

Employment and Livelihood: An inclusive approach to economic empowerment of women & vulnerable populations in Indonesia

08 March 2021



**United
Nations**



COVID-19 Response



UN COVID-19 Response and Recovery Fund

#RecoverBetterTogether



Background

- This pandemic started as a public health crisis, which has quickly turned into a socio-economic crisis. For instance, more than 29 million workers were affected by the pandemic as of August 2020. Past socio-economic gains are being lost (e.g. poverty, gender equality).
- As labour market conditions deteriorate, existing inequalities are exacerbated. Transmission channels primarily impact vulnerable groups (e.g. women, youth, refugees and people living with HIV).
- Employment recovery lags behind economic recovery. It would be years before vulnerable groups feel the benefit of the recovery.





Objectives of the project

- Ensure that no one - particularly women and other vulnerable groups - is left behind during the pandemic and the recovery process
- Benefit and empower women and vulnerable groups directly, and address existing inequalities and discriminations in the labour market and society as a whole.
- With the spirit of building back better, this UN project intend to play a catalytic role in promoting gender equality and the economic empowerment of the target population.





Project structure

1. Entrepreneurship training and business development support
2. Skills for income generation and jobs
3. Gender equality and an inclusive labour market



Project outputs

Entrepreneurship and business development

- 2.000 target beneficiaries receive entrepreneurship training at basic level. Around 200 beneficiaries receive intensive business development support.
- Of the beneficiaries, 60 per cent are cis- and transgender women and 30 per cent youth; the group also includes 100 women refugees, 100 people living with HIV, and 100 participants from key populations that are most vulnerable to HIV





Project outputs

Skills for higher income and jobs

- At least 1,650 people have their economic potential improved or recovered through vocational and/or employability skills training
- Of the beneficiaries, at least 50 per cent are rural residents, 60 per cent are cis- and transgender women, 30 per cent are youth, including at least 100 women refugees, 100 people living with HIV and 100 participants from key populations that are most vulnerable to HIV.





Project outputs

Gender equality and an inclusive labour market

- At least 6,000 human resources managers, government officials, trade union representatives and NGOs (of which at least 60 per cent are men) improve their understanding on inclusiveness and non-discrimination.
- Produce learning material/modules and platform on health (HIV, TB, COVID19, etc.) and gender/SOGI equality.
- Policy advocacy





UN agencies in this project



International
Labour
Organization

ILO works with the government, workers and employers and brings its expertise in entrepreneurship training, skills for income, gender equality at work, and inclusive labour market.



UNAIDS

UNAIDS works with the government, employer associations, trade unions, and community-based organizations to mainstream and ensure the uphold of inclusive and non-discrimination principles in the workplace for people living with and affected by HIV.



UNDP works with the government and relevant partners in empowering women, youth, and vulnerable groups through inclusive entrepreneurship training and business development support.



UNHCR
The UN Refugee Agency

UNHCR supports Governments in providing international protection. In promoting solutions and refugee resilience, UNHCR works with Governments, in designing refugee empowerment programmes.



United
Nations



COVID-19 Response

#RecoverBetterTogether

Output 1:

Entrepreneurship training and business development support



UN COVID-19 Response
and Recovery Fund
**UN COVID-19 Response
and Recovery Fund**
— #RecoverBetterTogether —

Basic Entrepreneurship Training and Business Development Support

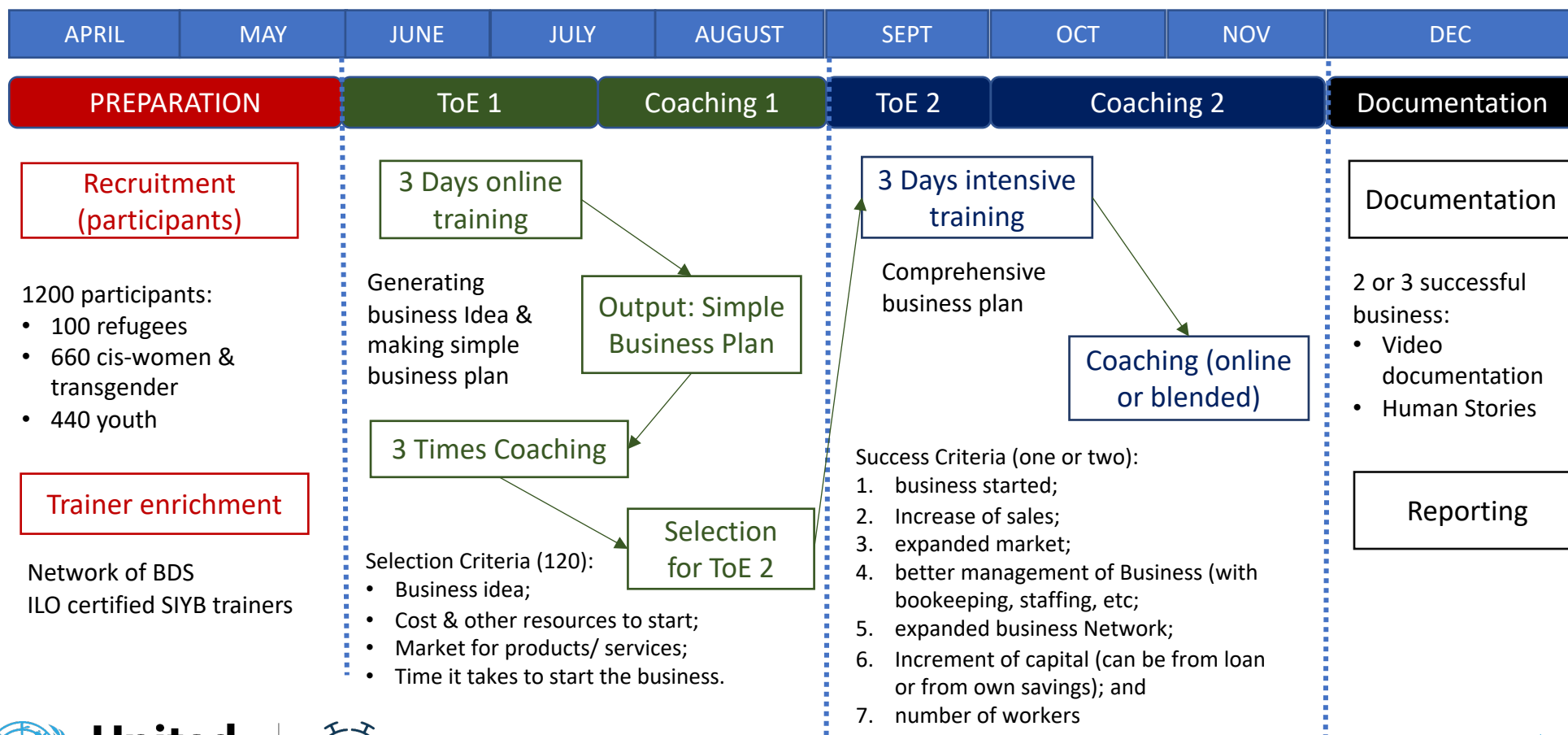
UNDP's interventions

- Produce or improve gender responsive and inclusive learning modules for basic entrepreneurship training in consultation with the government partners, experts, representatives of the target groups, and UNAIDS.
- Recruit local CSOs/training providers to implement basic entrepreneurship training and mentoring to at least 800 people (women, youth, people living with and affected by HIV).
- Develop an interactive online learning platform for people who want to start a business or who want to grow their business.
- Organize intensive business development support to 70 women-led and youth-led entrepreneurs through incubation and mentoring for pre-seed stage enterprises and impact accelerator program for seed and growth stage enterprises.



Entrepreneurship training and business development support

ILO's interventions



Entrepreneurship Training for Refugee Women

UNHCR's interventions:

- Identification of refugee women for their participation in entrepreneurship trainings organized by ILO.
- Support refugees participating in the training with interpretation services as necessary
- Support refugees participating in the training with any necessary learning materials and internet allowance



Building Awareness and Access to an Inclusive Job Market

UNAIDS' interventions

- Identification of individuals from PLHIV and key affected population communities for their participation in entrepreneurship trainings organized by UNDP.
- Design and implement a series of training of trainers to deliver trainings on health (HIV, TB, COVID19, etc.), gender/SOGIE equality, and inclusiveness in the workplace in entrepreneurship trainings organized by UNDP.
- Develop an online learning platform to provide information and learning materials regarding health (HIV, TB, COVID19, etc.), gender equality, and inclusiveness in the workplace.



#RecoverBetterTogether

Output 2:

Skills for income generation and jobs

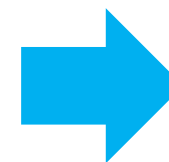
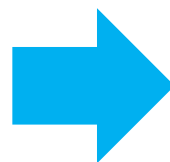


UN COVID-19 Response
and Recovery Fund
**UN COVID-19 Response
and Recovery Fund**
— #RecoverBetterTogether —

Skills for higher income and jobs

ILO's interventions

Target beneficiaries
(1,650 people)



Higher income or
Jobs

Examples

ICT skills

- Web development

Online marketing and business skills

- E-commerce
- Digital marketing

Livelihood skills

- Farming skills
- Animal husbandry
- Basic food processing
- Packaging and labeling

Other up-skilling training

Community-based tourism

- Homestay
- Tourism related businesses (e.g. handicrafts and souvenirs, tour guide)
- Culture experience programmes



#RecoverBetterTogether

Output 3:

Gender equal and inclusive labour market



UN COVID-19 Response
and Recovery Fund
**UN COVID-19 Response
and Recovery Fund**
— #RecoverBetterTogether —

Enhancing gender equality and inclusiveness: three layered approaches

ILO's interventions

Regulations

Update the Equal Employment Opportunity guidelines with the Ministry of Manpower, reflecting international labour standards

HRM practices

Webinars targeting HR managers. Topics include: regulations, diversity at work, inclusive hiring, equal pay, work climate, OSH with a gender lense, work-life balance, HIV at work, and inclusion of vulnerable groups of workers.

Workers' awareness

The project plans to collaborate with trade union confederations and train appointed trainers who organize workplace meetings on gender equality and inclusiveness at work.



Policy Advocacy For an Inclusive Job Market

UNAIDS's interventions

- Produce policy advocacy strategies and plans for companies, workers, and the government on health (HIV, TB, COVID19, etc.), gender equality, and inclusiveness in the workplace.
- Implement the policy advocacy with private sector companies, workers, and the government on health (HIV, TB, COVID19, etc.), gender equality, and inclusiveness in the workplace.
- Design and produce advocacy materials including, but not limited to, situational analysis, position paper, policy briefs and recommendations on health (HIV, TB COVID19, etc.), gender equality, and inclusiveness in the workplace, as part of advocacy materials for Tripartite Policy Dialogue.
- Organize and conduct Tripartite Policy Dialogue on health (HIV, TB COVID19, etc.), gender equality, and inclusiveness in the workplace to strengthen the commitment from government, companies, and workers to ensure non-discrimination, gender equality, and inclusiveness in the workplace.



#RecoverBetterTogether

Q & A



UN COVID-19 Response
and Recovery Fund
**UN COVID-19 Response
and Recovery Fund**
— #RecoverBetterTogether —

Contact

For questions related to the project:

Kazutoshi Chatani, Employment Specialist, ILO, chatani@ilo.org

Yasmin Purba, Human Rights and Gender Adviser, UNAIDS, purbay@unaids.org

M. Didi Hardiana, Head of Innovative Financing Lab,
muhammad.hardiana@undp.org

Julia Zajkowski, Senior Protection Officer, UNHCR, zajkowsk@unhcr.org

