

FINDINGS AND RECOMMENDATIONS FOR MAMPU THEMATIC AREA 2

IMPROVING CONDITIONS OF EMPLOYMENT AND
ELIMINATING WORKPLACE DISCRIMINATION



Prepared by:
Larissa Schneider, lschneider@meda.org
Jennifer King, jking@meda.org
Linda Jones, ljones@meda.org



June 2018

MEDA REPORT TO MAMPU

Table of Contents

1. EXECUTIVE SUMMARY	5
OVERVIEW	5
SUMMARY OF FINDINGS	6
SUMMARY OF RECOMMENDATIONS	7
2. STUDY INTRODUCTION	9
3. RESEARCH METHODOLOGY	11
OVERARCHING RESEARCH QUESTIONS	11
DELIVERABLES	11
SUMMARY WORKPLAN	11
RESEARCH APPROACH.....	12
RESEARCH TEAM	13
THEMATIC AREA 2 PARTNERS	13
STUDY RESPONDENTS	14
RESEARCH LIMITATIONS	15
4. BACKGROUND ON MAMPU’S APPROACH TO THEMATIC AREA 2	16
THEMATIC AREA 2 BACKGROUND AND EVOLUTION	16
WOMEN WORKERS IN INDONESIA	18
DESCRIPTION OF HOMEWORKER SITUATION IN INDONESIA.....	19
LEGAL RIGHTS OF HOMEWORKERS IN INDONESIA.....	20
5. CATEGORIZING A HOME-BASED WORKER CONTINUUM	22
DIFFERENTIATING AND DEFINING HOMEWORKERS AND OWN-ACCOUNT WORKERS	22
MICRO OR SMALL ENTERPRISES	24
MOVING ALONG THE CONTINUUM	25
6. FINDINGS	26
GOAL ONE: INCREASED CAPACITY AND READINESS FOR COLLECTIVE ACTION	26
GOAL TWO: INCREASED VOICE AND INFLUENCE.....	29
GOAL THREE: IMPROVED ACCESS TO SERVICES.....	32
7. RECOMMENDATIONS	36
INTRODUCTION	36
A. BROADENING SCOPE OF SERVICES TO HOMEWORKERS BEYOND SOCIAL SERVICES	36
B. EXPANDING SERVICES TO A CONTINUUM OF HOME-BASED WORKERS (INCL. HOMEWORKERS)	38
C. LEVERAGE PRIVATE SECTOR PARTNERSHIPS FOR SERVICE DELIVERY	40
D. ENGAGING MAMPU THEMATIC PARTNERS FOR SUSTAINABLE IMPACT AT SCALE	43
7. PRIORITIZING NEXT STEPS	45
APPENDIX 1: DETAILED FIELD SCHEDULE	46
APPENDIX TWO: REMOTE RESEARCH.....	49
APPENDIX THREE: RESEARCH PLAN AND TOOLS (ATTACHED SEPARATELY).....	49
APPENDIX FOUR: RESEARCH NOTES (ATTACHED SEPARATELY)	49

LIST OF FIGURES

Figure 1: MAMPU Program Areas and Thematic Area 2 Partner Regions..... 9
Figure 2: MAMPU's Theory of Change and Program Goals 16
Figure 3: Segmentation of Informal Employment..... 20
Figure 4: Home-Based Worker Continuum..... 22
Figure 5: Examples of Homeworker Wage Increases 35

LIST OF TABLES

Table 1: Summary Workplan..... 12
Table 2: Sakernas Homework Questionnaire..... 17
Table 3: Homeworker Graduation..... 23
Table 4: Characteristics of Home-Based Workers..... 24
Table 5: Recommendations for Broadening Scope of Services..... 38
Table 6: Recommendations for a Continuum of Home-Based Workers 39
Table 7: Private Sector Engagement 41
Table 8: Partner Engagement for Sustainable Impact at Scale 43

LIST OF ABBREVIATIONS

ADB	Asian Development Bank
APINDO	Asosiasi Pengusaha Indonesia
BAPPENAS	Indonesian National Planning and Development Agency
BITRA	Yayasan Bina Keterampilan Pedesaan Indonesia / BITRA Indonesia Foundation / Foundation for Rural Capacity Building
BPJS	Badan Penyelenggara Jaminan Sosial (Social Insurance Administration Organization)
BPS	Statistics Indonesia
CSO	Civil society organization
CSR	Corporate social responsibility
DFAT	Australian Department of Foreign Affairs and Trade
DFS	Digital financial services
ETI	Ethical Trade Initiative
FGD	Focus group discussion
GALS	Gender Action Learning Systems
GOA	Government of Australia
GOI	Government of Indonesia
ILO	International Labour Organization
IWAPI	Ikatan Wanita Pengusaha Indonesia
KELURAHAN	Administrative village
OCPAT	Organizational capacity assessment tool
MAMPU	The Australia-Indonesia Partnership for Gender Equality and Women's Empowerment
MNO	Mobile network operator
MEDA	Mennonite Economic Development Associates
MWPRI	Mitra Wanita Pekerja Rumahan Indonesia (Indonesian National Network of Women Homeworkers)
NGO	Non-governmental organization
POKJA	Technical Working Group
Sakernas	National Labour Force Survey
SME	Small and medium-sized enterprises
SPEK-HAM	Solidaritas Perempuan untuk Kemanusiaan dan Hak Asasi Manusia
TURC	Trade Union Rights Centre
WEAMS	Women's Empowerment in Market Systems
WIEGO	Women in Informal Employment: Globalizing and Organizing
YASANTI	Yayasan Anisa Swasti

1. EXECUTIVE SUMMARY

OVERVIEW

MEDA, a Canadian economic development organization, was commissioned to conduct a study on The Australia-Indonesia Partnership for Gender Equality and Women's Empowerment Program (MAMPU 2012-2020), and its Thematic Area 2: improving conditions of employment and removing workplace discrimination.

MAMPU supports networks and inclusive coalitions of women's and gender-interested organizations (the partners and their sub-partners), as well as government officials, to influence policies, regulations and services to improve the access of poor women in Indonesia to critical services and programs. MAMPU provides grants and technical assistance to partners working in five Thematic Areas (MAMPU Strategic Plan 2017-2020):

1. Improving access to government of Indonesia's social protection programs;
2. Improving conditions of employment and removing workplace discrimination;
3. Improving conditions for women's overseas labour migration;
4. Improving women's health and nutritional status; and
5. Reducing violence against women

From 2012 until 2017, under the leadership of the International Labour Organization (ILO) and working through four civil society organization (CSO) partners utilizing a direct implementation approach, Thematic Area 2 focused primarily on homeworkers in four regions of Indonesia: Jakarta, Medan, Malang and Yogyakarta. The ILO (2015) defines homeworkers as: "dependent, subcontracted workers who work directly or indirectly for employers or their intermediaries, usually on a piece rate basis – also known as piece rate workers, outworkers or workers in the putting-out system."¹ In Indonesia, the ILO identified homeworkers as an important sector of the labour force to focus on due to: the increased incidence of homework; the prevalence of women in the sector; low awareness among homeworkers of their rights under the ILO Convention on Workers' Rights; and the existence of heightened levels of vulnerability and exploitation in this precarious line of work.

As MAMPU moves into the second half of its programming in this phase, spanning from 2018 to 2020, it is considering if it should modify or phase out the current portfolio of work with homeworkers, and/or pursue new strategies to meet MAMPU's ultimate programming objectives. To that end, MEDA was commissioned to complete this research study, guided by the following key questions:

1. To what extent is MAMPU's portfolio of work in Thematic Area 2 currently positioned to improve the access of women homeworkers to essential government services and programs by 2020?
2. To what extent is MAMPU's current strategic focus in Thematic Area 2 sufficient to improve workplace conditions and reduce workplace discrimination?
3. Considering Questions 1 and 2, what actions should MAMPU take?

The study methodology employed by MEDA involved a qualitative review of secondary sources and field research which took place from January 22 – February 5th, 2018. MEDA elicited information from a variety of MAMPU staff and program stakeholders – CSO partners, government, private sector, and community members – utilizing interviews, focus group discussions (FGDs), and participatory analysis.

¹ ILO. (2015). "[Home-based workers: Decent work and social protection through organization and empowerment.](#)"

SUMMARY OF FINDINGS

The findings presented in this report have been analyzed according to the MAMPU Theory of Change and the program's main goals and objectives.

Goal One: Increased Capacity and Readiness for Collective Action

Goal One of MAMPU's Theory of Change aims to affect partners and networks' capacity to influence government reform through **four objectives**: the use of evidence, trialing and refining solutions, organizing women and men at the grassroots level; and employing increasingly effective communication amongst partners at different levels. ***This goal is largely concerned with the partners and networks' capacity to be facilitators of change.***

Summary Findings around Achievement of Goal One Objectives: Partners have been successful in organizing women at the grassroots level while supporting them to work collectively, and empowering them to advocate for change through public and sometimes private sector stakeholders. There has been less success in either refining solutions through the use of evidence and or being increasingly effective in communication at different levels of the public and private sectors. This has been compounded by lack of clarity on "homeworkers" versus other "home-based" workers and how the differentiation amongst groups could result in tailored activities. As a result, there has also been limited success by partners in promoting solutions for alternative livelihood opportunities for homeworkers to become own-account workers or to start a micro or small enterprise.

Goal Two: Increased Voice and Influence

Goal Two of MAMPU's Theory of Change focuses on partners, networks and women's influence on government reform in relation to the needs and priorities of poor women based on **three objectives**: allocation of resources by government to implement policy decisions; existence of policy and regulatory decisions that reflect the needs and priorities of poor women; and national and local government leaders reflecting the needs of women in their decision-making agenda. ***This goal, although tied to partners and networks' capacity to affect change, relates to a shift in women's agency – specifically voice and influence.***

Summary Findings around Achievement of Goal Two Objectives: Women are exhibiting significant changes in voice and confidence as evidenced by collective action at the local enabling environment level and efforts with private sector stakeholders. There has been less evidence to date of success in achieving influence. While women have used voice to advocate for and benefit from local government services and grants as well as concessions from private sector partners, little has been achieved vis-à-vis codification of change in regulatory or policy reform. The training and support by partners has also led to a shift in agency in intrahousehold relations between men and women, showing positive changes in decision making and the distribution of domestic labour.

Goal Three: Improved Access to Services

Goal Three of MAMPU's Theory of Change targets improved access to government services and programs as a result of **two objectives** being achieved: poor women have access to services and programs in their area; and the government delivers higher quality services to women in their areas (influenced by women). In this goal, amongst all Thematic Area 2 partners, government services are largely interpreted as referring to the National Health Insurance Scheme (BPJS). ***This last goal of the theory of change concentrates on the actual delivery and uptake of services.***

Summary Findings around Achievement of Goal Three Objectives: As noted under goal two, there have been some successes in women accessing local government services – e.g., grants for equipment and business activities – and influencing the private sector to provide services to women in their

supply chains – e.g., increased wages, equipment, Eid bonuses, etc. Many women have also benefitted from health insurance and some groups are able to manage the application process directly without partner support. Although partners have dedicated considerable time towards influencing changes in local regulations regarding homeworkers, there have been limited achievements in engendering policy change – and neither do most homeworkers have the capacity to continue advocating for improved services.

SUMMARY OF RECOMMENDATIONS

The report concludes that MAMPU should continue at least a partial focus on homeworkers while expanding its approaches and reach to other MAMPU clients. A more ambitious targeting of clients and the development of new strategies will require working not only with Thematic Area 2 partners but also private sector actors and MAMPU partners from other thematic areas. The recommendations depend upon a more nuanced understanding of the continuum of home-based workers from the most vulnerable homeworkers to micro and small enterprises. Recommendations suggest specific approaches and pilots that can be tested and/or implemented by MAMPU over the next two years, and are broken into four focal areas:

- Broadening Scope of Services to Homeworkers Beyond Social Services
- Expanded Reach to a Continuum of Home-Based Workers
- Leverage Private Sector Partnerships for Service Delivery
- Engaging MAMPU Thematic Partners for Sustainable Impact at Scale

A. Broadening Scope of Services to Homeworkers beyond Social Services

This recommendation area encourages MAMPU to expand the type and range of services currently targeted by Thematic Area 2 partners, and to diversify service delivery actors. A focus on social protection has essentially become synonymous with ‘government services’ among partners. This narrow service scope has limited the ability for MAMPU and partners to facilitate access to a range of services, as detailed in the project’s original approach to Thematic Area 2, which posited the private sector, unions and sector associations as entry points to reach women workers, to create jobs and eliminate workplace discrimination. While social services are important for women’s safety, it is recommended that novel approaches and goals be adopted as Thematic Area 2 moves forward.

B. Expanding Services to a Continuum of Home-Based Workers (incl. Homeworkers)

This study recommends that MAMPU’ broaden Thematic Area 2’s mandate by adapting and expanding services and reach for the continuum of home-based workers, many of whom are already being served by the project. This requires a more nuanced understanding of “homeworkers” and other “home-based workers” including “own-account workers” and “micro or small enterprises” that are described in the body of the report. The underlying assumption is that by adapting and expanding economic opportunities for home-based workers beyond strictly defined homeworkers, Thematic Area 2 will achieve greater impact for more women across the MAMPU portfolio. Specific recommendations build on this enhanced understanding of home-based workers.

C. Leverage Private Sector Partnerships for Service Delivery

Thematic Area 2 could improve the availability of services and the livelihood benefits to women and their households through engagement with the private sector. Recommendations include pilots that build the capacity of both partners and women workers to test new models and their alignment with MAMPU goals and theory of change. For example, interventions could be piloted with an international organization to target women employees in formal labour arrangements, and a women-focused shared value business model. Other activities include convening supply chain stakeholders to identify corporate champions of women’s equality, while also using the platform to increase the awareness

and visibility of women workers while building partner knowledge on complex supply chains and private sector demands.

D. Engaging MAMPU Thematic Partners for Sustainable Impact at Scale

It is recommended that MAMPU integrate a cross-cutting approach to access to livelihoods improvements and services with all Thematic Partners. The field research revealed that many MAMPU partners are conducting livelihoods programming along with their more targeted thematic area initiatives. By working across partners in livelihoods programming, MAMPU can be much more ambitious in its market oriented and gender transformative activities, and thereby leverage an existing programmatic opportunity to significantly increase capacity, outreach, impact and sustainability.

2. STUDY INTRODUCTION

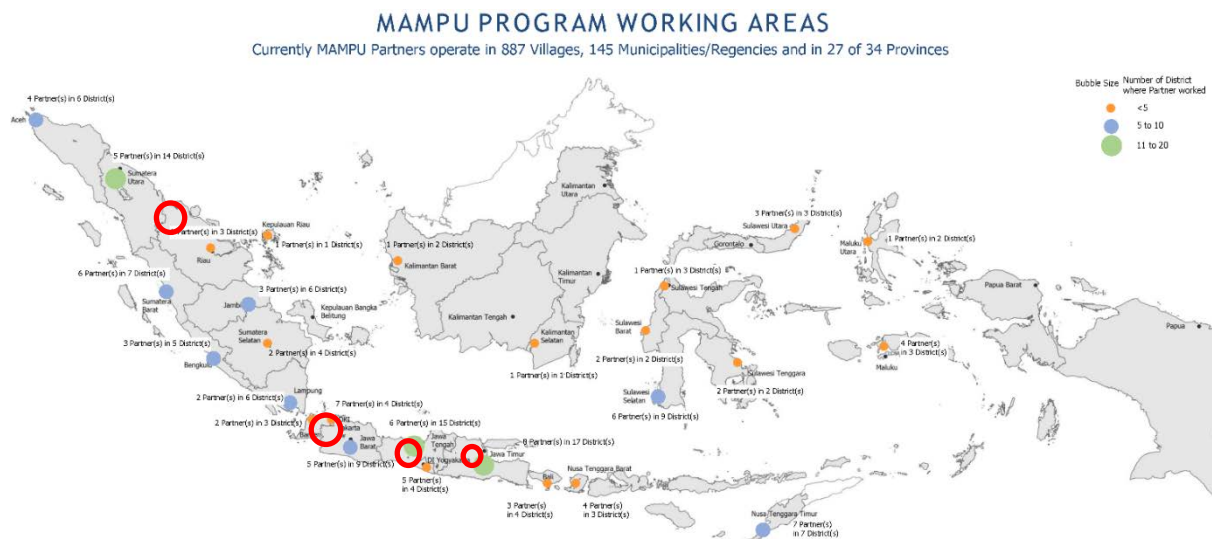
The Australia-Indonesia Partnership for Gender Equality and Women’s Empowerment Program (MAMPU 2012-2020) is funded by the Government of Australia through the Australian Aid Program of the Department of Foreign Affairs and Trade (DFAT). MAMPU supports networks and inclusive coalitions of women’s and gender-interested organizations (the partners and their sub-partners), and government officials to influence policies, regulations and services. Ultimately, this work aims to improve the access of poor women in Indonesia to critical services and programs.

The Governments of Australia (GOA) and Indonesia (GOI) have identified and agreed on thematic areas that aim to improve the access of poor women to essential services and government programs to achieve gender equality and women’s empowerment. MAMPU CSO partner organizations work in five thematic areas (as worded in the MAMPU Strategic Plan 2017-2020):

1. Improving access to government of Indonesia’s social protection programs;
2. Improving conditions of employment and removing workplace discrimination;
3. Improving conditions for women’s overseas labour migration;
4. Improving women’s health and nutritional status; and
5. Reducing violence against women

Working together and with the support of MAMPU, CSO partners are vehicles for influence, linking poor women’s priorities at the grassroots level with policy discussions and government services at multiple levels. To achieve their goals in respective thematic areas, each partner receives a grant from MAMPU and a range of technical assistance, including monitoring and evaluation, communications, and research.

Figure 1: MAMPU Program Areas and Thematic Area 2 Partner Regions



In late 2017, MAMPU commissioned MEDA to conduct a study on Thematic Area 2: improving conditions of employment and removing workplace discrimination. The purpose of the study was to provide recommendations to MAMPU on whether and how to continue its current focus on homeworkers, modify or phase out the current portfolio of work, and/or pursue new strategies to meet MAMPU’s ultimate programming objectives.

This report seeks to answer key research questions and provide recommendations on next steps for Thematic Area 2 in line with MAMPU’s Theory of Change, program goals and its partnership approach.

The report does not attempt to repeat comprehensive background information that MAMPU staff and management already have access to in other reports and project documents. However, background information is presented here in brief to set the stage for the findings and recommendations.

The contents of the study report are:

- A description of the methodology.
- A discussion on the specific case for continuing to work with homeworkers.
- Findings of the research study vis-a-vis the objectives of MAMPU in general and Thematic Area 2.
- Recommendations in response to MAMPU's three overarching research questions and deliverables.
- Conclusions and next steps for MAMPU to deliver results within the time remaining on the project.

3. RESEARCH METHODOLOGY

This methodology section sets out the overarching research questions guiding the study, proposed deliverables, summary workplan, research approach, a description of team members, partners and respondents, comments on research limitations, and the process for analysis.

OVERARCHING RESEARCH QUESTIONS

As prepared by MAMPU, the research study is intended to address the following key questions:

1. To what extent is MAMPU's portfolio of work in Thematic Area 2 currently positioned to improve the access of women homeworkers to essential government services and programs by 2020?
2. To what extent is MAMPU's current strategic focus in Thematic Area 2 sufficient to improve workplace conditions and reduce workplace discrimination?
3. Considering Questions 1 and 2, what actions should MAMPU take?

DELIVERABLES

The deliverables of the study include recommendations on the following three points (note that deliverable three references "new strategies" which is not stated as explicitly in the overarching research questions):

1. Improve or modify the sector's continued initiatives; **OR**
2. Phase out from the sector, taking into account possibilities to merge some activities into other thematic areas implemented by MAMPU (as relevant); **OR**
3. Wrap up work in this sector, while implementing new strategies that broaden and deepen MAMPU's impact on improving women's conditions of employment and eliminating workplace discrimination.

The deliverables guided the research plan, tools and selection of respondents.

SUMMARY WORKPLAN

The following summarizes the work undertaken by MEDA in partnership with MAMPU. A more detailed schedule was provided to MAMPU for review and discussion and formed the basis for the field research described below. The study commenced in December 2017 for a period of six months, ending in June 2018. This timeframe incorporated desk-based review, field-based research, consolidation and analysis, participatory review, and final presentations.

Field research took place from January 22 – February 5th, 2018 in four regions of Indonesia including major cities: Jakarta, Yogyakarta, Malang and Medan. This two-week, in-depth study engaged a variety of MAMPU program stakeholders, CSO partners, government, private sector, and community members, utilizing interviews, FGDs, and participatory analysis. In all locations, meetings primarily took place in urban and peri-urban locations, which included offices of partners and government actors and the homes or meeting spaces of homemaker groups associated with Thematic Area 2 as well as other economically active women with other thematic partners.

Table 1: Summary Workplan

Timeline	Activity	Deliverable
December 2017 / January 2018	<ul style="list-style-type: none"> • Document review - home-based • Review documents • Set up interview schedule with key informants • Phone interviews with key informants • Preparation of preliminary research plan and tools 	<ul style="list-style-type: none"> • Preliminary notes and analysis • Research plan and tools
January/ February 2018	<ul style="list-style-type: none"> • Field research - onsite • Meetings with key MAMPU staff, partners, stakeholders • Review and finalization of research plan and tools • Consultation with other relevant projects, key informants – public private and civil society • Primary research in targeted field locations 	<ul style="list-style-type: none"> • Finalized research plan and tools • Meeting and research notes
March 2018	<ul style="list-style-type: none"> • Consolidation and analysis - home-based • Consolidation and analysis of primary and secondary source research • Consultation with key project staff and other stakeholders as preparing findings • Preparation of draft report and recommendations 	<ul style="list-style-type: none"> • Draft report with findings and recommendations
April 2018	<ul style="list-style-type: none"> • Review of draft report by MAMPU • Discussion of review 	<ul style="list-style-type: none"> • Review and discussion
May 2018	<ul style="list-style-type: none"> • Finalization of draft report 	
May-June 2018	<ul style="list-style-type: none"> • Present - onsite • Workshop on report findings and recommendations with key staff and partners/ stakeholders for discussion and input • Additional meetings to fine tune as required • Final revisions to report • Final presentation and debrief to DFAT and BAPPENAS 	<ul style="list-style-type: none"> • Final report, findings and recommendations • Presentation for DFAT and BAPPENAS debrief

RESEARCH APPROACH

To investigate the research questions and deliverables listed above, the research team utilized primarily qualitative tools, beginning with a review of secondary sources as made available by MAMPU, combined with a review of other relevant external sources. Research took place in four phases: desk review, field research, consolidation and analysis, and report preparation. Each step was a consultative process with MAMPU to ensure that the findings are compatible with MAMPU's experiences, direction and vision.

Following current best practice (for example, The BEAM Exchange²), the team adopted triangulation methods to validate findings and develop recommendations suited to the economic opportunities and organizational restrictions faced by MAMPU, its partners and beneficiaries. These methods included data source, investigator and methodological triangulation. To triangulate information throughout all phases of research, the team gathered data from project staff and partners, relevant government departments, other civil society organizations and development agencies, women beneficiaries (homeworkers), women employed formally and informally outside of the household, and private sector actors. The study employed various data collection tools which assisted in the triangulation of data by coordinating questions adapted to each tool, context and actor.

² [The BEAM Exchange](#) is, "a platform for knowledge exchange and learning about the role of markets in poverty reduction."

RESEARCH TEAM

Field research was led by three MEDA consultants supported by the expert guidance and input of various MAMPU team members. In addition, the four Thematic Area 2 partners supported the field work while partners in other thematic areas were available for interviews and input. The MEDA team consisted of:

- 1) **Dr. Linda Jones – Technical Lead and Advisor:** Linda is the Senior Director of Global Programs at MEDA and is a recognized international expert in women’s economic empowerment, market systems/value chain development, enterprise development and inclusive finance from microfinance to SME investment. As the Technical Lead and Advisor, Linda advised on the research plan and tools, and provided technical oversight on field research, analysis, report preparation and recommendations.
- 2) **Jennifer King – Research Lead:** Jennifer is a Senior Project Manager of Global Programs at MEDA and brings more than 20 years of experience in economic and community development in Asia, Africa and Canada with experience managing women’s livelihoods and empowerment programs including in post-disaster recovery contexts. As the research lead, Jennifer managed the research team and contributed to all aspects of planning, design and analysis.
- 3) **Larissa Schneider – Research Analyst:** Larissa is a Project Manager of Global Programs at MEDA and brings experience in market research in Asia, Africa and Latin America. Larissa assisted with field logistics, data collection and analysis of the findings, and led on report writing.

Qorihani, MAMPU’s Thematic Area 2 Coordinator, provided technical and logistical support and oriented the MEDA consultants to the partners. Other local staff and partners provided translation and logistical support with interviews and discussions that were conducted with other thematic area coordinators, Francisca Indarsiani the Senior Technical Advisor, gender consultant Gillian Brown, Team Leader Kate Shanahan, and Head of Monitoring and Evaluation, Stewart Norup.

Mr. B. Marolop, Ms. Patricia Bachtiar, Senior Program Manager, and Ms. Enda Balina Pehulisa from DFAT also joined for portions of the field research. The four Thematic Area 2 partners arranged FGDs and interviews with homeworkers, other potential women beneficiaries, and relevant public and private sector actors.

THEMATIC AREA 2 PARTNERS

The organizations working under Thematic Area 2 covers four different geographic areas. Each are national in scope with local branches and work with homeworkers directly. For ease of reference, their descriptions, as per the MAMPU Strategic Plan 2017-2020, are included below.

BITRA - Yayasan Bina Keterampilan Pedesaan Indonesia / BITRA Indonesia Foundation / Foundation for Rural Capacity Building

Location: Medan, North Sumatra

Established in 1986, BITRA works with poor and marginalized communities in rural areas to provide education and training opportunities to increase human capacity and community empowerment. They advocate for policies that support marginalised people, build strategic alliances to promote human development policies, and raise public awareness on matters of policy advocacy and economic empowerment. BITRA’s work with MAMPU began in 2014. Since commencing they have organized over 500 poor women into ‘Homeworker Groups’ in 28 villages across five regencies of North Sumatra. BITRA has developed the capacity of members through training and awareness-raising in their rights, and supported income generation by forming credit unions. BITRA work closely with homeworkers to

support them in their discussions and negotiations with employers and businesses. Policy advocacy is key to their work and they have worked with government and parliaments to develop draft provincial regulations recognizing homeworkers.

MWPRI – Mitra Wanita Pekerja Rumahan Indonesia / Indonesian National Network of Women Homeworkers

Location: Malang, East Java

MWPRI was founded in 1996 and is a network organisation dedicated to empowering women homeworkers. It does this by advocating for social protection for women home-based workers; ratification of ILO C177 – Home Work Convention, 1996 (No. 177) and the empowerment and strengthening of women workers organizations. Based in Malang, East Java, it serves approximately 11,000 homeworkers³. As a member of HomeNet South East Asia, MWPRI also collaborates with other networks of home-based workers in the region. Since commencing their MAMPU-funded work in 2014, MWPRI has organized over 1,000 women homeworkers in 30 villages across 8 districts of East Java. They develop the capacity of women members to understand their rights and negotiate with employers. In close contact with the other four organisations in Thematic Area 2, MWPRI works on two key issues: continued strengthening of local homemaker groups, and influencing district and provincial government regulations covering the rights of homeworkers in the workplace. In 2016, MWPRI successfully contributed to placing a proposed regulation on the provincial legislative agenda.

TURC – Trade Union Rights Centre

Location: Jakarta, Central Java

The Trade Union Rights Centre (TURC) was established in 2003 and supports the development of an independent trade union movement in Indonesia. It represents workers by advocating for reforms to national and local labour laws and build workers capacity to organize. Since joining MAMPU in 2014 TURC has worked with other NGOs and Trade Unions, organizing almost 300 women homeworkers in 22 villages in Solo and Sukoharjo districts (Central Java), completing research on homeworkers, and using the findings to develop a policy position paper. TURC advocacy activities focuses on homeworkers supplying national and international companies with branded products. This strategy will support stronger organizing and advocacy to benefit these homeworkers.

YASANTI – Yayasan Anisa Swasti

Location: Yogyakarta, Java

Founded in 1982, Yasanti is a non-governmental women's organisation based in Yogyakarta. Yasanti empowers home-based workers through community organising, education, advocacy, and strengthening women's economic independence. Since 2014, Yasanti's MAMPU-funded activities have involved organizing over 900 women homeworkers in 44 groups in 28 villages in 5 districts of Yogyakarta and Central Java. By forming credit unions, training and supporting members to negotiate with employers, Yasanti has steadily developed the capacity of women homeworkers. They will increasingly take a more strategic approach that recognizes that homeworkers occupy various positions across the supply chain. Yasanti also combine this grassroots work with advocacy to ensure that regulations provide better protection for homeworkers.

STUDY RESPONDENTS

During the field study, the research team met with a wide range of respondents in four primary locations covered by the CSO Thematic Area 2 partners. A comprehensive interview schedule can be

³ <http://homenetseasia.org/introduction/>

found in Appendix 1. During the field visit, the researchers met with 181 respondents, which included 70 homeworkers, 31 non-theme sub/partner organization female staff members and clients involved in livelihood activities, 17 government representatives, and many other employer associations, local and international organizations, donor representatives, MAMPU staff, small businesses, and ten non-theme sub/partner organizations.⁴



The research instruments deployed (e.g., interview and FGD guides), as well as research notes, are included as Annexes to this report.

RESEARCH LIMITATIONS

MEDA encountered three main limitations in the field research phase. Although these impacted our research, time was used efficiently to compensate for any shortcomings in the research agenda.

Field research was carried out over a 12-day period in four separate regions of the country. While best efforts were made to meet with a variety of actors from the public and private sectors, some stakeholders were underrepresented, primarily from the private sector due to the inability of partners to identify businesses and the reluctance of businesses and partners to communicate information with the research team.

Although a concerted effort was made to carry out diverse FGDs to hear from homeworkers and women engaged in economic activities, at times the groups were large and comprised of individuals in many differing sectors and power orientations, for example, leaders of homeworkeer associations and partner staff. These conditions may have detracted from fully understanding the lived realities of the targeted respondents.

Much of the MAMPU data collected on homeworkers and other theme beneficiaries, along with reports generated by partners for government purposes, are written in Bhasa and could not be readily translated for the research team to review in-depth. However, the research team attempted to triangulate data and findings with a good cross-section of interviews and secondary research.

⁴ Hapsari, Permampu, Ciqal, Kapal, Pekka, KPI, CARE, YKP, Asysisa, SPEK-HAM.

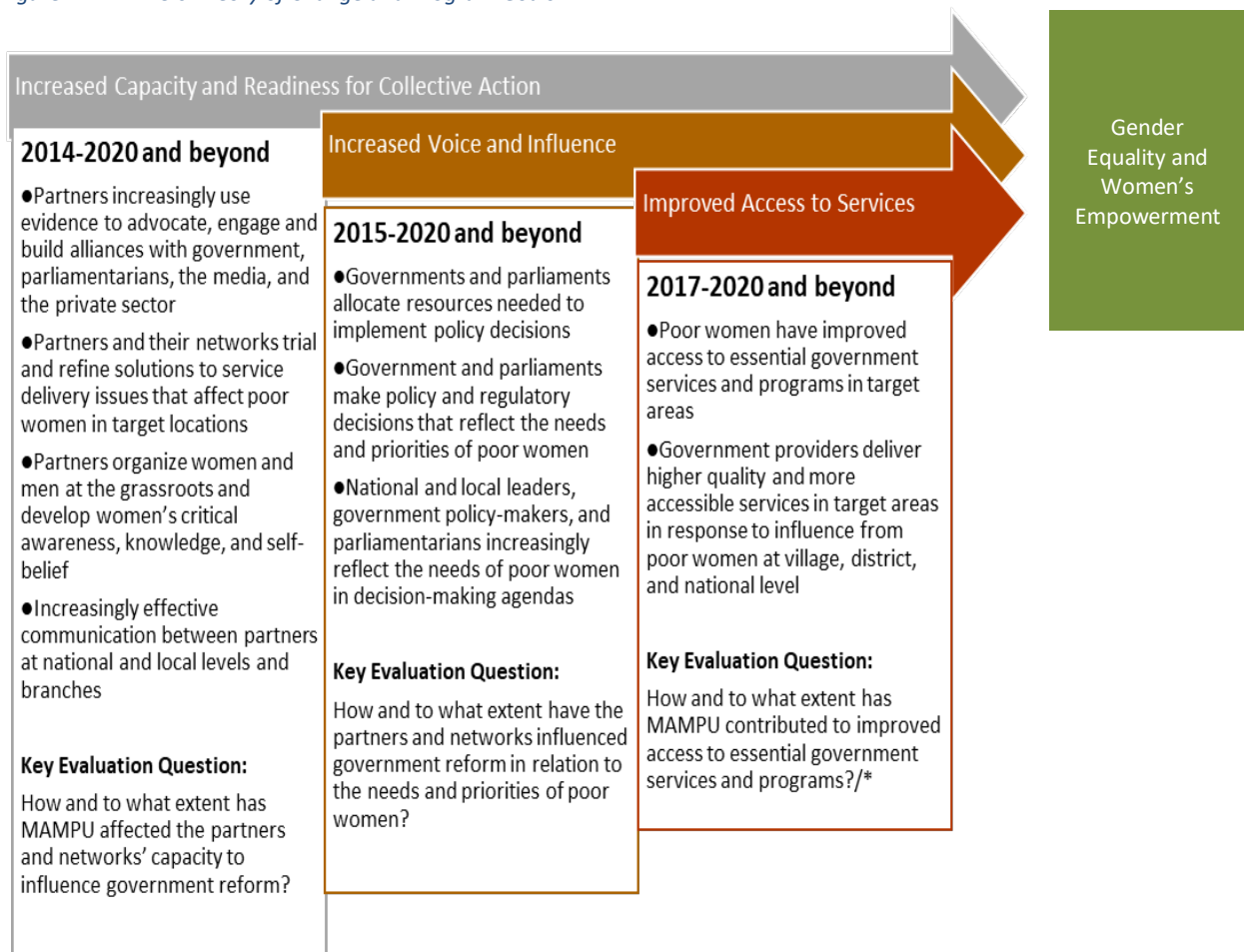
4. BACKGROUND ON MAMPU’S APPROACH TO THEMATIC AREA 2

This section provides a brief overview of MAMPU’s approach, engagement with partners and target women in Indonesia as well as a description of the situation for women workers in general and “homeworkers” in particular. This section is followed by sections that provide analysis of the “homeworkers” definition to arrive at a more nuanced understanding and approach, findings of the study and recommendations for going forward.

THEMATIC AREA 2 BACKGROUND AND EVOLUTION

The Thematic Area 2 focus has evolved over the years from “improving women’s *access to employment* (or jobs) and removing workplace discrimination,” to, “*improving conditions of employment* and eliminating workplace discrimination” (the workplace essentially meaning the home). However, the Theory of Change, as illustrated below, has remained constant with MAMPU’s goal of achieving gender equality and women’s empowerment – a goal that was more strongly emphasized at the beginning of the final phase of MAMPU programming (2018 to 2020).

Figure 2: MAMPU’s Theory of Change and Program Goals



Originally, activities under Thematic Area 2 utilized two strategies. First, identifying ways to reduce barriers to women’s access to formal employment, and second, to overcome differences of treatment compared to formal sector employment. The expected results of these activities include: improvements in the welfare of poor women working in factories – such as increasing the number of

written employment agreements – as well as investments in livelihoods for poor women and deploying mechanisms to identify and resolve issues of discrimination at the factory level.⁵

As the MAMPU program and Thematic Area 2 evolved, a focus on homeworkers was initiated through a grant to the ILO which commenced in 2012. As part of this work, the ILO conducted a preparatory assessment which found that:

- There were indications that the incidence of homework was increasing in the areas of their research: East Java and North Sumatra;
- The overwhelming majority of homeworkers appeared to be women;
- There was very little awareness among homeworkers that they were in an employer-employee relationship which should entitle them to certain rights as identified in the ILO Convention on Workers' Rights;
- As a result, they were vulnerable to exploitation in many ways including low pay, long hours, and arbitrary dismissal.

These issues were the basis of ILO's proposal to MAMPU in late 2013/early 2014 and of their second proposal in early 2015. From the start, this work was conceived as a means of addressing a distinct lack of awareness among and about homeworkers, reflected in the absence of government data and recognition in policies. The ILO aimed to target employers and government to convince them of their responsibilities and to organize homeworkers to build their capacity to organize, increase their voice and influence, and improve access to government services.

To help meet its goals, the ILO contributed to improved data on women homeworkers. A mapping study of homeworkers in North Sumatra and East Java was completed in December 2015 (representing the two provinces with significant industrial activity and a high concentration of homeworkers). The findings confirmed and built on the preliminary conclusions in the ILO's earlier assessments, highlighting challenging and insecure working conditions, low awareness of rights and entitlements, and widespread uncertainty around the status and definition of homeworkers.

Additionally, in 2015 with support from MAMPU, the ILO provided technical input into the preparation of quantitative and qualitative survey instruments for Statistics Indonesia's (BPS) regular manpower survey. In 2017, MAMPU learned that BPS included the following survey items in the 2016 Sakernas questionnaire:

Table 2: Sakernas Homework Questionnaire

Is your main employment location in a home?

1. Yes, (working at) own-home
2. Yes, at a friend's/relative's home
3. Yes, at employer's home
4. No, specify

Source: Stewart Norup, MAMPU's Head Monitoring and Evaluation Specialist, 2018.

The data collected in the survey provided a tentative national picture of home-based work to emerge, showing that 343,000 workers are home-based workers and that over 40% of women engaged in textile production in Indonesia work from their own homes – an apparent indication of the significant size of homeworkers as a group. However, the quality of this data is questionable and further work is

⁵ MAMPU Website.

required to address definitional issues and a considerable margin of error. The data discrepancies may be owed to the questions included in Table 4 as they relate to definitional issues. If Sakernas only included the response from questions 1-3, this may capture a much higher number of homeworkers, based on the ILO's definition and the fact that many homeworkers themselves claim that they do not work. Further, the Sakernas spot survey format does not capture the clustered nature of homework across Indonesia. Therefore, these figures are likely inadequate and require further discernment among the groups as defined by the terms 'homeworkers' and 'home-based workers' which includes own-account workers, to more clearly identify those whose rights and work conditions require legal protection. Many MEDA respondents agreed that the data is questionable and although this does not help to pinpoint more accurate numbers, the following figure from Martha Chen illustrates that homeworkers are often a high percentage of non-agricultural workers and are predominantly women.⁶

Recent developments suggest new opportunities are emerging to influence the legislative framework of homeworkers. In July 2017, the MAMPU partners presented a policy paper to the Ministry of Manpower for development of a national regulation for the protection of Homeworkers. The policy paper was well received and the constructive dialogue initiated between MAMPU partners and the Research and Development Branch, Ministry of Manpower will be continued in the coming months.

The current MAMPU partners in this thematic area⁷ were all sub-partners of the ILO's original project proposal. A Technical Working Group (POKJA) chaired by the Director, *Tenaga Kerja dan Perluasan Kesempatan Kerja*, BAPPENAS and Ibu Mahatmi Prawitasari, brings together the four partners, BAPPENAS and representatives of relevant ministries and agencies (Women Empowerment and Child Protection, Manpower, Statistics Indonesia (BPS)). The POKJA recently discussed the Thematic Area's progress, provided constructive feedback and was supportive of the workplan put forward by the MAMPU partners for 2017 and the calendar year 2018.

MAMPU's investment in Thematic Area 2 is relatively small compared to the other program thematic areas (approximately 20% of the budget for Violence Against Women and 25 % of the budget for Social Protection this fiscal year). As such, the current study will make recommendations for homeworkers, own-account workers and women in the labour force, considering the time and budgetary constraints in initiating changes to Thematic Area 2.

WOMEN WORKERS IN INDONESIA

Over the last 20 years, Indonesia has grown to be the largest economy in Southeast Asia with per capita gross domestic product (GDP) rising from \$857 USD in 2000 to \$3,603 USD in 2016.⁸ However, women in Indonesia have not equally benefitted from this economic growth as compared to men. For example, in 2017 the female labour force participation (FLFP) rate in Indonesia, which accounts for the number of working age (15-64) women as part of the labour force, was 53% as compared to men at 84%.⁹ Similarly, the gender pay gap for waged employment is troublesome, with women earning on average 78% of their male counterpart's earnings.¹⁰ This trend persists in the informal sector, where women are predominantly engaged as self-employed, casual or unpaid family workers.¹¹ The

⁶ ADB. (2010). "[The Informal Sector and Informal Employment in Indonesia](#)". ADB Indonesia Country Report.

⁷ BITRA, MWPRI, Yasanti, TURC

⁸ World Bank. "[Indonesia Country Overview](#)." Accessed March 2018.

⁹ World Bank. "[World Bank Data](#)." Accessed March 2018.

¹⁰ ILO. (2016). "[Indonesia Labour Market Outlook](#)."

¹¹ Asian Development Bank. (2016). "[Female Labour Force Participation in Asia: Indonesia Country Study](#)." ADB economics working paper series, No. 474.

Asian Development Bank (ADB 2017) found that rural and less educated women are more likely to take up informal work, especially after having children.¹² As a result, many poor women work as 'homeworkers,' an informal category of worker which garners little or no recognition or protection by government regulations, including provisions for safe working conditions and decent salaries.

Homework is not exclusive to women but is predominately a feminized sector in Indonesia and around the world. This can be attributed to factors such as the perceived flexibility of homework, which allows women to reconcile unpaid work, such as childcare and household chores.¹³ Some women are forced to work from home due to sanctions imposed on mobility by their husbands or community, or they perceive little to no other options for economic participation due to familial responsibilities, and a lack of education and/or training.

In any arrangement or labour category, homeworkers must absorb the, "non-wage costs and risks of production," and are at a disadvantage in comparison to own-account workers due to their lack of autonomy and bargaining power, and limited knowledge of market dynamics to seek out alternative labour arrangements.

DESCRIPTION OF HOMEWORKER SITUATION IN INDONESIA

Homeworkers interviewed during the field research tended to be very poor and vulnerable women with few, if any, other economic options available. Their husbands are typically engaged in unskilled or semi-skilled labour in construction, factories and transportation. Some have migrated from rural areas to the city in search of a better living. The sectors of homework revealed in the field study ranged from high skilled trades such as crochet and embroidery, to low-skilled activities, such as assembling paper bags and removing excess plastic from sandal parts. Homeworkers are generally clustered by sector in urban and peri-urban locations, and many homeworkers do not see their own work as labour, as such creating discrepancies in painting a realistic picture of the pervasiveness of homeworkers in Indonesia.

Homeworkers represent a growing and significant share of the workforce, and particularly in many South Asian countries. While countries like India, Pakistan and Thailand¹⁴ have been extensively studied for the prevalence of homeworkers and their contribution to the national economy, Indonesia has lagged in pushing a harmonized definition to track the pervasiveness of homeworkers in the country. There is a notable lack of data on the encompassing situation of homeworkers across Indonesia, however other MAMPU and ILO materials¹⁵ describe the situation of homeworkers associated with data gathered by the MAMPU project and Thematic Area 2 partners, and is described elsewhere in the report. Nevertheless, it is apparent that homeworkers in Indonesia, like homeworkers globally, are located at the bottom of very complex, international and domestic supply chains. Through the field research, it was apparent that homeworkers may be directly linked to buyers, but more often are involved with an intermediary or subcontractor who handles orders, delivery and payment. In some cases, the buyer may provide equipment but often in low-skilled operations buyers do not provide equipment or generic supplies, (e.g., thread and glue).

¹² Ibid.

¹³ PPI UK. (2017). "[Situational Analysis on Indonesian Homeworkers: Executive Summary.](#)"

¹⁴ Martha Alter Chen. (2014). "[Informal Economy Monitoring Study Sector Report: Home-Based Workers.](#)" *WEIGO Publication.*

¹⁵ ILO. (2015). "[Empowering Women Homeworkers from Invisibility to Leaders: Experiences, good practices and lessons from Indonesia in promoting decent work for homeworkers.](#)"; ILO. (2015). "[Results from the Homeworker Mapping Study in North Sumatra, West Java, Central Java, Yogyakarta, East Java and Banten.](#)"

The relationship between homemaker and buyer tends to be exploitative with some women in low-skilled operations earning as little as Rp 2000 (about USD 0.15) per day and are often still required to buy their own equipment and supplies such as scissors and glue, which can cost up to one week's wages per month. Women who have their own sewing machines and are skilled sewers may be linked into higher value opportunities, earning up to Rp 80,000 (USD 6.00) per day. The time spent working can range from 8 to 14 hours and some women recruit their children (reportedly after school) to boost earnings by increasing the number of pieces completed.

Most homeworkers relayed that their work is precarious, with orders coming sporadically and demands from suppliers to turn around finished products increasingly stressful. Many of the women recorded little success in bargaining for higher wages, while a few success stories resulted from increased capacity to participate in collective bargaining. However, many respondents feared retribution from the companies or suppliers for demanding higher wages, as labour supply is high and the buyer may easily find other people to complete the order. In fact, as illustrated by the figure below, women homeworkers globally are at the bottom of the pyramid for informal employment in terms of income and benefit, yet this is where many women in the informal economy reside.

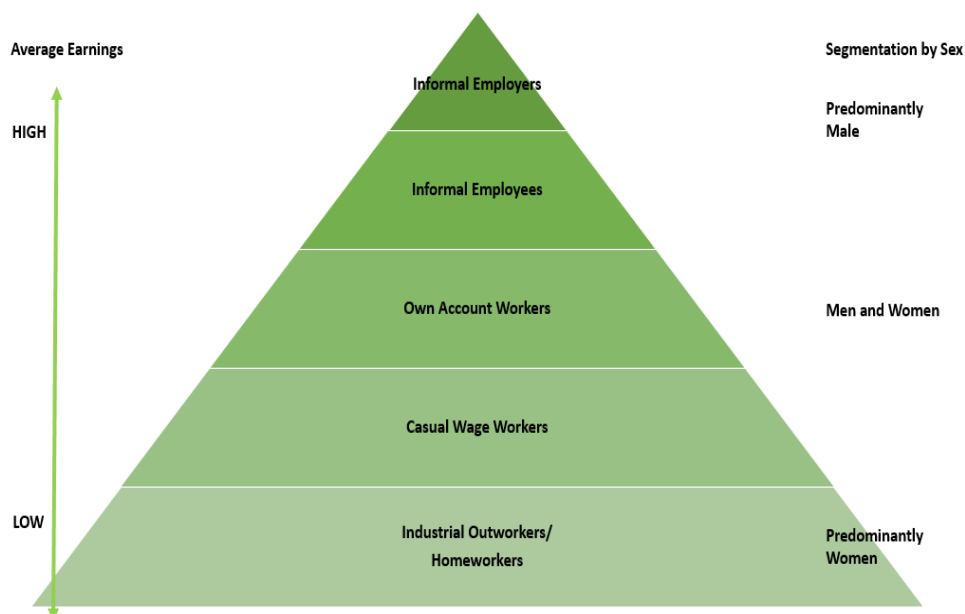


Figure 3: Segmentation of Informal Employment

Source: Adapted from Chen, M.A. 2007. Rethinking the Informal Economy: Linkages with the Formal Economy and the Formal Regulatory Environment. DESA Working Paper No. 46. New York.

LEGAL RIGHTS OF HOMEWORKERS IN INDONESIA

As noted, Indonesia has yet to ratify ILO Convention No. 177 on Homeworkers.¹⁶ Convention No. 177 which enjoins ratifying countries to adopt a national policy addressing the following:

- The homeworkers' right to establish or join organizations of their own choosing and to participate in the activities of such organizations;
- Protection against discrimination in employment and occupation;
- Protection in the field of occupational safety and health;
- Remuneration;

¹⁶ International Labour Organization (ILO) Home Work Convention 1996 (No.17)

- Statutory social security protection;
- Access to training;
- Minimum age for admission to employment or work; and
- Maternity protection.

In Indonesia, homeworkers are not identified or defined in Law No. 13/2003 concerning labour but should be entitled to rights as employees as per the provisions of the law. There are no by-laws to regulate home-based workers in Indonesia and many work without formal contracts or agreements and are not registered as employees. Legally, subcontracting or outsourcing is permitted only by formally registered companies, however in reality, this often happens in the informal economy.¹⁷ For homeworkers, this means that auxiliary, non-core elements of production can be outsourced to informal workers on a piece rate basis. These ‘outsourced’ workers are supporting national and international supply chains with little to no protection and standards are below those workers who are permanent at the parent company. For outsourced, or homeworkers, grievances relating to labour entitlements, “such as minimum wages and social security,” are frequent complaints.^{18 19}

Although there is some evidence that female homeworkers may opt for homework arrangements because it may be convenient, i.e. obtaining additional income while still being able to care for children, most do not receive adequate pay and social protection (including health, employment, and occupational safety insurance) from the government or employers. Homeworkers are often at an unfair disadvantage to bargain and negotiate with their ‘employer’ because they are isolated from other workers in their sector and as such, have limited knowledge of markets and market prices.²⁰ Poor working conditions and pay for women homeworkers leads to a reduction in overall welfare, and fails to acknowledge the active contributions of a sizeable proportion of women to the economy.

¹⁷ ADB. (2018). “[INDONESIA: Enhancing Productivity through Quality Jobs.](#)”

¹⁸ Ibid, pg. 228.

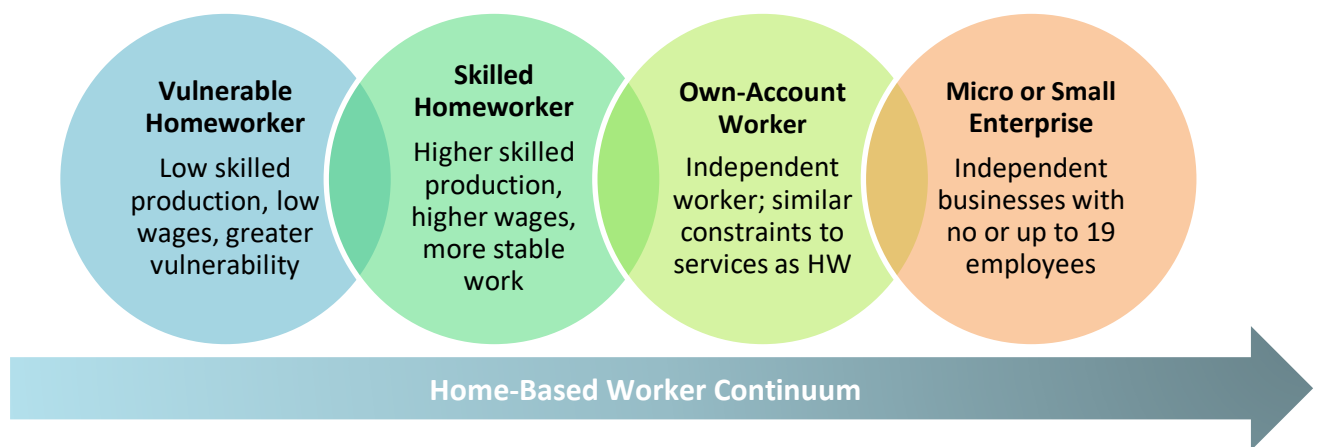
¹⁹ BetterWork (2018 – personal communication) raised the issue that the high minimum wage in Indonesia has led to reduced reliance on formal employees and a tendency to employ casual and home-based workers where there is no wage control and often no social benefits.

²⁰ WEIGO. (2014). “[Informal Economy Monitoring Study Sector Report: Home-Based Workers.](#)”

5. CATEGORIZING A HOME-BASED WORKER CONTINUUM

MAMPU and its partners (both Thematic Area 2 and other theme partners) work with a range of women along a continuum of home-based workers. Partners refer to all of these women either as “homeworkers” – even though they do not match either the generally accepted ILO definition or the target women under the ILO activities – or as “home-based workers.” To clarify the target group and to make clear recommendations, this section defines homeworkers and other workers along a home-based worker continuum. The figure below illustrates this categorization which is explained in this section. Note that this represents both a static view of the various home-based workers (where improvements can take place within a targeted category) as well as a possible pathway to greater empowerment and increased incomes.

Figure 4: Home-Based Worker Continuum



DIFFERENTIATING AND DEFINING HOMEWORKERS AND OWN-ACCOUNT WORKERS

In a 2015 report to MAMPU, the ILO defined the broad category of home-based workers into two separate categories of homeworkers and own-account workers:

Home-Based Workers
<p>Homeworkers: Dependent, subcontracted workers who work directly or indirectly for employers or their intermediaries, usually on a piece rate basis – also known as piece rate workers, outworkers or workers in the putting-out system.</p>
<p>Own-account workers: Independent workers who design, produce and market their own products but cannot be considered to be running small businesses.</p>

This definition offers clarity on the difference between the two groups.

Homeworkers are part of what is known as the “putting-out” system or “piecework” and typically belong to a largely invisible sector of informal labour within complex international and national supply chains. The distinction between homeworkers and own-account workers is important as regulatory and livelihoods solutions can be very different as a result. An ILO (2015) report on homework

reinforces this by stating, “it is important to keep the difference between **dependent** homeworkers and **independent** own-account workers in mind for statistical, legal and policy purposes.”²¹

The difference in autonomy is a critical factor here. **Homeworkers**, under the putting out system, are often tied into exploitative value chains where they have no legal rights and little to no ability to negotiate their terms of employment: rates per piece, conditions of employment, means of production and benefits. In any arrangement or labour category, homeworkers must absorb the, “non-wage costs and risks of production,”²² and are at a disadvantage in comparison to own-account workers due to their lack of autonomy and bargaining power, and limited knowledge of market dynamics to seek out alternative labour arrangements.

Moving beyond the concise ILO definition of a homeworker, the MAMPU study conducted by MEDA revealed a spectrum of roles within the standard homeworker category and beyond to graduated models. Table 3 highlights four differentiated roles an individual woman in the homeworker supply chain may occupy. These vary by skills, situation and remuneration but still should not be confused with own-account workers or micro or small enterprise (MSEs) as they are tied into the homeworker supply chain – a dependent “putting-out” system that is precarious and often exploitative.

Table 3: Homeworker Graduation

Standard Homeworkers	
Vulnerable Homeworkers	Vulnerable homeworkers receive piecework from an intermediary or other homeworker aggregator and complete it alone or with family members. Typically, these women do not have access to other opportunities, receive low wages, and do not have skills, equipment or contacts that would make them more marketable.
Skilled Homeworkers	Skilled homeworkers receive piecework from the company or intermediary but usually have better skills, specialized equipment (e.g., sewing machine) and can negotiate higher wages based on their capacities and knowledge or their ability to contribute. While not as exploited as vulnerable homeworkers, and often receiving daily rates above the poverty line, they appear to be a small percentage of homeworkers and are still tied into the homeworker supply chains.
Graduated Homeworkers	
Home-based Workshop Operators	Homebased workshop operators receive significant orders of piecework from the company or an intermediary and hire women (who may be homeworkers already) to work in her home-based workshop to fulfil the order. This “graduated homeworker” usually began as a homeworker and realized that she could play a home-based intermediary role. These are not identified as own-account workers though as they are still dependent on the homeworker supply chain.
Home-based Workshop Worker	The worker in the home-based workshop, many of which were formerly homeworkers at home (and may continue to fulfil independent orders), work in the workshop of other women with other women (rather than with family members at home). This was reported as desirable since piecework does not invade the home (taking up often limited space) and the workshop operator organizes the orders and equipment. Nevertheless, these workers are still dependent on the homeworker supply chain.

In contrast, **Own-account workers** engage directly with markets and are free to – and this varies widely – negotiate with their buyers for a fairer market rate, produce diverse products that they feel

²¹ ILO. (2015). “[Home-based workers: Decent work and social protection through organization and empowerment](#)”

²² WEIGO. (2016). “[Enhancing the Productivity of Own Account Enterprises form the Perspective of Women in the Informal Economy](#),” pg. 11

are more advantageous, change production processes and outputs to save on costs of production, and so on. Own-account workers, like entrepreneurs, need to be attuned with market dynamics and bear differentiated costs as a result, for example: transport and time spent finding and communicating with buyers and exploring new opportunities.²³

Table 2 below further illustrates the major differences between own-account workers and homeworkers. The nature of homework is inherently disempowering and is dependent on an illegal system that binds people with few options or resources into an unequal system with highly skewed power structure. While many own-account workers may not have standout alternatives, to a greater degree, they control their own work and have more options for advancement.

Table 4: Characteristics of Home-Based Workers

Two Types of Home-Based Workers		
Categories/Characteristics	Own-Account Workers	Homeworkers (also referred to as the “putting out system”)
<i>Contract</i>	Sometimes purchase orders – not legally protected	Rarely work orders or contracts – not legally protected
<i>Remuneration</i>	From sale of goods/services	From work completed to quality standards (typically piece rate)
<i>Means of Production</i>	Provided by self	Provided by self
<i>Workplace</i>	Own home	Own home
<i>Supervision</i>	Autonomous	Indirect by firm or intermediary (through quality control and payment). No supervision.
<i>Access to capital/resources</i>	Low	Low
<i>Knowledge of/access to markets</i>	Low	Low
<i>Exposure to production risks</i>	High	High
<i>Protection from production risks</i>	Low	Low
<i>Bargaining power</i>	Low	Low

Adapted from Table 26 of WIEGO’s Informal Economy Monitoring Study Sector Report: Home-Based Workers (April 2014)

It is important to emphasize that own-account workers are differentiated from micro or small enterprise (MSEs) by the ILO. The ILO reports that in labour force surveys, counter to the ILO definition, own-account workers are often absorbed into the self-employment (MSE) category, whereas homeworkers are often considered family workers or are simply not part of the labour force at all.²⁴ As a result, own-account workers are often considered as “micro-businesses,” under the guise of government and resultingly *should* have greater access to resources and services. However, according to the ILO definition, own-account workers cannot be considered as running small businesses’ because they share common characteristics with homeworkers such as irregular work, low incomes, poor working and living conditions with limited access to public or private services and have little voice in decision making regarding public policies that affect their productivity. Both groups also engage in similar kinds of work depending on the availability of orders, working with other market vendors or engaging in domestic labour or other forms of informal work including semi-subsistence farming.²⁵

MICRO OR SMALL ENTERPRISES

MSEs incorporate smallholder farmers and other micro and small enterprises that operate independently of a specific buyer or tied-in supply chain – seamstress, baker, retailer – and are able

²³ Ibid.

to access varying levels of support services such as finance, information, training or advice. These MSEs have choices for growth, changing products, identifying new opportunities – although, many always sell to the same buyers.

MSEs may employ others in their businesses, and indeed some of these may be homeworkers or farm labourers. MSE size is characterized differently according to country and donor definitions. For the purpose of this study, we will use the Indonesian government's definition of small which is 5-19 employees,²⁶ and micro as having fewer than 5 or no employees.

MAMPU's target group would largely fall into the ME range, but some SEs may also be engaged. However, MAMPU is only likely to engage with medium to large businesses as providers of services, lead firms in supply chains and community or cooperative businesses.

MOVING ALONG THE CONTINUUM

A path for empowerment in MAMPU could be moving women workers along the continuum, based on women's choice and opportunity – currently about 5000-6000 homeworkers in MAMPU's Thematic Area 2 programming. The path recognizes that women begin at different stages on the continuum and can therefore be expected to end the program at different points along the continuum. That is, over time, through accessing services and supports, vulnerable homeworkers may reduce vulnerability by improving skills and connections to become skilled homeworkers. They are less likely to move from a state of vulnerable homemaker to independent entrepreneur in the short to mid-term. However, skilled homeworkers might become own-account workers and eventually entrepreneurs (or employees in the formal system). With the recommendations outlined later in this document, access to services such as training, new market opportunities and improved regulatory environments, women's advancement would be supported.

It should be noted, that since the continuum also illustrates a static categorization, improvements can be realized within a category of home-based workers with the same supports and services, even if there is no movement along the continuum. For example, there appears to be greater interest in Malang for movement along the continuum where of much of the work in Medan occurs within the identified categories of home-based workers.

Whether improvements take place within the categories of the continuum or through movement along the continuum, there are implications for enhanced voice and influence of women home-based workers. Through MAMPU's activities in community organizing, awareness raising and building of capacity in areas related to rights and advocacy, women are empowered individually and in groups to voice their concerns and exercise influence over local government (and in some cases higher level government) and with other actors in the production supply chains in which they work.

²⁶ IFC (n.d.) Companion Note for the MSME Country Indicators.
<https://www.ifc.org/wps/wcm/connect/624b8f804a17abc5b4acfd9332b51/msme-ci-note.pdf?mod=ajperes>

6. FINDINGS

As described in the Methodology section above, the findings that follow are derived from information collected during qualitative field research which focused on the research questions and study deliverables. However, to ensure that the findings and recommendations are useful to MAMPU, they have been analyzed and presented according to the MAMPU Theory of Change and the program goals and objectives. Note that, in addition to “government services” identified in the Theory of Change, the private sector is also considered as a service provider in response to deliverable number three which tasked the researchers to recommend alternative strategies.

GOAL ONE: INCREASED CAPACITY AND READINESS FOR COLLECTIVE ACTION

Goal One of MAMPU’s Theory of Change aims to affect partners and networks’ capacity to influence government reform through **four objectives**: the use of evidence, trialing and refining solutions, organizing women and men at the grassroots level and employing increasingly effective communication amongst partners at diverse levels. *This goal is largely concerned with the partners and networks’ capacity to be facilitators of change.*

Summary Findings around Achievement of Goal One Objectives: Despite this being a new area of work for some partners, they have all taken ownership for organizing women at the grassroots level while supporting them to work collectively, and empowering women to advocate for change through public and sometimes private sector stakeholders. There has been slower progress in refining solutions through the use of evidence and effective communication at different levels of the public and private sectors. This has been compounded by lack of clarity on “homeworkers” versus other “home-based” workers and how the differentiation among groups could result in tailored activities. As a result, there has also been limited success by partners in promoting solutions for alternative livelihood opportunities for homeworkers to become own-account workers or to start a micro or small enterprise.

Key findings that relate to the achievement of objectives are:

- 1. Partner Organizational Capacity.** As a greenfield area for MAMPU Thematic Area 2 partners, their consistent reporting of increased organizational capacity was impressive: that is, their ability to reach and organize homeworkers and, to some extent, an increased ability to influence government reform, was noted. Not surprisingly, partners reported various challenges in engaging with government, which is to be expected given the lack of labour laws on homework and the newness of engagement for some partners and virtually all of the target women. However, as assessing partner capacity was not a significant component of this research, and Organization Capacity Assessments (OCPA) have not been conducted with these partners by MAMPU unlike other theme partners, determining the level of capacity increase requires further investigation. All partners reported various challenges in engaging with government. MAMPU has noted that partner capacity has been a recurring issue for Thematic Area 2 and acknowledges that, to date, these partners have not received as much capacity support as partners in other thematic areas. While the following recommendations suggest more emphasis on work with specific partners, MWPRI is the weakest link, experiencing internal struggles which compromise its effectiveness to deliver useful training and support to homeworkers.
- 2. Challenges in Defining and Dealing with Homeworkers/Home-based Workers.** Homeworkers in Indonesia are not a homogenous group which creates challenges in designing and implementing program-wide interventions. MAMPU has appropriately encouraged variation among Thematic Area 2 partner approaches which will continue to allow the partners to address their unique geographic, political, socio-economic and sector-specific contexts. To enhance advocacy with

government, it would be helpful for partners and MAMPU to be able to fully understand the sectors they are engaged in and what role the program and the Partners play in the global and domestic supply chain for that product. For example, mapping the entire supply chain for the products homeworkers are engaged in, to gain perspective on the complexity of each product or service market system and supply chain. Furthermore, partners did not distinguish between homeworkers and the broader category of home-based worker as described in the preceding section.

- 3. Limited Capacity to Engage the Private Sector.** Overall, there is limited engagement with private sector actors amongst the partners, with some variation by region and partner. In terms of the homeworker supply chains, there were challenges in identifying and meeting with buyers, particularly in complex supply chains where homeworkers have no direct contact with the ultimate buyer of their goods. Also, these buyers, companies, their suppliers and their supporters rarely acknowledge the existence of homeworkers. The researchers' meeting with APINDO, a national employer's association, illustrated this lack of acknowledgement: the APINDO representative stated that, "to this day we have never found a company in APINDO that uses homeworkers." He went on to explain that perhaps the hiring of homeworkers is not done openly or it is outsourced but that the companies that APINDO works with, "meet the minimum wage standard and within the standard practice." In his opinion, the pervasive view of companies is that their suppliers are only responsible to deliver quality goods and materials; employment relations and conditions are beyond the scope of the relationship. Despite some larger companies having supplier codes of conduct, monitoring and enforcement is questionable.

Difficulty in outreach is a global phenomenon due to homeworkers' economic invisibility. The researchers encountered their own barriers in attempting to contact companies including unreturned phone calls and emails, and requests not to have names made public.

The ILO's 2015 report paints a useful picture of the dynamics of the supply chains in which homeworkers participate. Homeworker supply chains in Jakarta and Medan appear to be longer, involving larger companies, while those in Malang and Yogyakarta are dominated by smaller enterprises, including those in garments and textiles. One such smaller company is Almira, an embroidery company based in Malang employing approximately 150 staff and homeworkers. Engagement with this company is only very recent but it offers an example of an opportunity for positive engagement with small and medium-sized enterprises (SMEs).

"I cannot enforce time on my employees – a customer may want a certain model in a week, but I can't promise that [...] you cannot rush [homeworkers], they're not machines." – Owner of Almira

- 4. Variable Success in Supporting Expanded Livelihood Opportunities:** Many Thematic Area 2 FGD participants (women homeworkers) shared that they are active in alternative income-generating activities: for example, farming, laundering clothes, snack making, etc. One Thematic Area 2 FGD group was unanimous in stating that, given the choice, they would all prefer to be own account rather than sub-contracted homeworkers due to the perceived increased autonomy.

Livelihood programming is provided by both Thematic Area 2 and non-Thematic Area 2 partners. For non-Thematic Area 2 partners, an economic approach has proven to be an effective entry point into new communities, allowing the organizations to introduce programming addressing issues such as gender-based violence once trust is established with the community. Among the

various livelihood approaches being adopted, traditional approaches such as agricultural development, small home-based enterprises and casual labour are still the norm.

The ability of partners to promote improved economic opportunities for local groups was identified as an area requiring further attention in MAMPU's May 2017 Progress Report. The researchers concur that this quality challenge continues across all thematic areas. There is an overall need for partners to better understand interactions with markets and the benefit of market-oriented livelihood development. For example, in February, BITRA discussed assisting homemaker groups to establish cake baking or sewing businesses that could help to increase women's incomes but there was no understanding of the market demand for those products and services. MWPRI, the Malang Thematic Area 2 partner, offers women diverse types of training, for example: soap making, composting, and basket weaving from recycled plastics. This reflects creativity and allows women's groups to come together for learning, though there is limited evidence of current or future market demand. One woman in Malang reported that she had received training on printing t-shirts, sewing, embroidery, and soap making but acknowledged that she has a challenging time selling the products. At minimum, this livelihood development approach is frustrating for the women receiving training as they are investing precious time to pursue new livelihood opportunities without tangible improvements in their incomes. Without an understanding of market demand, this approach may ultimately do harm to the very women the program is trying to help.

"I've been trained on how to make soap, but I have a hard time selling it." – MWPRI Homemaker and FGD participant

However, some non-theme partners such as SPEK-HAM, located in Solo, displayed entrepreneurial approaches and demonstrated an understanding of market orientation and opportunities that are best positioned to benefit women. For example, SPEK-HAM has assisted a poor village in Central Java to assess dry season economic opportunities. Based on agricultural and market research, citronella farming was identified as an environmentally-appropriate crop that could expect to be 100% absorbed by the market. The results to date have been encouraging.

"If the community is planting something but there is no market, it is not effective." – SPEK-HAM staff member

- 5. Training Offered by Partners:** Thematic Area 2 FGD participants reported receiving useful training to ready them for individual and collective action. Training topics have included: labour laws, negotiation skills, and financial literacy (including establishing a credit union). However, the capacity of partners to achieve results based on those trainings is varied. Women FGD participants in all four locations cited some increases in wages and worker benefits resulting from negotiation with the companies that employ them. Yet these increases are often minimal and most women in all locations fear the negotiating process as it may lead to the intermediary or buyer limiting their orders, reducing the wage, or not hiring the individual homemaker again.

Yogyakarta with Yasanti, homeworkers noted that through their group training, all members understand their rights and how to engage with employers as a group. The quality of this training is reflected in the gains workers are experiencing in negotiating with employers as groups. For example, one group that assembles shoes negotiated a sizeable wage increase from Rp 17,500 to Rp 47,000-56,600 depending on the type of shoe, with coverage for work-related accidents. This group has also successfully negotiated for an extension of deadlines, with delivery every two days rather than one.

These cases exemplify the diversity of successes for homeworkers in negotiating their wages and other labour arrangements with employers. The success is arguably tied to the capacity of the partner, as well as the sector and geographic location of the homeworker group, along with the local political climate and attitudes towards homework.

GOAL TWO: INCREASED VOICE AND INFLUENCE

Goal Two of MAMPU's Theory of Change focuses on partners, networks and women's influence on government reform in relation to the needs and priorities of poor women based on **three objectives**: allocation of resources by government to implement policy decisions; existence of policy and regulatory decisions that reflect the needs and priorities of poor women; and national and local government leaders reflecting the needs of women in their decision-making agenda. ***This goal, although tied to partners and networks' capacity to affect change, relates to a shift in women's agency – specifically voice and influence.***

Summary Findings around Achievement of Goal Two Objectives: Women are exhibiting significant changes in voice and confidence as evidenced by collective action at the local enabling environment level and efforts with private sector stakeholders. There has been to date less evidence of success in achieving influence. While women have used voice to advocate for and benefit from local government services and grants as well as concessions from private sector partners, little has been achieved vis-à-vis codification of change in regulatory reform. The training and support by partners has also led to a shift in agency in intrahousehold relations between men and women, showing positive changes in decision making and the distribution of domestic labour. Other agencies, including the private sector, may be better placed to offer training and other services to women.

Key findings that relate to the achievement of objectives are:

1. **Increased Voice.** Overall, the researchers found that there was consistent self-reporting of increased voice, confidence and leadership among women interviewed from Thematic Area 2 and FGDs with other theme partners' clients. Participants consistently highlighted the self-assurance and capability to express their ideas gained through MAMPU and partner work, which is consistent with the results of MAMPU's in-depth study of Women's Collective Action. Specific commentary included:

"Thanks to MAMPU and BITRA we are now able to speak in front of others. Before I couldn't even introduce myself – most of us have low education and work from home and don't communicate outside...Now we can negotiate with the village authorities, social affairs office, and with other officials within government." – BITRA homeworker

"(Before) we were not able to speak in front of others. I would get the shakes...I would seldom meet other people...seldom get out of the house." – BITRA homeworker

"When I was young I sold wontons but now I also sew at home and take orders to sew clothes. I went to an MWPRI meeting, joined a group, and I benefit a lot from that group." – MWPRI homeworker

"We used to see [home]work as a pastime... now we are bonafide workers." – TURC homeworker

“Now I’m able to speak in front of people. Now I have a network outside my area. Also thanks to (MWPRI’s) assistance, in Malang, we are now able to help with the protection of women and children from abuse.” – MWRPI homemaker

“(We see an) increase in the capacity of homeworkers individually; in the initial discussions, they don’t talk, they are quiet and apathetic - however smart a woman becomes she will have to stay in the kitchen anyway. But over the past three years, they have changed their view point and are more empowered.” – BITRA staff member

A variety of women participating in focus groups cited their ability to build networks with one another, learn together, and negotiate collectively as a benefit of being part of MAMPU. This has helped to reduce isolation and increase women’s ability to collectively advocate to government and employers. This collective action marks an improvement from the ILO’s 2015 report which noted that, “homeworkers are not well connected with groups that support rights at work,” the most common group that homeworkers belonged to at that time being “traditional religious group(s) which typically (don’t) provide a platform for discussion of work-related issues.”

Group formation ranges from unions to village homemaker groups, depending on formal registration and recognition. Comments on group benefits included:

“Maybe if there was a manufacturing error that didn’t meet specifications, it (was) difficult for the company to get in touch with (the homemaker). But now that they are organized, the company can approach a group representative who can relay information to their colleagues. When there are issues, they negotiate issues as a group, even though the contracts are separate.” – BITRA staff member

2. **Agency in Intrahousehold Relations.** Three of four Thematic Area 2 FGDs included women who indicated that since MAMPU began, changes have occurred at the household level, including an increased awareness of gender, their improved influence on decision-making, and positive changes in gender roles:

“Husbands are more receptive and willing to undertake domestic chores. And also in child raising, the husbands have contributed, and husbands allow time for wives to participate in discussions and meetings.” – BITRA staff member

“Husbands are more involved with helping out. In the beginning, all work was done by women, but if women have to leave the house or stay overnight, husbands are (now) able to back her up to undertake the domestic chores.” – Yasanti staff member

“Not all (of our) 450 members receive full support from their husbands. Although a majority of them do... some husbands complain about the meetings and can be reluctant to support the woman which can arise in conflicts.” – Yasanti staff member

“Before Yasanti, (I received) no gender-based training. But when we received it (I understood that) there is no difference between men and women... so now in the morning, (my husband) prepares foods. Before, he didn’t do anything.” – Yasanti homemaker

In Malang, the FDG organized by MWPRI with homeworkers and own-account workers did not reveal any changes to intrahousehold relations because of their involvement with MWPRI. Most women indicated that their husbands also contributed to household income through unskilled and

semi-skilled labour, such as farmer, mechanic, driver etc. One woman noted that her husband demanded she quit her job at a restaurant, driving her to take up homework.

Gender equality training can strengthen intrahousehold relations between women and men, including in some cases resulting in sharing the burden of unpaid care work. Responding to unpaid care work was initially part of MAMPU with a project on child care but this was removed in future years. While there is currently limited appetite to address child care directly, addressing gender inequality with women homeworkers and their male spouses may increase the female labour force participation rate and potentially increase household earnings, as it is estimated that in Indonesia, “urban women without access to informal childcare forego approximately US\$1,300 in earnings due to prolonged absence from the labour market.”²⁷

Though it is not a significant part of this study, the researchers also note that due to the nature of production taking place within the home, children are helping their mothers with homework outputs. FGD participants spoke of children helping to decorate shoes, sew badminton shuttlecocks, wrap bleach packets, etc. One woman in Malang stated that children are brought into the work particularly when under time pressure for delivery: “I would ask anyone in my family to help out (when orders are tight). My husband used to work on manual typewriters but he is now unemployed as there is no market and he helps me out.”

3. **Policy Influence:** Influencing formal government policy on homework is a complex task. MAMPU partners acknowledge it as one of their biggest challenges. Regulation and policy is a political undertaking and partners must work with homeworkers to convince policy makers that homework is a critical issue. From the perspective of homeworkers and Theme 2 partner staff, both indicated that they felt that homeworkers increased voice has led to greater awareness of the homeworker labour situation among government officials. But of those in government that are aware, many proclaimed that their hands were tied in the absence of an overarching policy change to include homeworkers in Labour Law #13 2003 to create enforcement measures to ensure private companies uphold labour standards for homeworkers. Partner comments included:

“The companies, the managers, are aware of homeworkers but that’s as far as we can go. We cannot take legal action because we don’t have a law to protect the rights of the homeworkers.” – Medan, Ministry of Manpower

“(Government officials) say homeworkers should be grateful that they have a job because even if they aren’t formal they can work at home and do domestic chores.” – BITRA staff member

“The government is aware that without homeworkers (the company’s) production process would not run smoothly.” – BITRA Staff member

“Female homeworkers used to only be at home and seldom attended meetings with the Kelurahan and other institutions. Now that they’re engaged more closely this has opened up the mystery of what they have been doing and facing. Now they feel comfortable to talk to him and speak their minds. This did not happen in the past.” – Kelurahan official, Malang

²⁷ Halim Daniel; Hillary Johnson and Elizaveta Perova. (2017). [“Could Childcare Services Improve Women’s Labour Market Outcomes in Indonesia?”](#) *East Asia & Pacific Gender*, World Bank Policy Brief 1, pg. 1.

“We have been working with the village system and there have been changes. We are formally invited to village planning meetings. From there we can ask for training.” – MWPRI homemaker

“Before the (homeworkers) didn’t dare to approach the labour office. But now they can go and provide feedback. (They have) the self-confidence to talk to the government. Some representatives are sitting in the drafting team with local regulators and homeworkers have been able to access government programs such as national health insurance.” – BITRA staff member

“Last year, we encouraged them to participate as election supervision officers but due to limited access to these high-ranking offices they couldn’t get onto the committee. But with their increased knowledge, some have aspirations where they want to become decision makers at the village level.” – Yasanti staff member

Increasing awareness of homeworkers is challenging for all partners and even for civil servants. Mr. Fadjri, with the national Research and Development Center in Jakarta, shared that before researching the homemaker situation and reporting his research, most in government were not even aware of this category of home-based worker. When government colleagues accompanied Mr. Fadjri to observe homework, they acknowledged surprise at what they learned.

Other government officials told MEDA what MAMPU and its partners have heard numerous times: that without national regulation, little can be done for homeworkers. Combined with very traditional attitudes toward gender (one government official told the researchers that homework is important as women need spiritual help, and homework uplifts their spirits and “gives housewives something to do so they don’t get stressed out staying at home”), government advocacy and eventual policy change is a long-term effort.

Despite these challenges, the partners spent most of their time on this work – even while in many cases spinning their wheels.

4. **Benefits of Training.** Thematic Area 2 FGD participants reported the benefits of MAMPU training in assisting them to participate in individual and collective action. Training topics have included: labour laws, negotiation skills, and financial literacy (including establishing a credit union). BITRA homeworkers have self-established a monthly training school to provide additional training with a needs-based curriculum covering topics such as gender issues, lobbying and negotiating, credit unions, laws and regulation, leadership, rights to decent work conditions, and public speaking.

Yasanti provided training on gender relations for household members, and as quoted earlier, this has improved relationships between family members. For example, husbands of women in the Yasanti FGD discussed how there is now no difference between husband and wife, and that the men help with household chores and are supportive of their wives’ homework. This change can be attributed to the gender equality training provided to the women from Yasanti.

GOAL THREE: IMPROVED ACCESS TO SERVICES

Goal Three of MAMPU’s Theory of Change targets improved access to government services and programs as a result of **two objectives** being achieved: poor women have access to services and programs in their area; and the government delivers higher quality services to women in their areas

(influenced by women). In this goal, amongst all Thematic Area 2 partners, government services is interpreted as referring to the National Health Insurance Scheme (BPJS). ***This last goal of the theory of change concentrates on the actual delivery and uptake of services.***

Summary Findings around Achievement of Goal Three Objectives: As noted under goal two, there have been some successes in women accessing local government services – e.g., grants for equipment and business activities – and influencing the private sector to provide services to women in their supply chains – e.g., increased wages, equipment, Eid bonuses, etc. Many women have also benefitted from health insurance and some groups are able to manage the application process directly without partner support. Although partners have dedicated considerable time towards influencing changes in local regulations regarding homeworkers (compounded by no legal definition and therefore government focus on the target group), there have been limited achievements in engendering policy change – and neither do the majority of homeworkers have the capacity to continue advocating for improved services. There is also a question around if the right government agencies have been targeted with indications that analysis of ministries could sharpen targeting of services (e.g. social vs labour).

Key findings that relate to the achievement of objectives are:

1. ***Access to Workers National Health Insurance Scheme (BPJS).*** MAMPU’s major thrust under this goal is accessing workplace protection through the BPJS government program. To that end, there is momentum in securing this service for homeworkers. Thematic Area 2 FGD participants described initiating access to BPJS because of MAMPU. Partners reported 39% of participating BITRA homeworkers, 38% of participating MWPRI homeworkers, and an unknown percentage of TURC homeworkers as now having access to BPJS, credited to MAMPU and the assistance provided to homeworkers in navigating through the health insurance system.

MAMPU’s major thrust under this goal has been accessing workplace protection through the BPJS program. To that end, there is momentum in securing this service for homeworkers. Participating homeworkers are initially registering with BPJS on a three-month no-cost trial. Despite that women interviewed who currently have the insurance stated that they would continue by personally paying the fees after the trial period ended, a lack of financial resources may be a long-term barrier for sustainable uptake of this product. Another potential barrier noted by MWPRI is a widespread cultural belief that registering for insurance will lead to “experiencing disaster.”

Several women acknowledged that they did not previously understand the need for workplace insurance nor did they believe that the government would truly provide them with coverage should an accident occur. However, each Thematic Area 2 group had at least one story to share on how the insurance has helped, including one woman in Malang who said she has already benefited from the coverage, having fallen while working: “It was truly helpful and free,” she said. Sadly, her friend had enrolled in the scheme just two weeks before dying, but her life insurance was paid out, proving to the group that the insurance scheme does work.

The researchers note that one partner, Yasanti, was also promoting health insurance in addition to workplace protection insurance (BPJS) which overlaps with Theme One activities (improving women’s access to government social protection programs).

2. ***Limited Influence over Changes to Local Regulation.*** Significant time and resources have been invested in influencing regulation reform at the local level. There is excellent value in local advocacy but to date there has been limited direct benefit for beneficiaries. For example, most

Thematic Area 2 partners have worked with provincial and/or district manpower offices to draft and submit papers or briefs that outline the status and plight for homeworkers, stressing the need to implement a provincial ruling to enforce labour regulations for homeworkers. Yasanti has worked with the Ministry of Manpower to form a team of experts to conduct a review of homeworkers and draft a paper for the Ministry which highlighted issues faced by Yogyakarta homeworkers. During the research, a policy officer from the Ministry noted that their staff understand the importance of homeworkers, but their ability to initiate change is limited due to the slow pace of bureaucracy and the need to allocate future funds to conduct further studies.

Another sentiment shared by most government officials and Thematic Area 2 partners was that while provincial and local regulations matter, there is a need for an overarching national law on homeworkers, notably inclusion of homeworkers in Labour Law #13 2003 which would provide enforcement measures for local regulators to hold companies accountable.

3. **Other Government Services.** Thematic Area 2 partners have been active in fostering village-level recognition for homeworkers. In Malang, MWPRI reported having entered a memorandum of understanding (MOU) for a village regulation for the empowerment of homeworkers in many villages, resulting in homeworkers receiving protection or supervision. Data collection is also improving as is joint research with the municipal government. In 2017, MWPRI also received assurances from the Malang mayor that there would be a city regulation recognizing homeworkers but due to subsequent political turmoil, this has not come to fruition.

Group formation has assisted homeworkers in being able to apply for local Aspiration Funds (these funds are only available to groups of at least 20 people) though limited information was available on women's success in accessing these funds. Thematic Area 2 partners shared that these local funds do not take gender into consideration and tend to see decision makers favour traditional gender-based activities such as sewing and snack making for women.

4. **Non-Government Services and Partnerships.** A key area of need expressed by women and theme partners is financial services. Issues around access to finance include lack of collateral, the perception of risk when lending to women, and social norms. In addition, women discussed their reticence to seek financing due to lack of confidence in their ability to repay. Many women mentioned that lack of access to finance restricts them from purchasing the necessary basic technology required to increase their output, quality and income. This ability to earn more was also acknowledged by at least two women entrepreneurs employing homeworkers.

Village finance was noted as being accessible to women at the Kelurahan level. However, this funding is available to groups who can submit a business proposal to local government offices. It was noted that, traditionally, women have not applied or been unsuccessful in acquiring these funds. The researchers met with a Kelurahan leader in Malang and based on his interactions with MWPRI, he has become aware of the difficulties homeworkers face in accessing village funds and noted that because of MWPRI, there are now more homeworkers communicating with the Kelurahan government and attending consultative sessions on the disbursement of the village funds. However, village level funds are limited and are not a reliable source of finance for homeworkers or own-account workers and is anecdotally harder for women to access.

Further, it was noted that homeworkers face difficulties joining larger unions or participating in sectoral associations. As awareness of homeworkers grows, unions are becoming more willing and active in helping homeworkers draft regulations and in lobbying, as noted by a representative from APINDO, TURC and Union Members involved with BITRA.

5. **Improved wages.** Some gains are being made on increased wages, as illustrated below in Figure 5, with most Thematic Area 2 FGD participants reporting increased wages are due to their newfound confidence and ability to negotiate with intermediaries and, on rare occasions, with companies directly.

Figure 5: Examples of Homeworker Wage Increases



One woman who sews baby blankets did report that she and her peers experienced a reduction in wages because of their negotiation attempts. She and her group were originally receiving Rp 1250 per baby blanket. Together, they met with the buyer to negotiate but the result was a lowering of the wage to Rp 1,000. This wage did not cover the cost of fuel, electricity, or thread which each woman purchased herself. After the wage was lowered the women tried again to negotiate an increase but were not successful. However, the company eventually agreed to pay each woman Rp 25,000 per month for electricity.

Religious bonuses were also frequently mentioned as a newly acquired gain, including Eid bonuses, gifts of honey and biscuits, etc.

6. **Contracts.** Only one woman from all FGDs reported success in securing a written employment contract. Even though the Manpower Act No. 13 (2003) states that, “an employment relationship is a relationship between an entrepreneur and a worker/labourer based on a work agreement which contains the elements of job, wages and worker order (Article 1(15)), and that work agreements can be made either orally or in writing (Article 51),²⁸” in reality, the lack of a written contract limits homeworkers access to additional benefits (i.e. programs, services or entitlements from employers or government, ability to use contracts as collateral or obtain other financial services).

²⁸ ILO. (2015). “[Results from the Homeworker Mapping Study in North Sumatra, West Java, Central Java, Yogyakarta, East Java and Banten.](#)”

7. RECOMMENDATIONS

INTRODUCTION

The report concludes that MAMPU should continue at least a partial focus on homeworkers while expanding its approaches and reach. This would result in deepening its work in certain areas for homeworkers, while broadening its work to reach both homeworkers with new initiatives as well as other types of home-based workers. This more ambitious targeting of clients and the development of new strategies will require working not only with Thematic Area 2 partners but also MAMPU partners from other thematic areas and new private sector partners. The recommendations depend upon the more nuanced understanding of the continuum of home-based workers outlined above.

Recommendations suggest specific approaches and pilots that can be tested and/or implemented by MAMPU over the next two years, and are broken into four focal areas:

- A. Broadening Scope of Services to Homeworkers to deepen impact
- B. Expanding Services to a Continuum of Home-Based Workers (incl. Homeworkers)
- C. Leverage Private Sector Partnerships for Service Delivery
- D. Engaging MAMPU Thematic Partners for Sustainable Impact at Scale

In each recommendation area, accompanying tables provide a prioritized breakdown of activities within two categories: 1) Recommended Approach Building on Current Work and 2) New Activities. The purpose for this breakdown is to guide MAMPU in prioritizing activities for the achievement of impact and sustainability within the scope of two years. In addition to exploring new partnerships, MEDA encourages MAMPU to consider leveraging the unique strengths of each Thematic Area 2 partner by focusing on small pilots achievable in the remaining MAMPU timeframe. The pilots would allow MAMPU to rapidly test new and improved approaches for reaching home-based workers and private sector actors and to identify opportunities which can sustain and/or inform future programming.

Note that the highlighting of sections in the recommendation tables pertain to prioritization categories and are explained in Section 7 that follows.

A. BROADENING SCOPE OF SERVICES TO HOMEWORKERS BEYOND SOCIAL SERVICES

This overarching recommendation area encourages MAMPU to expand the type and range of services currently targeted by Thematic Area 2 partners, and to diversify service delivery actors. A focus on social protection has, for the most part, become synonymous with ‘government services’ among Thematic Area 2 partners. This narrow service scope has limited the ability for MAMPU and Thematic Area 2 partners to facilitate access to a range of services, as detailed in the project’s original approach to Thematic Area 2, which posited the private sector, unions and sector associations as entry points to reach women workers, to create jobs and eliminate workplace discrimination. While social services are important for women’s safety, it is recommended that new approaches and goals be adopted as Thematic Area 2 moves forward.

Rationale for a Continued Thematic Area 2 Focus on Homeworkers

At this point in the MAMPU project cycle, abandoning homeworkers would be detrimental to the women currently being served and to the progress made to date. While the numbers of homeworkers in Indonesia is, by existing statistical measures, low compared to the number of women in overall informal and formal employment, it is acknowledged by many that the numbers of homeworkers are growing and that these workers are particularly marginalized, vulnerable to exploitative conditions and remain invisible within supply chains due to their isolation. Women represent the majority of

homeworkers, and they have little or no legal or social protection, exacerbated by the fact that they are often not regarded as heads of household even if they are divorced or their husband has migrated for work. According to partners, homeworkers are typically the “poorest of the poor,” landless, often rural migrants, and possessing elementary-level education which limits their ability to seek formal employment including factory work. Moreover, the donor feels – and MAMPU staff would agree – that the investment in Thematic Area 2 partners has been significant and that this should be leveraged during MAMPU’s remaining two years.

Broadening of the scope of services stems from the comparative difference between the initial iteration of Thematic Area 2’s provision of services before the partnership with the ILO and the theme’s preoccupation with homeworkers. In the original Theory of Change for Thematic Area 2, service provision included access to non-governmental service providers. This contrasts with the current theory of change (detailed in Figure 3) which states that “Improved Access to Services” highlights that “poor women have access to essential *government* services and programs in target areas,” and that, “government providers deliver higher quality and more accessible services in target areas in response to influence from poor women at village, district and national level.”

The shifted scope of Thematic Area 2 from working with women engaged in formal factory work and upgrading women’s employment to formal work; to solely focusing on homeworkers has reduced MAMPU’s collaboration with the private sector under Thematic Area 2. As a result, the preoccupation with BPJS as the main government service has permeated the work and subsequent progress reporting among all Thematic Area 2 partners. While BPJS is important for women’s safety, this approach is not sustainable to create scale and long-lasting impact for homeworkers who may choose not to enroll after the free trial ends, nor is it serving other key needs of homeworkers. And while all MAMPU partners work towards supporting beneficiaries access to existing social protection schemes, the preoccupation with BPJS seems to duplicate efforts of Thematic Area 1: Improving women’s access to Government of Indonesia social protection programs.

Access to services is one pillar of many which contribute to women’s economic empowerment. The Women’s Empowerment and Market Systems (WEAMS) Framework notes that access to, “assets, services and needed supports,” are one of five non-negotiable dimensions of women’s economic empowerment.²⁹ Service provision for vulnerable women, whether homeworkers, own-account workers or women who work in factories, extends far beyond the provision of BPJS. Other services that are currently being provided by Thematic Area 2 Partners, such as networking and skill development are being applied at varying levels of quality and are not measured as key indicators under the access to services outcome under the theory of change. So, if Thematic Area 2 could broaden its agenda to include access to other services, homeworkers and other women impacted by the project, could benefit.

For example, expanding the scope of services to encompass access to financial services through the village-level Aspiration Funds, could allow homeworkers to increase their productivity, which is often kept low due to lack of simple technology (i.e. sewing machines), thereby improving working conditions and increasing the potential to command higher wages, or possibly transition into own-account work. Other services such as training and skills upgrading could also serve Thematic Area 2 beneficiaries, if it’s market-oriented and contextually appropriate. Therefore, broadening the scope of services for Thematic Area 2 should improve both the theme partners’ ability to deliver and

²⁹ Jones, L. (2016) Women’s Empowerment and Market Systems: Concepts, practical guidance and tools (WEAMS Framework.)

measure impact for homeworkers, but also for own-account workers and private sector actors, as explained in recommendations A and B below.

Promoting services beyond BPJS requires MAMPU to further understand the varying segments of economically engaged women, and to harness the data that exists among Thematic Area 2 partners to develop programming that is contextual and responds to the heterogenous nature of homework, as discussed elsewhere. Further, recommendations for private sector engagement in the delivery and uptake of services include engaging new partnerships with other actors, such as BetterWork, sector associations, unions, etc.

Table 5: Recommendations for Broadening Scope of Services

Broadening Scope of Services – Overarching Recommendations for Thematic Area 2	
Activity Area	Recommendation Building on <i>Current Work</i>
Expand Government-Sourced Services: Negotiate with government for enhanced services for homeworkers; consider work through alternative Ministries.	Local and National Level Services Continue to strengthen the capacity of Thematic Area 2 partners and homeworker groups to know about and advocate for government services beyond social security. One example is to enhance knowledge of and access the already identified opportunity that exists with village-level Aspiration Funds. It will be important for national-level program mandates and budgets to be understood, and local partners and homeworkers to know how to take advantage of the funds from different government ministries and agencies. <i>Partner recommendation:</i> The entry point would be among existing Thematic Area 2 partners , women workers, and MAMPU HQ (with analysis of which ministries are most appropriate.)
Activity Area	<i>New Activity</i>
Expand Beyond Government Services to Other Sectors: Explore linkages with other service providers including private sector and civil society to support homeworkers.	Other Service Providers In supporting new programming, MAMPU should develop partnerships with a wider breadth of service delivery providers (along with Thematic Area 2 partners), i.e. the private sector, associations, financial services, etc. These new partnerships should contribute to greater MAMPU impact and provide greater benefit to women. Potential private sector partners as well as association are explored further below in Section C. The government’s CSR requirements of some corporations is another example of private sector services – albeit funding through a social responsibility angle – that poses an opportunity for partners and homeworkers groups to better leverage. <i>Partner recommendation:</i> Current Thematic Area 2 partners and other public, private and civil society actors including new ministries, targeted businesses, financial institutions, BetterWork, etc.

B. EXPANDING SERVICES TO A CONTINUUM OF HOME-BASED WORKERS (INCL. HOMEWORKERS)

This study recommends that MAMPU expand services to reach the continuum of home-based workers (including homeworkers) many of whom are already being served by the project partners including those from other thematic areas.

This recommendation takes into account the more nuanced understanding of the continuum of home-based workers that is discussed in Section 5. The underlying assumption is that by adapting and expanding economic opportunities for home-based workers beyond strictly defined homeworkers, MAMPU will achieve greater impact for more women across the portfolio. Specific recommendations build on this enhanced understanding of home-based workers.

This recommendation also addresses the need for alternative and market-led livelihood options for homeworkers who find themselves at the most exploitative end of the homeworker spectrum and in supply chains where upward wage movement and improved workplace conditions will be difficult to realize. In 2015 the UN Human Rights Office released a report that stated subcontracted workers in the global textile sector are,

“Often overlooked both by labour inspections and due diligence systems, making workers in these supply chains particularly vulnerable to exploitation given the quick turnaround time to meet orders from global fashion brands and consumer needs. Contemporary forms of slavery have often been cited as occurring in global supply chains of international brands.”³⁰

Specific recommended activity areas, approaches and partners are described in the following table.

Table 6: Recommendations for a Continuum of Home-Based Workers

Expanded Services to a Continuum of Home-Based Workers	
Activity Area	Recommendation Building on <i>Current Work</i>
Review of Existing Data on Homeworkers: Review and examine data already collected (for about 1500 homeworkers) to categorize homeworkers and improve service delivery.	MAMPU M&E and Thematic Area 2 Partners MAMPU should dedicate resources to conducting a thorough review of the data collected by Thematic Area 2 partners in order to ascertain the distinguishing characteristics of types of homeworkers and the sectors and groups they belong to. Since the ILO definition of homeworkers was not evenly applied by all Thematic Area 2 partners, and due to the dynamism of globalization and complex global supply chains, further research should be conducted by MAMPU to understand the characteristics of homeworkers and the often-multi-layered nature of income generation within one household (income from husband, homeworker, own-account work, etc.) This will enhance MAMPU’s and the partners’ ability to deliver tailored and improved support for livelihood development and deepen engagement with women home-based workers. <i>Partner recommendation:</i> MAMPU HQ and Thematic Area 2 partners.
Enhanced Data Collection on Homeworkers: Improved data collection on homeworkers strengthen data analysis and decision-making.	PILOT OPPORTUNITY – Improved Data Collection, BITRA, Sumatra Thematic Area 2 partners should be supported to improve data collection in order to both support MAMPU-decision making and continue building an evidence-based case working with homeworkers. In addition, the Ministry of Manpower suggested that if enabling regulation is in place, its local offices can collect data on homeworkers. However, this is pending regulatory reform. <i>Partner recommendation:</i> MAMPU HQ and Thematic Area 2 partners – consider piloting with BITRA in Sumatra
Continued Focus on Government Regulation: Advocacy work with the government regarding the regulatory environment	National Level Regulatory Reform Support the development of an overarching enabling legal framework (Labour Law #13 2003 amendment and subsequent regulation) by contributing to the amendment on definitions and follow-on regulations. Bottom-up awareness is important but bottom-up regulation appears to be insufficient in the homeworker context. Progress will be slow but MAMPU can provide critical input so that legal amendments are in line with homeworkers’ lived experiences. <i>Partner recommendation:</i> This recommendation will require a greater role for MAMPU HQ.
Activity Area	<i>New Activity</i>

³⁰ UN. (2015). “Report of the Special Rapporteur on contemporary forms of slavery, including its causes and consequences.” Pg. 7, and Bain, Marc. (2015). “[A huge underclass of ghost workers are making your shirts in their homes,](#)” Quartz Media.

<p>Alternative Livelihoods: Provide partners, women and communities needed support for improved market access and private sector engagement.</p>	<p>PILOT OPPORTUNITY – Gender Action Learning - Central Java or Sumatra, Spek-Ham or BITRA</p> <p>GALS is an innovative community-led methodology that supports economic development while negotiating social norms. It comprises a series of tools that enable women community and household members to express and advocate their economic needs and interests, identify market opportunities and find innovative, gender-equitable solutions in livelihoods planning, value chain development and market access involving men and boys. This method has been tested in Indonesia by HIVOS where it has successfully overcome prevailing social norms, gender roles and gender stereotypes/biases. There is an independent Indonesia GALS trainer who is available to provide TOT to MAMPU partners across thematic areas:</p> <p>Intan Darmawati +62 81218814672 Intan Darmawati <hunkintan@gmail.com></p> <p>For further information see: http://www.galsatscale.net/documents/GALSatScale0overviewCoffee.pdf</p> <p>Partner recommendation: Across Thematic Areas; note the option to explore working with Spek-Ham in Solo, Central Java or BITRA in Sumatra</p>
<p>Digital Payments: Reducing corruption in payments from companies to home-based workers (especially homeworkers).</p>	<p>PILOT OPPORTUNITY: Digital Financial Services (DFS), East Java, TURC</p> <p>The researchers recommend further exploration of DFS for women homeworkers and other home-based workers as a high potential opportunity to reduce the risk of supply chain “leakage,” fraud, insecurity, and overall inefficiency of payments.³¹ DFS appears to be a feasible solution given the rapid growth of FinTech in Indonesia and the high rate of mobile phone usage by the homeworkers and other home-based workers interviewed. Recent research suggests that companies employing digital payments experience reduced administration time, and stronger business relationships.³² DFS could be piloted with a company that promotes its concern for society. <i>Surfer Girl</i> is one possibility given its public image as a girl and women-friendly company (“the Happiest Girls’ Brand in the World”) with a strong corporate social responsibility (CSR) program and a new CEO as of February 2018.</p> <p>MAMPU would need to conduct some further research to more precisely determine the best region for a pilot, adequate mobile network coverage, sufficient agent/ATM liquidity, and the suitability of available and appropriate payment processing platforms. The ADB’s recent report, <i>Accelerating Financial Inclusion in South East Asia with Digital Finance</i>, provides a useful snapshot of the current state of DFS in Indonesia.</p> <p>Partner recommendation: DFS would benefit from a more progressive MAMPU civil society partner (e.g. TURC), guidance by a digital financial inclusion expert, as well as partnerships with private sector entities such as mobile network operators (MNOs). Jakarta /East Java is recommended for the pilot location.</p>

C. LEVERAGE PRIVATE SECTOR PARTNERSHIPS FOR SERVICE DELIVERY

MAMPU could improve the availability of beneficial services and the livelihood benefits to women and their households through engagement with the private sector. Recommendations include pilots that build the capacity of both partners and women workers to test new models and their alignment

³¹ BSR. (2018). The Digital Payments Opportunity: A Conversation. <https://www.bsr.org/en/our-insights/blog-view/the-digital-payments-opportunity-a-conversation>

³² Better Than Cash Alliance. (June 2018). The Future of Supply Chains – Why Companies Are Digitizing Payments.

with MAMPU goals and theory of change. For example, interventions could be piloted with an international organization to target women employees in formal labour arrangements, and a women-focused shared value business model. Other activities include convening supply chain stakeholders to identify corporate champions of women’s equality, while also using the platform to increase the awareness and visibility of women workers and build thematic partners’ knowledge on complex supply chains and private sector demands.

For MAMPU, this will mean outreach to new private sector partners and the development of models that fit with the project’s structures and activities. To facilitate this, the researchers considered potential partnerships with lower barriers to entry as well as ‘positive deviance’ models that already exist in MAMPU’s ambit such as partnering with BetterWork, building on earlier ILO work, or working with women-owned enterprises.

For example, one recommended private sector approach is working with and through women-owned businesses employing a shared value business model: businesses that can “deliver sustainable social impact in developing countries while achieving commercial returns.”³³ Utilizing this approach, MAMPU could leverage businesses’ ability to deliver services to countless homeworkers through participation in less exploitative shared value business supply chains. During field research, MEDA identified a few women-owned businesses who together employ hundreds of women homeworkers - homeworkers that were often provided with training services, materials, designs, inputs, wages, and benefits such as salary advances and bonuses. MAMPU could leverage these shared value businesses’ homeworker networks to dually encourage business growth, skill development, and to familiarize the businesses with homeworker rights

As a facilitator, MAMPU could implement smart incentives such as a modest matching grant mechanism in order to incentivize and enable these shared value businesses to reach increased numbers of homeworkers while at the same time strengthening or growing their business (the Overseas Development Institute offers a [useful guide to challenge grants](#) for more information).

The researchers also explored opportunities to strengthen networks of worker, union, government and company stakeholders to improve mutual understanding of and action around labour issues, and the national and regional situation for homeworkers and home-based workers. As national regulatory and legal change will take time, raising the issue and identifying influential corporate champions that can lead by example may spur movement within the private sector and bring additional attention to the role of homeworkers in the country’s growing garment and manufacturing sector.

While some of the specific recommendations below will be feasible in the next two years, others can be piloted and expanded as financial and time resources allow.

Table 7: Private Sector Engagement

Leverage Private Sector Partnerships for Service Delivery	
Activity Area	Recommendation Building on <i>Current Work</i>
Support Women-Owned Shared Value Businesses: A women-focused method to improve women	PILOT OPPORTUNITY – Shared Value Supply Chains, Yogyakarta and Malang (Central and East Java) Women-owned shared value businesses can act as a hub for women homeworkers to improve access to services, i.e. productive skills, reach better markets, and increase incomes. This model was observed in Malang and Yogyakarta among the embroidery

³³ Australian Government’s *Creating Shared Value Through Partnership* statement <https://dfat.gov.au/about-us/publications/aid/Documents/creating-shared-value-through-partnership.pdf> (originally conceived by Michael Porter and Mark R. Kramer)

<p>homeworkers access to services and integration into productive value chains and increase skills and income.</p>	<p>and batik sectors respectively. Most notable was Almira, based in Malang and owned by one woman with four permanent employees and over 150 women embroiderer homeworkers. The researchers consider Almira to be a shared value business given that the owner targets women, training them in market-responsive skills through a business mission to ensure that the traditional craft of embroidery continues to be a viable skill in an increasingly technology-centric global supply chain. Engaging multiple businesses such as Almira, with careful selection of commercially viable and proven shared value businesses, would increase reach; with one women-owned company reaching 50-150 homeworkers, 25 hubs could lead to 2500 women receiving improved services from businesses while also realizing better integration into markets. For a comparable project example, please see: http://pdf.usaid.gov/pdf_docs/Pdack638.pdf.</p> <p><i>Pilot and Partner recommendation:</i> Support IWAPI in Yogyakarta and possibly MWPRI in Malang to launch pilots with women shared value businesses in batik, weaving and garments.</p>
<p>Activity Area</p>	<p>New Activity</p>
<p>Improved Conditions for Women Workers: Build capacity of women employees to request and lobby for services that are available from employers.</p>	<p>PILOT Opportunity - Women Garment-Sector Employees, Jakarta</p> <p>BetterWork has worked with 200 companies employing 200,000 female workers to improve various areas of labour-related compliance. However, women workers may not be aware of their rights and the availability of services that result from this compliance. (e.g. lactation room, menstruation leave, maternity leave) and they can be supported to take advantage of the resulting services while reducing workplace discrimination.</p> <p>Indonesia’s textile and apparel exports are valued at close to \$12 billion³⁴ and the Indonesian government is targeting a goal of increase that figure to \$75 billion by 2030. Meanwhile, PWC predicts that Indonesia will be the fifth largest economy in the world by 2030, with manufacturing as a key component of the economy. With this relentless growth, there will be a continued need to ensure that working conditions are equitable for women.</p> <p>ILO, a partner in BetterWork, has also identified its desire to “pilot approaches for reaching beyond Tier 1 garment exporters, including sub-tiers, subcontractors, and producers for the domestic market” over the next four years. BetterWork is also well positioned to improve connections between women’s groups and trade unions in the workplace and to help unions consider gender in their overall work.</p> <p>MEDA also recommends exploring the adoption of its just-released GEM Framework into a pilot with BetterWork for garment factories. The framework is a manual and toolkit for assessing gender equality across the ESG spectrum, and identifying, implementing and measuring gender equality mainstreaming strategies within companies. MEDA has found the greatest success when incentives (for example matching grants) are provided to companies in conjunction with this framework.</p> <p>Contact at BetterWork: Mohamad Anis Agung Nugroho: anis@betterwork.org Menara Thamrin</p> <p><i>Partner recommendation:</i> TURC is the most likely partner candidate to pilot an initiative with advice and connections from BetterWork.</p>
<p>Broadening Scope of Services: Inclusion of homeworkers into other private sector</p>	<p>Regional Associations</p> <p>For most skilled sectors where homeworkers are employed, there are associations or unions dedicated to sectoral growth, promotion, advocacy and investment. For example, there are regional embroidery associations in Malang, or batik associations in</p>

³⁴ Tewari, Bandana. (2017). “[The Made in Indonesia Opportunity](#).” *Business of Fashion*.

<p>programs and/or associations that can provide specific skills training, networking and marketing</p>	<p>Yogyakarta, that could be connected to homemaker groups to provide services such as skills training, networking and marketing that are market responsive and linked to provincial or national networks.</p> <p>Partnership Recommendation: In conjunction with the shared value recommendation above is the suggested engagement with IWAPI, the country’s leading women entrepreneurs’ organization, in order to consider ways of supporting the growth of women-owned micro and small enterprises that utilize homeworkers in order to benefit the women they employ.</p>
<p>Convene Supply Chain Stakeholders Who Engage Homeworkers: Identify champions, increase awareness and visibility of women homeworkers and better understand complex supply chains and private sector needs.</p>	<p>Convening Private Sector Stakeholder Engagement</p> <p>MEDA recommends identifying additional opportunities to convene worker, union, business and employer associations, government and company stakeholders in order to improve mutual understanding of labour and homemaker issues, the national and regional situation for home-based workers, and opportunities for improvement for the mutual benefit of all actors. Convening of multiple stakeholders may also help to break down pre-conceived notions of “us versus them” which is prevalent amongst the partners and homemaker groups.</p> <p>MAMPU could identify corporate champions that can lead by example and influence other corporate actors in their sector and supply chains as well as monitor and enforce their own suppliers. In conjunction with potential incentives, this recommendation could help spur movement within the private sector and bring additional public and industry attention to the role of homeworkers in the country’s growing garment and manufacturing sector. MAMPU should consider the formation of an advisory group on the homemaker challenge featuring leading private sector decision makers (i.e. Paul Hutson, new CEO of Surfer Girl; I Made Maduarta (Pung) Co-Founder of Threads of Life in Bali; Gail Elliott, founder of Little Joe Woman; Anne Patricia Sutanto, chief executive of Pan Brother Tex; Monique Soeriaatmadja, co-founder, Soe Jakarta, etc.).</p> <p>“Study” tours could also be conducted with associations, government, firm and SME leaders in order for stakeholders to hear and observe first-hand the conditions of homeworkers – one senior Gol official noted that tours have been successful in generating increased understanding and awareness of the homemaker issue.</p> <p>Partner recommendation: This recommendation would likely require a greater role for MAMPU HQ.</p>

D. ENGAGING MAMPU THEMATIC PARTNERS FOR SUSTAINABLE IMPACT AT SCALE

It is recommended that MAMPU intentionally integrate a cross-cutting approach to improve access to livelihoods services with all Thematic Partners. The field research revealed that many MAMPU partners are conducting livelihoods programming along with their more targeted thematic area initiatives. By working across partners in livelihoods programming, MAMPU can be much more ambitious in its market oriented and gender transformative activities, and thereby leverage an existing programmatic opportunity to significantly increase capacity, outreach, impact and sustainability. Many of the recommendations above have indicated engagement of non-Thematic Area 2 partners.

Table 8: Partner Engagement for Sustainable Impact at Scale

SUSTAINABLE IMPACT AT SCALE	
Activity Area	New Activity
<p>Partner Engagement across All Thematic Areas</p>	<p>Knowledge Sharing</p> <p>Promote exchange of knowledge among all thematic partners engaged in livelihoods development. For example, Theme 5 sub-partner, SPEK-HAM, located in Solo, engages women in market-oriented livelihoods activities. As such, techniques and approaches that they employ, like community asset mapping, could encourage the quick uptake of</p>

	<p>market-based knowledge and capacity by Theme 2 Partners as they engage in livelihoods activities as part of Theme 2 and otherwise.</p> <p><i>Partner Recommendation: All Theme Partners with an interest in livelihoods.</i></p>
<p>Consistent Approach Across Thematic Area 2 Partners</p>	<p>Toolkit for Private Sector Engagement</p> <p>If it is not already in place, MEDA recommends a common toolkit for all Thematic Area 2 partners addressing various training and awareness-raising needs for home-based workers, governments, and employers. The Ethical Trading Initiative (ETI) has prepared a robust toolkit for its members that MAMPU could reference. It includes tools such as homeworker logs, business cases for retailers and suppliers, etc. It is crucial that MAMPU partners build their capacity in understanding the business model when working with the private sector, especially with employers of homeworkers.</p> <p>ETI Toolkit: Homeworker Project Resource Downloads</p> <p><i>Partner Recommendation: MAMPU HQ to promote across all Thematic Area 2 Partners with an interest in livelihoods.</i></p>
<p>Invest in Capacity Building of Thematic Area 2 Partners</p>	<p>Capacity Building</p> <p>As noted by MAMPU, partners in Thematic Area 2 did not receive the same level of capacity building as they used to be sub-partners under the ILO. They have faced challenges in governance, leadership, planning systems, data collection and more resulting in program delays. Therefore, to enable Thematic Area 2 partners, it is recommended that the same capacity building approach that was used for other theme partners be implemented for Thematic Area 2 partners. This includes conducting the standard MAMPU organization capacity assessment.</p> <p>All partners would benefit from communications and media training (i.e. social media, digital advocacy, video production, storytelling, etc.) to generate campaigns and content beneficial for policy and advocacy purposes (see examples from the Clean Clothes Campaign and the Ethical Trading Initiative campaigns) and train onward to home-based. TURC is doing good work on this front and could act as a coach to other theme partners. MAMPU and partners would also benefit from increased linkages with homeworker-focused and ethical supply chain networks, including HomeNet/WIEGO, Ethical Trading Initiative, Homeworkers Worldwide, Sedex, Indonesia Business Links, etc. Lastly, partners will benefit from additional training to improve their ability to engage with the private sector and understand how best to work with businesses.</p> <p><i>Partnership Recommendation: For basic capacity building the focus is Thematic Area 2 Partners with inclusion of all partners in communications and networking.</i></p>

Additional recommendations and active shifts in staffing and partner capacity include:

- In addition to the confidential memo provided to MAMPU, the following observations were made:
- MAMPU has now recruited a Thematic Manager – Parliament who will support and guide all themes. Given Thematic Area 2 partners’ challenges in engaging with parliaments, this role could be a key support in further strengthening Thematic Area 2 partner capacity and advancing MAMPU’s government engagement objectives.
- MAMPU is also recruiting a new Thematic Area 2 Coordinator to lead existing and new initiatives.
- Additional staff or consultant resources would be needed to drive the other interventions and to pilot new initiatives

7. PRIORITIZING NEXT STEPS

Women's ability to both access needed services and to also control those services leads to and results from greater gender equality and empowerment. In MAMPU, through the work of local partners, women home-based workers, and especially homeworkers, have been enabled to form groups, gain confidence, work collectively, and advocate for and benefit from services. This work is not linear but iterative, and MAMPU has the opportunity to further support partners and home-based workers to move to the next level of equality and empowerment. It is hoped that the recommendations outlined in Section 6 above will contribute to this process.

The following suggests a prioritization for recommendations in Section 6 including both strategic and tactical activities to support broad-based change over time with shorter advances in women's access to services and livelihood protections. While focus on items 1-4 below are strongly recommended, the specifics of each priority recommendation may be adapted by the project staff who have a more nuanced knowledge of the partners and regions.

1. **Capacity building for Thematic Area 2 Partners (highlighted in blue):** Advancement in Thematic Area 2 will benefit from partners receiving the general capacity building support that was afforded to other theme partners early in MAMPU programming. Thematic Area 2 partners did not receive this support as they were originally sub-partners supported by the ILO as lead partner. In addition, Thematic Area 2 Partners require coaching on their approach to engagement with the government – both existing and new relationships.
2. **Government Engagement (highlighted in grey):** As government services and supports are key to services and to workplace conditions, then this work will benefit from innovative approaches. At the local level, involvement with multiple ministries and agencies can lead to a range of services from social to finance and support for entrepreneurship. These service offerings need to be better understood and that knowledge transferred from partners to women home-based workers. At the national level, this means advocacy with the parliament, particularly around changing regulations and the interpretation, enforcement, and leveraging of those regulations.
3. **Deepening Data collection and analysis on Homeworkers (highlighted in pale orange):** Data entry and analysis has begun on 1500 homemaker records out of a total of about 6000 (collected by Thematic Area 2 partners). Analyzing this data will enable the project to understand the target beneficiaries of the partners. Are they vulnerable or skilled homeworkers, or are they own-account workers or owners of small businesses? Do their needs vary? Are there regional trends? Etc. Going forward, data collection can be refined based on the findings of the current data analysis initiative. Moreover, service delivery can be more attuned to the needs of the target women and where they are situated on the home-based worker continuum.
4. **Private Sector Pilot Initiatives (highlighted in green):** To introduce and trial novel approaches, and to energize each of the four regions, it would be helpful to pilot an initiative in each. In some cases, this will be with a Thematic Area 2 partner, while in other cases, alternative MAMPU or new partners might take the lead. The pilots focus on private sector partnerships and access to new types of services including access to finance, market and value chain upgrading. Suggestions are made around the pilot that could be trialed in each region. The toolkit for private sector engagement is included here as a useful tool that will support

Other recommendations may be folded into these as supporting recommendations such as improved knowledge sharing and convening of private sector partners.

8. APPENDICES

APPENDIX 1: DETAILED FIELD SCHEDULE

Location	Agenda	Type
Jakarta	Monday, 22 January 2018	
	Meeting with Ms. Kate Shanahan (Team Leader), Francisca Indarsiani (Senior Program Advisor), Thematic Coordinators: Qorihani (Employment), Gillie Brown (SAC) MAMPU office: Seabed Atrium Jl. HR Rasuna Said, Kuningan	MAMPU
	Meeting with Mr Andriko Otang, TURC Director and Staff TURC office Jl. Mesjid II No. 28, Pejompongan, Bendungan Hilir, Jakarta	Theme 2 Partner
	Meeting with Stewart Norup (MAMPU Monitoring & Evaluation Specialist)	MAMPU
	Briefing meeting with DFAT: Ms. Patricia Bachtiar (Senior Program Manager), Mr. Bram Marolop (Unit Manager), Ms. Enda Australian Embassy Jl. Patra Kuningan Raya Kav. 1-4, Kuningan Timur, Setiabudi, Jakarta.	Donor
	Briefing meeting with BAPPENAS – Ms. Mahatmi P. Saronto, Director of Labor and Employment Creation and staff Ms. Mahatmi Parwitasari, ST, MSIE, Director for Labor and Expansion of Job Opportunities/Head of Working Group (POKJA) Thematic Area 2. BAPPENAS Office: Jl. Taman Suropati	Government
	Tuesday, 23 January 2018	
	Meeting with other Theme Coordinators to discuss livelihood aspect. Thematic Coordinators: Qorihani (Employment), Astrid (Health and Nutrition), Damaris (Violence Against Women), Cross-Cutting Themes	MAMPU
	Meeting with Ms. Lusiani Dahlia, ILO Program Officer	International Organization
	Wednesday, 24 January 2018	
	Thematic 2 Workshop to discuss research objectives and the current status and challenges of implementation with home based workers and government, at MAMPU office. Participants: TURC (Eci Ernawati, vice director and Yasinta, program coordinator), Yasanti (Amin Muftiyannah, director & Hikmah Diniyah, program coordinator), MWPRI (Cecilia Susiloretno, program manager & Ali Imran advocacy coordinator), BITRA (Wahyudi, director & Erika Rosmawati, program coordinator)	Theme 2 Partners
	Thursday, 25 January 2018	
	Meeting with the Ministry of Manpower and Transmigration: 1) Ms. Siti Junaedah Ar. MM, Director for Work Requirements, Directorate General the Facilitation of Industrial Relations and Workers' Social Security. Representative to POKJA Thematic2.	Government

	<p>2) Mr. Fadjri, Research and Development Center (Puslitbang). The Lead researcher on Homeworkers study aimed at producing strategic steps for the protection of home-based workers in the industrial sector in Indonesia (2015),</p> <p>3) Mr. Umar Kasim, SH.,MH., SPN. Biro Hukum Kementerian Ketenagakerjaan RI</p> <p>The Ministry of Manpower office Jl. Jendral Gatot Subroto Kav. 51, Daerah Khusus Ibukota Jakarta 12750, Indonesia</p>	
	FGD with TURC Homeworkers' Group members in North Jakarta, facilitated by TURC	Homeworkers
	Friday, 26 January 2018	
	Meeting with Wahyudi, Director BITRA and Staff	Theme 2 Partner
	BITRA office Jl. Bahagia Bypass No. 11/35, Medan	
	Homeworker Care Alliance	Local Organization
	BITRA Office	
	Meeting with Local Manpower Office (<i>Dinas Ketenagakerjaan/Disnaker</i>), Sumatera Utara	Government
	Disnaker Office	
	Meeting with Bapak H. Yunan, the Director of Employer's Association (APINDO), Deli Serdang District Branch Office	Employer Association
	APINDO office: Jl. Sungai Deli No.21, Medan	
	Saturday, 27 January 2018	
	FGD with BITRA homeworkers	Homeworkers
	FGD with women engaged in livelihood activities organized by Hapsari, Theme 5 Partner	Women engaged in livelihood activities
	Monday, 29 January 2018	
	Meeting with Ms. Dina Lumbantobing, Director of PERMAMPU (Theme 4) and Staff for discussion on livelihood strategy	Other Theme Partner
	PERMAMPU office: Jl. Jend Jamin Ginting Km 8 No. 282, Medan.	
	FGD with women in livelihoods, organized by PERMAMPU (Theme 4)	Women engaged in livelihood activities
	Tuesday, 30 January 2018	
	Meeting with Ibu Amin Muftiyannah, Director of YASANTI and staff	Theme 2 Partner
	Yasanti Office: Jl. Puntodewa I DK VII Rt 11, Bantul, Yogyakarta	
	Meeting with Ibu Necky, Community Welfare Bureau, Regional Secretary (<i>Sekda</i>) Office, Yogyakarta	Government
	FGD's with YASANTI Homeworkers Association	Homeworkers
	FGD with Women Entrepreneurs (primarily in Batik), representing IWAYP and IWAPI	SME
Larissa and Jennifer in Yogyakarta		

	Meeting with CIQAL (Centre for Improving Qualified Activities in Life of People) Theme 5 Partner	Other Theme Partner
Linda Jones in Jakarta	FGD Meeting with MAMPU partners for livelihood activities discussion, including: KAPAL, PEKKA, KPI, CARE, YKP	Other Theme Partners
	Meeting with Mr. Samuel Gultom, specialist/consultant in labour and industrial relations from University of Indonesia at MAMPU office.	Academic
Larissa and Jennifer in Yogyakarta	Wednesday, 31 January 2018	
	Meeting with Theme 4 Partner: Ibu Tri Hastuti Nur, Director AISIYAH and related staff for livelihood strategy. AISIAH office: Jl. Ahmad Dahlan No. 53, Yogyakarta.	Other Theme Partner
Larissa and Jennifer in Salatiga	Meeting with Ibu Arianti Ina R. Hunga from Development and Gender Study, University of Kristen Satya Wacana	Academic
Larissa and Jennifer in Solo	Meeting with Theme 5 Partner SPEK-HAM	Other Theme Partner
Linda Jones in Jakarta	Meeting with Ms. Muhammad Anis Nugroho, Operation Manager - The BetterWork Initiative Menara Thamrin Jalan M.H. Thamrin, Kav. 3. Lt 29 Jakarta 10250. INDONESIA	International Organization
	Meeting with Amanda – AIPEG at MAMPU office	International Organization
	Meeting with Karishma - Mahkota at MAMPU office	Local Organization
Larissa and Jennifer in Malang	Thursday, 1 February 2018	
	Meeting with Ibu Cecilia Susiloretno, Secretary General, MWPRI and staff MWPRI office: Jl. Indragiri III/Kav 74, Malang	Theme 2 Partner
	Meeting with Ms. Rukayah, Head of Research and Development Division, BAPPEDA, Malang City Bappeda office: Jl. Gajah Mada No. 2A, Kiduldalem, Klojen, Kota Malang	Government
	Meeting with Ibu Cahyaning Indriasari, BPJS Ketenagakerjaan (labour insurance) BPJS Ketenagakerjaan Malang: Jl. Dr. Sutomo No.01 - Kecamatan Klojen - Kota Malang	Government insurance provider
	Small Business: Almira – a Muslim Headscarf designer and homemaker employer	SME
	Friday, 2 February 2018	
	FGD with MWPRI homeworkers association in Malang	Homeworkers
Meeting with Kelurahan Leader: Joka Nugroho	Government	
Jakarta	Monday, 5 February 2018	
	Debriefing and findings consolidation MAMPU office	MAMPU

APPENDIX TWO: REMOTE RESEARCH

Pre Field Work	
Review of Documents	
Phone calls with Kate, Francisca, Qori	
Post Field Work	
Follow-up Call with Stewart Norup	MAMPU
Call with Ethical Trading Initiative (ETI) Mr. Alok Singh, Regional Lead, South Asia Email: alok.singh@eti.org.uk	International Organization

APPENDIX THREE: RESEARCH PLAN AND TOOLS (ATTACHED SEPARATELY)

APPENDIX FOUR: RESEARCH NOTES (ATTACHED SEPARATELY)