If selecting the Disability Peoples Organisation (DPO) as an IP - which reportedly has no particular gender strategy - ILO should help build knowledge and capacity in this area. **c)** The Project should ensure that also the other CSOs and Trade Unions mainstream disability in their pilot work in connection with ILO-MAMPU and that opportunities are used in contacts with other overall MAMPU organisations to acquire more information about disabled women workers in the informal economy.
2. **Homeworkers and the self-employed are not the same:** Based on the finding that the distinction on homeworkers versus self-employed (MSE/SME) was not always understood among the key stakeholders, the Project should **a)** re-affirm this difference even more clearly in its messages. **b)** The ILO also needs to very clearly re-announce to its stakeholders that it sees regulation of homework as a necessity and that this can only be achieved through contributions from all key ILO constituents and partners.
3. **Linkages and cooperation with overall MAMPU:** The Project should engage and communicate with partners more, including overall MAMPU local partner organisations – more informally and through individual contact-making as the relationships will benefit all. Finding ways to work closer with overall MAMPU requires flexibility and willingness for dialogue – and time/resources to allocate for this and ILO should take the issue of closer cooperation with MAMPU seriously as this is also the wish of the Development Partner (DFAT/Cowater). This was discussed at length with the ILO and suggestions for cooperation was provided by the ET (such as inviting Cowater, DFAT and other MAMPU Partners for discussions, or joint field visit, hosting a specific thematic discussion, or organising an exhibition with other MAMPU Partners, sending updates/newsletter to other MAMPU Partner, and more.
4. **Involvement of the Government:** The Project needs to enhance its efforts to work with the Ministry of Manpower as well as other relevant government agencies at national, provincial and district levels to raise awareness and build capacity on homeworkers' issues with a view to creating a consensus that homeworkers are workers and effective protection should be extended to homeworkers. Providing appropriate recognition and legal and social protection to homeworkers is a time-consuming process due to the complex nature of homemaker's issues and the Government should be supported in this process.
5. **Involvement of the Employers and Workers:** The ILO-MAMPU team should seek support more actively from the ILO backstopping officers in Jakarta who have designated roles to be in close contact with APINDO and Trade Unions to increase their engagement in raising awareness on homeworkers' issues and identifying ways to extend support to them to enjoy workers' rights, which is also a long process.
6. **Involvement of the CSOs:** The Project should have an internal discussion with the ILO Director and Deputy Director to come to a common conclusion to find ways to support CSOs (including MWRPI) without making them too dependent on ILO funding. This may be an issue also to bring to discussion with the ILO Bangkok office.
7. **Cooperation with the private sector – the case of IKEA:** The Project should (if not already done) ensure that a national or international consultant is recruited rapidly for the research that

has been planned – or momentum with IKEA will be lost. All efforts should also be placed on communicating with IKEA and allocate time and resources to start up the planned activities in January 2015.

8. **Funding arrangements and exit strategy:** A minimum of 2-year funding cycle should be arranged with the Development Partners for a smoother running of technical cooperation projects. In the case of ILO-MAMPU an exit strategy should be prepared already before the end of the 2015.
9. **Gender strategy:** In the proposal which is under way for 2015 – 2016, a gender strategy should be included that describes how men should be engaged as promoters of the Project objectives and of Home workers. Gender concerns should be mainstreamed at the design stage, thus there is no need to have specific gender objective (as in 5th objective ILO MAMPU). Gender and disability are both cross-cutting issues in the project - not components.
10. **Utilization of the M&E Project function:** In view of the evaluations' findings it would be important to make an overview of the monitoring system to ensure that the actors in the field provinces (IPs and field staff) provide the required disaggregated data and information regularly, so that it can be consolidated and readily available in the reporting to ILO and the Development Partner and the consolidation of results at the end of the project (and for the evaluation). The M&E staff member should be given the opportunity and support from the management to make more frequent monitoring visits to the Project provinces.
11. **Day Care Centre Manual:** Once completed, the Project should disseminate this Manual to the Government, CSOs and private sector actors including exploring whether any of the overall MAMPU organisations have an interest in promoting it or assisting communities in setting up day care centres (the Project manager, the former CTA and the Gender Specialist in Bangkok have all confirmed that there is genuine interest for such a publication in Indonesia).

Annex I. Documents consulted

- Project documents, Project reports, Work plans & Budgets
- Report on the UN-led Post-2015 Consultations in Indonesia. The World Indonesia Wants, August 2013
- ILO Policy Guidelines for Results-based Evaluation: principles, rationale, planning and managing for evaluations (2013).
- ILO Guidance Note No.4: Integrating Gender Equality in Monitoring and Evaluation of Projects (March 2014)
- Project Documents for phase 1 and 2 and M&E Framework Plan, Annex to Project Document, Phase 2.
- LFA Frameworks matrices (three different LFAs).
- World Social Protection Report 2014/15, Building economic recovery, inclusive development and social justice
- Protecting Poor and Vulnerable Families in Indonesia: A comprehensive review of Indonesia's social assistance programs and public expenditures, to support the building of a true social safety net for all poor and vulnerable households, World Bank, 2011. Jakarta.
- MAMPU Program Design Document, Part A: Situational Analysis & Program Overview
- MAMPU (Empowering Indonesian Women for Poverty Reduction) Program Design Document, Part B: Implementation, Performance & Risks June 2012
- Work Country Profile for Indonesia (2011); BPS (National Statistical Bureau) report (2011); Labour and Social trends in Indonesia (2011), Promoting job-rich growth in provinces and ILO Jakarta, and the RPJMN8 (the Poverty Reduction Strategy Paper) 2009-2014.
- The United Nations Partnership For Development Framework (UNPDF) was used (a version of a UNDAP). The Labour Trends report was used, as well as a Growth constraints document (ADB); data from existing projects; results from studies and the seven initiatives and the on the DWC indicators.
- Review of the Regulatory Framework for Homeworkers in Indonesia 2013, By Miranda Fajerman. MAMPU – Access to Employment and Decent Work for Women Project ILO Jakarta, published by ILO in 2014.
- Research plan, Mapping of Homeworkers, Home-based workers and Workers with Disabilities, ILO MAMPU Project – October 2014.
- A PPT presentation in a national workshop in Jakarta in 2013, on findings from a mapping on Homeworkers in East Java, by Lucita Lazo.
- MAMPU Horizontal mapping Household survey for homeworkers (A Questionnaire and framework).

Annex II. Terms of Reference

Terms of Reference for Internal Mid-Term Evaluation

ILO MAMPU – Access to Employment and Decent Work for Women

INS/12/05/AUS and INS/14/01/AUS

14 October 2014

1. Introduction and Rationale for Evaluation

The ILO/MAMPU Project aims to contribute to improving women's access to employment and removing workplace discrimination. During 1 June 2012 to 18 February 2013, the Project first phase was implemented and the Project is currently in its second phase (19 February 2014 – 30 June 2016).

According to the ILO Evaluation Guideline, a project over 30 months should carry out annual reviews, mid-term evaluation and a final evaluation, and multi-phases projects with combined budget over USD1 million must undergo at least one independent evaluation. The ILO/MAMPU project records indicate that no evaluation has been carried so far. Therefore, the Project is planning to carry out an evaluation to review the key achievements and lessons from the project's first phase and progress from the second phase. The findings of the evaluation are expected to guide the development of a proposal for funding for the project during February 2015 – June 2016.

2. Project Background

In mid 2012, Australian Government/AusAID and the Ministry of National Development Planning (BAPPENAS) of the Government of Indonesia began a programme entitled "Empowering Indonesian Women for Poverty Reduction (Maju Perempuan Indonesia untuk Penanggulangan Kemiskinan – MAMPU)" with the aim to improve the welfare of poor women in Indonesia. The Programme is governed and overseen by a National Steering Committee and has the following thematic areas:

1. Improving women's access to government social protection programs
2. Increasing women's access to jobs and removing workplace discrimination
3. Improving conditions for women's overseas labour migration
4. Strengthening women's leadership for better maternal and reproductive health
5. Strengthening women's leadership to reduce violence against women.

In order to support the implementation of the Programme, the ILO has been selected as the lead organization to progress reform in the Access to Formal Employment thematic area .

ILO/MAMPU First Phase: 1 June 2012 – 18 February 2014

The ILO/MAMPU project entitled Women in Leadership: Access to Employment and Decent Work was implemented from 1 June 2012 to 18 February 2014 with the total budget of USD 2,155,570. Under the project objective of increasing poor, vulnerable and marginalized women's access to productive employment and promoting equality within employment, the project focused on identifying entry points and priority for the interventions and partnerships during the first eight months (June 2012-January 2013) while the remaining period focused on implementing interventions as follows:

- Strengthen the conditions of work and social protection of women working in micro and small enterprises
- Strengthen the organization, leadership, representation and access to services, better working conditions and social protection for homeworkers
- Technical assistance to employers to support decent work for women and substantive equality in terms of labour market outcomes

- Technical assistance to women's cooperatives and groups to provide accessible childcare services and other facilities to enable poor women to remain in employment or return to employment after childbirth.

Key achievements of the project during June 2012 – February 2014 are as follows:

- Strengthened capacity of Business Development Service (BDS) providers to support women in micro and small enterprises: BDS providers trained 462 women beneficiaries from 14 sub-districts on gender and entrepreneurship development.
- New knowledge products were made available for use by employers and policy makers: Publications include Review of the Regulatory Framework for Homeworkers in Indonesia 2013, Good Practice Guidelines for the Employment of Homeworkers Code of Practice for Promoting Equality and Non-Discrimination at Work and Practical Guides for Employers for Promoting Equality and Preventing Discrimination at Work in Indonesia.
- New training materials were developed to support women homeworkers in accessing decent work. The products include training materials on legal literacy, organizing, leadership skills, advocacy, financial literacy, and community-based childcare.
- Women homeworkers were organized into groups to increase their representation and voice: Mitra Wanita Pekerja Rumah Indonesia (MWPRI), one of the project's Implementing Partners, facilitated the organization of homeworkers, and 798 homeworkers were organized in East Java.

ILO/MAMPU Second Phase: 19 February 2014 – 30 June 2016

In order to build on the results from the Project during 2012-2014, and further contribute to the development objective of the Australia's MAMPU Programme "improving women's access to employment and removing workplace discrimination", the ILO developed a project titled Access to Employment and Decent Work for Women (Phase 2) to be implemented during February 2014 – June 2016 with the following objectives:

1. Improvements in working conditions of women homeworkers in target provinces
2. Employers promote decent work and better working conditions for homeworkers
3. Civil Society Organizations (CSOs) and unions support women with disabilities in home-based work to have improved access to decent work
4. The rights of women workers to decent work and equality in employment are strengthened through national policy, programmes and/or regulations
5. Women are empowered to take action on their own priorities in target provinces.

In the 2nd phase of the Project, the Project focus was placed on addressing challenges faced by women workers in accessing decent work. With the policy of the donor to mainstream disability issues, the Project also included a specific objective to promote decent work for women with disabilities.

The Project during its 2nd Phase works at the national level (Jakarta) and in six provinces namely North Sumatra, Banten, West Java, Central Java, DI Yogyakarta and East Java. The Project collaborates with ILO constituents: the government (the National Development Planning Agency, the Ministry of Manpower, the Ministry of Social Affairs and their related provincial and local offices), employers' organisation (APINDO) and workers' organizations (KSPSI Kalibata, KSPSI Pasar Minggu, KSBSI, KSPI). The Project also works with CSOs (MWPRI, YASANTI, BITRA, and TURC), international buyer, Disabled People's Organisations, and other MAMPU Programme partners .

The agreed and approved budget from the Government of Australia provided to the ILO through a Managing Contractor is USD 2,435,260 for the period of February 2014 – February 2015, and the ILO is to submit a proposal for funding to implement the project during February 2015 – June 2016.

Linkage to ILO Indonesia Decent Work Country Programme and the UNPDF

The Project contributes to the achievement of Outcome 3.2 of ILO Indonesia Decent Work Country Programme (DWCP): “Barriers to employment and decent work are addressed, particularly gender gaps and for persons with disabilities.” Specifically, the Project contributes to Indicator 3.1.1 “Number of national and local employment policy measures or programmes are developed and implemented by the constituents and social partners to promote substantive equality between men and women, and for persons with disabilities.” The Project is also in line with the strategic direction of UNPDF (UN Partnership for Development Framework) and contributes to Outcome 1: Social Services, and Outcome 2: Sustainable Livelihoods.

3. Purpose of Evaluation

The evaluation has the following key objectives:

- To assess whether the project has achieved its objectives during the first and the second phase
- To assess progress of Phase 2 of the Project vis-à-vis its implementation plan and reporting indicators
- To review and assess the Project design and strategy, both of Phase 1 and Phase 2
- To assess the capacity of Project's Implementing Partners in executing pilot projects and how the implementations contribute to the achievement of project outputs and outcomes, both in Phase 1 and Phase 2
- To identify lessons and good practices for promoting decent work for women with focus on homeworkers and women with disabilities.

Findings and recommendations from this evaluation will allow the Project to adjust its design, strategy, approach and activities for the remaining period of the Project (until June 2016).

4. Scope and Clients of Evaluation

The midterm evaluation will cover all phases from its start until the current time and all components of the Project.

The following aspects should be addressed:

- Design: Provide inputs and recommendations to the project design, scope, size, and geographical coverage
- Constituents and partners capacity: To what extent the Project has increased the capacity of tripartite constituents and implementing partners to address informal work conditions, women's access to employment (self-employed, small and micro enterprise, and employed in informal sector), women's access to social protection programmes and conditions faced by women workers with disabilities.
- Synergy with other interventions: to what extent the ILO/MAMPU Project has made linkages to other interventions (other ILO interventions, MAMPU Programme interventions and others?) for better and more effective results and sustainability.
- Significant results: analyse results achieved so far (including tools for replication); the contributions made to DWCP, government, implementing partners, and beneficiaries; and identify factors and processes which were responsible for the achievement of those results.
- Managing for results: a) whether the project has in place an adequate M&E system to monitor progress towards achieving the Project outcomes and impact b) to what extent the project has adapted to both opportunities and risks and what are the contributing factors.
- Gender mainstreaming: To what extent the Project has succeeded in mainstreaming gender equality in its work (outputs/outcomes) and its processes?

The primary clients of the evaluation are:

- ILO/MAMPU Project Team

- Project constituents (Ministry of Manpower, National Development Planning Agency, Employers' organization, Workers' organizations)
- CSOs at national and provincial level
- Donor: Managing Contractor (Cowater) and DFAT of the Government of Australia
- ILO/MAMPU Implementing Partners
- Other MAMPU Partners
- Relevant ILO Offices (Jakarta, Bangkok, and HQ).

4. Evaluation Criteria and Questions

ILO evaluations usually look at the relevance of the programme to beneficiary needs, the validity of the programme design, project effectiveness and efficiency and project sustainability as defined in the ILO Policy Guidelines for Results-based Evaluation: principles, rationale, planning and managing for evaluations (2013). ILO Guidance Note No.4: Integrating Gender Equality in Monitoring and Evaluation of Projects (March 2014) should be considered in the evaluation exercise. The evaluation should also be conducted following UN evaluation standards and norms.

Below are some questions that should be included in the evaluation exercise. Other aspects can be added as identified by the evaluation team in accordance with the given purpose and in consultation with the ILO/MAMPU Project.

Relevance and strategic fit of the project

- Does the project effectively address the national/provincial/local development priorities and UNPDF?
- Does the project effectively address MAMPU Programme objectives and the Government of Australia priority of women's economic empowerment in Indonesia?
- How does the project align with and support ILO's strategies (DWCP, equality promotion and gender mainstreaming, three priority areas of employment creation, industrial relation and social protection etc.)
- How well does the ILO/MAMPU Project fit and strategically synergize with other ILO projects in Indonesia particularly social protection and industrial relation projects to increase its effectiveness?

Validity of design

- Are the project strategy, objectives and assumptions appropriate for achieving the planned outcomes?
- Does the project make use of a monitoring and evaluation framework? To what extent are project indicators useful to measure progress? Is there a clear link between the Project indicators and DWCPs indicators? Is the institutional framework and governance structure of the Project clear to all stakeholders? Have the structures and its operation been effective in guiding the Project?

Project progress and effectiveness:

- To what extent has the Project achieved its planned objectives? Noting that the Project is half-way, is it on the right path to achieve its development objective? What factors influenced the effectiveness of Project activities?
- Are there any intended or unintended positive or negative effects on MAMPU partners and intended beneficiaries?
- To what extent has the Project been able to build on other ILO initiatives and create synergies? If yes, has the synergies resulted in better project results?

- How and to what extent have tripartite constituents and other partner organizations been involved in project implementation?
- Did the Project regularly monitor its programme activities? What tools have been developed and used? Is data regularly collected? How has the data been used to improve Project activities?
- How effective has the Project developed a strategy for knowledge management and sharing internally and externally?

Adequacy and efficiency of resource use:

- To what extent have the Project been able to build on other ILO initiatives and create synergies that allowed for more efficient use of resources?
- Does the project have good systems for budget and work planning and reporting? Do they allow for efficient use of time and resources?
- What level of the project activities (national, provincial, local, institutional) provided the most cost-effective benefits?

Gender:

- Has the Project effective in mainstreaming gender equality and disability promotion in its works and processes?
- Assess the impact of gender mainstreaming at policy and institutional levels

Effectiveness of management arrangements

- Are the MAMPU Programme Steering Committee and the Managing Contractor active and effective and clear about their roles and responsibilities, in regards to ILO/MAMPU Project implementation? To what extent have they allowed the Project to modify approaches within the set objectives?
- Did the Project have adequate staff capacity to implement the project? What could have been done more or differently?
- How the Project management manage risks and monitor and deliver project activities?
- Did the Project receive adequate administrative, technical and if needed political support from the ILO Jakarta, ROAP, technical specialists and technical units at HQ? How effective was the internal coordination among technical units to support the Project?
- Any substantive factors that support (or hinder) the smooth project implementation?

Impact orientation (for Phase I)

- To what extent has the Project results been institutionalized in national/provincial/local organisations?
- To what extent has the Project results improved the working conditions of women homeworkers and women with disabilities? To what extent the Project have empowered women to take action of their own priorities?
- How and to what extent has the Project contributed to DWCP?
- How and to what extent has the Project contributed to MAMPU Programme?

Sustainability

- Is there an exit strategy? If so how realistic is it?
- How likely is it that the Project outcomes will be sustainable? What are needed for further capacity building to increase the likelihood of sustainability?

- How likely it is that the Project approaches and results be maintained or scaled up by the national/provincial/local partners and government after completion of the Project? What are needed for further capacity building to increase the likelihood?
- What roles can the local, provincial, and national governments play in integrating the Project experiences in their programmes?

5. **Methodology**

The evaluation will be conducted between mid October and end of December 2014 and is expected to utilize the following methodologies:

Desk review of project and other documents, but not limited to, the followings: -

- Project design documents
- Products and tools produced by the Project
- Project final and progress reports
- Mission reports
- Workshop and meeting reports
- Indonesia DWCP 2012-2015 document
- Project monitoring plan and data collection reports
- Research and study reports produced by the Project
- Relevant national and provincial development plans

The desk review will result in initial findings that in turn may suggest to additional evaluation questions, in consultation with the ILO/MAMPU Project. The evaluation team will review the documents before conducting any interview and focused group discussion (FGD).

Primary data collection through Focus Group Discussions and/or in-depth interviews (in person or by telephone) with:

- ILO/MAMPU Project staff members
- ILO Jakarta officials e.g. Director and relevant Programme Officers
- ILO staff outside Jakarta e.g. HQ technical units and ROAP
- Donors
- Managing contractor
- National and provincial tripartite constituents
- National and provincial implementing partners
- Beneficiaries (including those from existing and cancelled component(s) of the Project. See

Annex III. Evaluation instrument

The evaluation team (ET) has translated the objectives into relevant and specific evaluation questions. The below-mention key questions have informed the development of the methodology⁴⁹ and are *examples* questions posed to the ILO staff (including former staff and staff in ILO Bangkok) and to the relevant stakeholders (see section 4.1.1). Key questions that the evaluators kept in mind are: “Is the Project doing things in the right way?”; and “Are there better ways of achieving results?”. The following is an account of how data collection methods and data sources and indicators have supported the evaluation questions:

Relevance (and strategic fit of the project)

- Does the project fit in with national priorities (and provincial development priorities)?
- Does the project fit in with the United Nations Partnership for Development Framework 2011- 2015 (UNPDF)?
- Does the project align with the Decent Work Country Programme (DWCP), equality promotion and gender mainstreaming, three priority areas of employment creation, industrial relation and social protection etc.)
- How well does the ILO/MAMPU Project fit and strategically synergize with other ILO projects in Indonesia particularly social protection and industrial relation projects to increase its effectiveness?

Validity of design

- Has the Project strategy been clearly formulated?
- Are the logical framework (Logframe) elements logical and structured (making sense)?
- Are the elements designed to clearly contribute to reaching the Project outcomes and also the overall MAMPU programme outcomes?
- Does the Project Document/Logframe guide the Project staff in setting up an appropriate monitoring and evaluation framework?
- Are the Project indicators useful as tools to measure progress/achievement, or performance – i.e. are they adequately SMART⁵⁰?

Project progress and effectiveness (including management arrangements)

- At mid term - to what extent has the Project achieved its planned objectives?
- Which factors have contributed or enabled achievements (including management issues and possible ILO synergies)?
- Which factors hindered the Project to achieve - and in which areas/component or work processes?
- Are there any unintended (positive or negative) effects generated through/by the Project?
- What was the involvement of the tripartite constituents in the Project (formulation, planning, implementation, follow-up, participating in field trips/discussions/evaluations) and other stakeholders (e.g. implementing partners)?
- To what extent has the Project contributed to *overall MAMPU* and/or addressed knowledge management and sharing e.g. vis-à-vis *overall MAMPU*?
- To what extent have *overall MAMPU* Programme Steering Committee and Cowater (the contractor) allowed the Project to modify approaches within its set objectives?

⁴⁹ See the detailed account of the methodology in Annex IV.

⁵⁰ Specific, Measurable, Achievable, Realistic, Timebound (SMART).

- Has the Project received adequate administrative, technical support and from the ILO Jakarta and the ILO Bangkok office?

Adequacy and efficiency of resource use

- Have the allocated and available resources (funds, expertise) been appropriate (adequate) to support the implementation of the Project to achieve the desired results?
- What is the level (percentage) of “budget delivery” (annually/in total)?
- Could alternative approaches have been applied to better achieve the desired Project results (this relates in particular to staffing, planning, monitoring and implementation)?
- To what extent have the Project built on other ILO initiatives allowing for more efficient use of resources?

Impact (referring only to phase 1)

- What is the Project's impact on the working conditions of women homeworkers and women with disabilities?
- Has the Project been able to empower women to take action of their own priorities?
- To what extent has the Project's approach or results been taken over by other organisations in the project areas?

Sustainability

- In Phase 1: How likely is it that the Project outcomes will be sustainable?
- In phase 2: Is it realistic at all to discuss sustainability in view of the relatively unknown and non-explored area, namely situation of Homeworkers?

Cross-cutting issues

- Regarding gender concerns (equality and mainstreaming) how has the Project *overall* dealt with this cross-cutting concern – as a *women* specific concern or as a *gender* concern involving women, men, girls and boys – adolescents as well as elderly? (this relates also to the Project's contacts with its IPs).
- Has the Project collected and reported on sex disaggregated data?
- Has gender and gender equality been mainstreamed throughout the Project (strategies, approaches, activities, reporting, recruitment etc.)?
- Regarding disability issues – how has the Project been able to take this on board and mainstream this as a cross-cutting issue?

Annex V. Work programme of Evaluation Team 6-25th November 2014

Date/Time	Agenda
Friday, 07 November 2014	
	International Evaluation Consultant arrived in Indonesia
Saturday, 08 November 2014	
	Meeting: Briefing with ILO MAMPU
Sunday, 09 November 2014	
	Preparation – planning for the evaluation
Monday, 10 November 2014	
09.00 – 10.30	Briefing with overall MAMPU Team
10.30 – 11.30	Meeting with ILO Deputy Country Director, Michiko Miyamoto,
13.30 – 14.30	Meeting with Better Work Indonesia project of the ILO, Simon Field/CTA
15.00 – 16.00	Meeting with IKEA, Mr. Hasanul Arifien, at IKEA office → on collaboration with ILO MAMPU → Evaluator: Lotta
15.00 – 16.00	Meeting with TNP2K (Vice President Office), Aunur Rofiq Hadi, at TNP2K office → on PNPM component → Evaluator: Agus
16.00 – 17.00	Meeting with Budi Maryono, former Entrepreneurship Specialist of ILO MAMPU Project (for the PNPM component), at TNP2K office → Evaluator: Agus
Tuesday, 11 November 2014	
09.00 – 10.00	Meeting with Cowater, Elizabeth (Beth) Elson/Team Leader, at Cowater office
13.00 – 14.00	Meeting with PNPM Support Facility (PSF) – World Bank, Natasha Hayward/Senior Social Development Specialist, Jacqueline Pomeroy/Economist
Wednesday, 12 November 2014	
08.30 – 09.30	Meeting with TURC (one of our current Implementing Partner)
11.00 – 12.00	Meeting with PNPM Perkotaan/P2KP (ministry of Public Works)
13.00 – 14.00	Round Table meeting with 6 Trade Union federations
14.30 – 15.30	Session with ILO Jakarta backstopping officer for cooperation with APINDO
Thursday, 13 November 2014.	
	Morning flight to Surabaya, East Java
10.30 - 12.00	Debriefing meeting with ILO Project Officer
13.00 - 14.30	Meeting with APINDO East Java
14.30 - 16.30	Meeting with 3 Trade Unions Leaders in East Java (KSPSI, KSBSI and Sarbumusi)
Friday, 14 November 2014	
08.00 - 09.00	Meeting with Disnakertrans (Provincial Office of Manpower) East Java
10.00 - 12.00	Meeting with team of PNPM Perkotaan East Java
14.00 - 16.00	FGD with women small entrepreneurs, at Rungkut sub-district Surabaya
Saturday, 15 November 2014	
	Travel to Malang, East Java
11.00 - 13.00	Meeting with MWPRI staff
14.00 - 16.00	FGD with homeworkers

Date/Time	Agenda
Sunday, 16 November 2014	
	Morning flight to Medan, North Sumatera
Monday, 17 November 2014	
08.00 - 08.30	Briefing ILO Officer and Evaluation team
10.00 - 11.00	Meeting with PNPM Urban
13.00 - 14.00	Meeting with PNPM Rural
15.00 - 16.00	Meeting with Provincial Labour Office
Tuesday, 18 November 2014	
10.00 - 11.00	Meeting SPSI RTMM NS (trade unions)
14.30 - 15.30	Meeting with PNM Madani, PINBIS and Cikal USU
15.00 - 16.00	Meeting with KSBSI of North Sumatera (trade unions)
Wednesday, 19 November 2014	
09.00 - 12.00	FGD with women entrepreneurs (PNPM component)
13.00 - 14.00	Meeting with BITRA Indonesia
14.30 - 17.00	FGD with women home workers
17.30 - 18.30	Meeting/debriefing with ILO NS
Thursday, 20 November 2014	
	Flight to Jakarta
14.00 - 15.00	Meeting with DFAT, Governance and Social Development Section
16.00 - 17.00	Meeting/De-briefing with ILO Country Director (Peter van Rooij)
17.00 - 18.00	Interview Meeting with Agnes Gurning
Friday, 21 November 2014.	
08.00 - 08.45	BAPPENAS, meeting Ibu Iriyanti, Deputy Director of Poverty, Labour and SMEs
09.30 - 11.00	Round Table Meeting with Ministry of Manpower (Lotta & Agus)
14.30 - 15.30	Individual session with Tolhas, Project Officer for Disabilities
14.30 - 15.30	Interview Session with Soeharjono (Yono), ILO Program Officer for trade unions
Saturday, 22 November 2014.	
	Preparation for Workshop
Sunday, 23 November 2014.	
	- Preparation for Workshop - ILO receive draft presentation of preliminary findings from evaluator team
Monday, 24 November 2014.	
Whole day	Workshop for presentation of preliminary findings, facilitated by evaluator team
Tuesday, 25 November 2014.	
09.30 - 10.30	Interview with Project Assistants (Maya and Nun)
10.30 - 11.30	Interview via Teleconference with Yasanti
11.30 - 12.30	Session with Program Officer (backstopping - M&E Focal Point), Reti.
15.00 -	International Evaluation Consultant departed from Inonesia

Annex VII. Stakeholders Workshop 24th November 2014, Jakarta



International
Labour
Organization

ILO MAMPU: Access to Employment and Decent Work for Women Project

Workshop Report – Presentation of Preliminary Findings of ILO MAMPU Project Mid-Term Evaluation by Independent Evaluators

Date : November 24th, 2014
Time : 09.00 – 12.00
Venue : Oria Hotel, Central Jakarta
Agenda : Presentation and group discussion (see **Annex 1**)
Participants : See **Annex 2** as a separate document
Prepared by : Hiranía Wiryasti, NPM for Monitoring & Evaluation and Knowledge Sharing, ILO MAMPU Project

08.00: Registration
08.30: Opening by Deputy Director of ILO Indonesia
09.00: Presentation of Preliminary Findings (25 PPTs) of MTE of ILO MAMPU Project by Evaluator Team: Mrs. Lotta Nycander and Mr. Benedictus Dwiagus Stepantoro
10.00: Question and Answer session
10.30: Coffee Break
11.00: Group Discussion & presentations by participants
12.00: Closing remarks
12:30 Lunch

Proceeding and findings:

- Ms. Michiko Miyamoto, Deputy Director of ILO Indonesia, delivered opening remarks.
- Presentation of preliminary findings by evaluator team. The presentation is attached as a separate document (**Annex 3**).
- Participants were given the opportunity to ask questions during the presentation session. However, there was only one response. Supardi from KAMIPARHO stated that there is a need for all ILO Implementing Partners to have a forum of information and knowledge sharing, for example through a website. This response was taken by the Project for further follow-up.
- After the presentation, the participants were grouped into 3 groups: government (Ministry of Manpower), employer (APINDO) and trade unions and implementing partner (TURC). The evaluator team asked the groups to work on 3 questions: the ILO MAMPU Project achievements, the tripartite contribution to decent work for homeworkers and other issues (**Annex 4**). Their responses are as follows:

- Ministry of Manpower
 - There is a need for better understanding on the definition and issues of homeworkers.
 - Challenges in designing and developing regulations on homeworkers:
 - There are different criteria of companies (small, big, etc)
 - Different conditions in different areas/regions
 - There are no laws specific for homeworkers yet. Current regulations are limited to informal workers (*pekerja mandiri*). For example Permen No.5/2013 provides regulations on social protection for self-employed and Permen No. 19/2012 regulates that services providers and outsourcing providers must be legal bodies. Aceh province has also issued a local regulation that protects informal workers. However, all of these regulations do not specifically developed and targeted to homeworkers.
 - Current laws also regulate labour relations through written agreement/contract only. As such it does not include labour relations that have no written contract such as homework.
 - The Secretary General of the Ministry has instructed a review to ILO Convention on Homeworkers and current labour laws. The review is still on-going and there are no recommendations yet. The Ministry expressed that it is very difficult to formalized informal sectors.
 - The Ministry will appreciate receiving examples of laws and regulations on homeworkers from other countries.
 - The Tripartite Forum (LKS) should be utilized to discuss about homeworkers issues.
 - One of the protections that homeworkers need is on occupational safety and health (OSH).
 - APINDO (employer) should contribute on the awareness raising on homework issues within companies and to provide social protection and OSH to their workers.
- APINDO
 - APINDO is aware of the Project activities in North Sumatera and East Java, however they are not yet familiar with activities in the other 4 provinces.
 - APINDO, with support from the ILO, is going to carry out employer survey on homework. Findings of the survey can serve as an input in developing regulations for homework.
 - There is a need for stronger partnership between the tripartite.
- Trade unions + TURC
 - TURC has carried out the following activities: organizing homeworkers, campaign and socialization on homeworkers issues and draft legal regulations on homeworkers.
 - TURC found there are homeworkers with disabilities in Solo, Central Java. TURC also found there are more similar issues/conditions between homeworkers and small entrepreneurs rather than domestic workers. This is because many homeworkers also work as small entrepreneurs.

- There are international brands who give work – along their supply chains – to homeworkers. The brands know about the practice and consider that it is acceptable. They also do not give correct information on the number of homeworkers they employ. For example, there is a case where they say the number is 480, but there are actually 2000 – 3000 homeworkers.
- The problem with developing regulations on homework is there is no law specific for homeworkers. This makes stakeholders reluctant for participating in developing any regulation for homework. Nevertheless, the effort should continue and should include academicians, labour experts, government, employer and ILO.
- Before developing regulations on homework, there is still a need to raise awareness on homework issues to wider stakeholders.

- Ms. Michiko Miyamoto, Deputy Director of ILO Indonesia, delivered the closing remarks.

Power Point Presentation presented in the Workshop

1. Mid Term Evaluation

Preliminary findings

Women's access to employment and decent work (ILO-MAMPU)

24 November 2014, 08.30 – 14.00 at Oria Hotel

Lotta Nycander

Benedictus Dwiagus Stepantoro

Independent Evaluators

2. What does the MTE want to know?

- Has the Project achieved its objectives 1st phase (1 June 2012 - 18 February 2013)?
- What is progress of 2nd phase (19 February 2014 - 30 June 2016)?
- Is the Project design logical (strategy relevant)?
- What is the capacity of the IPs to carry out pilots?
- How will IPs contribute to the project's outputs & outcomes?

3. What ELSE do we want to know?

- Project's relevance
- Project's effectiveness
- Project's efficiency
- Project's impact (1st phase)
- (Likelihood of) sustainability

4. Key facts about ILO-MAMPU

ILO implemented project is funded by DFAT:

First phase (1 June 2012 - 18 February 2014) included a 8 months prep period (it was named Women in Leadership)

Second phase (19 February 2014 - 30 June 2016) COWATER contracted by DFAT. ILO will submit a proposal for funding to implement the project during February 2015 – June 2016.

5. Key facts about ILO-MAMPU

Project operational areas: National level: Jakarta, plus 6 provinces (East Java, West Java, Central Java, Banten, Yogyakarta, North Sumatra)

Project team:

- 1 Gender specialist managing the project
- 3 National Programme Officers (Jakarta)
- 2 National Project Coordinators (Surabaya & Medan)
- 1 Finance/Admin officer

(ILO staff in Jakarta & ILO Bangkok provide technical support)

6. ILO-MAMPU partners (stakeholders)

Government: National Development Planning Agency (BAPPENAS), Ministry of Manpower (Depnaker). Also Ministry of Social Affairs and provincial staff/local offices

Employers and Private sector actors: APINDO (Employers' organisation) & International buyers (IKEA)

Workers' Confederations: KSPSI Kalibata, KSPSI Pasar Minggu, KSBSI, KSPI

Civil Society Organisations/NGOs: TRUC, BITRA, MWPRI

Development Partners: DFAT (Australian donor agency), COWATER (Contracting company)

7. Who is the project “targeting” – whose needs are addressed?

Organisations (direct beneficiaries), and

Women (ultimate beneficiaries in 6 provinces):

- Women working as homeworkers in “putting out system” who live in poverty, and/or are vulnerable, marginalized, and
- Women who are self-employed (work on their own)

8. What should the project have contributed to at the end (objectives)?

- Improvements in working conditions of women homeworkers in target provinces
- Employers promote decent work and better working conditions for homeworkers
- Civil Society Organizations (CSOs) and unions support women with disabilities in home-based work to have improved access to decent work
- The rights of women workers to decent work and equality in employment are strengthened through national policy, programmes and/or regulations
- Women are empowered to take action on their own priorities in target provinces.

9. Key facts: Overall MAMPU

ILO is one of 9 principal partner organisations working within the overall MAMPU. It's the only international/UN organisation as principal partner – others are CSOs/NGOs.

5 thematic areas & ILO work handles one of them:

- Social protection & poverty reduction
- Jobs and removed workplace discrimination (ILO MAMPU)
- Women's overseas labour migration;
- Improved maternal and reproductive health; and

- Reduced violence against women.

10. Key facts: overall MAMPU (continued)

What does overall MAMPU aim at?

- It aims at improving livelihoods and service for women living in poverty, and
- building coalitions among organisations, parliamentarians and & private actors - influencing government policies

11. Some initial (General) FINDINGS

- Preparatory work continued from Phase 1. Delays in start-up of implementing 2nd phase (sub-contracts to IPs, surveys, IKEA agreement, disability study, mapping study, BPS survey)
- Government partners and unions express need for quantitative data/info –waiting for survey results on HWs – reluctant to act before results are out

12. Some initial (General) FINDINGS (continued)

- Not much tangible outputs on the ground, but awareness-raising work is ongoing & “time consuming”
- More communication with partners needed, not enough contacts made & own initiatives with overall MAMPU partners
- Discontinuation of PNPM/MSE & child care work: no exit strategy but abrupt ending – perceived negatively by stakeholders. DFAT's position: Reason was related to resources & PNPM not interested to take over/sustain activities. Says “was not informed that no continuation would be perceived as withdrawing support & damaging in the field”.

13. Preliminary Findings

Component (obj) 1 - Improved working conditions of women homeworkers in target locations

- Mapping survey preparations
- Awareness-raising workshops & advocacy among Partner organisations & homeworkers (workshops, 3-partite & Study Tour SEWA/India)
- Homeworkers organised & trained on legal issued, gender, working conditions, negotiations, rights etc.
- Prepared for inclusion of Homeworkers in BPS survey 2015
- Proposals dev't with unions and NGOs

14. Preliminary Findings

Component 2 - Improved decent work and equitable labour market outcomes for women through employer initiatives

- Work with APINDO: Survey about employers and HWs
- Good practices Guideline for the employment of HWs, and
- Practical guidelines for employers for promoting equality and preventing discrimination at work indonesia.
- Workshops with tripartite partners (e.g. Social Dialogue in East Java)
- International Buyer– IKEA: Agreement now exists on research on the employment relationships and working conditions of homeworkers in IKEA's value chain in Cirebon

15. Preliminary Findings

Component 3: CSO & unions support women with disabilities in homebased work to have improved access to Decent Work (this objectives mixes too many things)

- 6 workers confederations enter agreement with Project & 1-2 unions have started work under agreement – most waiting for contracts to be made – lengthy work!
- Disability Organisation - mapping of women homeworkers with disabilities - not started
- Project mainly uses the CSOs as implementers/service providers - no strategy on how to improve their capacity?
- Inclusion of “disability” in the BPS survey

16. Preliminary Findings

Component 4: Strengthening national policy, programs and planning to better respond to and promote the rights and interests of women workers

The positions of:

- BAPPENAS: “Recommendations could be used by government, they want more data to formulate policy (interested!), suggested to do a deeper, small sample study not wait for BPS. Has steering committee for MAMPU.
- MoM: Recognize rights issue but “no regulations for HWs” – careful or can have neg impact – HWs should develop to MSE/SMEs
- TUs: East Java TU motivated but in NS – reluctant (“cannot work with IE workers”)
- TURC: wants to influence national policy (Legal drafting/policy)

17. Preliminary findings

Component 5: Women are empowered and take action on their own priorities

(A cross-cutting issue - applies to all outcomes)

- Those who had been in ILO workshops expressed they had gained more confidence and self-respect - some had been able to negotiate better “wages” (middle-men/employers)
- Men are currently not *targeted* (as supporters to the intents of the Project) in the Project – but gender is about both men and women – to be explored.

18. IDEAS for improved project performance

- Engage and communicate with partners more, incl. MAMPU partners – more informality & individual contact-making as the relationships will benefit all.
- *IKEA agreement endorsed by ILO Hqs – ensure national consultant hired rapidly for planned research – or momentum with IKEA may be lost (expressed by IKEA repr).*
- Most work with Workers Unions and CSOs centre around provision of services in MAMPU – BUT the Project objectives require the project to build CSOs and TU capacity to help improve homeworkers's situation (project proposal on the job training not enough!). Develop strategy for this
- Can we learn from MAMPU partners how to strengthen CSO capacity?

19. IDEAS for improved project performance

- Some good “stories”/accounts by homeworkers are already collected (excellent). Collect more a use proactively in discussion and events with stakeholders (more posters, brochures, photos distributed)

- Find more ways to expose the situation of homeworkers (radio "call-ins", TV "soap operas", articles, exhibitions, panel discussions, demos, initiate Homeworkers Day – LEARN from ILO-IPEC and Mekong Project on trafficking of women and children - how they did this.

20. IDEAS for improved project performance

- Ensure all sub-contracts that started in 2014 are finalised before mid December
- Jakarta Project staff should spend more time at field level – more learning & informal engaging with provincial actors and moral/technical support to staff.
- Explore if you can start up MSE work in 2015 – start with follow up (tracking) previously trained persons if possible (Trainers & women entrepreneurs). The MSE removal from Project had negative impact particularly in provinces – In new proposal ensure exit strategy is dev't.
- At end project (2016) – ensure consolidation and lessons learnt

21. IDEAS for improved project performance

- In new proposal for 2015 – gender concerns should be mainstreamed - no need to have specific gender objective (as in 5th objective ILO Mampu. Gender and disability are both cross-cutting issues in the project - not components.
- Develop a gender strategy that includes and engages men as promoters of the Project objectives and of home workers - very important - and let their voices (and those of children) also be heard.
- Also disability is cross-cutting – no need to mention in specific component in the future proposal.

22. The Discontinued PNPM-comp

Relevance: HIGH.

Addressing the needs for economic empowerment and increased livelihood to reduce poverty

Synergy:

- Complementary to the PNPM Support, especially to the Revolving Fund program
- Possible synergy with intervention to homeworkers: providing alternative options to homeworkers who wants to 'graduate'

23. The Discontinued PNPM-comp (continued)

Effectiveness:

- Quality of output: High quality training delivered (comprehensive modules, based on needs)
- High likelihood to deliver impact: Some of the MSE owners (women) gained benefits from the training and applied the knowledge that help them improve their MSE operations

Efficiency:

ILO Facilitator vs PNPM Facilitator: Overlapping? Inefficient? But worthwhile if it could do more outreach

24. The Discontinued PNPM-comp

Sustainability:

- Still low ownership
- Not yet working in the government system (not using current mechanism)
- High appetite to be adopted as national policy,...
- But need more robust evidence about the effectiveness and impact of this program

25. Methods used by Evaluation team to gather info/data

- Reviewing documents and records
- Briefings, meetings, interviews and FGDs with key persons from all stakeholder categories in Jakarta, East Java (Surabaya & Malang) and North Sumatra (Medan)
- Observations, triangulation/cross-checking of information
- This stakeholder workshop to receive feedback on prel. findings including group discussions with participants.
- Followed by analysis, conclusions and recommendations (report)

Questions discussed in groups in the Workshop

(This relates to BOTH past MSE work (PNPM) in first phase & Homeworkers in 2nd phase).

1. Discuss about project's achievements so far. Do you have any information and/or views about achievements made in the Project - to contribute to the findings of the evaluation team? Please be specific.
2. Any other issues that need to be brought to the attention of the evaluation team – not already discussed?

Policy/Legal Framework:

1. How can your organisation contribute to DECENT WORK for homeworkers? Be specific and think about policies, programmes, regulations.
2. What do you think other organisations can do in this respect?

Annex VIII. Persons interviewed and consulted

NB: Participants marked with green in the list below are of those who participated in the Stakeholders (Evaluation) Workshop

Name and Institution	Position
ILO - Jakarta	
Peter van Rooij,	Country Director
Michiko Miyamoto	Deputy Director
Aya Matsuura	Chief Technical Advisor
Hirania Wiryasti	Program Officer – M&E and Knowledge Sharing
Agnes Gurning	Program Officer – Gender, Organization, Advocacy
Tolhas Damanik	Project Officer - Disability
Maya Iskarini	Project Finance and Admin Assistant
Nun Zairida	Project Admin Assistant
Lilis Suryani	National Project Officer - Surabaya
Novita Hendrina	National Project Officer - Medan
Simon Field	Program Officer, Better Works
Lusiana Julia	Program officer/Gender Focal Point
Soeharjono	Program Officer for Trade Unions/Worker Activities
Dyah Retno Sudarto	Program Officer (M&E Focal Point)
Miranda Fajerman	Former Chief Technical Adviser
Nelien Haspels	Senior Specialist on Gender and Women Workers Issues, ILO Regional Office in Bangkok
COWATER - MAMPU Managing Contractor	
Elizabeth Elson	Team Leader
Asken Sinaga	Partner Facilitator
BAPPENAS	
Rahma Iriyanti	Deputy for Poverty, Labor, and Small & Medium Enterprises
Ministry of Manpower, National	
Roostiwati	Head of Bureau for International Cooperation
Eva Triasna	Head of Multilateral Section
Elyana Silmia	Staff, Bureau for International Cooperation
Rini Widayati	Staff, Industrial Conflict Resolution Section
Erwina WH	Staff, Bureau for Law and Regulation
Atiek Ch	Staff, Bureau for Law and Regulation
Sonya Ermina	Staff, Bureau for International Cooperation
Alfania Ramadhani	Staff, Bureau for International Cooperation
Lisadarti	Staff, Labor Working Conditions, Welfare and Discrimination
Andoko	Staff – [only attending the Workshop on Findings/Recommendations, 24 Nov 2014)
Provincial Office of Manpower, Transmigration and Population Jawa Timur, Surabaya	

Name and Institution	Position
Totok Nurhudayanto	Head of Division of Industrial Relations and Working Conditions, Jawa Timur
Provincial Office of Manpower, Transmigration and Population Sumatera Utara, Medan	
Fransisco Bangun	Head of Inspection Unit Division
Mukmin	Head of Industrial Relations Division
Mangatur Sihala	Head of Labour Protection Section
Trade Unions – at JAKARTA	
Enung Yani Suryani Rukman	KSPI, person-in-charge for ILO cooperation
Tri Ruswati	KSPSI, Treasurer
Jimmy F.	FSB Garteks SBSI, PIC for ILO cooperation
Heru Marsudi	FSPTSK SPSI Kongras Jakarta
Supardi	FSB Kamiparho, Chairman
Widodo Lestariyo	FSP RTMM SPSI
Helmy Salim	SPTSK SPSI, Chairperson
Priyo Djatmiko	FSB Kamiparho, Treasurer
Ibnu Hibban	TSK SPSI
Suan Tinah	TSK SPSI
Lisa Erma	TSK KSPN
Trade Unions – at East Java	
Idris Ismail	DPW Sarbumusi Jawa Timur, Chair
Misdi SW	DPD KSPSI Jawa Timur, Vice Chair
Akhmad Soim	KSBSI Jawa Timur, Regional Coordinator
Trade Unions – at North Sumatera	
Edward Pakpahan	K.SBSI, Chair
H. Ismayadi, SH	PD F.SP RTMM SPSI, Chair
Munariono	PD F.SP RTMM SPSI, Secretary
Afrida Yanti	PD F.SP RTMM SPSI, Vice Secretary
Suprpto	F.SP KEP SPSI, Deli Serdang , Vice Chair
Ir. Hosriani Damlay	PC FSP RTMM SPSI, Vice Secretary
TURC (Trade Union Rights Center)	
Surya Tjandra	Director
Penny Samawyan Yonas	Project Officer
Eci Ernawati	Project Manager for ILO-TURC Project
Sinta Romaida	Advocacy Staff
Andriko Otang	Vice Director, <i>[only attending the Workshop on Findings/Recommendations, 24 Nov 2014]</i>
MWPRI – Surabaya/Malang	
Cecilia Susiloretno	Manager
Dardiri	Vice Manager

Name and Institution	Position
Ali Maxoem	Data and Information Division Coordinator
Zuhro Rosyidah	Field Facilitator
Taufan Teguh	Admin Staff
Sarno	Division of Organising
Riska C.D.	Field Facilitator
Veronika Yuniar	Financial Staff
Wuwun Astini	Field Facilitator
BITRA – Medan	
Wahyudhi	Director
Erika Rosmawati	Program Officer
Istiqomah Sari	Staff
Paini	Staff
YASANTI - Yogyakarta	
Amin Muftiyanah	Director
SME and Homeworkers Group in Jawa Timur (East Java)	
Siti Nor Chotimah	Homeworkers/SME Owner, Surabaya
Tutik Yaswati	Homeworkers/SME Owner, Surabaya
Pudji Hariana	Homeworkers/SME Owner, Surabaya
Ari Winarsih	Homeworkers/SME Owner, Surabaya
Darwiasih	Homeworkers/SME Owner, Surabaya
Pi'ani	Homeworkers Group Leader, Malang
Sofi	Homeworkers Group Leader, Malang
Siti Rohmatin	Homeworkers Group Member, Malang
M. Pancawati	Homeworkers Group Secretary, Malang
Sri Wilujeng	Homeworkers Group Member, Malang
Nur Laila	Homeworkers Group Member, Malang
SME and Homeworkers Group (North Sumatera)	
Eni Sudiar	Homeworkers Group, Secretary
Ayu	Homeworkers Group, Member
Samsiah	Homeworkers Group, Vice Chair
Lina	Homeworkers Group, Secretary
Juli	Homeworkers Group, Leader
Fadilah	Homeworkers Group Member
Dani Rahayu	Homeworkers Group, Secretary
Lisna Nasution	Homeworkers Group, Treasurer
Maisarah	Homeworkers Group, Secretary
Fauziah	Homeworkers Group, Leader
Siti Rohani	Homeworkers Group, Member
Lilis Suryani Sitompul	Homeworkers Group, Leader
Ariska Tamara	SME Owner
Jili	SME Owner
Zulhijjah	SME Owner
Saskiana	SME Owner

Name and Institution		Position
	Prihatini Daely	SME Owner
	Kusniar	SME Owner
	Rahmaniar	SME Owner
	Latifah Hanun	SME Owner
	July Aini	SME Owner
	Ani Erawati	SME Owner
	Nur Surati	SME Owner
	Khusindayanti	SME Owner
	Binariati	SME Owner
APINDO		
	Chandra K. Putra	APINDO [<i>only attending the Workshop on Findings/Recommendations, 24 Nov 2014</i>]
	Kanthi Widiarti	APINDO [<i>only attending the Workshop on Findings/Recommendations, 24 Nov 2014</i>]
	Heribertus Gunawan	APINDO- East Java Province, Vice Chair
BDSP - RIWANI GLOBE at Surabaya		
	Noor Ainni	Riwani Globe Trainer
BDSP -		
	Maskur Abdullah	PINBIS
	Fachriz Tanjung	PINBIS
	Ritha F. Dalimunthe	Director, CIKAL Universitas Sumatera Utara
	Rizky Putra	Staff, CIKAL Universitas Sumatera Utara
	Lagut Sutandra	Staff, CIKAL Universitas Sumatera Utara
	Roni Gunawan	Staff, CIKAL Universitas Sumatera Utara
Private Sector		
	Jaroslav Kielak	Trading Area South East Asia, IKEA
	Hasanul Arifien	IKEA
TNP2K (National Team for the Acceleration of Poverty Reduction)		
	Aunur Rofiq	Head of the Working Group on Community Empowerment-based Policy for Poverty Eradication
	Budi Maryono	Senior Economic Researcher, Employment Division (<i>Former Project Manager of ILO-MAMPU, for PNPM Component</i>)
PSF (PNPM Support Facility) – World Bank		
	Jacqueline Pomeroy	Economist, Consultant
	Natasha Hayward	Senior Social Development Specialist
PNPM – Urban / P2KP at Jakarta		
	Usman Hermanto	Head of Working Unit (SATKER) of PNPM Urban
	Mohammad Rifqie	P2KP Staff
	Ayi Sugandhi	Advisor (Consultant)

Name and Institution	Position
R. Arief Rhadi	Advisor (Consultant)
PNPM – Urban / P2KP at Surabaya	
Pranata Putra	Team Leader
Nurul	Local Government Division
Abdussalam	Monitoring and Evaluation Division
Hamzah	Complaint Handling Unit
PNPM – Rural at Medan	
Binsar Panjaitan	Consultant, Adviser
Umami Salmah Lubis	Training Specialist
PNPM – Urban at Medan	
M. Bajang Ahmedi	Team Leader, PNPM
BAPPEDA, Sumatera Utara	
Syahrial A. Pulungan	Head of Division of Social Human Development
Hendra Yudi	Staff, Division of Social Human Development
Asnawi	Staff, Division of Social Human Development
Vena	Staff, Division of Social Human Development
Emmy Suryana Lubis	Head of Division, Bureau of Women Empowerment
Fatmarizani Basril	Staff, Bureau of Women Empowerment

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Annex IX. Raising awareness, training, advocacy and policy dialogue

	Description	Phase-1		Phase-2			
Awareness raising events		Male	Female	TOTAL	Male	Female	TOTAL
ILO Constituents							
	Employers	14	14	28	1	1	2
	Trade Unions	-	-	0	40	31	71
	Government	45	18	63	44	45	89
	Sub-Total	59	32	91	85	77	162
Non-Constituents							
	Implementing Partners	15	11	26	2	10	12
	Homeworkers	-	-	0	-	-	0
	SME Owners	-	-	0	-	-	0
	Others (Non-target Group)	6	5	11	10	22	32
	Sub-Total	21	16	37	12	32	44
Training/technical assistance		Male	Female	TOTAL	Male	Female	TOTAL
ILO Constituents							
	Employers	-	-	0	-	-	0
	Trade Unions	-	-	0	2	-	2
	Government	-	-	0	-	1	1
		0	0	0	2	1	3
Non-Constituents							
	NGOs / Implementing Partners	9	8	17	20	56	76
	Homeworkers	-	993	993	34	535	569
	SME Owners	-	558	558	-	-	0
	Others (Non-target Group)	-	-	0	-	-	0
	Sub-Total	9	1,559	1,568	54	591	645

Advocacy, meetings & policy dialogue		Male	Female	TOTAL	Male	Female	TOTAL
	Government	-	-	0	3	2	5
	Others	-	-	0	-	-	0
	Sub-Total	0	0	0	3	2	5
	TOTAL persons reached	89	1,607	1,696	156	703	859

The Project has engaged implementing partners in a number of activities with the purpose to impart knowledge and share experiences with/for implementing partners. They include:

A group of 22 MAMPU partners (11 women and 11 men) including 3 government officials, 3 homemaker leaders, 4 CSO staff, and 12 trade union representatives learned about organizing and supporting homeworkers in India through a Study tour to the Self-Employed Women's Association (SEWA), Ahmedabad, Gujarat, India, to learn experience on organizing and supporting homeworkers (15-26 September 2014). ILO/MAMPU Chief Technical Advisor and National Project Officer on Organizing, Advocacy and Gender Equality joined the trip to facilitate the learning.

A group of 5 MAMPU Partners (4 women and 1 man) including two homemaker leaders shared progress on organizing homeworkers and improving their working conditions from Indonesia and learned from other country experiences through the Homenet South-East Asia Sub-Regional Workshop, Bangkok, Thailand, 28-30 September 2014. ILO/MAMPU CTA joined the trip to support Indonesian representatives.

A group of 10 MAMPU Partners (6 women and 4 men) representing Trade Unions (6) and Civil Society Organizations (4) were introduced to a Global Network on Women in Informal Economy and learned from experiences of improving working conditions and livelihoods in the Public Event of the WIEGO (Women in Informal Employment: Globalizing and Organizing), Yogyakarta, Indonesia, 13 November 2014. ILO/MAMPU CTA also joined the General Assembly to network with the WIEGO members and to support the ILO/MAMPU partners.

Training of Trainers (TOT) Workshop on Occupational Safety and Health (OSH)/Work Improvement for Safe Home – Plus (WISH-P) for Homeworkers, Malang, Indonesia, 18-21 November 2014: 27 participants (11 men and 16 women) including 4 government officials, 5 homeworkers, 7 staff of Implementing Partner CSOs, and 11 trade union members) joined the workshop. The training was facilitated by ILO OSH Specialist from Bangkok, staff the ILO/MAMPU and Promote projects, and 2 national consultants. (Source: Project staff).

