



Asia South Pacific Association
for Basic and Adult Education
Learning Beyond Boundaries



REPORT

FINANCING OPTIONS FOR SKILLS FOR WORK OF MARGINALISED WOMEN

**PEKKA – ASPBAE
RESEARCH IN INDONESIA**



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CHAPTER 1 BACKGROUND

The formulation of the Sustainable Development Goals and the Education 2030 Framework for Action present the opportunity for civil society to recommit to making equity and education for all a reality. Since 2012, ASPBAE has contributed to the formulation of this agenda and these platforms will form the basis of the association's advocacy efforts. ASPBAE remains committed to its long standing focus on equity including gender equality; attention to quality of education in its wider meaning and within the lifelong learning frame; and the SDG 4 targets related to youth and adult education, especially non formal education – adult literacy, skills for decent work and life.¹

Skill development has been a buzz-word globally, and especially in the Asia-Pacific region. Within the education and lifelong learning agenda, the issue of skills for work for marginalised women in the informal sector has been neglected. In the current scenario where there is a wide gap between people to be skilled and the opportunities available, it is vital to ask which people have access to skill building initiatives and who is left behind. It is within this context that ASPBAE, through its members, has started to expand and sharpen its knowledge base on education, skills and work from a gendered lens. This enables a deeper analysis of interlinked issues, which are important to understand the world of women and work from an empowerment framework.



ASPBAE and Azad Foundation jointly organised an Asia Pacific Regional Workshop on Gender, Education, Work and Skills in October 2015. Fifty-two representatives from ASPBAE's member organisations, and strategic partners from over 17 Asia Pacific countries shared experiences of delivering skills for work programmes to women in the region. The workshop examined policies on TVET and skills, and

how these cater to the learning needs and contexts, specifically of marginalised women. One of the recommendations of the workshop was to get a better understanding of the existing policies and financing for such programmes. Two papers have been commissioned to achieve this goal.

¹ ASPBAE Plans 2016

The first was a scoping paper by Sujata Gothoskar, which examined the landscape of policy and provisioning (both State and NGOs) of skills training for women in the informal sector in India. Thereafter, two country studies – India and Indonesia – were carried out which reviewed financing options for skills for work of marginalised women. In India it was conducted by Azad Foundation, and in Indonesia by PEKKA, supported by ASPBAE.

The Scoping paper from India hypothesised that the most marginalised women end up working in the informal sector. This is true for most developing countries where the informal economy constitutes a large section of the workforce.² The sector is typically characterised by low wages, lack of job security, social protection and worker benefits.

A research by Women in Informal Employment: Globalizing and Organizing (WEIGO) indicates the following categories of women workers in the informal sector: domestic workers, home-based workers, street vendors, waste pickers, construction workers, small-holder farmers and transport workers³. The paper also highlighted challenges of finding adequate and reliable data to understand various aspects of women's work in the informal sector in India, viz. labour policies, provisioning for education and skills training, and its intersection with access to resources, poverty and social marginalisation.

A working group of ASPBAE members already working on the issue of women and skill building/decent work convened in October 2016. Based on existing gaps in information on policies and practices of skill-building, as well as information from the India Scoping paper, a need was felt to situate the research around the broader question as below:

What are the policy, governance and financing options required to include/provide skills development and adult education for decent work and economic and social wellbeing to the marginalised women in the Asia Pacific region – given the perspectives of 'no one left behind' and social justice?

² Sujata Gothoskar, 'Policy and Financing Options for skills for marginalised women', 2016

³ <http://wiego.org/informal-economy/occupational-groups>

CHAPTER 2 OBJECTIVES

The paper has the following broad objectives.

1. Who Are The ‘Marginalised’ Women?

This sections identifies who ‘marginalised’ women are, and the socio-political-cultural-education and economic criteria that define this marginalisation. This is critical for the research to further understand financing options for skills and livelihood generation. For any skill development programme to address the requirements of marginalised women and bring an effective change in their lives, it’s important to define and address the areas of deprivation and subjugation in their lives.

2. Existing Policies, Provisions And Financing Options For Skill Building

This section will study the existing policies, governance and financing options for skill development and adult education. In a region that has been affected by factors such as changing labour market structures, demographic changes, political instability, and environmental degradation among others, governments are increasingly looking at education and TVET as enablers for economic growth, social well-being, and work for all. With an aim that high, it is important to review what are the existing practices and how are they being implemented. The section looks at civil society and CSR models of skill building programmes. It also examines the nature of funding from corporates.

3. Gendered Notion Of Skill Development And Adult Education

Marginalised women who have a history of subjugation and deprivation may also face a lack of mobility, violence, and lack of control over resources. Do the existing adult education and skill-building programmes recognise and address these barriers? We examine if goals of programmes are limited to providing technical skills and employability or whether they include aspects like empowerment, decent work, and economic and social wellbeing. The section also seeks to understand the types of skills women acquire and the opportunities they are offered. Are women encouraged to stay in or go beyond occupations that are traditionally accepted as ‘women’s work’ like healthcare, beauty and wellness, education?

4. Financing Gender-Just Framework For Skill Development And Decent Work

This section analyses what more needs to be done for a gender-just framework to skill the marginalised women. The additional financial and human resources required to understand the way women learn, and build their capacities to help them access decent work and not merely leave them at being ‘employable’. There is a need to understand the loss that a state suffers when a huge population is under-employed or unemployed, including the benefits that a state enjoys when its entire population is productive – socially, politically and economically.

In addition the study also captures case studies based on PEKKA’s works since PEKKA is already involved in skill building for marginalised women.

CHAPTER 3 METHODOLOGY

The research was conducted at the national level and in several provinces including West Batang in Central Java, West Lombok in West Nusa Tenggara (NTB) and Sukabumi in West Java Indonesia. The research analysed both primary and secondary sets of data. The research team consisted of the director of PEKKA, a research coordinator, and 10 data collectors. A brief description of the methodology used is described here.

Secondary data: An analysis of available secondary data was collected and analysed. This included past research studies on similar topics, white papers and publications by others. Attempts were made to access government data on policies, allocated budgets and reports on skill building. Data on the interventions by the corporate sector through their Corporate Social Responsibility initiatives were sourced from companies like Unilever in Indonesia.

Primary Data: Quantitative and qualitative data was collected for this research. This was done at a national and local (district level) both, to ensure a wide geographical representation. All research ethics were adhered to during primary data collection. Informed consent was taken from the respondents and they were given the choice to stop the interview at any point. The responses as well as the respondents' identities will be kept confidential. See Appendix 1 for questionnaires.



Qualitative data: The study used an open-ended interview guide to conduct one on one interviews as well as focus group discussions with key stakeholders (see table 3.1). Individuals from six ministries at the national level and 15 government agencies at the district level, two private companies, and four NGOs were selected for interviews. Meanwhile, PEKKA members from three areas, namely Sukabumi - West Java, Batang in Central Java and West Lombok Regency in West Nusa Tenggara participated in focus group discussions.

Quantitative data: This was collected primarily from PEKKA members. The quantitative data questionnaire was administered with the women respondents after the in-depth interview. It collected information about the women, including economic status, age, marital status, and information regarding their family.

Table 3.1. Organisations and Resource Persons Interviewed

No	Organizations	Resource Person	
		Female	Male
I	Government at National Level		
1.1	Ministry of Agriculture	1	-
1.2	Ministry of Women's Empowerment and Child Protection	1	-
1.3	Ministry of Social Service	2	-
1.4	Ministry of Manpower	-	1
1.5	Ministry of Maritime and Fishery	1	1
1.6	Ministry of Villages, Development of Underdeveloped Regions and Transmigration	-	1
II	Government at District Sukabumi, West Java		
2.1	Social Service Office	1	-
2.2	Trade, Cooperatives and Small Medium Entrepreneur (SME), Industry and Trade Office	3	1
2.3	Women Empowerment and Child Protection Office	3	3
2.4	Manpower and Transmigration Office	-	3
III	Government at District Batang, Central Java		
3.1	Social Service Office	1	-
3.2	Women's Empowerment and Child Protection, Population and Family Planning Office	4	3
3.3	Capital Investment, One Stop Service and Manpower Office	1	1
3.4	Industry, Trade and Cooperative and SMEs Office	-	3
3.5	Community and village Empowerment Board	1	-
IV	Government West Nusa Tenggara		
4.1	Industry and Trade Office	-	2
4.2	Social Service, Manpower and Transmigration Office	1	1
4.3	Regional Planning Board	-	1
4.4	Cooperative and SMEs Office	-	1
4.5	Family Planning and Women Empowerment Office	2	-
4.6	Maritime and Fishery Office	1	1
V	Private Sector		
5.1	Unilever	-	2

No	Organizations	Resource Person	
		Female	Male
5.2	PT PEKERTI (Indonesian People's Handicraft)	1	-
VI	NGO / Mass Based Organizations		
6.1	Karya Masyarakat Mandiri (Community enterprise working for community development)	-	1
6.2	The Trade Union Rights Centre (TURC)	-	1
6.3	Aisyyiah (Women's Wings of Muhammadiyah)	1	-
6.4	Bina Swadaya	2	-
VII	Community of Marginalised Group		
7.1	PEKKA (Women Headed Family) in 3 Provinces	59	-

CHAPTER 4

CONTEXTUAL OVERVIEW OF INDONESIA



Data from various sources shows that despite some improvements, there is gender inequality in nearly all social, economic, political and cultural dimensions in Indonesia. It is among the three ASEAN countries with a Gender Inequality Index (GII) that remains high, in spite of the implementation of various gender equality programmes (Human Development Report, UNDP).

There are high expectations from Joko Widodo and Jusuf Kalla who have taken office as President and Vice President for 2014-2019. The formation of the “*gotong royong*” (mutual cooperation) cabinet, is particularly heartening especially for women who long to see the day when gender inequality is reduced or altogether eliminated in all aspects of life.

The Jokowi administration introduced its National Medium-Term Development Plan (RPJMN) in 2015, which strategises delivering prosperity to the people and responds to the many issues facing the nation. Between 2015 and 2019, the government has four areas of focus including: sustainable economic development; sustainable social development; sustainable environmental development; and promoting transparent, participatory and inclusive governance.

The government is focusing on two key areas for economic development. Firstly, the creation of decent jobs by investing in labour-intensive industries; building infrastructure like education and healthcare for these; increasing opportunities for marginalised groups like people with disabilities, and senior citizens; and getting micro and small-scale businesses access to better skills, finances and technology. The second area is sustainable livelihoods development, which is being done by fostering partnerships between the government at the national and sub-national level with the private sector/national and local public enterprises for capacity building programmes for the poor; and getting such groups access to capital and assets.

For gender mainstreaming in particular, the government is focusing on three key aspects: improving the quality of life and strengthening the role of women in development; increasing protection for women against all forms of violence, including trafficking; and building institutional capacity for gender mainstreaming.

Improvements to the quality of Indonesia's human resources are reflected in the Human Development Index (HDI) and Gender Development Index (GDI). Between 2010 and 2013, the BPS (National Bureau of Statistics) data recorded an increase in HDI from 72.3 to 73.8, while the GDI increased from 67.2 to 69.6. These figures also show that the difference between HDI and GDI decreased from 5.1 in 2010 to 4.2 in 2013.

A higher GDI score is partly attributed to achievements in the education and health sectors. The gender gap in literacy rates for those aged 15 and above has narrowed from 5.13% in 2010 to 5.02% in 2013. Literacy rates among females rose from 90.52% in 2010 to 91.03% in 2013. However, the illiteracy rate among females aged 15 and above is 8.97% compared to 3.95% for males. Meanwhile, women's life expectancy has increased from 71.47 years in 2010 to 71.69 years in 2012 (Susenas, BPS).

There has been a substantial gender gap in labour force participation over the years. Data from the National Labour Force Survey (Sakernas, 2016) showed that of the total of 45.8 million workers/employees in 17 employment sectors, 64% are men and 36% are women. The monthly pay gap between female and male workers is still relatively wide at Rp 1.427 million for women and Rp 1.795 million for men. (Sakernas, or National Labour Force Survey). Further, 30.83% of female workers are unpaid workers, who are housewives or helpers of business owners. Indonesia is a labour-sending country, mostly as migrant domestic workers and labourers due to their lack of education and skills.

Another macro-level gender equality indicator is the Gender Empowerment Measure (GEM). This is computed based on women's representation in parliament and the labour force. From 2010 to 2013, Indonesia's GEM increased from 68.2 to 70.5. This is attributable to a higher percentage of women occupying first to fifth echelon positions in 2014 (July) compared to 2010.

However, women remain disproportionately underrepresented, and their participation in decision-making processes at various levels remains negligible. From the results of the 2014 elections, women account for only 17.32% of legislators, which is an 18.04% drop from the outcomes of the 2009 elections (KPU, 2014). This is partly due to the shortage of qualified women to run for public office, lack of public trust in female politicians, dominant patriarchal orientation, and the mass media's lack of interest in promoting women's political potential.

*In the past 10 years, micro, small and medium-scale businesses run by women have most resilient against monetary, economic, food and energy crises befalling the world, including in Indonesia. Female owners of Micro, Small and Medium Enterprises therefore should be given the necessary support.
(Republika.co.id, 2015).*

Women play an important role in Indonesia's economy, be it in fulfilling household needs or developing the national and local economies. Women's economic roles are duly recognised not only by the government, but also by other stakeholders, including the private sector, NGOs and other community organisations. Data from the Ministry of Cooperatives and Small and Medium-Scale Enterprises (SME) showed that in 2015 60% of 52 million SME owners across Indonesia were women. Data from the same year also revealed that 46.03% of women work as professionals, technicians and in leadership positions. Indonesia's micro-enterprises contributed 30.25% to the Gross Domestic Product (GDP). According to 2015 data, women's contribution to the economy grew by 36.03%.

Most micro-businesses are run by women in conventional economic sectors such as trade, food processing, and services. The socio-cultural system considers women as secondary breadwinners and limits their agency. This further restricts women's access to resources and information to engage in economic activities. Though a wide range of women's economic empowerment initiatives and programmes have been developed, their impact remains insignificant.

Between 2006-2012 the number of poor households headed by women (PHHW) has increased by 1.09%, whereas poor households headed by men (PHHM) decreased by 1.09%. TNP2K (National Team for the Acceleration of Poverty Reduction) found that the depth and severity of poverty is worse for PHHW than in PHHM. The depth of poverty in PHHWs has fallen by a mere 19% compared to 25% in PHHMs. Various social protection and poverty eradication programmes, including those targeting women as beneficiaries, have been implemented, yet PHHW's access to these programmes remain limited (RPJMN, 2015-2019). This is consistent with the results of a community-based welfare monitoring survey conducted by PEKKA in 111 villages across 17 provinces in Indonesia in 2013. It showed that more than half the families in the first and second quintiles (very poor) are headed by women.

It is therefore important to probe into whether economic empowerment programmes implemented so far have effectively addressed the challenges facing women. Do existing policies, regulations and funding schemes give women the opportunities to develop their skills and capacities in securing decent work? Are there specific policies for marginalised groups such as women household heads? Are gender issues included in various women's economic empowerment programmes? How do ministries and institutions translate Indonesia's medium-term development mission into programmes implemented on the ground?

CHAPTER 5

MARGINALISED WOMEN

Interviews with multiple stakeholders found that different skill-building and vocational training programmes catered to three target groups: the **public in general, women, and marginalised women**. The general public includes men and women who are farmers and fisherfolk. The government agencies that cater to this group include the Ministry of Agriculture, Ministry of Manpower, Ministry of Social Affairs, and Ministry of Maritime and Fisheries. The private sector is represented by Unilever, and NGOs like *Dompét Dhuafa*, *Bina Swadaya* and *Pekerti*. Programmes are designed for the general public and implemented by the local government under the coordination of the relevant ministry.

The second target group is women in general. Stakeholders running programmes for them include the Local Social Affairs Office with its protection schemes for women and children. Other examples include *Bapermasdes* (Village Community Empowerment Agency) with its PKK (Family Welfare Programme) initiative, and *Aisyiyah* with its BUEKA (Family Business Development) programme. *Aisyiyah* is a mass organization for Muslim women with membership dispersed across Indonesia.

Further, there are several programmes that target marginalised women. The following section analyses the four ways of marginalisation identified during the research process.

5.1 Socially Marginalised Women

The Ministry of Social Affairs identifies certain women as socially and economically vulnerable women (PRSE, *Perempuan Rawan Sosial Ekonomi*). Women who fall into this category require serious government attention. It includes those with disabilities, elderly women, survivors/victims of trafficking, former prisoners, former commercial sex workers and transgender people. It also includes communities prone to disasters and climate change, as mentioned by a respondent from the Ministry of Maritime and Fisheries. 700 villages are vulnerable to tsunamis and 2,000 seaside villages are exposed to tidal floods (Antara, 2012).

In an interview with the Section Head for Rehabilitation of Victims of Violence and Trafficking for Sexual Exploitation under the Ministry of Social Affairs, the respondent explained that the Ministry has programmes targeted at marginalised women. The Section Head defined marginal groups as people whose lives are not acceptable in the larger society. Female sex workers are marginalised because their line of work is perceived as wrong, thus often subject to mistreatment by the public. People living with HIV/AIDS are vulnerable to being ostracised, and marginalised by their communities due to fear of contagion because of poor public knowledge on HIV/AIDS. Women household heads also fall into the PRSE category. Many of them are poor, barely hanging onto the lowest rung of the social ladder, underestimated, and subject to stigmatisation. Female survivors/victims of trafficking may also suffer from depression and exclusion.

The Ministry of Social Affairs provides rehabilitation programmes for trafficking survivors. These aim to economically empower women so that they can stand on their own feet. The Ministry's programmes are usually restricted in terms of duration and geographical coverage, thus do not necessarily lead to the economic self-reliance of beneficiaries. The Ministry also has a programme for dealing with the psychological trauma of trafficking survivors. They are placed in a special facility known as the Women's Social Protection House (RPSW, *Rumah Perlindungan Sosial Wanita*). Once recovered, they are returned to their families.

Integrated Service Centres for Women's Empowerment and Child Protection (P2TP2A) have been set up under district-level women's empowerment and family planning offices. P2TP2A is a community-based government body that delivers services to women survivors of violence, and which deals with the causal factors of violence against women. They provide a reporting mechanism, and services including healthcare, legal aid and law enforcement on one hand. Simultaneously their programmes develop women's entrepreneurial skills and provide start-up capital in cash or equipment.

5.2 Economically Marginalised Women

Several respondents representing the government mentioned how people are economically marginalised as a result of being materially poor; those who have less than the minimum standard of living a decent life. As of September 2016, BPS has set Indonesia's poverty line at IDR 361,990 per capita per month. The government of Indonesia's data collection system named *Basis Data Terpadu* (BDT) or Integrated Database, determines the number of poor people, including poor women. This is the government's source of reference in running projects and making decisions.



Economic empowerment programmes are implemented by various local government agencies such as the local industrial affairs office, local trade office, local social affairs office and local manpower office. As poverty is seen from a material lens, the resulting programmes are designed to improve business skills, increase income and family welfare, and provide capital assistance by developing cooperatives and offering production equipment. Some programs come complete with facilitators specifically recruited to intensively assist business owners in all these aspects.

5.3 Marginalised Women Based on the Size of Their Businesses

Women are also considered marginalised based on the size of their businesses. This includes women running micro and small-sized businesses with limited capital, home based industries, and poor women without jobs or businesses. Home industries include enterprises that process

raw materials into other products, such as fisherwomen who process fish into products such as fish crackers, smoked fish, dried fish and fish paste.

The Ministry of Women's Empowerment and Child Protection (KPPPA) has helped this vulnerable group through programmes specifically targeted at home industries since 2016. These promote women's economic independence, enabling them to make their own decisions in life. The programmes also create new job opportunities, absorb the labour force, prevent the economically productive population from migrating abroad in search of work, and prevent the trafficking of women. The home industry programmes help the KPPA achieve its goals, called 3 ENDS:

1. Ending violence against women and children
2. Ending the trafficking of persons
3. Ending economic disparities between men and women

5.4 Marginalised Women Working in the Formal and Informal Sectors

Marginalised women in this category work in factories (formal sector), and as homeworkers (informal sector). According to the Director of Trade Union Rights Centre (TURC), these women are at risk of discrimination, have no protection, and vulnerable to gender-based harassment or violence.

The definition of marginalised formal and informal workers is based on the extent to which they earn a decent salary as mandated by Law No. 13/2003 on Manpower. These workers' income is below the Regional Minimum Wage. Female formal workers in the garment and textile industry are the most vulnerable. They normally work in this sector for 10 years until they get married and have children. Companies regard married workers with children unfavourably, as they are perceived as ineffective. Women workers are likely to take more annual leave and show decreasing productivity. The company spends more on benefits and allowances. Companies prefer to hire workers who are compliant, and less demanding. When a formal worker leaves the company, she will likely become a home-worker.

Home-workers produce goods/services upon the instruction of a third party. The work location can either be determined by the worker herself, or the employer. Not all production materials are supplied by the manufacturer; workers must bring their own work tools such as scissors, needle and thread. To meet targets and earn more, home-workers would typically hire minors.

TURC is an NGO that envisions improving the welfare of workers by advocating for the fulfilment of workers' rights in a more effective manner. Given the circumstances, TURC empowers formal workers and home-workers, and trade unions raising awareness on collective labour agreements, and the rights and obligations of both workers and employers. Economic empowerment is facilitated by developing worker cooperatives under trade unions through training on cooperative management.

CHAPTER 6

EXISTING POLICIES, PROVISIONS AND FINANCING OPTIONS FOR SKILL BUILDING

In Indonesia, government policies can decisively determine programmes to be implemented by stakeholders. The programme area of focus depends highly on the applicable policies, which then determine activities to be conducted. The RPJMN is the highest-level of regulation underpinning the implementation of development programmes in Indonesia. RPJMN provides the basis on which all stakeholders, especially government bodies, develop their programmes, activities and budget allocations. From available secondary data, it is found that policies on women's empowerment are in place at various levels.

The following SDG goals and targets are embodied in the RPJMN 2014 - 2019:

1. Global Goal V: Achieve gender equality and empower women and girls.
2. Global Target 1: End all forms of discrimination against women everywhere.
3. Global Goal VIII: Promote inclusive and sustainable economic growth, full and productive employment, and decent work for all
4. Global Target 3: Promote development policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalisation and growth of micro, small, and medium-sized enterprises, including through access to financial services.
5. Global Target 4: Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.
6. Global Target 7: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, and in particular women migrant workers, and those in precarious employment.

There are also laws on economic empowerment and marginal groups, as provided below:

1. Law No. 17/2013 on the Implementation of Law No. 20/2008 on Micro, Small, and Medium-Sized Enterprises
2. Law No. 8/2016 on Persons with Disabilities
3. Law No. 19/2011 on Protection for Persons with Disabilities
4. Law No. 11/2009 on Social Welfare that regulates on the handling of persons with social welfare issues

The following women's empowerment policies have been issued at the ministerial level:

1. The Ministry of Social Affairs has at least 4 *Permensos* (Social Affairs Ministerial Regulation) concerning KUBE (Joint Business Groups) and PKH (Family of Hope Programme):
 - a. PERMENSOS No. 25/2015 on Joint Business Groups

- b. PERMENSOS No. 25/2016 on Development Aid for Facilities through the E-Warung Store for the KUBE and PKH Programmes
 - c. PERMENSOS No. 10/2017 on the Family of Hope Programme
 - d. Government Regulation No. 33/2014 on the Implementers of PKH
2. The Ministry for Women's Empowerment and Child Protection (KPPPA) has issued *Permen KPPPA* (KPPA Ministerial Regulation) No. 2/2016 on General Guidelines for the Development of Home Industries
3. The Ministry of Maritime and Fisheries has issued following policies on empowering fisherwomen:
 - a. Technical assistance and development aid for business diversification for fisherwomen
 - b. Aid for fish floss production equipment for fisherwomen
 - c. Practical training on fish processing for fisherwomen
 - d. Technical assistance for business diversification for fisherwomen, widening access to capital specifically for women in coastal areas through the Grameen Bank
 - e. Strengthening young entrepreneurs in coastal areas among fisherwomen
 - f. Coastal community empowerment and business development (regeneration of the fishing community)



Efforts to empower women in Indonesia, including economically, started in 1975 with the establishment of the Ministry for Women's Affairs. It is now known as the Ministry for Women's Empowerment and Child Protection (KPPPA). Till 2016, KPPPA only coordinated women's empowerment programmes, and they were implemented by other ministries. This was because

there the Ministry didn't have the necessary structures in place. Beginning 2017, KPPPA has established local offices at the district level and is now positioned to implement programmes, and coordinating activities across local offices.

Interviews with stakeholders reveal that the first two years of the 2015-2019 RPJMN will focus on infrastructure development. A respondent from the Maritime and Fisheries Ministry said that community empowerment programmes launched in previous years were terminated in 2017. The Ministry's focus is now on activities such as providing fishing communities with free vessels and erecting coastal defenses against erosion by constructing sea dikes or creating mangrove forests. The respondent further explained that the Ministry's policies often directly

impact empowerment programmes. For example, several years ago the Ministry had a community empowerment programme called the Coastal Community Development Programme (CCDP) that was financed by donors through loans. As a result of a ministerial policy to cut down on loans, the CCDP ended in 2017 and was discontinued.

The same is applicable for the Ministry of Social Affairs where ministerial regulations influence the sustainability of economic empowerment programmes for marginalised women, including those living with HIV/AIDS, survivors of trafficking, and former sex workers. The respondent gave an example of the programme run for women survivors of trafficking by LKS (Social Welfare Institute). LKS was contracted on an annual basis. Once the contract expired the programme was discontinued, as there were no policies to regulate the situation. Programme beneficiaries should ideally have received continued support from other programmes under the same ministry to ensure that they could truly become economically independent, and reintegrate into society.

Meanwhile, the respondent from KPPPA pointed out that local government policies also affect programmes. An example is the programme under the KPPPA, which targets women running micro-businesses with limited capital and capacity. The programme seeks to build businesses to increase household income. In the first three years, the home industry programme was rolled out in 21 districts from which 2 villages and 1 sub-district each are selected.

The programme was initially financed by the national government. Currently, in its third year, the share of programme funding is at a ratio of 20:80 for national and local financing. However by the fourth year, the district-level government will have to bear the financial burden entirely with financing sourced from their own Regional Budget Planning (APBD, *Anggaran Pendapatan dan Belanja Daerah*). The sustainability of the programme therefore hinges on the local government's financing ability, which varies across districts. If locally generated revenue is limited, the programme will most likely be terminated. In several sub-districts, less funding for the facilitators of home industry owners has resulted in their withdrawal from the programme.

Interviews and information accessed from websites reveal three distinct policy models of providing skills for work training to marginalised women:

- **Model-1:** Government programmes where a programme's development policies are determined at the national or ministerial level, and implementation at the district level.
- **Model-2:** Corporate and donor agency programmes where a programme's development policies are determined by corporations, and implementation carried out jointly with non-governmental organisations.
- **Model-3:** Policies for programme implementation are formulated by non-governmental organisations such as TURC, AISYIYAH, Bina Swadaya, PEKERTI, and PEKKA.

The table below presents the name of programmes and type of activities, policymakers, policy implementers and beneficiaries.

Table 6.1. Skills for Training Models

No	Programme Name and Activity Type	Policymaker	Policy Implementer	Beneficiary
A	Model 1 – Government			
1	Home industry development programme 1. Mapping of the owners 2. Facilitation 3. Training, technical assistance	Ministry for Women's Empowerment and Child Protection	Local Women's Empowerment and Child Protection Office at the district level	Home industry owners
2	P2WKSS (Strengthening Women's Role towards Healthy, Prosperous Families) 1. Facilitation 2. Business aid in the form of equipment and materials, capital	Ministry for Women's Empowerment and Child Protection	Local Women's Empowerment and Child Protection Office at the district level	Poor women aged 15 – 64
3	Joint Business Group (KUBE) 1. Group formation 2. Business training 3. Facilitation, business capital	Ministry of Social Affairs	Local Social Affairs Office at the district level	Poor people aged 15 – 55
4	Aid for persons with disabilities 1. Aid worth IDR 20 million to develop businesses	Ministry of Social Affairs	Local Social Affairs Office at the district level	Poor people with disabilities
	Social rehabilitation through independent businesses 1. Business training, capital in cash or in-kind			Homeless persons and beggars, sex workers, people living with HIV/AIDS, former prisoners, victims of trafficking and violence
5	Aid for women's cooperatives 1. Business training 2. Facilitation, capital worth IDR 50 million	Ministry of Cooperatives and Micro- and Small-Scale Enterprises	Local cooperatives office	Individuals who have joined the cooperatives where 70% of beneficiaries are women

No	Programme Name and Activity Type	Policymaker	Policy Implementer	Beneficiary
6	Independent women 1. Training 2. Facilitation 3. Production and marketing facilities	Ministry of Manpower	Local manpower office and job training centers	Potential migrant workers
B	Model 2 – Corporations			
1	Sarasvati Women in 17 districts/cities in 12 provinces 1. Motivation, management and business skills training 2. Formation	Unilever	In cooperation with partners (NGO)	
2	Economic development for poor communities but not specifically for women 1. Training on farming and animal husbandry 2. Agriculture demonstration plot 3. Packaging 4. Formation of GAPOKTAN 5. Research 6. Marketing through supermarkets, online sale, stores owned by Dompot Dhuafa	Dompot Dhuafa	In cooperation with partners	Poor communities
C	Model 3 – Non-Governmental Organizations			
1	Empowerment of formal workers (in factories) and homeworkers 1. Formation of cooperatives 2. Training, facilitation	TURC	TURC	
2	BUEKA (Aisyiyah Family Business Development) 1. Formation of groups and cooperatives 2. Product marketing 3. Brand development of the “Melin” brandname for detergents 4. Facilitation 5. Training (product processing techniques, management, branding) 6. Training for preparing childminders to work for individual employers, childcare centers	Aisyiyah	Aisyiyah	Aisyiyah members

No	Programme Name and Activity Type	Policymaker	Policy Implementer	Beneficiary
3	Micro-finance development programme 1. Routine meetings 2. Building the capacity of administrators through training and executive meetings 3. Basic training on running an organization, bookkeeping, gender issues, household financial management 4. Building the capacity of cadres through coaching 5. Savings and loan	Bina Swadaya		Not specifically for women, and over the course of time women have shown more progress, and are better trained
4	Fair trade 1. Revolving funds or access to capital 2. Management and technical training 3. Usage of safe materials for production 4. Scholarship for producers 5. Health insurance for craftsmen and producers	PEKERTI	PEKERTI	Craftswomen account for 20%
5	Emergency response programme 1. Business facilitation 2. Training 3. Facilitating marketing activities through store openings 4. Developing cooperatives 5. Sources of funds	PEKERTI	PEKERTI	Women embroiderers and <i>pandan</i> leaf craftswomen in West Sumatra and Aceh

No	Programme Name and Activity Type	Policymaker	Policy Implementer	Beneficiary
6	<p>Women Household Head Empowerment</p> <ol style="list-style-type: none"> 1. Organizing women into groups at the village level and unions at the district level 2. Facilitating groups and individuals 3. Motivation, management and business training 4. Savings and loan activities 5. Access to capital through revolving funds 6. Product marketing through cooperatives, exhibitions 7. Budget advocacy for business development, directed at the government 	PEKKA Empowerment Foundation	PEKKA Empowerment Foundation	<p>Poor women become household heads for reasons such as:</p> <ol style="list-style-type: none"> 1. Husband's death 2. Husband left 3. Divorced 4. Husband chronically ill 5. Single

CHAPTER 7

GENDERED NOTIONS OF SKILLS DEVELOPMENT AND ADULT EDUCATION

In Indonesia, women's labour force participation is lower than men. Data from the National Labour Force Survey (Sakernas, 2016) showed that of the total of 45.8 million workers/employees in 17 employment sectors, 29.3 million are men (64 %) and 16.4 million are women (36%). There are more men working in the formal sector than women. The situation has prevailed because of the cultural construct that regards men as the head of the households. Based on a *Bappenas* study, women's low participation rate is due to lack of



information; public perception of women as homemakers; and gender discrimination (*Jurnal Perempuan*, 2015). However, women often have to earn a living if they are divorced, or if their husband dies, or has left home to seek work. Under such circumstances, women must take over the role of household head for the sake of their children and other family members. With only limited skills and low-level education, they most likely end up working in the informal sector.

This cultural construct also leads to differential treatments, and lower salaries for women in the workplace. As a result a proportion of women choose to find work overseas as migrant workers with the expectation of earning higher salaries. Due to their limited skills, most of these women work as domestic helpers in foreign countries, making them vulnerable to various forms of violence and harassment. Their migration overseas can be prevented by providing job opportunities and empowering them, among others.

Skill development and adult education do incorporate a gendered lens. This is evident in various programmes aimed at improving business skills, income, and family welfare pay special attention to women, including those living in extreme poverty, the elderly, former prisoners, former sex workers, and women living with HIV/AIDS.

Apart from providing women with skills, programmes also focus on business development and product promotion. Local government agencies involved in these activities are the local manpower and transmigration office, local women's empowerment and family planning office, local industrial affairs office, local trade and cooperatives office, and local village community empowerment office through the PKK programme

7.1 Focus on Economic Empowerment

From interviews with respondents representing various stakeholders, it is found that women's empowerment programmes place more emphasis on economic empowerment in relation to business skills development. This is reflected in the following programme goals:

- a. Increase skills: enhance the skills and capabilities of migrant workers facing social issues; the entrepreneurial skills of job seekers, former prisoners, former sex workers, women living with HIV/AIDS, and socially vulnerable women; build MSMEs; product promotion; develop superior products
- b. Increase income and welfare: build businesses, family income, independence of businesses and entrepreneurship; eradicate poverty; improve living standards and the welfare of poor households; and enhance the well-being of the elderly and deliver services accessible to the them

The above mentioned goals are then translated into activities which focus on the following kinds of training:

1. Business skills: producing detergent, sewing, embroidery
2. Food processing: fish crackers, fish-based snacks
3. Fruit processing: candied mango, mango toffee, snake-skin fruit/banana chips
4. Beauty and makeup
5. Entrepreneurship: business feasibility, marketing, packaging, bookkeeping

7.2 Reinforcing Gender Stereotypes

One of the main findings of the focus group discussions was that most training programmes for developing business skills focus on traditionally female industry sectors according to socially constructed gender roles. Practically none of the businesses being developed break away from the traditional sectors typically dominated by women. The following are the types of business skill training that women heads of family have participated in:

1. Food processing: Making tempeh/vegetable chips, snacks, bread
2. Handicrafts: Hand-stamped batik cloth, naturally dyed batik cloth, knitting, brooches, patchwork door mats, plates made from woven *lidi* (stem of coconut palm leaves), cross-stitching
3. Services: Sewing, embroidering, hair salon, bridal makeup, beauty makeup
4. Entrepreneurship: Online selling, computer courses, online marketing, cooperative administration, 21ertilizer21tion of cooperatives, cooperative administrators, business management, bookkeeping for cooperatives, packaging, household financial management, applying for the halal certificate and home industry product certificate (PIRT)
5. Agriculture: Producing organic 21ertilizer, waste processing, sheep farming, fish hatchery, permaculture, chicken farming
6. Aid: Sewing machine, embroidery machine, food processing production equipment, applying for the legal status of cooperatives, laptop

7.3 Different Training Models

This research found at least five combinations of economic empowerment typology applied by various stakeholders. The typology on training for economic empowerment includes:

1. Training
2. Training + practical work
3. Training + practical work + equipment + capital
4. Training + practical work + capital + facilitation
5. Training + practical work + capital + facilitation + marketing

The combination of typologies directly correlates to the training process and duration. For example, typology 1 only requires a short duration of 1-2 days, such as for building awareness on a programme, or providing a brief introduction of materials that are theoretical in nature. Typology 2 can last for 3-7 days. Training for specialised skills such as sewing, can even carry on for 1-3 months. Training that runs for a longer duration is normally conducted by job training centres (BLK) under the Ministry of Manpower. BLK is jointly managed by the Ministry at the national level with funds derived from APBN, and the local government with funds sourced from APBD. Only a few local governments are willing to manage BLK as it depends on the availability of funding.

Another equally important component in women's empowerment is the post-training facilitation provided to participants. Facilitators are specifically recruited and undergo training before carrying out their duties. Facilitators provide consultation to participants on business-related issues or other women-specific matters. An example of a programme that provides such facilitation is the KPPPA's home industry programme, where tasks of a facilitator include helping female owners by building gender awareness, facilitating the resolution of cases on gender-based violence, including domestic violence, and dealing with high-level maternal mortality rates, malnourished children, among others.

The following section examines examples of models that carry out economic and social empowerment simultaneously. The Trade Union Rights Centre's (TURC) mission is to facilitate the empowerment of workers and trade unions, become a think tank on labour issues, initiate policy advocacy to promote more effective labour management, foster the solidarity of multiple stakeholders and labour movement, and launch campaigns on the fulfilment of workers' rights.

To achieve its stated vision and mission, TURC not only helps communities become economically empowered but also promotes social empowerment by providing information related to workers' rights, labour policies and worker-company labour agreement systems, and



intensive facilitation through routine group meetings and training on occupational health and safety, trade unions, women's leadership, social security, pension systems, cooperatives development to address business capital requirements and pressing needs, research support on labour, and approach local stakeholders in advocating for workers' rights.

PEKKA's economic and social empowerment initiatives are also conducted simultaneously. Economic empowerment seeks to help poor women heads of family meet their practical needs, while social empowerment refers to the efforts in elevating and strengthening the position of women heads of family. PEKKA uses a two-pronged empowerment approach, i.e., the four pillars of community organising and the five-point framework of women's empowerment.

PEKKA's four pillars of community organising include the following aspects:

- 1) **Visioning:** The empowerment of women headed families is regarded as fundamental. The initial step is to help women build a vision encompassing the hopes, and aspirations that each of them wishes to make real individually and collectively.
- 2) **Capacity building:** Women then make strategies to achieve their vision. In order to effectively implement the strategies and activities, they are taught necessary skills, including business, managerial, leadership and facilitation skills.
- 3) **Organisational and network strengthening:** The third pillar is to develop the Pekka Association (*Serikat Pekka*) from the village to provincial level, and subsequently to form the Pekka Association Federation at the national level. Organisations are strengthened through various training on areas such as community organising, leadership development, and organisational and multi-stakeholder network management, while fostering strategic alliances with various stakeholders, including the government and other informal leaders. Through organisations and networks, women heads of families can easily access information, resources, markets, and promotional media, and build the required capacity.
- 4) **Advocacy for change:** The fourth pillar advocates for change in values and policies. There are still social stereotypes about the types of business and sectors appropriate for women. For example cattle rearing is customarily reserved for men, while poultry raising is considered women's work. By building awareness and influencing the government, women heads of families (Pekka members) in West Java, Central Java, Aceh and South Sumatra have managed to access breeding stock for sheep and cows, and later proving their ability to become large animal breeders.

PEKKA's second approach is to use the five-point women's empowerment framework based on the Caroline Moser framework (1993): 1) increase welfare; 2) increase access to resources; 3) build critical awareness; 4) increase participation; 5) increase control towards decision-making. To improve well-being, PEKKA facilitates women heads of family to improve their business development capacity through training, assistance and linking them up with the supply chain. This is followed by giving them access to sources of livelihoods, including credit unions. As a financial institution it can help them access business loans, and control the management of collective financial resources. In addition, PEKKA also helps women heads

of families connect with other stakeholders, such as the industry to access skills training, and local trade offices or NGOs to develop product design and marketing. The PEKKA Foundation has formed a special unit to assist women head of family market their products.

Critical awareness is heightened through group discussions at the village level on the potential of natural resources around them, and on economic issues facing poor communities in order to set the course of economic development. Women heads of families are trained to critically observe and respond to social, political and cultural issues, conditions and phenomena that confront them in their daily lives. Meanwhile, *Serikat Pekka* leaders, cadres and members are taught to conduct simple social analyses. Further, to ensure the active engagement of women heads of families in their social, economic and cultural life, and in development and decision-making processes, PEKKA provides intensive facilitation and training on effective communication. PEKKA assists women heads of families to effectively utilise available space and opportunities for participation as guaranteed by the law, such as through *musdes* (village consultative forum), *musrenbang* (development planning consultative forum) on the development of village-owned enterprises (BUMDes), and becoming the administrators of PEKKA cooperatives and village cooperatives. Through full engagement, women head of family can influence and control decisions that directly and indirectly affect their lives.



Women heads of families expressed how the skills training provided have been helpful to them. A *Serikat Pekka* member from Batang District, Rohati, for example, said, *“Changes that I have felt after training from the government are that my skills have increased and I now earn additional income. I earn around IDR 200,000 every week, and in a month I can get IDR 500,000 to IDR 1,000,000”*. Tri Zaenah also from Batang District expressed similar sentiments, *“After*

finishing training, I received business capital from zakat (alms) funds worth IDR 200,000 for selling snacks. The capital money has since then increased. I earn an average daily income of IDR 15,000. I feel happy because I can make my own money to meet daily needs and other social needs, and not depend on my children”.

Apart from skills training, *Serikat Pekka* members also have access to aid in the form of business equipment. *Serikat Pekka* in the districts of Batang, Sukabumi and West Lombok have received following in-kind support:

Table 7.1 Access to Aid for Women Head of Family for Skills Development

No	Region	Type of Assistance and Amount	Institution
1	Batang, Central Java	20 normal sewing machines, t-shirt sewing machines and cutting machines	Local trade and industry office and local cooperative office
		1 set of machinery worth IDR 10 million for making <i>dodol</i> toffees and chips	DPRD (local parliament)
		2 embroidery machines	District Head
		Money worth IDR 1,500,000 for application of the legal status of cooperative	Local entrepreneur
2	NTB	1 sewing machine	Local cooperative office
		1 set of cake production equipment	Local cooperative office
		1 set of equipment for food business (trays, spoons, large spoons, blender)	Local transmigration office
		1 laptop	Local cooperative office
		BioFlock	Local cooperative office
3	Sukabumi, West Java	18 sheep for 13 PEKKA groups	Local social affairs office
		2 sets of sewing machines for PEKKA groups, sewing equipment and materials for making head scarves, accessories, door mats and blankets	Local social affairs office
		1 set of cooking utensils: pots and pans, large stove, gas canister, etc. Equipment and ingredients for cooking, making cakes, catering	Local social affairs office
		1 set of drying equipment, grating machine and other food processing equipment Equipment for producing arrowroot powder	Local social affairs office

The type of equipment provided as in-kind assistance is based on recommendations from *Serikat Pekka*. In Batang for example, the 20 sewing machines were provided as follow-up to a visit by the Batang local trade, industry and cooperative office to the PEKKA Centre where the local office suggested that the *Serikat Pekka* submit a proposal for sewing machines. Similarly, the equipment for making *dodol* toffees and chips, and the embroidery machines were provided at the recommendation of *Serikat Pekka*. The equipment is stored at the PEKKA Centre which members can take turns to use if needed.

Women's empowerment requires a comprehensive approach where it is not enough to just improve their business skills and economic conditions. It calls for efforts to also empower them socially in order to help them pursue higher ambitions, and build their knowledge, critical awareness and capabilities. For marginalised women in particular, who have been excluded or subjected to violence and family or social pressures, empowering them by building their confidence and abilities is of utmost importance. Economic empowerment that is not accompanied with social empowerment will still leave women in a weak position, without strong bargaining power in the family and society. Women's empowerment efforts can help women see their own potentialities and the importance of exercising their rights, enabling them to think critically and make their voices heard loud and clear.

CHAPTER 8

FINANCING GENDER-JUST FRAMEWORK FOR SKILLS DEVELOPMENT AND DECENT WORK

Interviews helped identify the various sources of programme funding. Programme funding from the government is sourced from the National Budget (APBN) and Regional Budget (APBD) at the provincial and district level, or a combination of the two. Other sources are foreign donors, normally for a specified period depending on the availability of funds. APBN funded programmes are typically those with nation-wide coverage, such as the PKH programme under the Ministry of Social Affairs. PKH focuses on poor communities from which 8% belong to the lowest quintile in Indonesia. Programmes financed by APBN and APBD include the home industry programme under KPPA, which is a pilot project initiated by the national government and implemented by district-level authorities. The first year of programme implementation is fully financed by the national government. In the second year, 80% of funding comes from the national government and 20% from the local government. In the third year, the national government provides 60% of funding, while the remaining 40% are derived from the local government, and so forth until after the fourth year where the programme will be entirely financed by the local government.

Programmes implemented by NGOs, such as TURC, *Bina Swadaya* and PEKKA, are mostly financed by donors. Nevertheless, organisations such as Aisyiyah, which is a membership-based, Islamic organisation, obtain financial support from membership fees and donations. Meanwhile, entities such as Unilever obtain their funds from the Unilever group's CSR programme.

Interviews with project coordinators in nearly all government agencies failed to reveal information on the amount of funds allocated for women's economic empowerment. The reason for this according to the project coordinators is because they are new to the position and project documents could not be located after the previous person-in-charge left office. Information on the proportion of funds earmarked for women's economic empowerment also could neither be obtained from various sources approached and met, nor from available websites. However, in a meeting on the coordination, synchronisation and control of women's economic empowerment programmes for women's capacity building that PEKKA attended on 20 February 2018 in Jakarta, the Deputy for Coordination of the Protection of Women and Children under the Ministry of Human Development and Culture presented data on budget allocations of state ministries and agencies for women's empowerment in 2017. This is provided in the table below.

Table 8.1 Budget Allocation of State Ministries and Agencies for Women's Empowerment in 2017

Ministry/Agency	Allocation (rp)
KEMENDIKBUD (Ministry Of Education And Culture)	11,680,000,000
KPDPDIT (Ministry Of Village, Disadvantage Regions, And Transmigration)	12,092,760,000
KPPPA (Ministry Of Women's Empowerment And Child Protection)	63,245,000,000
KPPN/ BAPPENAS (Ministry Of National Development Planning)	600,000,000
KEMENAKER (Ministry Of Manpower)	1,380,590,000
KEMSOS (Ministry Of Social Affairs)	3,925,427,000
BNP2TKI (National Board for the Placement and Protection of Indonesian Overseas Workers)	25,138,040,000
BKKBN (Board of National Family Planning Coordination)	1,147,149,000
KUKM (Ministry of Cooperative and Small Enterprises)	963,000,000
KKP (Ministry of Maritime and Fishery)	97,086,520
KEMTAN (Ministry Of Agriculture)	58,660,000,000
KEMENDAGRI (Ministry Of Home Affairs)	7,963,665,000
KEMENKO PEREKONOMIAN (Ministry Of Economic)	400,000,000
TOTAL	186,692,717,520

The table shows that KPPA has the largest budget allocation, among other ministries. Given KPPPA's role as coordinator of women-oriented programme, it reflects the government's growing attention to women's empowerment. KPPPA has allocated substantial funds to facilitate home industries. This research however could not obtain further information from other institutions.

Interview results revealed the many challenges in utilising the funds for women's empowerment. The existing financing system still does not support the sustainability of women's empowerment initiatives in general. Respondents from the Social Affairs Ministry and its local offices explained that programme funding for the social rehabilitation of trafficking survivors varies in amount and location each year. To help them become financially dependent, the Ministry has prepared UEP (Productive Enterprises Funds) for much-needed capital to develop businesses. In 2015, the UEP funds were intended for 1,600

people of which 1,000 of them were former sex workers in 5 provinces and the remaining 600 were survivors of trafficking in 4 provinces. In 2016 and 2017, UEP funds were channelled to 1,000 people. The funds are given without any business skills training.

Based on PEKKA's experiences, it was found that facilitators assume an important role in helping to empower women economically. This is because providing business capital is not enough to guarantee improvements to women's financial situation. Women face a different set of limitations shaped by norms and cultures which society abides by. For instance, women are unaccustomed to dealing with formal institutions such as banks, markets, goods suppliers, sellers and decision-making mechanisms. Facilitators can motivate and encourage, and liaise with stakeholders to access resources and information.

Another challenge is with regards to coordination among the different types of women's economic programmes across ministries. Within the national governance structure, KPPPA is the ministry responsible for coordinating with relevant government bodies and the private sector in the implementation of programmes related to women's empowerment and child protection. At the district level, for the home industry programme for example, coordination is assured through the formation of a team of implementers consisting of local offices, such as the local trade and industry office, local cooperative and MSME office, local maritime and fisheries office, local universities, *Bappeda* (local development planning agency), local agriculture office and sub-district authorities. The implementing team is tasked to build the capacity of home industry owners by providing skills training, facilitation, access to information and markets, developing cooperatives and applying for business licenses. Inter-ministerial coordination is therefore a challenge as each institution has different financing abilities and areas of focus that correspond with their respective duties and functions.

CHAPTER 9

RECOMMENDATIONS

9.1. The Government

1. In every programme document and government project, it is necessary to make sure that marginalised women are explicitly stated as the programme or project beneficiary.
2. All economic empowerment programmes for women must be accompanied with social empowerment and women's leadership development, including efforts to boost self-confidence, enhance negotiation skills, and the ability to make the right business decisions, including on the use of gains or profits.
3. Every programme and project should include more in-depth training on business management, making sure that women understand and are capable of applying their knowledge.
4. Apart from skills training, facilitation is essential to economically empower women and to ensure that they have the necessary assistance in managing their businesses well.
5. There is a need for sustainable programmes and financing for women's economic empowerment.

9.2. Private Sector

1. Through CSR programmes, the private sector can facilitate building the capacity and strengthening the leadership of marginalised women.
2. The type of training and education provided must be tailored to local needs and context, including with regard to resources.
3. The private sector can link marginalised women with the market, providing them with access to business and employment opportunities.

9.3. Organisations Including Women's Organisations

1. The need for community organisations, especially women's groups, to keep track of government policies and programme financing mechanisms to ensure maximum benefit for marginalised women.
2. Women's organisations can advocate for more budget allocations for the education of marginalised women.
3. Women's organisations need to work alongside the private sector and community groups to develop programmes that generate benefit for marginal groups.
4. Women's organisations need to develop an advocacy platform for marginalised women by adopting the SDGs framework as its basis.

9.4. Donors

1. Donor countries and agencies should give priority to the economic empowerment of marginalised women by allocating grant aid in a sustainable manner.
2. The need to support women's organisations in developing an advocacy platform and agenda for capacity building and widening access to economic resources for marginalised women.
3. The need to ensure the implementation of SDGs with adequate, sustainable financial support.

9.5. Community

1. Members of the community need to organise themselves in order to explore various accessible resources for expanding their economic potential.
2. Members of the community need to organise themselves to advocate for policies and budget allocations needed to strengthen the capacity of marginalised women.
3. The need to gather field data and facts for advocacy material.

CHAPTER 10

RESEARCH OUTPUT AND THE USE OF RESEARCH

10.2. Country Level

The research study on Financing Options for Skills for Work of Marginalised Women will serve the local and national advocacy measures of PEKKA in Indonesia. PEKKA will use this data to build an advocacy platform for poor women's access to capacity-building resources. This will address vulnerability and poverty at various levels from village to national levels.

10.3. Regional Level

The research will also attempt to recommend partnerships that need to be identified and explored for the findings of this study to be effectively used at national and regional levels. Currently there is no platform at the regional level (whether UNESCO, ASEAN, APMED, APRCEM) to present the findings of this study. However, this study will create opportunities to present findings at arenas, which are not only education related, but are related to work and skills for empowerment, and highlight education therein.

2019 is a good opportunity as the SDG 4 and SDG 8 will be reviewed then. Approaching 2019, APMED will also identify themes around this, so that is a good arena for linking our events to this space to generate interest and attention on this issue. A forum on practice and policy with PEKKA and Azad Foundation can be planned at APMED. Similarly, explorations with UIL can be initiated regarding a space for preparation in 2018-2019 towards CONFINTEA in 2021. Thematic events on women and skills and work, economic empowerment and role of education can be proposed. Also, identification and connections/reconnections with groups engaged in work and skills at the regional level can be initiated to link to these processes to deepen the analysis from our work.

APPENDIX 1

RESEARCH TEAM AND QUESTIONNAIRES

1. RESEARCH TEAM

PEKKA – member of ASPBAE, The Empowerment of Female-Headed Family (PEKKA) is a non-governmental organisation based in Jakarta, Indonesia that aims to strengthen grassroots women leaders and organisations to engage in decision-making at all levels from the home to local government. PEKKA operates in 20 provinces in Indonesia. Focusing on single, divorced and widowed women who are extremely marginalised, PEKKA's internationally recognised strategy of combining feminist popular education and organising women through economic cooperatives and combining human rights and political education, has built a network of almost 2,000 grass root women organisations in Indonesia. While the women benefit from much-needed access to cash, the ultimate goal of PEKKA is more ambitious: to build a grassroots movement of women-led economic cooperatives that empower women individually and collectively to transform their lives and their communities, and challenge the structures and belief systems that breed discrimination and poverty. More information on PEKKA is available on their website - <http://www.pekka.or.id/index.php/en/>

PEKKA steered the research in Indonesia supported by ASPBAE with the organisation as follows: Nani Zulminarni (Director); Kodar Tri Wusaningsih (Research Coordinator); Adi Nugroho, Romlawati, Mien Rianingsih, Nunik Sriharini, Oemi Faezhati, Dhesy Vienayanti, Sri Urianti, Riadul Wardiah, sitti Zamrani Alauti, Mibnasah Rukamah (interviewers and data collectors)

ASPBAE - The Asia South Pacific Association for Basic and Adult Education (ASPBAE) is a regional association of more than 200 organisations and individuals. It works towards promoting quality education for all and transformative and liberating, life-long adult education and learning. It strives to strengthen an Asia-Pacific movement to support community and people's organisations, national education coalitions, teachers unions, campaign networks, and other civil society groups and institutions in holding governments and the international donor community accountable in meeting education targets and commitments. Members of ASPBAE comprise of NGOs, community organisations, government organisations, universities, trade unions, indigenous people, and women's organisations, individuals involved in formal and non-formal adult education and other institutions of civil society across the Asia-Pacific.

ASPBAE lead the research and provided research and administrative support to Azad Foundation and PEKKA. From ASPBAE, Maria Khan (Secretary General), Anita Borkar (Regional Coordinator – Training for Transformation Programme) and Cecilia V Soriano (Programmes and Operations Coordinator) took the lead in coordinating this research study.

Table 1: Methodological Approach for Data Collection

No	Sub theme and Specific Question	Methodology
Sub Theme A	Who are 'Marginalised' women? <ol style="list-style-type: none"> 1. Who are the marginalised women? 2. What are the forms and extent of marginalization? 3. Where are they in the world of work and skill building? 4. What are their aspirations? 5. How do women choose the skill they want to be trained in? 	<ol style="list-style-type: none"> 1. Literature review 2. In-depth interviews with women workers in low paying or temporary jobs in the formal and informal sector; women who are undergoing skill building course and civil society organizations working on the issue of women and skill building. 3. Quantitative data generation from women respondents
Sub Theme B	Existing policies, provision and financing options for skill building? <ol style="list-style-type: none"> 1. What is the current situation regarding access to and impact of skills development model/programmes on lives and livelihood of women? 2. What exists and what are the gaps on policy, governance and financing option for skill development and adult education? 3. iii. What are the budget allocations for skill building for the informal sector and the spending pattern? 4. iv. What are the global and national policies that directly or indirectly impact skill development and education of marginalised women in Asia Pacific? 5. What is the global and national financial mechanism that directly or indirectly impacts the provisioning of skills for work? 	<ol style="list-style-type: none"> 1. Literature review 2. In-depth interviews with government officials, CSR heads, skill councils (example from India – National Skill Development Council) and CSOs 3. Case studies of good practices from skill building programmes run by government, corporate sector and CSOs. 4. Budget tracking

No	Sub theme and Specific Question	Methodology
Sub Theme C	<p>Gendered notion of skill development and adult education</p> <ol style="list-style-type: none"> 1. What are the gendered notions of skill development and adult education that are critical to ensuring decent work, economic and social well being? (unpack the discourse on entrepreneurship/micro enterprise/employment), 2. Within the perspective of 'no one is left behind' and 'social justice', how do we understand women's economic empowerment. What constitutes a life of dignity and well being for marginalised women? 3. What is a gender just framework for skill development and adult education for decent work? 	<ol style="list-style-type: none"> 1. Literature review 2. In-depth interviews – CSOs, ASPBAE members working on this issue, feminist organizations 3. Focus group discussions (face to face meeting) - working group members, ASPBAE members, relevant organizations outside the network, feminist economists and CSR professionals (linked to sub theme D)
Sub Theme D	<p>Financing gender just framework for skill development and decent work</p> <ol style="list-style-type: none"> 1. How we define and measure Return of Investment (ROI) for financing skills development for decent work in the context of marginalised women? 2. What are the financing implication for advancing a gender just framework for skill development and adult education for decent work? 3. What are the perspectives and contributions of civil society organizations and the corporate sector (Corporate Social Responsibility) and how does that contribute to skill building and adult education? 	<ol style="list-style-type: none"> 1. Literature Review 2. In-depth interviews with CSR heads and relevant CSOs 3. Focus group discussions (face to face meeting) - working group members, ASPBAE members, relevant organizations outside the network, feminist economists and CSR professionals (linked to sub theme C)

Table 2: Research Timeline

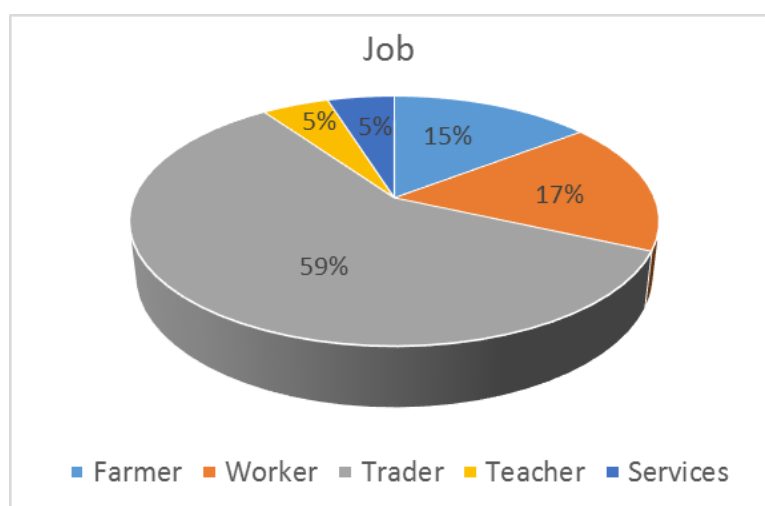
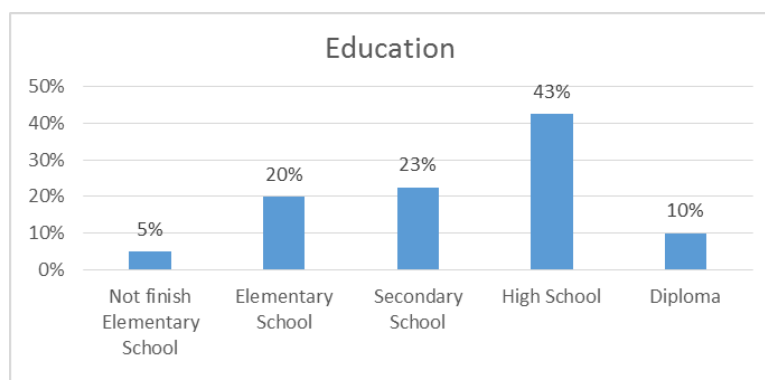
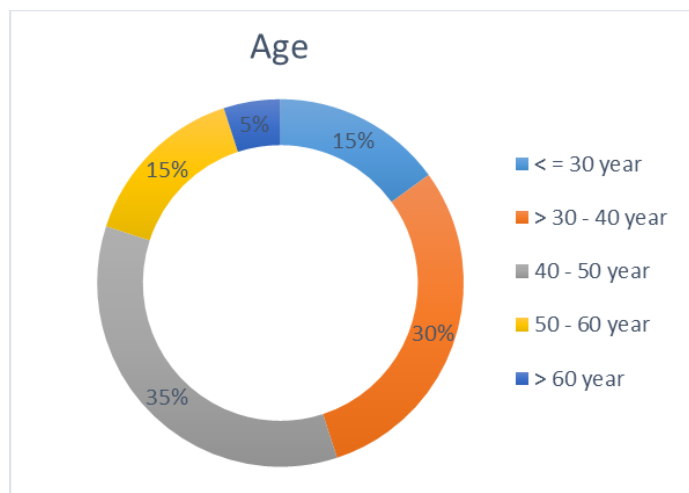
No	Activities	Timeline					
		Sept	Oct	Nov	Dec	Jan	Feb
1	Preparation						
2	Secondary data collection						
3	Primary data collection						
	• Interview with MSF						
	• FGD with grass root women						
4	Data Recapitulation						

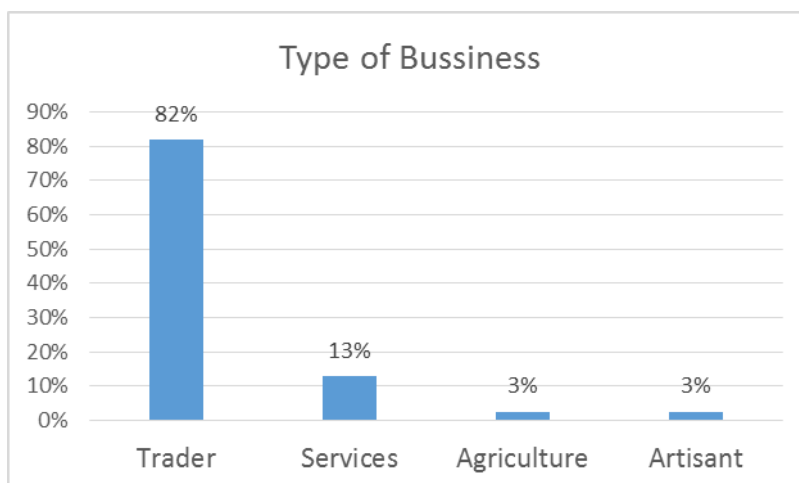
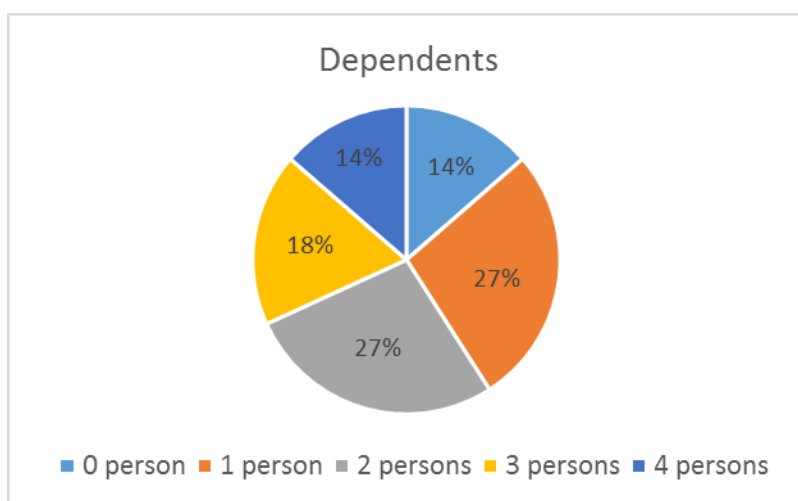
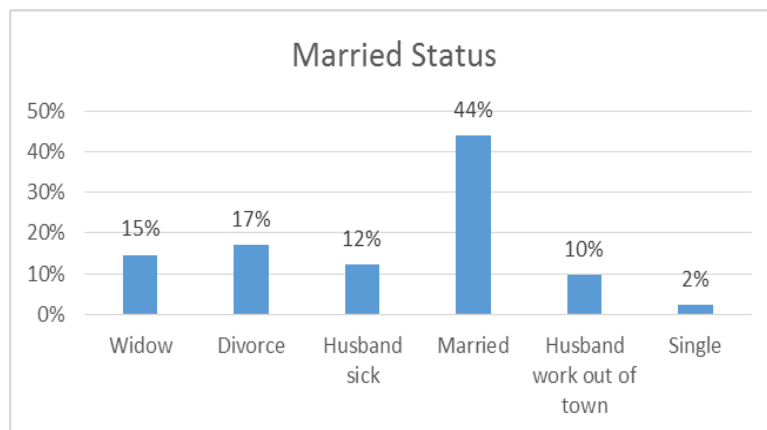
Table 3: Interview Guides

No	Guiding Questions
A	Question for Institutions
1	Does your agency / institution have skills training programmes to strengthen the economy of women?
2	Are there any special economic empowerment programmes for women?
3	Who are the participants of the programme?
4	Do you have focus to target marginalised women?
5	How do you determined marginalised women?
6	What is the name of the activity?
7	What are the focus of activities? (skill training, credit, assistance, etc.)
8	What is the purpose of this activity?
9	What kind of skills are given?
10	Who are the trainers?
11	How long is the training?
12	What are the target number of participants?
13	Since what year is this activity conducted? (refer to programme year 2009 - 2017)
14	Do participants pay for the programme?
15	Is this regularly conducted every year?
16	Where does the funding source come from? (Government or privat budget? National or local budget)
17	What is the budget per year?

No	Guiding Questions
18	What is the background of this activity?
19	What is the policy that underlies the activity?
20	Who determines the type of skills given?
21	Can participants choose the type of skills they want?
22	Can you suggest the type of training needed?
23	What skills are provided to enable women to do their own business?
B	Questions for Pekka Members (marginalised group)
1	Have you ever attended a skill training programme for economic strengthening for women?
2	Who is the organiser?
3	What kind of training?
4	How long does the training take?
5	Who invited / offered the training to you?
6	Do you know the terms of the training?
7	Who determines the type of training provided?
8	Is the type of training appropriate to your needs?
9	Can you propose the materials given in the training?
10	What are the benefits felt after receiving the training?
11	Is the training able to add skills or income?
12	Does the training help you make decisions in business or within the family?
13	Is the training able to manage your own business?

APPENDIX 2 PROFILE OF FGD PARTICIPANTS





APPENDIX 3 ABBREVIATIONS

Abbreviation	Explanation
BDT	Basis Data Terpadu / Integrated Database
BPS	Biro Pusat Statistik / National Bureau of Statistics
BAPERMASDES	Village Community Empowerment Agency
BLK	Balai Latihan Kerja / Job Training Center
BUEKA	Bina Usaha Keluarga Aisyiyah / Aisyiyah Family Business Development
BWBP	Bekas Warga Binaan Pemasyarakatan / Former Prisoners
DESMIGRATIF	Desa Migran Produktif / Productive Migrant Worker Villages
GAPOKTAN	Gabungan Kelompok Petani / Association of Farmers' Groups
KKP	Kementerian Kelautan dan Pertanian / Ministry of Maritime and Fisheries
KMM	Karya Masyarakat Mandiri / Independent Community Work
KPPPA	Kementerian Pemberdayaan Perempuan dan Perlindungan Anak / Ministry for Women's Empowerment and Child Protection
KUBE	Kelompok Usaha Ekonomi / Joint Business Group
ODHA	Orang Dengan Hiv Aids / People Living with HIV/AIDS
PKK	Pembinaan Kesejahteraan Keluarga / Family Welfare programme
PKPT	Pengembangan Kawasan Pesisir Tangguh / Resilient Coastal Area Development
PMBS	Pekerja Migrant Bermasalah Sosial / Migrant Workers with Social Issues
PPL	Petugas Penyuluhan Lapangan / Agricultural Extension Workers
PRSE	Perempuan Rawan Sosial Ekonomi / Socially and Economically Vulnerable Women
PSK	Pekerja Seksual Komersial / Commercial Sex Worker
P2TP2A	Pusat Pelayanan Terpadu Pemberdayaan Perempuan dan Anak / Integrated Service Center for Women's Empowerment and Child Protection
RPSW	Rumah Perlindungan Sosial Wanita / Women's Social Protection House
TURC	Trade Union Rights Centre
TUPOKSI	Tugas pokok dan fungsi / Key tasks and functions
TPA	Tempat Penitipan Anak / Childcare center
UEP	Usaha Ekonomi Produktif / Productive Enterprises
UMKM	Usaha mikro kecil menengah / Micro-, Small- and Medium-Sized Enterprise (MSME)
UMR	Upah Minimum Regional / Regional minimum wage

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