

Employment and Livelihood Project

Output 3: Gender equality and an inclusive labour market

Introduction

The Covid-19 pandemic has affected the lives of many Indonesians, including women and marginalised groups. As the economy and the labour market conditions deteriorate, existing inequalities are exacerbated, especially in the labour market. Considering women's vulnerability and deep-rooted gender biases in the labour market, the COVID-19 pandemic may wipe out part of their past gender equality gains, and thicken the glass ceiling. In the short term, the pandemic will have a disproportionately negative effect on the employment opportunities for women and disadvantaged groups. In the long term, it may reinforce inequalities if left unchecked.

In response, the joint UN project emphasises the importance of gender equality and inclusion in workplaces during the pandemic and in the recovery process to ensure that no one is left behind. The Output 3 of the project aims to achieve the goal by implementing three-layered interventions:

- Regulations and policies - Update regulations including the Equal Employment Opportunity guidelines in collaboration with the Ministry of Manpower, reflecting international labour standards.
- Employment practices - Organize webinars targeting human resources managers to raise their awareness and encourage actions to the favour of gender equality and inclusion at work.
- Awareness of workers - Collaborate with trade unions and conduct awareness raising campaign through workplace meetings and social media postings on gender equality and inclusiveness at work.

1. Policy and Advocacy

The project cooperates with the Ministry of Manpower (MoM) and updates regulations including the Equal Employment Opportunity guidelines relating to gender equality, discrimination and harassment at work, reflecting relevant international labour standards. The project runs policy advocacy and promotes tripartite policy dialogue among the government, employers, and workers on health (e.g. HIV, TB, COVID-19), gender equality and inclusion in the workplace.



2. Webinar series for human resource managers

This project, in partnership with the Ministry of Manpower, the Association of Indonesian Employers (APINDO), the Indonesia Business Coalition for Women Empowerment (IBCWE) and Gerakan Nasional Indonesia Kompeten (GNIK), organize a webinar series to promote gender equality, non-discrimination, and inclusion in the workplace. It aims to sensitise at least 5,000 human resources practitioners, government officials and social partners benefit on these workplace issues. The webinar topics range from family-friendly HR policies, people with disabilities at work, inclusive and non-discriminative recruitment, HIV self-testing in the Workplace, gender diversity in the workplace, fair wages, mental health at work, and many more.

3. Awareness raising campaign

In partnership with workers' organizations, the project carries out a campaign to sensitise workers on gender equality, non-discrimination and inclusion at the workplace. It build the capacity of 100 nominated workers who will raise awareness of their co-workers and spread messages through social media.

4. Capacity building of partner NGOs

Partner NGOs will be trained on health issues (e.g. HIV, TB, COVID-19), and gender equality in the workplace.

5. Produce learning material/modules and a platform on health (HIV, TB, COVID19, etc.) and gender/SOGI equality

The project will produce learning material/modules and a platform on health issues and gender equality. The materials and the platform will be accessible and intended to be utilised by companies and training centres.

