**Outcome 2: Economic Transformation**

**Future Proofing, Industry 4.0, and the Circular Economy**

Digitalization, big data, and machine learning are changing life so fundamentally in the 21st century that the world is commonly regarded as being in the midst of a fourth industrial revolution, advancing toward “Industry 4.0.” From videoconferencing to artificial intelligence, the tools of industry 4.0 allowed businesses to keep moving as the world stood still during COVID-19. But the pandemic also highlighted the vast inequalities in who gets to benefit from that technology, including in Indonesia where about half the adult population still lacks access to the internet.

Micro, Small and Medium-sized Enterprises (MSMEs) can play a key role in democratising Industry 4.0. However, some 78% of MSMEs in Indonesia have limited or no access to banking or fintech credit, according to data collected by the Indonesian Joint Funding Fintech Association. The UN is working to change that. For example, the UN’s PETRA and RESTORE projects assisted 204 MSMEs in disaster-affected areas to become more resilient in 2021, including by bringing financial services to 37 MSMEs. These two projects provided technical assistance to a further 29 community groups with 486 members, six SMEs, and 2560 households that own ultra-micro businesses.

COVID-19’s contracting effect on the economy has made MSMEs in Indonesia more vulnerable to bankruptcy, and it has become harder for startups to gain a foothold—particularly in less economically developed regions. In response, the UN’s Youth Co:Lab—the largest social entrepreneurship movement in the Asia Pacific region—fostered 74 youth-led businesses in Indonesia in 2021, with a near equal gender split among participants and more than one-fifth of the entrepreneurs hailing from eastern Indonesia. Mentorship and training over a five-month period helped accelerate start-ups in sustainable tourism, clean water, and education.

The UN is also working with the Ministry of Industry to implement the Swiss Government-funded Global Eco-Industrial Park Programme (GEIPP) and has implemented various capacity-building initiatives since Indonesia’s formal application in 2019. In 2021, those initiatives included stakeholder mapping, policy analysis, awareness-raising, and the launch of a dedicated website. Next steps include integrating Eco- Industrial Park approaches in relevant local regulations, which is expected to improve the competitiveness of industrial parks in Indonesia, reduce their environmental footprints, and cut operational and compliance costs.

The UN is also fostering Indonesia’s transition to Industry 4.0 through its Circular Economy (CE) initiative, which encourages an economic model of production and consumption that centers on sustainability. The draft of an UN-produced document entitled Circular Economy Strategy: A Road to a National Action Plan is currently awaiting approval from BAPPENAS. The year 2021, saw the completion of three comprehensive studies that identify opportunities for CE activities that advance Indonesia’s low carbon agenda across five sectors. Over 600 people attended an online seminar on sustainable business practices, designed to help the Ministry of National Planning raise awareness of the potential of CE interventions. Two out of three staffers at the Ministry’s Circular Economy Secretariat are female, and in line with the UN’s “no manels” pledge, more than half of the speakers at the online seminar were women.

Another UN supported circular economy initiative that wrapped up in 2021 focuses on reducing the release of toxic, persistent, and hazardous chemicals known as Polybromodiphenyl Ethers (PBDEs) and Unintentional Persistent Organic Pollutants (UPOPs) from plastic manufacturing and recycling industries in Indonesia. The UN supported the development of new technical guidelines that strengthen the regulatory framework around PBDEs; it also implemented a pilot recycling scheme for PBDEs at seven facilities now connected to the Internet of Things (IOT). A parallel UN project, supported by the World Bank, assists Indonesia in phasing out Ozone-depleting hydrochlorofluorocarbons, or HCFCs, from industries such as refrigeration, air conditioning and firefighting.

Several key circular economy interventions designed to stabilize Indonesia’s food systems are detailed under Output 2.3. One example is the development of a digital application that helped more than 1900 smallholder fish and seaweed farmers increase efficiencies and lower production costs. The app uses a unique calculator to help users determine the optimal mixture of food materials that will keep fish healthy while keeping costs down; it also enables the Ministry of Marine and Fisheries Affairs to communicate effectively with some 3,000 extension workers it employs across the sector

**Training, Skills Development, and Public Education**

Industry 4.0 is renowned for automation, robotics, and concepts like machine learning. But it is people, rather than artificial intelligence, who are the heart of industrial transformation, and it is people who stand to either benefit or be left behind as it advances.

More than 24 million workers in Indonesia suffered from cuts to their hours and wages during the pandemic and the UN is engaged in assisting some of the most vulnerable. Some 2,120 people took part in a one to three-month gender-responsive capacity-building programme the UN ran in 2021 under the Multi-Partner Trust Fund’s Employment and Livelihood Project. The program, involving four4 UN agencies, boosted the capacity of women entrepreneurs to generate income through producing essential goods and services to reduce the impact of COVID-19 on their livelihoods. The project included 1094 women, 1315 people from rural areas, 842 youths, and 120 people living with HIV and members of key populations vulnerable to HIV, 167 people with disabilities, and 182 refugees. Of a total ofthose 2120 participants, 35% said that their incomes increased by the end of the project, while 66% reported being optimistic about receiving an income increase after 6 months.

To help ensure everyone has the capacity to benefit from Industry 4.0, the UN analysed the state of digital learning in Indonesia in 2021 through its “reimagining education” initiative, which included assessing digital skills among teachers and students. The analysis identified gaps and provided recommendations for improving the quality and inclusiveness of digital education in the context of COVID-19, with a focus on and making use of technology as an equaliser. A national symposium invited public and private sector partners to discuss the UN’s analysis in the context of reaching Indonesia’s most disadvantaged children with quality digital learning opportunities.

School teachers are among those best placed to impart the skills required for Indonesia’s 21st century economy. More than 6,500 teachers, 67% of them women, benefitted from an in-service 21st century life skills teacher training program delivered by the Ministry of Education, Culture Research, and Technology and supported by the UN in 2021. A further 250 teachers and school curriculum officers benefitted from training in teaching vocations aligned with the circular economy, such as sustainable tourism. Meanwhile, the UN continued its work on mainstreaming 21st Century skills through theIndonesia’s Pioneering Schools programme, which develops digitised teaching and learning materials to support Government efforts to build student skills in accordance with Pancasila, Indonesia’s founding philosophy. The project is expected to reach some 2,500 schools when fully implemented in mid-2022.

Industry 4.0’s emphasis on disruptive innovationon makes lifelong learning a necessity. To this end, the UN works with Indonesia’s Ministry of Manpower to improve the capacity of vocational training centres, or Balai Latihan Kerja (BLK). The UN conducted a four- week online training workshop for BLK managers on effective partnering with industry to address skills mismatches at the provincial and regional levels. In parallel, a graduate tracer study to be published in Q1 2022 captures the absorption rate of BLK graduates into the workforce and makes recommendations for improving training courses to better match industry needs.

To ensure students are equipped to meet the evolving demands of the 21st century workplace, the UN also developed two blended BLK training courses on motion graphics and computer networks for the Ministry of Manpower’s e-training platform. Another training program built the capacity of Ministry of Manpower staff to design policies and mechanisms for skills training and job matching in public employment. In parallel, the UN provided technical assistance to help enhance trade unions’ involvement in skills development and lifelong learning. Finally, the UN coordinated with representatives of various sectors in Indonesia to help develop a guide for industry on updating competency standards, to be released officially in March 2022.

**Agriculture and Food Systems Development**

Even before the COVID-19 pandemic disrupted global food systems, the world was sliding backwards on hunger. In 2018, some 820 million people did not have enough to eat, while some 678 million of the world’s adults were obese. Like many other countries, Indonesia—which is considered to have the fifth- highest number of stunted children in the world— suffers from the double burden of malnutrition: the co- existence of undernutrition and overnutrition.

The UN is supporting multi-stakeholder efforts to transform Indonesia’s agri-food systems and ensure affordable, healthy diets for all. In 2021, the UN brought together the Ministry of Agriculture and the International Center for Tropical Agriculture’s Alliance Biodiversity to develop a project document on promoting Indonesian crop diversity towards making global food systems more resilient. The document draws on input collected across UN-led workshops as well as baseline studies in Central Java, North Maluku, and Central Kalimantan Provinces. It will help shape regulatory frameworks, and on-the-ground conservation efforts related to developing markets for a broader range of locally grown crops. The UN also supported the Government of Indonesia on arranging one national dialogue and six subnational dialogue sessions on food systems for Indonesia under the auspices of the global 2021 UN Food Systems Summit.

Indonesia is by far the world’s largest producer and exporter of palm oil. The UN’s Green Commodity Programme II Project guided the development of a National Action Plan for Sustainable Palm Oil cultivation, which is designed to build social, economic, and ecological resilience through industry. The national action plan includes groundbreaking gender guidelines for Indonesian Sustainable Palm Oil certification, which the government endorsed after UN research demonstrated direct links between gender issues and sustainable palm oil development. The new national action plan has also helped usher in important regulations related to landscape management at the district level. This contributed to the establishment of special cultivation areas and company-smallholder partnerships in South Tapanuli District; new spatial planning regulations and peatland protection and management measures in Pelalawan District; and a plantation master plan and lake buffer zone in Sintang District.

As the world’s largest archipelagic nation, the responsible stewardship of Indonesia’s waters is as important as the management of its terrestrial territory. In 2021, UN support helped Indonesia’s fisheries sector achieve globally recognized certification. Specifically, the Indonesia Western Center Pacific Ocean yellowfin and skipjack tuna fisheries received the Marine Stewardship Council (MSC) eco-label certification. Meanwhile, the Indonesia Indian Ocean and Western Center Pacific Ocean tuna and Blue Swimming Crab fisheries are on track to meeting the requirements for MSC eco-label certification. UN projects to help improve the governance of tuna and blue swimmer crab fisheries in Indonesia improved the livelihoods of some 310,563 people who rely on the fishing sector, of which 69% are women.

Support for eco-label certification encourages an increase in the production of added value fishery products while maintaining the sustainability of natural resources. Increasing added value is the main strategy behind efforts to transform Indonesia’s economy, in which the fishery sector acts as a prime mover and is expected to provide competitive fishery products.

As part of global efforts to encourage more sustainable fisheries and combat illegal fishing, the UN supported Indonesia’s Ministry of Marine Affairs and Fisheries in the development of the country’s national fish traceability system, known by its Indonesian acronym STELINA. The STELINA system enables the collection of data on fish species, catch volume, location, and climate conditions to be collected at the point of catch, which helps fishermen to plan their catch. Suppliers can use this information to monitor their daily transactions and submit them to processors and exporters per their requirements. For local fish processing units, STELINA can provide useful information for stock balance monitoring and management such as the locations of fishing ports, and government infrastructure facilities to support their coordination. The system also links information on Indonesian fishery products with traceability information systems in regions that receive Indonesian fishery exports, such as the European Union and the United States. This helps fisheries business actors in Indonesia meet the policies and export regulations of destination countries and reduce fish loss and waste, which the UN estimates costs Indonesia $7 billion per year. The UN provided technical support to accelerate the integration of Indonesia’s aquaculture data into STELINA and to strengthen the ability of producers to comply with the system’s traceability requirements.

The UN has also developed several e-agriculture strategies to support the Ministry of Agriculture in shoring up food systems, including incorporating the latest ICT and geospatial technology to monitor early warning indicators of threats. Among these initiatives is the digital village ecosystem concept, a mechanism designed to accelerate digitalization in rural areas to benefit people living in rural and farming communities. Digital Villages offer a sustainable structure through which to introduce technologies that provide services to farmers, such as drones that apply soil testing services, receive early warnings, and weather information, and monitor and diagnose pests and diseases. The Digital Village concept also supports e-extension services for small and medium-scale rural entrepreneurs, including youth and women, making it easier for them to share data with customers, suppliers, and government agents.

**Enabling Local Economic Development**

About 43% of Indonesia’s population lived in rural areas in 2020, according to the World Bank. But Indonesia’s complex geography means many of them—including many indigenous communities—risk being cut off from economic progress. Today, people living in Indonesia’s rural areas endure poverty at about double the rate of those who live in urban areas.

The UN is supporting rural livelihoods through two partnerships with the Ministry of Agriculture. Under one irrigation-focused project, the UN set up field schools in hundreds of villages across 14 provinces to provide training for farmers, as well as high-quality seeds and equipment to contribute towards more sustainable farming practices. The project reached more than 1 million people in 265,000 farming households. Some 80% of the farmers that participated were using superior seeds by the end of 2021, 62% had adopted a planting productivity system taught at field schools known as jajar legowo, and a further 40% had switched to organic fertilisers. This contributed to an average yield increase of 22% outside of Java, as well as reduced use of fertiliser thanks to soil testing equipment distributed through the project. The project also produced several manuals to support training on market access and financial literacy, which are expected to reach a further 80,000 households in 2022.

A parallel project with the Ministry of Agriculture, distributed 37,583 packages of agricultural supplies— seeds, fertiliser, and basic equipment—to at least 2,376 farmer groups comprising 55,804 members, of whom 40% are women. The UN also distributed 105,313 seed packages to more than 100 “seed breeders”, who contribute to boosting biodiversity in Indonesia. A midline survey found that 87% of the farmers involved had adopted improved methods of fertilisation introduced through the project.

In 2021, the UN helped the government relieve pressure on some of Indonesia’s most food-insecure people living in rural regions and exposed to the risk of peatland fires. Across Sumatera, Kalimantan, and Papua provinces, many farmers rely on the cultivation of crops that grow on peatlands, one of Indonesia’s most ecologically valuable but at-risk resources. There, the UN assisted acutely vulnerable smallholders in establishing 100 home gardens and 21 demonstration plots for peatland-friendly products including ginger, lemongrass, aloe vera, betel, and vegetables that contribute to household micro and macronutrient needs. The UN also established three “rural zones’ in Riau, Central Kalimantan, and South Kalimantan provinces, which regulate land use to prevent the degradation of vulnerable peatland; the project trains local farmers in yield improvement, budgeting, and market dynamics to help them scale up successful commodities for the local market. Similar interventions boosted the livelihoods of women purun weavers in two villages in South Sumatra and South Kalimantan, coconut sugar producers in four villages in West Kalimantan, and sago farmers in three villages in Riau, all of whom traditionally have limited access to an independent income. UN support for these groups included assistance testing product viability for domestic and international markets and priming the supply chain to accept products once pandemic- related coordination bottlenecks clear.

To further support vulnerable communities, the UN advanced an approach to enriching peatland through the application of organic fertilisers as opposed to ash. The project established 70 community groups across six Indonesian provinces to aid in the production of peatland-based agricultural products through a combination of knowledge sharing, training and access to tools and other resources, boosting the incomes of around 700 farmers and their dependents, many of whom lack access to basic health facilities and markets. The UN also supported four farmers’ groups in Mempawah District, and Kubu Raya, West Kalimantan through the provision of processing units to facilitate the production of organic coconut sugar for export.

In Bali, where COVID-19 induced slowdowns in the tourism sector have resulted in some families returning to seaweed farming, funds provided under the Global Environment Facility’s Small Grants Programme helped a local civil society organisation increase the area of seaweed cultivation in Nusa Penida and introduce 28 additional income-generating activities that benefitted 2,264 people directly, uplifting a broader community of 94,328 people. Meanwhile, a local economic development initiative targeting impoverished communities along the Indonesian-Timor Leste border, helped women to perform economically productive activities, such as vegetable farming, and gave women a voice in community decision-making.

**Local Firms Equipped for the Global Market**

Indonesia’s 64.5 million young people constitute the most-educated portion of the country’s population, yet many are excluded from economic opportunities and social participation—a predicament the COVID-19 pandemic has only intensified.

To remedy this, the UN’s Youth Entrepreneurship and Employment Support Services (YESS) programme, aims to provide young rural men and women with a means to access economic opportunities. By year’s end, the project had identified nearly 60,000 potential beneficiaries of which 20,719 have already received on subjects such as start-up management and financial literacy, as well as business plan and proposal development. The project also provided training to 352 teachers and business development service providers across four “Teaching Factories,” or Polbangtans, to better support young people seeking work to enter the labour force.

A further 370 young people across six provinces—210 of whom are women or girls—benefitted from a UN project to build the capacity of young creative entrepreneurs. Among them, 187 youths received training on business certification, which resulted in 57 receiving legal business documents. The project

engaged a total of 114 government officers from five provinces and the two central ministries, who learned about its methodologies and impacts.

Equipping Indonesian firms for the global market requires standardisation, compliance, and comprehensive quality controls. In the aquaculture sector, the UN worked with the National Standardization Agency (BSN), the National Accreditation Committee, and the Ministry of Marine and Fisheries Affairs to develop robust a third-party certification called IndoGAP Certification. The new standards will guarantee that farmed fish meets international standards on sustainability and food safety and make certification affordable for over 2 million smallholder fish farmers. The UN also partnered with BSN to revise existing standards and establish new standards to bring Indonesian fisheries in line with international standards. These revisions are expected to enable more than 60,000 SME fish producers to comply with international market requirements. Finally, the UN worked with the Ministry of Marine Affairs and Fisheries to develop 15 new standard operating procedures concerning food safety, sustainability, environmental and social protections for catfish, pangasius, milkfish and seaweed production.

Under another UN quality control intervention, 16 people from Indonesia’s National Consumer Action Agency took part in a December 2021 workshop on Consumer Dispute Resolution (CDR) policies focused on the discussion of policy options for implementing online dispute resolution and enhancing business- to-consumer e-commerce. Meanwhile, Indonesia and Thailand are beneficiaries of a global UN study designed to boost consumer trust in the digital economy through enhancing online dispute resolution. The study, to be concluded in September 2022, analyses the characteristics of consumer disputes in the digital economy and the need for online resolutions. It addresses the existing legal framework for global, regional, and national systems of online dispute resolutions, and will furnish recommendations relevant to Indonesia.

The year 2021 also marked the completion of the UN’s Sustaining Competitive and Responsible Enterprises (SCORE) programme. Since its launch in 2010, the project has benefitted 2,300 MSMEs and 34,900 workers across 14 provinces. Initiatives introduced through SCORE led to 73% of participating MSMEs reporting increased productivity and 63% enjoying cost savings.

South-south cooperation—which concerns the exchange of political, economic, and cultural knowledge and resources between government and people in developing nations—can play a key role in enabling Indonesian firms to thrive in global markets. As the world’s largest archipelagic nation, Indonesia

serves as the Secretariat of the Archipelagic and Island States Forum (AISF), through which the UN supports its efforts to engage with policymakers in 20 other island states. In 2021, the UN held twenty knowledge-sharing sessions for around 400 participants through AISF on issues of mutual interest, including strengthening south-south cooperation, climate change and trade. The UN also coordinated capacity-building programs called Startup Weekend Pacific and Community Leadership Academy, which produced 74 graduates from five participating pacific countries.

**Building Gender Equal, Child-Friendly Workplaces and Protecting Workers’ Rights**

Indonesia has taken great strides towards building a more gender equal society over the past decade, including achieving gender parity in educational enrolment in 2019. Yet a stark gender gap remains, including in the workplace where Indonesian women earn 23% less than men, and women’s rate of participation in the labour force has stagnated in recent years.

In 2021, the UN carried out a series of activities to support government and private sector efforts to build a more gender-equal business environment. For example, at least 150 companies across multiple sectors took part in a capacity-building virtual workshop on how to translate their support of the UN’s Women’s Empowerment Principles (WEPs) into company policies and operations. The UN also provided direct online training in digital marketing and business coalition-building to current or prospective women entrepreneurs at 25 companies, with a view to making their businesses more competitive and influencing business coalitions to commit to building gender-responsive workplaces.

On policy, the UN also helped the government develop several national policies to support gender equality in business, namely national guidelines for gender- responsive business, national guidelines for gender reporting for the private sector, and national guidelines for the prevention of sexual harassment and violence at work, based on ILO’s Convention 190. The UN also trained dozens of representatives from private

companies, state-owned enterprises, and government institutions, as “G20 Empower Advocates,” to influence G20 policy recommendations so that they take gender equality and women’s empowerment into account.

Trade unions play an essential role in protecting worker welfare, but many contend with operating constraints, including political pressure. In 2021, the UN helped build the capacity of 130 trade unions across the palm oil sector to effectively advocate for their members’ rights, including the right to freedom of association and to collective bargaining. This initiative builds on ongoing work to improve workers’ rights in Indonesia’s palm oil sector and strengthen the capacity of enterprises to implement national labour laws. By June 2021, 154 collective agreements were being negotiated and one collective bargaining agreement had been signed.

A related UN project, called Better Work Indonesia, encourages garment and footwear trade unions and employers to enter into bi-partite agreements to ensure business sustainability and protect workers from the negative impacts of COVID-19. Through 2021, the Better Work Indonesia project supported factories by monitoring COVID-19 workplace outbreaks and factories’ situation during public mass restrictions on movement, as well as factories’ progress on vaccinations. Better Work Indonesia also helped build the capacity of one major trade union networks on gender, collective bargaining agreements, data collection, and processing; helped another host a women’s conference; and helped a third organise vaccination campaigns at its factories.

Finally, in 2021, the UN-authored a joint commitment and action plan that outlines key policy areas social partners would like the Government and international brands sourcing from Indonesia to advance in response to the COVID-19 crisis. In 2021, the UN collaborated with several international buyer-partners to build the capacity of their supplies, including a project on inclusion with H&M, a project with Ralph Lauren on improving an employee grievance mechanism, and a project with Target USA on the implementation of a new labour law.

**Boosting Women in STEM**

Febry Febriani, from Indonesia’s National Research and Innovation Agency, was one of three winners of the L’Oreal-UNESCO Award for Women in Science 2021, selected for her research proposal on tectonic plate crusts that could enable better earthquake risk mapping across Indonesia. She is one of a rapidly growing cohort of Indonesian women excelling in science. In fact, data from Indonesia’s Ministry of Education, Culture, Research, and Technology shows that in 2020, 55% of science, technology, engineering, and mathematics (STEM) graduates—or 265,344 out of a total of 478,888—were women.

Despite Indonesia’s laudable progress on women in STEM at the university level, however, women continue to face challenges in what remains a gendered sector. The UN’s Women in STEM Indonesia Project aims to boost the employment prospects of underprivileged female graduates of vocational schools in STEM- related fields. Through the project, 842 women received training in STEM-related technical skills and of those 126, or about 20% of participants, had either found employment or created a job in the ICT sector by the end of 2021.

The UN also serves as a guest mentor for a four- month incubation program called “Supergirls in Tech” organised by Indonesian digital marketing company BUBU.com for third3rd and fourth4th year female university students. The program focused on financial inclusion, career opportunities, women’s health, and women’s empowerment, the UN assesses participants’ pitches and hosts a workshop on women in leadership.

Glass ceilings can prevent women from climbing corporate ladders even when they excel in STEM. Through a programme called In Business, the UN partners with the Indonesian Business Coalition for Women Empowerment and Samsung to support the transition of mid-career level women in STEM fields into leadership roles. Some 1524 women received support to develop critical soft skills through In Business’ in-company training workshops between 2019 and 2021. The UN also partnered with Indonesia’s Human Resources Research and Development Agency, the Ministry of Communication and Informatics, and CISCO to co-organize a Python Programming training session for 500 women working in ICT.

Women and girls’ engagement in STEM must start early to ensure the sustainability of the sector. In 2021, the UN supported more than 4,700 disadvantaged adolescents from 105 schools in developing 21st century digital skills through an innovative learning programme delivered in partnership with local governments and the private sector. Participating students—58% of them girls—generated more than 1000 ideas for digital solutions to issues such as waste management, suicide prevention, and disability inclusion. Of those, 12 teams of 123 adolescents—64% of them girls—were selected to receive intensive mentoring, before presenting their solutions to a government and private sector audience.

The UN partnered with women-led organisations and engaged female mentors from the private sector to lead elements of the course, which is slated for scale- up in 2022.

Finally, In April 2021, the UN celebrated International Girls in ICT Day in collaboration with several Indonesian government ministries. Among other activities, the UN ran a competition that called on young Indonesians to create multimedia content commemorating the role of girls in ICT as change agents amid the pandemic and disasters.

**Better Support Services for Refugees, Migrants, and People with Disabilities**

The dramatic 18-hour rescue of a boat carrying more than 100 Rohingya refugees off the coast of Aceh in December 2021 served as yet another testament to Indonesia’s humanitarian spirit. Although Indonesia is a haven for thousands of refugees fleeing persecution, the country still lacks a legal framework on refugee empowerment, despite commitments it made to that effect at the Global Refugee Forum in 2019.

In 2021, the UN conducted several activities with civil society and private sector partners to boost refugee livelihoods, including facilitating apprenticeships and hosting entrepreneurship and other skills training. Through the Multi-Partner Trust Fund mechanism, the UN and partners in academia led training in 3D printing, digital marketing, web design, barista skills, and fashion apprenticeships. These programmes benefitted refugees directly, but they also demonstrate that refugee participation in income-generating activities has a positive social effect. With an appropriate legal framework in place, more private sector entities would engage with refugee communities, UN research has shown.

Migrant workers, as well as refugees, faced exceptional challenges due to COVID-19 in 2021. A UN project launched at the end of the year bolsters government efforts to address the socio-economic impact of the pandemic on returned migrant workers and their households. The project, which is continuing through 2022, incorporates a range of activities designed to boost economic empowerment, mitigate COVID-19 infection risk, and provide mental health and psychosocial support services at both the pre- departure and post-return stages of migration. Through the project, the UN is also engaged in strengthening COVID-19 mitigation measures at points of entry and border crossings used by migrant workers.

Refugees and migrant workers are far from the only communities that suffered disproportionate impacts during the pandemic. In 2021, the UN revamped its Indonesia Business and Disability Network (IBDN), a unique employer-led initiative that works to promote the inclusion of people with disabilities in workplaces nationwide. The network grew its membership to 107 members by year’s end and engages members in promoting a human rights-based approach to disability.

The UN also partnered with Yarsi University to conduct a survey of 250 young workers on their vulnerability to HIV/AIDS and their access to social

protections. The survey found that the 15–24-year-old workers had low awareness and were at high-risk of contracting sexually transmitted diseases, including HIV. Meanwhile, fewer than half had access to health insurance or employment insurance. The survey indicated a need for improved Occupational Health and Safety training on HIV awareness and prevention and more comprehensive health insurance provisioning for young workers nationwide.

Broadly, the UN provided financial support and consulting to help Indonesia scale-up occupational health services for workers in the informal sector, including tools for screening health risks in workplaces. UN research contributed to new government guidelines on occupational health surveillance, and health and safety protections for healthcare workers, as well as a policy brief on strengthening TB control in workplaces. The updated guidelines for occupational health surveillance and the policy brief on TB controls at the workplace, combined with the new workplace health risk screening tools could benefit moret han 131 million people who work across the formal and informal sectors. Meanwhile, the scale-up of occupational health services for workers in the informal sector could benefit almost 78 million people. The guidelines on health protection for healthcare workers could benefit over 1.5 million people.

**Policy Making and Institutional Capacity Building for Inclusive and non-Discriminatory Workplaces**

The principles of equality and anti-discrimination are enshrined in Indonesia’s Constitution and its labour law. Still, marginalised groups including women, people living with HIV, key populations vulnerable to HIV infection, indigenous peoples, and people with disabilities often struggle against inequitable access to employment opportunities and social protection. According to an UN-supported study conducted before the pandemic, for example, one-fifth of people living

with HIV were unemployed in 2018 compared to a national unemployment rate of 4.4% that year. COVID-19 is likely to have made disparities in unemployment more pronounced.

The UN is working at all levels to promote more inclusive, non-discrimanory workplaces. In 2021, a UN collaboration with Indonesia’s Ministry of Manpower on policy development brought about a revision of Indonesia’s Equal Employment Opportunity guidelines that advances women’s economic empowerment. The new guidelines were under final review by year’s end.

Meanwhile, the UN endeavoured to tackle workplace- based stigma and discrimination against people living with HIV (PLHIV) and Key Populations vulnerable to HIV infections through the COVID-19 Multi-Partner Trust Fund. The UN engaged 100 trade union representatives and other workplace stakeholders to strengthen support for inclusive and non-discriminatory workplace policies. This resulted in the development of a policy paper on non-discriminatory workplaces and upskilled 15 community representatives from nine provinces as advocates for inclusive job markets. These community representatives serve as expert trainers, equipped to train other workplace stakeholders on issues such as the health needs of workers with HIV and TB, measures to create non-discriminatory workplaces that improve gender-equality. From July to December, a series of 20 webinars on these issues targeted human resource managers nationwide, who play a key role in building inclusive workplaces. Through the COVID-19 Multi- Partner Trust Fund a further 100 PLHIV and members of Key Populations participated in UN skills training on digital marketing and fashion design.

Additionally, some 800 female and 200 male members of three of Indonesia largest trade unions participated in a three-month series of UN-facilitated awareness raising sessions on non-discriminatory HIV/AIDS policy coverage for union members in the garment sector, maritime sector, and land transportation sector. These sessions produded a non-discriminatory policy on HIV through as a collaboration between one of the unions and PT SAI Apparel Industry, a major garment sector company in Central Java. The sessions also

provided access to HIV tests for 180 union members. The UN’s union engagement led two other companies —PT Pertamina, in the oil and gas sector, and PT Waskita Karya, in construction— to promote non- discriminatory labour policies through cultivating HIV awareness and introducting of HIV self-screening services at the workplace. Some 3795 male and 665 female workers accessed HIVthe self-screening after it became available.

Finally, in collaboration with Kusuma Buana Foundation, an Indonesian NGO focused on family planning, the UN conducted focus group discussions and in-depth interviews on inclusivity in the workplace. The series of discussions with civil society organizations, public officials, members of the private sector, and trade unions contributed to the UN’s production of a policy paper that included analysis of the current situation on workplace discrimination and recommendations for policies to make workplaces more inclusive.