

General Information

Fund	MPTF_00209: UN COVID-19 MPTF						
Title	Employment and Livelihood: An inclusive approach to economic empowerment of women & vulnerable populations in Indonesia						
MPTFO Project Id							
Start Date							
End Date							
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Description	<p>The government's responses focus on stimulating the economy. However, applying measures to boost demand will take years before they have a positive effect on women and vulnerable groups. Even then, pre-existing challenges such as deep-rooted gender biases might hamper women's aspirations. It is therefore vital to take decisive and catalytic actions to benefit and empower these target groups directly, and to address existing inequalities and discriminations in the labour market and society as a whole.</p> <p>This programme aims to ensure that in these times of socio-economic crisis, no one - particularly women and other vulnerable groups - is left behind. It offers support to the target beneficiaries through three major channels: supporting entrepreneurship training and business development; facilitating access to skills development and jobs; and assuring a gender-equal labour market that is free from discrimination.</p> <p>The United Nations System in Indonesia, and particularly the four agencies involved in this initiative (ILO, UNDP, UNHCR and UNAIDS), are using their already existing technical, institutional, and innovation capacity to ensure that results are delivered in an effective and timely manner. The funding provided by the MPTF will expand and enhance that capacity, allowing the UN to play a catalytic role in promoting gender equality and the economic empowerment of women, while strengthening the Government of Indonesia's and the private sector's response to COVID-19.</p>						
Universal Markers	Gender Equality Marker	Risk			OECD-DAC		
	<ul style="list-style-type: none"> GEM3 - GEWE is the principal objective of the Key Activity 	<ul style="list-style-type: none"> Medium Risk 					
Fund Specific Markers	Fund Windows	Fund Windows					
		<ul style="list-style-type: none"> Window 3: Recover better 					
	Human Rights Based Approach to COVID19 Response	HRBA integrated					
		<ul style="list-style-type: none"> Yes 					
	Primary Socio-Economic Pillars	Pillars					
		<ul style="list-style-type: none"> Pillar 3: Economic Response and Recovery 					
	Concept Note Type	Type					
		<ul style="list-style-type: none"> Funding 					
Geographical Scope	Geographical Scope	Name of the Region	Region(s)	Country(ies)			
	<ul style="list-style-type: none"> Country 		<ul style="list-style-type: none"> Asia 	<ul style="list-style-type: none"> Indonesia 			

Participating Organizations and their Implementing Partners	Participating Organizations	NGOs	New Entities	Implementing Partners
	<ul style="list-style-type: none"> • ILO • UNAIDS • UNDP • UNHCR 		Other	User defined
Programme and Project Cost	Budget	Agency	Amount	Comments
	Budget Requested		\$1,699,999	
	Total		\$1,699,999	
Keywords				
Programme Duration	Anticipated Start Date	Jan 01, 2021		
	Duration (In months)	12		
	Anticipated End Date	Jan 01, 2022		
Comments	<p>Feedback from Secretariat: 9 January 2021</p> <p>We have reviewed the submission and there are a few comments that would strengthen the ProDoc , so it can be submitted for fund release:</p> <p>For the first Outcome indicator - 20 % increase in the number of beneficiaries who have taken serious steps to set up a business and 75 % who have generated business plans - is still quite weak, especially since "serious steps" is a subjective assessment. We would like to ask PUNOs to add something to the description that can display how these participants increased income as a result of participating in the project.</p> <p>One of the indicators under Output 3 is measuring change in regulation on health, but the narrative section commits to "update regulations relating to gender equality, discrimination and harassment at work". We recommend that it be amended to reflect regulation, which promotes gender equality in the labor market.</p> <p>Kindly incorporate this final feedback into the proposal and resubmit.</p> <p>The Secretariat has reviewed the Indonesia proposal and have the following comments:</p> <ul style="list-style-type: none"> • The ILO budget for staff and contractual services is very high, and combined those 2 lines account for USD 800.000. Could further explanation be provided ? It does not seem to correspond to the just 3500 people, who are listed to receive entrepreneurship and business trainings. • Clear outcome indicators are missing from the RBM and generally the chosen indicators only cover the number of people trained, and they do not measure anything related to expected success rates in terms of inclusion or actual connection to the labor market. • The same goes for the sensitization training of 6000 workers on gender dimensions. It needs to be explained what these workshops lead to and how will they measure the impact • The assumptions that trainings will lead to inclusion/employment need to be unpacked and addressed in the risk matrix. <p>As you can appreciate we need to demonstrate the value for money for this USD 1.8 mln investment to the stakeholders of the Fund.</p> <p>We would like to request the team to address these points before we submit this proposal to the Advisory Committee of the Fund for review.</p>			

Narratives

Title	Text	Comments
CN_I. What is the specific need/problem the intervention seeks to address? Summarize the problem. Apply a gender lens to the analysis and	<p>i. Massive jobs destruction and income loss due to the COVID-19 pandemic</p> <p>As at 31 July 2020, the COVID-19 pandemic had contracted the Indonesian economy, resulting in the loss of at least 3.5 million jobs (Ministry of Manpower, 2020). The Indonesian Chamber of Commerce and Industry (KADIN) has claimed that layoffs have affected as many as 6.4 million people (KADIN, 2020). No sex disaggregation data are available for these reported figures. In addition there are existing 7 million jobseekers who may not find jobs during the current economic conditions. In the event that Indonesia fails to contain the spread of the virus and the economy continues to contract, further job losses are inevitable.</p>	<p>UN Women: overall score 19: Overall Comments: Strong concept note, targeting marginalized groups, builds on existing work within the UN and is forward looking. It has a medium/long term</p>

description of the problem. Be explicit on who has established the need (plans, national authorities, civil society, UN own analysis, or citizens).

The consequences of a large-scale loss of income have been wiping out past socio-economic gains - including in the area of gender-equality. During the past decades, Indonesia has charted a modest progress towards gender equality, but the pandemic is winding back the clock. Information collected by UNHCR and partners indicates that refugees, who have no access to the formal job market, have experienced a devastating loss of income as a result of reduced opportunities in the informal market ([UNHCR, 2020](#)).

If we consider the family members of the 11.6 million jobseekers, the pandemic has economically affected over 25 million people, depriving them of their incomes, nutrition, and access to education, health care and other vital social services. The number of people suffering economically from the pandemic is higher than the toll of casualties recorded after the massive tsunami that hit Aceh in December 2004. The impact of job losses may be less visible as they are not the result of a natural disaster - but this is the scale of the jobs crisis that we face today.

Indonesian enterprises started feeling the crunch of the crisis as early as April 2020. According [an ILO survey of 571 enterprises](#) in that month, about 52 per cent of enterprises saw their revenue diminished by up to 50 per cent. This situation risks cuts in income of an estimated 97 million enterprise owners and workers. Nine out of the ten surveyed enterprises were experiencing cash flow problems. Three per cent of the surveyed enterprises had closed their businesses permanently, with small enterprises bearing the brunt of the crisis. More businesses are closing as the pandemic prolongs. A reverse of the trend has not yet been observed.

ii. Women and vulnerable groups of people are disproportionately affected by the crisis

As labour market conditions deteriorate, existing inequalities are exacerbated. Transmission channels primarily impact vulnerable groups (women, youth, refugees and people living with HIV), as seen below.

Women

The current economic downturn caused by COVID-19 is having a profound impact on gender inequality in the labour market. In the short term, the pandemic will have a disproportionately negative affect on women's employment opportunities compared to those of men. In the long term, it may affect women's livelihoods as a whole.

In Indonesia, approximately 60 per cent of female workers were employed in sectors hit hardest by the pandemic, which contracted seriously in the second quarter of 2020 (accommodation and food services, manufacturing, company services and other services) ([WFP, 2020](#)). Women and youth are often the first to be dismissed.

The pandemic has exacerbated the pre-existing gender imbalances in the distribution of household duties between men and women. According to a survey by the Indonesian National Commission for the Protection of Women (NCPW), the burden of domestic work during COVID-19 is borne by women. Among 2,285 survey respondents, 70 per cent of women reported an increase in their domestic workload compared to 49 per cent of men ([Komnas Perempuan, 2020](#)).

Gains in gender equality with respect to access to education have not yet been translated into gender equality in the Indonesian labour market. According to the [labour force survey](#) in February 2020, the gap in labour participation rates between men and women is wide, with men accounting for 84 per cent and women 55 per cent, respectively. On average, women earn 77 per cent of that of their male counterparts. Seven out of ten managerial positions are occupied by men, although women's share in managerial positions recorded an increase of 4 percentage points between 2017 and 2019.

The business environment has also not been friendly with respect to women's participation. Women are rarely valued for their personal abilities and perceptions of their work comply with established stereotypes - i.e., they have poorer skills than men and are unable to perform work that requires responsibility, or are less creative. These stereotypes are liable to influence women's and men's work choices, creating a labour market that is divided by gender.

Taking into account women's vulnerability and deep-rooted gender biases in the labour market, COVID-19 may wipe out their past gender equality gains, albeit modest, and thicken the glass ceiling – unless there are policy interventions and concerted actions taken by the social partners. It is time to reinforce our actions.

Youth

Youth is another group of concern. Each year, about 2.4 million people enter the labour market in Indonesia. This year, however, companies are not recruiting. The recruitment of new graduates lags behind economic recovery, and it may only recommence in 2022 if an economic recovery kicks in in mid-2021. This year's graduates will have to compete for scarce jobs with the graduates of 2021 and 2022. If no decisive interventions are made immediately, this year's school graduates will form a lost generation. As ILO research has shown, a graduate's failure to enter the

perspective. there is clear division of labor amongst the four agencies. It holds duty bearers accountable for gender equality in the labor market but should also consider educating women and the other marginalized groups on their rights within the labor market.

labour market at the onset of her or his career has a lasting impact. The longer that graduates are unemployed or in a precarious employment, the harder it will be to find a stable job.

Over the next two decades, technological advances, including automation and robotics, will significantly change jobs and enterprises in Indonesia. [Women are particularly at risk. In fact, women are 20 per cent more likely than men to lose their job as a consequence of automation.](#) Skilling the youth, especially female youth, for future jobs is among the top policy priorities of the government of Indonesia.

Youth entrepreneurs are also struggling to survive during the pandemic. [According to](#) a survey administered to 756 youth-led enterprises by UNDP Indonesia (held through U-Reports, a platform facilitated by UNICEF), 79 per cent of young entrepreneurs are affected by the spread of COVID-19. In fact, 21 per cent of them had to close their business. In addition, 58 per cent of young entrepreneurs reported a decrease in revenues. Despite challenges, 84 per cent of the respondents plan to maintain or re-open their business by connecting with other businesses to support each other in finance, distribution chains, promotion, and others.

Refugees

In Indonesia, **refugees** are unable to work legally to support themselves. They are therefore excluded from participating in society and contributing to their host communities, and they lack access to self-reliance opportunities and adequate social protection mechanisms. Due to the COVID-19 pandemic, the deteriorating socio-economic conditions have deepened their predicament as they encounter multiple layers of challenges and forms of discrimination. This situation has exacerbated their existing vulnerabilities – and they are already among the most marginalized groups in the country. As of July 2020, Indonesia is a host to 13,653 refugees and asylum seekers from 48 different countries, 72 per cent of which are adults and 28 per cent children. Of the adults, 26 per cent are women and 74 per cent men. More than half of them are Afghan refugees.

Only a limited number of the most vulnerable refugees receive a minimal subsistence allowance from UNHCR and partners to help them meet their basic needs and prevent negative coping mechanisms [1] (see the file "Footnote.docx"). However, many refugees living independently continue to face these protection risks and become more vulnerable after years of dependency and impoverishment. A lack of access to livelihoods opportunities has a disproportionate impact on refugee women, who may be at a higher risk of exploitation and abuse or forced to resort to negative coping mechanisms such as survival sex to support themselves and their families.

People Living with HIV

Indonesia is committed to ending the AIDS epidemic by 2030 [2] as part of achieving the SDG Goal 3. While Indonesia has a relatively low HIV prevalence at 0.4 per cent, the HIV epidemic is highly concentrated among key populations [3] such as female sex workers, people who use drugs, men who have sex with men and the transgender population.

According to the latest HIV estimates by the Ministry of Health, there were 545,188 people living with HIV (PLHIV) in Indonesia in December 2019. The Indonesian Government and external donors such as the Global Fund to fight AIDS, Tuberculosis and Malaria, as well as USAID, have made combined efforts to promote safe HIV prevention practices and to fast track efforts to promote routine HIV testing among key populations, so that a higher number of PLHIV are aware of their status and get treatment. The COVID-19 pandemic has significantly hampered this action.

A rapid survey conducted by UNAIDS and the PLHIV network (JIP) in March 2020 suggests that 60 per cent of PLHIV have experienced income reduction and many have experienced changes in their HIV care. Community programme outreach workers report shutdowns of key population hotspots and/or the closing of activities in these areas by civilian police to enforce social restrictions due to COVID-19. As a result, PLHIV and key populations [2] working in impacted industries have lost their jobs. Those living on daily incomes, particularly female sex workers and the transgender population, have been the hardest hit as many local governments have introduced mobility restrictions. The findings of a cash transfer project conducted by UNAIDS and its CSO partners under the Crisis Response Mechanism Consortium showed that more than two thousand transgender women have lost their incomes and cannot afford to pay for food and rent. Some of them are left with no income as they have to stay at home and or return to their hometown/villages to sustain life with their extended family. Women living with HIV are impacted the most when they lose their household income as any resources reserved for their health needs are repurposed for household needs.

iii. Women and vulnerable groups lack the necessary support to contribute to the eventual socio-economic recovery

	<p>The prospects of a quick socio-economic recovery are still gloomy. Labour market recoveries usually lag behind economic recoveries by 2-3 years because companies are wary of increasing their workforce during the initial phases of economic upturn. With the sluggish labour market situation brought about by the pandemic, many women and vulnerable groups of people are seeking to start businesses and earn a living. However, they face challenges due to their inability to cover their basic needs; their limited capacity and skills for business development and use of digital solutions; their lack of product quality management; and their inability to access finance and intensive business coaching.</p> <p>Access to employment requires a certain set of employable skills, a combination of practical and soft skills, and job-relevant knowledge. Three groups tend to have limited access to training opportunities: women, youth, and people who face discriminations (e.g., refugees, PLHIV, key populations to HIV exposure such as transgender women). It is frequently observed that laid off workers return to their rural areas and rely on kinship support. However, training opportunities are scarcely found in rural areas, widening urban-rural divide. The basic requirement for citizens to have an ID card to prove their civil rights identity is limiting access to basic job opportunities and starting a business for vulnerable groups.</p> <p>Gender equality and diversity in the labour market are important for women's empowerment. In addition to the persistent pay gap between men and women, traditional gender-based social norms tend to determine the division of labour between men and women in the domestic sphere. Parents sometime prioritize their sons' education over that of their daughters, given the differences in expected future income. Women's empowerment and the addressing of gender biases in the labour market are required to break this chain of inter-generational transmission of gender inequality in work and economic opportunities. Indonesia has ratified the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) and has made progress in safeguarding gender equality in the regulatory framework. However, translating and implementing the regulations into practical terms, including human resources management at company level, remains challenging.</p> <p>In addition to gender biases, refugees face additional hurdles in accessing the labour market due to the lack of a legal framework for refugees to work in Indonesia. This project will bring this matter to the policymakers' attention. Safeguarding an equal access to the labour market for all workers - including refugees, PLHIV, and people living with disabilities - is crucial for social inclusion and the achievement of the SDGs.</p> <p>Addressing employment issues and protecting Indonesia's most vulnerable population from the socio-economic impact of the COVID-19 crisis are an integral part of Priority Area 5 (i.e., mitigating the socio-economic impact of the crisis) of Indonesia's Multi-Sectoral Response Plan (MSRP), which is equivalent to a United Nations Socio-Economic Response Plan (SERP). Of the required funding for implementing actions in Priority area 5, only 31 per cent has been funded – one of the least-funded areas of the Plan. Funding from the COVID-19 MPTF would help narrow the funding gap and help the UN in Indonesia empower women and vulnerable people during the recovery phase of the crisis and beyond.</p>	
<p>P_I. Immediate Socio-Economic Response to COVID19 and its impact</p>	<ol style="list-style-type: none"> 1. Costed Socio-Economic Response Plan (Indonesia Multi-Sectoral Response Plan to COVID-19) - UN Indonesia 2. Counting the costs of COVID-19 - assessing impact on gender and SDGs achievement in Indonesia - UN Women 3. Indonesia COVID-19 enterprise survey of 571 enterprises in April 2020 - ILO 4. Impact of COVID-19 on Youth Entrepreneurs - UNDP 5. COVID-19 Economic and Food Security Implications for Indonesia - 3rd edition August 2020 - WFP 6. A study on household dynamics during the COVID-19 pandemic in 34 Provinces in Indonesia - National Commission for Women 7. Indonesia Labor Force Survey 2020 - Central Statistics Office 8. The Rise in Indonesia's Unemployment Rate due to COVID-19 - Central Statistics Office 9. Livelihood and Economic Inclusion - COVID-19: Emerging Practices - UNHCR 2020 	<p>Comments under general information tab</p>
<p>CN_II. Results expected to be achieved and a clear explanation of tangible results or changes that will be achieved through this collaborative programme Describe the results expected to be achieved and how it</p>	<p>i. Proposed Theory of Change</p> <p>Indonesia's most vulnerable population, particularly women, youth, refugees, migrant workers, people living with HIV, key populations most vulnerable to HIV and people living in disadvantaged regions, are empowered and have recovered from the adverse socio-economic impact of the COVID-19 crisis and benefited from an inclusive labour market.</p> <p>This will have been achieved on account of the Theory of Change:</p> <p>If,</p> <ol style="list-style-type: none"> 1) Women and vulnerable groups have their employability and entrepreneurship skills enhanced and their essential business development support increased; 	<p>The focus on the activities and results is very clear. However - their beneficiary count is very low across the various result areas for the 2 million that they are seeking. We would ask that during the full project development stage (with RBM frameworks and budgets) to please ensure the beneficiary</p>

<p>contributes to the Covid-19 response and the SDGs. Describe programme approaches, methods, and theory of change, and explain why they are the appropriate response to the problem. Please highlight a) how the solution(s) is data driven (especially on population being targeted) b) if and how it employs any innovative approaches; c) if and how it applies a human rights-based approach and how is it based on the principle of "recover better together" d) if and how the theory of change reflects the Gender Equality Marker score selected in this solution</p>	<p>2) People living in disadvantaged regions (rural areas) have their economic potential improved or recovered;</p> <p>3) Government, the private sector and employers have their perception and attitude geared towards gender equality and inclusivity at the workplace, as well as work opportunities.</p> <p>Then, the empowerment and recovery capacity of women and vulnerable groups with respect to their economic activities and potential, and the gradual change towards gender equality and inclusivity at the workplace and work opportunities, will occur because the necessary capacities and conditions for the building of an inclusive labour market post COVID-19 pandemic are in place.</p> <p>Gender equality/women's empowerment is the principal objective of this project as presented in the Theory of Change. SDG 5 is a main goal of the project. The proposed interventions are backed by gender analyses. Over 80% of the project beneficiaries are women. Partner institutions specialize in GEEW/G. If the proposal were selected, the agency group would develop a result framework featuring gender indicators. Hence, the project merits the gender equality marker code 3.</p> <p>ii. Outputs and delivery methods</p> <p>The project will generate outputs and outcomes in three broad categories: (a) entrepreneurship and business development support; (b) training for jobs; and (c) gender equality and an inclusive labour market. The intended results of the project initiatives, programming approaches and methods of generating intended results are explained below.</p> <p>a. Entrepreneurship training and business development support</p> <p>Result:</p> <p>Employability skills and entrepreneurship training are dispensed to 2.000 target beneficiaries, of which around 100 receive intensive business development support and start/grow businesses as a result. Of the beneficiaries, 60 per cent are cis- and transgender women and 30 per cent youth; the group also includes 100 women refugees, 100 people living with HIV, and 100 participants from key populations that are most vulnerable to HIV[1].</p> <p>Methods:</p> <p>The project sets out to build the entrepreneurship skills of the targeted 2.000 beneficiaries, using existing training packages and tools for entrepreneurship and business coaching, based on successful past intervention models.</p> <p>The project further provides intensive business development or expansion support to around 100 selected viable business ideas, including through an Impact Accelerator programme to boost the development of social entrepreneurship and start-ups. UNDP improves the access of selected trainees to finance by facilitating matching the entrepreneurs with potential investors and financial institutions, as well as leveraging innovative finance to scale up the project.</p> <p>UNAIDS and UNDP contribute to the sensitization of trainers and the development of training materials that include gender/SOGI (sexual orientation and gender identity) awareness materials (including gender-based violence - GBV), and life skills training materials on sexual and reproductive health and rights (SRHR), HIV, TB and COVID-19. The project will support innovative ways to maximize and build on the refugees' existing potential, and provide self-reliance opportunities that will benefit them and their host communities, while respecting the legal requirements in Indonesia and attempting to progress towards the full inclusion of refugees in Indonesian economy and society. The proposed intervention will build upon the success of a recent pilot project, the joint ILO-UNHCR Ready for Business Training Programme.</p> <p>b. Training for jobs: online training hubs and practical training in rural areas</p> <p>Result:</p> <p>Two thousand people (of which at least 50 per cent are rural residents, 60 per cent are cis- and transgender women, 30 per cent are youth, including 100 women refugees, 100 people living with HIV and 100 participants from key populations that are most vulnerable to HIV) have their economic potential improved or recovered through community-level training, which combines online theoretical learning and practical training.</p> <p>Methods:</p> <p>The unemployed and those who have given up on their job search may return to their homes in rural areas. This was a typical behavioural pattern observed during the past economic crises. The project provides skills training in rural areas - and areas where the target population is concentrated - in order to prepare the target beneficiaries for the eventual economic recovery, while addressing the existing urban-rural education/training divide. It will pilot online learning centres where people, particularly excluded vulnerable groups, can access a wealth of online learning material free of charge. Four community-level training centres (<i>Balai Latihan Kerja komunitas</i>) in rural areas, and one vocational training centre (BLK), establish community online learning hubs. The project arranges practical training, which</p>	<p>count reflects the budget requested.</p>
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complements online theoretical learning programmes to enhance the trainees' employability. This model is expected to be rolled out by the government after a successful demonstration.

The inclusion of refugees in skills training and preparatory programming will ensure that they are able to take part in and contribute to the socio-economic recovery of Indonesia post COVID-19. The proposed intervention will assist refugees, and in particular refugee women, by helping them develop the means to improve the quality of their life and work towards self-reliance. The inclusion of vulnerable groups such as the PLHIV and key populations in the skills training programme will increase equal opportunities with respect to jobs access, and reduce the stigma and discrimination attached to HIV status or diverse gender identities.

c. Gender equality and an inclusive labour market

Result:

The attitude of the government, private sector and employers is geared towards gender equality and inclusivity at the workplace, as well as equal work opportunities. At least 5,000 human resources managers, government officials and social partners (of which at least 60 per cent are men) benefit from training provided by the project and become more aware of gender bias practices and other forms of discrimination.

Policy-makers will become more aware of the needs of marginalized groups and recognize the benefits of including both them and vulnerable populations in the labour market. This will contribute to the development of inclusive and equality-promoting policies. The target audience will be the Indonesian stakeholders of the project, members of the Indonesian public and Indonesian policy-makers.

Methods:

The project cooperates with the Ministry of Manpower (MoM) and updates regulations relating to gender equality, discrimination and harassment at work. It promotes relevant international labour standards to the MoM and the social partners. Updating regulations on harassment and anti-discrimination at work helps assure equal opportunities for women and men.

The project, in partnership with the Association of Indonesian Employers (APINDO), the Indonesia Business Coalition for Women Empowerment (IBCWE) and other like-minded organization, offer online training programmes. Training topics include:

- Gender biases in human resources management
- Family friendly policies
- Diversity at work
- The ending of harassment at work
- Promotion of HIV testing and the addressing of discrimination against PLHIV
- Benefits of inclusion of refugees in the labour market

The project will also promote good practices in the recruitment, training, retention and promotion of women among companies. It will apply a strong gender lens to amplify the principal objective of women's empowerment, paying special attention to the intersectional vulnerabilities of marginalized groups, including refugee and host community women, sexually and gender diverse people, and people living with HIV, as well as other key populations vulnerable to HIV; it will support their equal participation in the labour market in Indonesia.

iii. Data-driven

The project will use available data to guide the interventions of the project. Unemployment rates and wage data by province will help identify locations where the decent work deficit is acute. Government administrative data on migrant workers may also indicate impoverished regions, from which many workers leave to search for job opportunities.

The project will collect administrative data on the online learning hubs every month, with a view to catching early signs of problems and improving the operations of the hub in question. For instance, a low utilization rate of the hubs indicates challenges in outreach. A low employment rate after the completion of the online and practical training suggests a mismatch between training and skills demand.

In identifying the types of training and support to MSMEs, UNDP will use the data from the study being conducted by the Institute for Economic and Social Research of the University of Indonesia with 1,178 MSMEs – of which around 50 per cent are owned by women. This study is part of the UN in Indonesia Multi Sectoral Response Plan (MSRP) to COVID-19. In addition, UNDP will also gathered big data from online platform that provides training or capacity building, particularly with the platform that provides training for pre-employment card holders, to measure the demand for entrepreneurship skills.

UNAIDS also cooperates with JIP on a biannual survey that assesses the impact of COVID19 on HIV-related services to PLHIV and key populations most vulnerable to HIV. Together with the ILO, UNAIDS is in the process of developing technical assistance tools to help pinpoint the key job training skills needs and social support mechanisms of the PLHIV and populations most vulnerable to HIV. With an extensive experience and body of work on anti-stigma and discrimination research and

advocacy, UNAIDS will use its relevant data such as the Stigma Index and situational analysis reports to strengthen evidence for the policy advocacy component under this project.

Based on current available data, there are about 9,500 refugees and asylum seekers of working age in Indonesia, about half of whom are in Jakarta and its surrounding areas, and the other half in locations throughout the country. UNHCR has a detailed breakdown of these refugees' professions, education level and language skills by location, sex, and type of accommodation. The proposed intervention will be tailored to build upon their previous work experience in their countries of origin, as well as the additional skills they have acquired in Indonesia, and to maximize their potential contribution to their host communities.

iv. Innovative approaches

The proposed project will leverage innovative funding and strategic partnerships to unlock public and private capital for strategic investments in support of women's economic empowerment. This effort builds on the UN agencies' extensive experience in innovative finance for SDGs such as leveraging *Zakat* (almsgiving) for renewable energy and local economic development, and supporting *Green Sukuk* (Islamic bond) issuances, *Crowdfunding*, *Blended Finance*, etc. The proposed project will work with diverse partners, including the private sector, entrepreneurs, religious organizations, and philanthropy. It will also cooperate with financial institutions that initiate inclusive business coaching, support digitalization infrastructure and provide viable access to finance for women-led entrepreneurs. A scale-up strategy using an innovative finance mechanism will also be identified during the project cycle.

The Impact Aim Accelerator Programme will facilitate access to entrepreneurial capacity-building approaches, impact measurement and business management – all of which will contribute towards creating empowered and sustainable women entrepreneurs. Furthermore, a wide range of investor networks and mentorship from cohort alumni will enable knowledge sharing and help participants strive towards a common goal.

v. Human rights-based approach and recover better together

The proposed interventions employ a human-rights based approach by incorporating the principle of non-discrimination in exercising the right to work, which is an inherent component of human dignity, and essential for the realization of other basic human rights. The basic right to work is recognized in a number of international legal instruments - including the International Covenant on Economic, Social and Cultural Rights (ICESCR), to which Indonesia is a State Party. Project interventions, for instance, seek to address the lack of a legal framework for refugees to work in Indonesia, by enabling them to support themselves and to participate in Indonesian society.

In addition to guaranteeing compliance with the principles of equality and non-discrimination enshrined in the key International human rights treaties, particularly the ICESCR, CEDAW, ICERD, and CRPD [4], the project will also contribute towards promoting gender equality and an inclusive labor market. It will also not fail to take into account the intersectional vulnerabilities of those who are marginalized due to their sexual and gender diversity, as well as their sex work, addiction, and health status. Indonesia has adopted articles under CEDAW that have become national regulations under Law No. 7 of 1984, which established an obligation of the government to guarantee men and women equality in the enjoyment of all economic, social, cultural, civil and political rights.

International labour standards as embodied in ILO Conventions represent a rich body of internationally accepted workers' rights, which are part of the broad range of human rights.[5] The proposed project promotes labour rights, especially those established under two of the ILO Conventions ratified by Indonesia: The Equal Remuneration Convention, 1951 (No. 100); and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111). The Violence and Harassment Convention, 2019 (No. 190) will guide the project implementation and identify good practices to raise systematically the awareness of people to avoid violence and harassment in the world of work and promote the right to equality and non-discrimination in employment and occupation. This not only applies to women workers, but also to workers and other persons belonging to one or more vulnerable groups or groups in situations of vulnerability.

CN_III. Catalytic impact and nexus Describe how the intervention is catalytic by mobilizing or augmenting other financial or non-financial resources including from IFIs,

The project will actively seek external donor funding for interventions aimed at gender equality and greater social inclusion in the Indonesian labour market. The Government of Canada has a specific Partnership to fund gender equality and the empowerment of women and girls in Canada and abroad. As a new funding window is expected to open in 2021, the project is well placed to tap this funding opportunity, as it will demonstrate a scalable impact.

The project will provide entrepreneurship training and business coaching, and help match viable business ideas with potential investors, It will also connect financial institutions (including fintech) and religious finance with women entrepreneurs. In other words, the project will catalyze an inflow of private sector funding into business start-ups. The private sector investment is expected to exceed 1 million USD. The project will also identify a scale-up strategy using innovative finance mechanisms during the project implementation.

Reviewer 3. The overall score of the CN is 22. The CN demonstrates clear links to objectives and priorities for UN Indonesias Social Economic Response Plan focusing on empowering vulnerable populations and especially women by enhancing skills for employability and

<p>foundations, the private sector. Describe how the proposed intervention supports medium to long-term recovery for example by enabling other actors to engage, generates an enabling environment for longer-term development.</p>	<p>At the moment UNHCR has an agreement with the Government of Australia on Self-Reliance Pilot Program for Refugees in Indonesia. The agreement covers various activities of apprenticeship programme, private sector forum, entrepreneurship project, and Automotive Mechanics and Technology Training. The agreement covers the period of 1 July 2020 to 30 June 2021 at the amount of USD 179,000 to cover up to 250 refugees. UNHCR is also developing a proposal to be submitted to L’Oreal for beauty care and hair dressing training, and internship that plans to benefit up to 100 refugees and host communities in Jakarta and the greater area. The proposal will range from Eur 75,000 to Eur 100,000 and for October 2020 – December 2021. In addition to the above, the ILO- UNHCR Ready for Business project that are currently being implemented.</p> <p>The establishment of community online learning centres is a pilot for demonstration purposes. Once the project has successfully demonstrated its impact, the government is expected to budget the rollout of online learning centres. In addition, the World Bank and the Asian Development Bank are preparing to advance loans to the government of Indonesia for skills development. The ILO is in talks with the development banks and is actively exploring synergies between this proposed project, existing ILO projects on skills development, and the eventual loan-funded projects of the banks.</p> <p>The Government of Indonesia has introduced the <i>Kartu Pra-Kerja</i> (pre-employment card) to tackle the problem of 5.8 million laid-off formal workers, informal workers and micro and small business owners. The registered laid-off workers must attend online training sessions to be eligible to receive a monthly cash transfer of IDR 600,000. This system has succeeded in making available a wide range of online courses, but their relevance to skills required in the labor market is questionable. This project it therefore aiming to provide more vocational/job-relevant online training and to combine this with practical training..</p> <p>The intervention proposed by UNAIDS is intended to be a catalytic investment to ensure that businesses and the private sector commit themselves to addressing stigma and discrimination at the workplace, together with labour unions and community-based organizations delivering HIV services. UNAIDS has developed a private sector engagement strategy and a good practices model for HIV policy in the workplace. It is also in the process of developing a National Standards of Conduct regarding discrimination in the workplace on the basis of sexual orientation, gender, disability, ethnicity and religion. These will serve as training and advocacy materials under this intervention to promote an inclusive labour market for women and vulnerable groups. The interventions in this concept note will also strengthen national HIV-programme implementation supported by the Global Fund which are currently impacted by the COVID-19 pandemic, leaving many PLHIV and key populations vulnerable to HIV without sufficient resources to protect their livelihood, increasing their vulnerability to HIV.</p> <p>This intervention, which will create an enabling environment for sustained inclusive participation, is contingent for its success upon a number of factors: advocacy for policy change for inclusive participation in the workforce and private sector; more inclusive participation by public vocational training centres (BLK) to promote gender equality and do away with stigma; and a workplace free from discrimination in the business sector. These factors will increase the resilience and chances of economic recovery for women and those populations most disadvantaged by the COVID-19 pandemic in Indonesia, helping to reduce inequalities and leaving no one behind.</p> <p>The proposed intervention has the potential to contribute towards an expanded solutions landscape for refugees in Indonesia, as it is part of a wider vision of the socio-economic inclusion of refugees, It will enable refugee women to participate in the medium- to long-term economic recovery process and contribute to their host communities in Indonesia. Their participation will in turn trigger a more widespread recognition of the potential for refugee women to contribute to Indonesian society, thereby promoting a more favourable protection environment and acceptance of the benefits of offering opportunities for self-reliance to refugees in Indonesia. The resulting changes to the policy and legal framework overseeing refugees in Indonesia would be long-lasting and transformative and serve as a positive example of inclusion of refugees in the region and globally.</p> <p>It will also pave the way for the increased protection of refugees in Indonesia, bringing in its wake opportunities for the wider refugee population. Furthermore, the UNHCR will be able to significantly scale up its existing project initiatives to include more refugee and host community beneficiaries. It has already secured funding from donors to support additional self-reliance activities, in view of the fact that the current assistance framework for refugees in Indonesia is unsustainable. In addition, it has significantly increased the scale and scope of joint initiatives with the World Bank Group (WBG) on data, which is critical to policy-making and programming to improve the socio-economic inclusion and overall well-being of people affected by displacement.</p>	<p>entrepreneurship and have a positive influence on the way women are perceived in the Indonesian labour market. The CN outlines ways in which the UN can employ innovative approaches to financing and leverage on existing and planned initiatives by government, DP, private sector and IFIs to scale up the proposed activities. The project has a clear HRBA and focus on GEEW.</p>
<p>CN_IV. Who will deliver this solution List what Recipient UN</p>	<p>i. Implementation arrangement and partners</p> <p>Under the leadership of the Resident Coordinator, the ILO, UNDP, UNHCR and UNAIDS will implement the proposed project. The ILO will act as the lead agency. Each organization will develop and execute workplans. Activities will be carried out in</p>	<p>Above 3 comments are related to the entire CN.</p>

Organizations (no less than 2 per concept note) and partners will implement this project and describe their capacities to do so. Include expertise, staff deployed, as well as oversight mechanisms that determine the monitoring and evaluation (M&E) arrangements and responsibilities. Use hyperlinks to relevant sites and the current portfolios of RUNOs so the text is short and to the point.

line with the established financial guidelines and regulations of each agency.

If the joint project is selected for funding, the Resident Coordinator will engage with the highest levels of government and ensure that strategic direction is maintained. The UN Resident Coordinator's Office (RCO) will lead the coordination of the UN partners with this project, thus contributing to Outcome 2 of the next UN Sustainable Development Cooperation Framework (UNSCDF) 2021-2025: "Institutions and people contribute more effectively to advance a higher value added and inclusive economic transformation." The Resident Coordinator will report the implementation of this initiative to the BAPPENAS/UN Forum on Development Cooperation, which will annually review the implementation of the UNSCDF.

ILO

Staff deployed

The ILO Jakarta Office will recruit two national project officers (NPOs) and one administrative assistant. One NPO will focus on gender equality and the inclusive labour market, and the other on skills development. The project will be supported by ILO staff members who have relevant expertise. The project will be backstopped by an ILO employment specialist in Jakarta and other relevant specialists in Bangkok. The ILO Country Director will oversee the project implementation.

Expertise

The ILO has been promoting social justice for over a century and upholds the goal of "decent work for all" (SDG 8). It has accumulated knowledge and experiences in labour issues including labour standards, employment, skills development, gender equality at work and social dialogue. Ratified ILO Conventions are binding in national regulations and guide the actions of the government and social partners. The ILO brings to this project its technical expertise in entrepreneurship training and business development, HIV/AIDS at the workplace, migrant workers, gender equality, employment of vulnerable groups including refugees and workers with disabilities, and international labour standards. The ILO's ongoing and recent past development cooperation projects on small- and medium-sized enterprises and entrepreneurship, [access to finance](#), [skills development](#), [women and STEM skills](#), and [HIV/AIDS](#), are relevant to this proposed project.

UNDP

Staff deployed

The UNDP Country Office (CO) will mobilize its staff from a variety of areas of expertise that are closely relevant to the project, including a Technical Advisor, a Country Economist, and Finance Specialists, under the guidance of the UNDP CO Deputy Resident Representative (DRR). One Project Officer and one Technical Assistant will be recruited under the UNDP workplan. The CO will also work with the Global/Regional Technical Advisor to bring in best practices from similar interventions to Indonesia.

Expertise

UNDP brings its technical expertise in innovative finance, women's empowerment and gender equality, sustainable development, and impact entrepreneurship to promote transformational change, and ensure the inclusivity (no one left behind) and transparency of the beneficiary's targeting and registration. Building on the existing platform of [Innovative Financing Lab \(IFL\)](#), it will provide inclusive entrepreneurship training and business development support, including access to finance. Over the years, the Lab has partnered with government, business councils, the private sector (e.g. Citibank, Bukalapak), venture capital (e.g. 500 Startup, Mandiri Capital) to promote social entrepreneurship through Youth Co:Lab and Impact Aim Accelerator initiatives. Experiences in leveraging Islamic Finance (*sukuk*, *zakat*, *waqf*) for the implementation of SDGs give UNDP an advantage in working with religious financial institutions for similar programmes to support women's empowerment.

UNDP has been involved in advocacy for gender mainstreaming across development sectors. In 2020, the UNDP partnership survey revealed findings on partners' recognition, including government agencies, of UNDP Indonesia's work in promoting gender equality and advancing women's empowerment. In promoting gender equality, UNDP Indonesia builds strong partnerships with the Ministries of Women Empowerment and Child Protection, Environment and Forestry (MoEF), Administrative and Bureaucratic Reform, Finance, Youth and Sports, as well as with local governments and various stakeholders including women's CSOs/NGOs, inter-agency collaborations, and international partners. UNDP previously developed a study on [Women's Entrepreneurship and Access to Finance](#), which provides insight on the state of women-led social enterprises in Indonesia in the different sectors and highlights the specific challenges they face in growing their business and accessing finance. To understand women's livelihoods before and during the COVID-19 crisis, UNDP is also conducting an assessment on gender-based violence (GBV) and unpaid care work. All of this data will serve as a basis for our programme interventions.

UNHCR

Staff deployed

UNHCR will deploy experienced staff whose existing portfolio includes self-reliance and livelihood activities for refugees. One Protection Officer and one Assistant Programme Officer will manage the implementation under the UNHCR's workplan. UNHCR will work with existing implementing and operational partners.

Expertise

UNHCR is the global refugee agency with a mandate for international protection. While Indonesia is not a party to the 1951 Convention relating to the Status of Refugees or its 1967 Protocol, it has a long tradition of allowing access to and hosting refugees. Indonesia has enacted a comprehensive national refugee law, signed as a presidential regulation in December 2016, which provides access and temporary protection to refugees in the country until longer-term solutions can be found. Under the law, the Government has authorized UNHCR to help protect and find solutions for them. UNHCR brings its technical expertise in refugee protection and a deep knowledge of the refugee situation in Indonesia, including a familiarity with the history and context of the domestic legal framework. It also has strong partnerships with the government and other stakeholders to support implementation of the legal framework. Furthermore, UNHCR has a deep knowledge of the refugee community in Indonesia, as well as of its members' background skills and experiences. It works with partners on the implementation of self-reliance and livelihood programming for refugees in Indonesia, such as vocational training, language training, apprenticeship programmes, income-generating activities and, since 2018, a pilot of the joint ILO-UNHCR Ready for Business entrepreneurship programme. UNHCR has had ongoing discussions with the Indonesian authorities on improving refugees' access to livelihoods - and there has been progress in certain provinces where refugees are hosted. Indeed, the local authorities have expressed their support for granting access to livelihood opportunities for refugees. In addition, the Indonesian Government, in its official pledges made at the Global Refugee Forum held in Geneva in December 2019, announced its formal commitment to establish a Refugee Empowerment Strategy and Programme.

UNAIDS

Staff deployed

The UNAIDS Country Office (UCO) under the leadership of the Country Director will oversee the programme and activities to be implemented and ensure timely delivery and reporting. The UCO's Programme Analyst will be the focal point for routine reporting. The Strategic Information Adviser, Community Engagement Adviser and Gender and Human Rights Adviser will be consulted in an advisory capacity.

Expertise

UNAIDS is a co-sponsored Joint Programme in the United Nations system. It draws upon the experience and expertise of 11 United Nations system Cosponsors and is the only United Nations entity with civil society represented on its governing body. In Indonesia, UNAIDS supports the national efforts to "end AIDS as a public health threat by 2030", as part of the SDGs. It provides the strategic direction, advocacy, coordination and technical support needed to catalyze and connect leadership from government, the private sector and communities to deliver life-saving HIV services. UNAIDS generates strategic information and analysis, thereby increasing understanding of the state of the AIDS epidemic and progress made at the local, national, regional and global levels. It places people living with HIV and people affected by the virus at the decision-making table and at the centre of designing, delivering and monitoring the AIDS response, and is a bold advocate for addressing the legal and policy barriers to the AIDS response.

Government partners

Ministry of Women Empowerment and Child Protection: The Ministry has a core duty in formulating policies and promoting coordination in women's empowerment and child welfare and protection. As part of its mandate, it is responsible for coordinating the implementation of the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) and the Convention on the Rights of the Child (CRC). Under the current administration, its priority is to promote women's economic empowerment and other relevant areas to promote gender equality in Indonesia.

Ministry of Manpower: The Ministry promotes decent work in the country together with ILO. UNHCR has ongoing discussions with the Indonesian authorities including the Ministry of Manpower on ways to improve refugees' access to livelihood. At the end of 2019 a technical working group was established with the Ministry and UNHCR to increase opportunities for self-reliance and empowerment among refugees in Indonesia.

Coordinating Ministry for Political, Legal and Security Affairs: In accordance with Presidential Regulation 125/2016, which appoints the Ministry as the coordinator of refugee issues. UNHCR works directly with the National Refugee Task Force, created by Deputy V of the Ministry. This includes representatives from the relevant ministries, local government agencies and international organizations.

The Ministry of Cooperatives and SMEs: The Ministry is entrusted to formulate policies and coordinates activities in the field of cooperatives and SMEs. It is also responsible for empowering these organizations by helping them develop a distribution system

and promoting cooperation between SMEs and other agencies.

Other relevant Ministries and Commissions: *Ministry of Home Affairs; Coordinating Ministry for Economic Affairs; and Ministry of National Development Planning; Ministry of Health; National Commission on Violence against Women (Komnas Perempuan - an independent institution for gender equality and the elimination of violence against women); and the National Commission on Human Rights (Komnas HAM).*

CSOs and NGOs

Indonesia Global Compact Network (IGCN): The Indonesia Global Compact Network (IGCN) is a local network of the United Nations Global Compact. IGCN members comprise of corporations (multinational and national companies, and SMEs), Academia, and NGOs (International and National).

Business associations: *Employers' Association of Indonesia (APINDO), Chamber of Commerce and Industry (KADIN), Small Business Association, Human Resources Professional Association.*

Trade unions: *Trade union confederations and KASBI (Labour union advocating for human rights and gender equality at the workplace).*

Catholic Relief Services (CRS): CRS is an international humanitarian agency that has been operating in Indonesia since 1957. UNHCR works with the CRS to facilitate refugees' access to education and distribute monthly cash allowance to the most vulnerable refugees.

Church World Services (CWS): CWS is a humanitarian and development agency that has been working in Indonesia since the 1950s. UNHCR works closely with the CWS to provide life-saving medical assistance to the refugees and to address the special needs of unaccompanied minors and other children at risk.

Atma Jaya University (AJU) and Dompot Dhuafa: AJU is an institute of higher learning in Jakarta. Dompot Dhuafa is an Islamic Philanthropy Institution that manages funds from Zakat, Infaq, Alms, Endowments (ZISWAF) and other halal funds that are devoted to empowering the poor. UNHCR has collaborated with these two institutions on a joint UNHCR/ILO entrepreneurship project "Ready For Business" to support small-business training for Indonesian host communities and refugees.

PLHIV and Key Population networks: Members include JIP, GWL-Ina, Sanggar Swara, Inti Muda, Opsi, IPPI, IAC, PKNI, Rumah Cemara, YKB, Spiritra, ELSAM.

In addition to the above, the proposed project will engage with national and local incubators, women CSOs/NGOs, and local CSOs/NGOs in the targeted provinces.

ii. Project oversight, monitoring and evaluation

The agency groups (i.e. ILO-UNDP-UNHCR-UNAIDS). together with the Resident Coordinator Office, will establish a joint steering committee to establish gender-disaggregated baseline, milestones and targets at the onset of the project implementation. Should the proposal be selected for funding, a result framework will be developed by prioritizing gender related indicators. Monitoring will be conducted to make sure the outcome on gender equality in training opportunities, business development, is achieved. It will also recruit a national M&E specialist and implement an independent monitoring and evaluation in accordance with the OECD's [six DAC criteria for evaluating development assistance](#): relevance; coherence; effectiveness; efficiency; impact; and sustainability.

The project will implement activities at the national and subnational levels. It will target the Eastern Provinces of Indonesia - including Central Sulawesi, NTB, Gorontalo, and Papua - because they are the target areas under the UN MSRP. The project will leverage the established M&E mechanisms of existing projects for necessary site visits and stakeholder interviews. It will also develop an online assessment tool to set the baseline and record progress.

UNHCR will undertake the monitoring and evaluation of activities for refugees jointly with other agencies and implementing partner staff. The UNHCR staff in Jakarta, and in the four outpost locations where UNHCR has a field presence, will conduct the periodic monitoring of partner activities through regular stocktaking exercises and within the framework of project partnership agreements. These may be conducted in-person, remotely or in the context of ad hoc missions.

P_V. Target population	<p>The project takes two-fold strategies to benefit the target population: women, youth, refugees, people living with HIV, key population, and rural residents. It combines direct and indirect approaches to support the target groups. First, it reaches out the target groups directly and build their capacity through entrepreneurship, business development, or skills training. These interventions intend to empower those who tend to be marginalized in the society and left behind in the recovery process from the COVID-19 pandemic. Second approach is to benefit the target population by changing the environment that affects opportunities and challenges surrounding the target groups. Regulations, behaviors, and perceptions people are examples of this. Project interventions under the Output 3 aim to remove barriers and generate a conducive ground so that target population are included in the mainstream society and can fully utilize their potential.</p> <p>1. Target beneficiaries: the direct approach</p> <p>2.000 target beneficiaries receive entrepreneurship training at basic level. Around 200 beneficiaries receive intensive business development support and start/grow businesses as a result. Of the beneficiaries, 60 per cent are cis- and transgender women and 30 per cent youth; the group also includes 100 women refugees, 100 people living with HIV, and 100 participants from key populations that are most vulnerable to HIV</p> <p>At least 1,650 people (of which at least 50 per cent are rural residents, 60 per cent are cis- and transgender women, 30 per cent are youth, including at least 85 women refugees, 85 people living with HIV and 85 participants from key populations that are most vulnerable to HIV) have their economic potential improved or recovered through vocational and/or employability skills training. Training combines online theoretical learning and practical training. Given that the project duration is shorter (12 month, instead of 15 months) and budget is smaller (85%), we have revised the target number accordingly. While the agencies will do the utmost to benefit a higher number of beneficiaries, it is appropriate to set the targets in proportion to the resources and the project duration.</p> <p>2. Beneficiaries: indirect approach</p> <p>Project interventions aim to raise awareness and alter behaviors of people who may influence the empowerment and welfare of the target groups (i.e. women, youth, refugees, people living with HIV, key population, and rural residents). The targets of the project interventions include at least 6,000 human resources managers, government officials, trade union representatives and NGOs (of which at least 60 per cent are men). The project has raised the target by 20% (from 5,000 to 6,000 beneficiaries). The project will measure the degree to which the beneficiaries improved their understanding on inclusiveness and non-discrimination, as well as their improvement in ability to spot malpractices. We will administer a quiz to participants to generate impact of awareness raising.</p>	Comments under general information tab
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SDG Targets

Target	Description
Main Goals	
Goal 5. Achieve gender equality and empower all women and girls	
TARGET_5.5	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	
TARGET_8.5	8.5 By 2030, 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
Secondary Goals	
Goal 10. Reduce inequality within and among countries	
TARGET_10.2	10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status

SDG Indicators

Indicator Code	Description
C100201	10.2.1 Proportion of people living below 50 per cent of median income, by sex, age and persons with disabilities
C050501	5.5.1 Proportion of seats held by women in (a) national parliaments and (b) local governments
C050502	5.5.2 Proportion of women in managerial positions
C080501	8.5.1 Average hourly earnings of female and male employees, by occupation, age and persons with disabilities

Indicator Code	Description
C080502	8.5.2 Unemployment rate, by sex, age and persons with disabilities

Contribution to SDGs

Participating Organization	% TARGET_5.5	% TARGET_8.5	% TARGET_10.2	% Total
ILO	30	50	20	100
UNHCR	60	30	10	100
UNDP	30	40	30	100
UNAIDS	40	20	40	100
Total contribution by target	160	140	100	
Project contribution to SDG by target	40	35	25	100

List of documents

Document	Document Type	Document Source	Document Abstract	Modified By	Modified On
MPTF_ToC 25Aug2020.xlsx	Other Docs	Concept	Theory of Change of the project	chatani@ilo.org	Aug 27, 2020
AGDM PA Report Final_CBP.pdf	Other Docs	Concept Narrative		chatani@ilo.org	Aug 31, 2020
COVID-19 and Chronic Diseases 12May2020-rev.pptx	Other Docs	Concept Narrative		chatani@ilo.org	Aug 31, 2020
INS-Report-survey-on-impact-of-COVID19-to-YE-in-Indonesia.pdf	Other Docs	Concept Narrative		chatani@ilo.org	Aug 31, 2020
Policy Brief. Institute of International Studies University of Gadjah Mada. Addressing Challenges and Identifying Opportunities for Refugee Access to Employment in Indonesia.pdf	Other Docs	Concept Narrative		chatani@ilo.org	Aug 31, 2020
Transforming the lives of Indonesian youth and refugee youth through entrepreneurs hip.pdf	Other Docs	Concept Narrative		chatani@ilo.org	Aug 31, 2020

Enforcing labour rights of irregular migrants in Indonesia.pdf	Other Docs	Concept Narrative		chatani@ilo.org	Aug 31, 2020
World Bank Group. Forcibly Displaced. Toward a Development Approach Supporting Refugees, the internally displaced and their hosts.pdf	Other Docs	Concept Narrative		chatani@ilo.org	Aug 31, 2020
UNHCR Global Strategy Concept Note.Refugee Livelihoods and Economic Inclusion.pdf	Other Docs	Concept Narrative		chatani@ilo.org	Aug 31, 2020
UNHCR Guidance Note 2030 Agenda.pdf	Other Docs	Concept Narrative		chatani@ilo.org	Aug 31, 2020
OECD DAC evaluaiton criteria.pdf	Other Docs	Concept Narrative		chatani@ilo.org	Aug 31, 2020
wcms_745055.pdf	Other Docs	Concept Narrative	ILO enterprise survey results	chatani@ilo.org	Aug 31, 2020
Footnote.docx	Other Docs	Concept	Footnotes	chatani@ilo.org	Aug 31, 2020
9. Indonesia - Assessment of Proposals by WFP_JP.xlsx	Other Docs	Concept	WFP Scorecard	romina.woldemariam@wfp.org	Sep 09, 2020
Indonesia_Reviewer 1_UN Women.xlsx	Other Docs	Concept	Strong concept note, targeting marginalized groups, builds on existing work within the UN and is forward looking. It has a medium/long term perspective. there is clear divison of labor amongst the four agencies. It holds duty bearers accountable for gender equality in the labor market but should also consider educating women and the other marginalized groups on their rights within the labor market.	katy.pullen@unwomen.org	Sep 10, 2020
Reviewer 3_Indonesia_employment and livelihood.xlsx	Other Docs	Concept Narrative		nina.andersen@one.un.org	Sep 10, 2020

Project Results

Outcome	Output	Description
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Outcome	Output	Description			
Indonesia's most vulnerable population (e.g. women, youth, refugees, people living with HIV, key populations and rural residents) are empowered and have recovered from the adverse impact of the COVID-19 crisis and benefited from an inclusive labour market		Indonesia's most vulnerable population, particularly women, youth, refugees, migrant workers, people living with HIV, key populations most vulnerable to HIV and people living in disadvantaged regions, are empowered and have recovered from the adverse socio-economic impact of the COVID-19 crisis and benefited from an inclusive labour market.			
	2,000 women and vulnerable groups have their entrepreneurship skills enhanced and their essential business development support increased	ILO, UNDP and UNHCR utilize existing entrepreneurship training packages and deploy them to target beneficiaries. UNHCR and UNAIDS recruit PLHIV, key populations and refugees to the training. Of the beneficiaries, 60 per cent are cis- and transgender women and 30 per cent youth; the group also includes 100 women refugees, 100 people living with HIV, and 100 participants from key populations that are most vulnerable to HIV.			
	Activities				
	Title	Description	Lead Participating Organization	Participating Organization	Other Organizations
	Basic entrepreneurship training (ILO-UNHCR)	(ILO) Provide basic entrepreneurship training to 1,200 people (including 100 refugees), of which 120 people receive further intensive business development coaching (UNHCR) Recruit 100 refugees for entrepreneurship training conducted by ILO and facilitate their participation by providing allowances and arranging interpretation	ILO - International Labour Organisat	<ul style="list-style-type: none"> UNHCR - UN High Commissioner for Refug 	User defined
	Basic entrepreneurship training (UNDP-UNAIDS)	(UNDP) Build entrepreneurship skills of 800 people (including 100 people living with HIV and 100 people from key population) (UNAIDS) Recruit 100 PLHIV and 100 people from key populations for entrepreneurship training conducted by UNDP	UNDP - UNDP(MDTF/PUNO only).	<ul style="list-style-type: none"> UNAIDS - Joint United nations Programme 	User defined
	Intensive business development training	(UNDP) Provide intensive business development training to 20 entrepreneurs (Accelerator training) and 50 young people (in total 70)	UNDP - UNDP(MDTF/PUNO only).	<ul style="list-style-type: none"> UNAIDS - Joint United nations Programme 	User defined
	Business development training for refugees	Conduct business development training to 30 refugees.	UNHCR - UN High Commissioner for Refug	<ul style="list-style-type: none"> ILO - International Labour Organisat 	User defined
	People living in disadvantaged regions (e.g. Eastern part of Indonesia and rural areas) have their economic potential improved or recovered	1,650 people have their economic potential improved or recovered through community-level training. Of the beneficiaries at least 50 per cent are rural residents, 60 per cent are cis- and transgender women, 30 per cent are youth, including 100 women refugees, 100 people living with HIV and 100 participants from key populations that are most vulnerable to HIV.			

Outcome	Output	Description			
	Activities				
	Title	Description	Lead Participating Organization	Participating Organization	Other Organizations
	Skills training for women refugees	(ILO) Conduct skills training for 100 women refugees (UNHCR) Recruit trainees and facilitate their participation	ILO - International Labour Organisat	• UNHCR - UN High Commissioner for Refug	User defined
	Skills training for 100 PLHIV and 100 people from key populations	(ILO) Conduct skills training for 100 PLHIV and 100 people from key populations (UNAIDS) Recruit trainees and facilitate their participation	ILO - International Labour Organisat	• UNAIDS - Joint United nations Programme	User defined
	Skills training for other target groups (women, youth, rural residents)	(ILO) Conduct skills training for 1,350 other target groups (women, youth, rural residents)	ILO - International Labour Organisat		User defined
	Government, employers and workers have their perception and attitude geared towards equal opportunities and inclusivity at the workplace	The perceptions of government officials, employers, workers and community members are geared towards inclusivity and equal work opportunities at workplaces. At least 6,000 human resources managers, government officials and social partners (of which at least 60 per cent are men) benefit from training provided by the project and become more aware of gender biased practices and other forms of discrimination.			
	Activities				
	Title	Description	Lead Participating Organization	Participating Organization	Other Organizations
	Plan awareness raising campaign to facilitate behavioral changes	(ILO, UNAIDS, UNHCR) Plan and prepare the contents of awareness raising webinars that lead to non-discriminative and inclusive behaviors at work	ILO - International Labour Organisat	• UNAIDS - Joint United nations Programme • UNDP - UNDP(MDTF/PUNO only). • UNHCR - UN High Commissioner for Refug	APINDO, IBCWE, MoM
	Promote gender equality and inclusion at workplaces	(ILO) Conduct sensitization webinars for companies and reduce discrimination at work by improving human resource management practices. (UNHCR, UNAIDS) Provide speakers at selected webinars	ILO - International Labour Organisat	• UNAIDS - Joint United nations Programme • UNHCR - UN High Commissioner for Refug	APINDO, IBCWE, MoM
	Sensitize 3000 workers on gender equality and inclusion	(ILO) Train 100 trade union officials as trainers and facilitate them in conducting awareness raising sessions at their respective workplaces. (UNAIDS) Prepare awareness raising material and deliver training of trainers together with the ILO	ILO - International Labour Organisat	• UNAIDS - Joint United nations Programme	
	Capacity build partner NGOs	(UNAIDS) Build a capacity of an NGO who then train at least 10 other NGOs, increasing 10 to 30 trainers on health (HIV, TB, COVID19, etc.) and gender in workplace.	UNAIDS - Joint United nations Programme		User defined
	Conduct sessions on health issues and gender/SOGI equality	(UNAIDS) The trainers (see activity 3.4) conduct sessions on health issues and gender/SOGI equality during entrepreneurship and skills training organized by ILO, UNDP and UNHCR (see Outcome 1)	UNAIDS - Joint United nations Programme	• UNDP - UNDP(MDTF/PUNO only). • ILO - International Labour Organisat • UNHCR - UN High Commissioner for Refug	User defined

Outcome	Output	Description			
	Produce learning material/modules and platform on health (HIV, TB, COVID19, etc.) and gender/SOGL equality	(UNAIDS) Produce learning material/modules and platform on health (HIV, TB, COVID19, etc.) and gender/SOGL equality, and promote their use in companies and training centres (BLK). The Learning material/modules and platform benefit between 2000 - 10,000 personnel working in those companies.	UNAIDS - Joint United nations Programme	• ILO - International Labour Organisat	User defined
	Policy advocacy with private sector companies on health (HIV, TB, COVID19, etc) and gender in workplace		UNAIDS - Joint United nations Programme	• ILO - International Labour Organisat	User defined
	Policy advocacy with private sector companies	(UNAIDS) Policy advocacy with private sector companies on health (HIV, TB, COVID19, etc.) and gender in workplace	UNAIDS - Joint United nations Programme	• ILO - International Labour Organisat	User defined
	Policy advocacy with trade unions	(UNAIDS) Policy advocacy with trade unions on health (HIV, TB, COVID19, etc.) and gender in workplace	UNAIDS - Joint United nations Programme	• ILO - International Labour Organisat	User defined
	Policy advocacy with the government	(UNAIDS) Policy advocacy with the government on health (HIV, TB, COVID19, etc.) and gender in workplace	UNAIDS - Joint United nations Programme	• ILO - International Labour Organisat	User defined
	Tripartite policy dialogue	(UNAIDS, ILO) Tripartite Dialogue on health (HIV, TB, COVID19, etc.) and gender in workplace	UNAIDS - Joint United nations Programme	• ILO - International Labour Organisat	User defined

Signature Indicators

Indicator Title	Component Title	Description	Category	Cycle	Scope	Value Type	Baseline Value	Baseline Year	Target Value	Target Year	Linked Outcome / Output
No signature indicators available.											

Imported Fund Outcome / Output Indicators

Indicator Title	Component Title	Description	Category	Cycle	Scope	Value Type	Baseline Value	Baseline Year	Target Value	Target Year	Linked Outcome / Output
No fund indicators available.											

Project Indicators

Indicator Title	Component Title	Description	Category	Cycle	Scope	Value Type	Baseline Value	Baseline Year	Target Value	Target Year	Lin Ou
Entrepreneurship training and business development coaching		Of the 2,000 beneficiaries, 75% of them generate business plans and increase prospects of income, and at least 20% take steps to start or improve businesses (e.g. apply for loan or borrow money, purchase or rent business sites or equipment, hire staff, generate marketing material) and increase income within 3 months from the completion of the training.	Capacity	Yearly	Country	Percentage	0	2021	75%	2021	

Indicator Title	Component Title	Description	Category	Cycle	Scope	Value Type	Baseline Value	Baseline Year	Target Value	Target Year	Link
	ILO: Basic entrepreneurship training	ILO conducts SIYB training to 1200 beneficiaries	Capacity	Yearly	Country	Number	0	2021	1200	2021	
	UNDP: Basic entrepreneurship training	UNDP conducts training to 800 people	Capacity	Yearly	Country	Number	0	2021	800	2021	
	UNHCR: Business development training	UNHCR conducts business development training for 30 women refugees	Capacity	Yearly	Country	Number	0	2021	30	2021	
	UNDP: intensive business development training	UNDP conducts intensive training to 70 youth-led/women-led enterprises/startups through bootcamp/mentoring/accelerator programs	Capacity	Yearly	Country	Number	0	2021	70	2021	
	ILO: Intensive business development training	ILO conducts intensive business coaching to 120 beneficiaries	Capacity	Yearly	Country	Number	0	2021	120	2021	
Skills training		1,650 target beneficiaries improve their likelihood of generating higher income or accessing to jobs. At least 85% of the beneficiaries who complete the training improve their likelihood of generating higher income or accessing to jobs.	Capacity	Yearly	Country	Percentage	0	2021	85%	2021	Outcome: 85% of the beneficiaries who complete the training improve their likelihood of generating higher income or accessing to jobs.
	Skills training for women refugees	100 women refugees	Capacity	Yearly	Country	Number	0	2021	100	2021	
	Skills training for PLHIV and key populations	ILO-UNAIDS: Organize skills training for 100 people living with HIV and 100 participants from key populations that are most vulnerable to HIV	Capacity	Yearly	Country	Number	0	2021	200	2021	
	Skills training for other target beneficiaries	ILO: Organize skills training for at least 1350 rural residents, women and youth	Capacity	Yearly	Country	Number	0	2021	1350	2021	

Indicator Title	Component Title	Description	Category	Cycle	Scope	Value Type	Baseline Value	Baseline Year	Target Value	Target Year	Link
Promotion of gender equality and inclusiveness at workplaces		6,000 beneficiaries improve their understanding on inclusiveness and non-discrimination, as well as their ability to spot malpractices at work.	Capacity	Yearly	Country	Number	0	2021	6000	2021	Outcome
	3000 employers (e.g. HR managers) enhance awareness on discrimination at work and learn good practices	At least 85% of employers can spot mal practices and know what to do to prevent discrimination and promote inclusiveness at work. (Quiz administered to webinar participants)	Capacity	Yearly	Country	Number	0	2021	85%	2021	
	3000 workers are sensitized on discrimination at work	At least 85% of workers demonstrate sufficient knowledge on non-discrimination at work (Quiz administered to participants)	Capacity	Yearly	Country	Number	0	2021	85%	2021	
	10 to 30 additional trainers are ready to conduct awareness raising sessions on health (HIV, TB, COVID19, etc.) and gender in workplace	At least 10 trainers are ready to carry out awareness raising sessions	Capacity	Yearly	Country	Number	0	2021	10	2021	
	A new learning platform disseminates key information and helps promote health and gender/SOGI equality at work	At least 2,000 people accessed the learning platform in 2021	Capacity	Yearly	Country	Number	0	2021	2000	2021	

Indicator Title	Component Title	Description	Category	Cycle	Scope	Value Type	Baseline Value	Base line Year	Target Value	Targ et Year	Lin Ou
	KADIN and APINDO are engaged to advocate health (HIV, TB, COVID19, etc.) and gender equality in workplace. Human resources policies do not allow discrimination on the grounds of health status and gender identity.	Policy advocacy campaign reaches at least 2,000 employees through KADIN and APINDO	Capacity	Yearly	Country	Number	0	2021	2000	2021	
	Trade union partners, such as KSBSI, KSPSI, KSPN are engaged to advocate health (HIV, TB, COVID19, etc) and gender equality in workplace to ensure anti-stigma and discrimination principles in the workforce regardless of health status and gender identity.	Policy advocacy campaign reaches at least 2,000 workers through partner trade unions	Capacity	Yearly	Country	Number	0	2021	2000	2021	
	Relevant government ministries are engaged to advocate health (HIV, TB, COVID19, etc) and gender equality in workplace to ensure a regulatory framework is established to promote workplace policy on Health (HIV, TB, COVID19, etc).	A regulatory framework is established to promote workplace policy on Health (HIV, TB, COVID19, etc).	Capacity	Yearly	Country	Number	0	2021	1	2021	
	Government, workers and employers agree on taking actions to promote health and inclusiveness at work	At least 10 actions are agreed among government, workers and employers.	Capacity	Yearly	Country	Number	0	2021	10	2021	

Indicator Title	Component Title	Description	Category	Cycle	Scope	Value Type	Baseline Value	Base line Year	Target Value	Targ et Year	Lin Ou
	Update regulations relating to gender equality, discrimination and harassment at work, reflecting international labour standards	A regulatory gap analysis is conducted, and equal employment opportunity (EEO) guidelines are updated	Capacity	Yearly	Country	Number	EEO guideline is not updated since 2004	2021	EEO guidelines are updated.	2021	
Proportion of women living below the national poverty line		The data is collected and published by the National Statistics Office (BPS) annually.	Other	Yearly	Country	Percentage ra	9.96	2020	9.6	2022	Outcomes with positive impact
No components available.											

Risks

Event	Category	Level	Likelihood	Impact	Mitigating Measures	Risk Owner
Low interest of youth-led & women-led enterprises/start-ups to join the intensive training (bootcamp & accelerator)	<ul style="list-style-type: none"> Operational 	Medium	Likely	Major	Build on existing UNDP programme on youth entrepreneurs and impact venture accelerator initiatives	muhammad.hardiana@undp.org
Low commitment of trained incubators in overseeing and ensuring the success of the enterprises	<ul style="list-style-type: none"> Operational 	High	Possible	Moderate	Rigorous assessment of the incubators joining the ToT and receiving grants	muhammad.hardiana@undp.org
Limited access to financ, hampering trained entrepreneurs from starting a business.	<ul style="list-style-type: none"> Financial 	Low	Possible	Moderate	Introduce available financial products for micro enterprises.	chatani@ilo.org
Trainees drop out of training before completion	<ul style="list-style-type: none"> Operational 	Medium	Possible	Moderate	Many people withdraw from training because they find it difficult to sustain their life during unpaid training. The project provide allowances to deter premature withdrawal.	chatani@ilo.org

COVID-19 Pandemic reduces the capacity of training centres.	• Operational	Medium	Very Likely	Moderate	The project engages additional training providers to overcome capacity issues.	chatani@ilo.org
Low project acceptability	• Social and Environmental	Medium	Possible	Moderate	Awareness Raising & Public Advocacy to relevant stakeholders to support project implementation	dehaanr@unaids.org
Weak political will threatening the sustainability of project impact	• Political	Medium	Possible	Minor	Advocacy to relevant Ministries to sustain project impact after completion	dehaanr@unaids.org
Capacity of Grantees to achieve targets	• Organizational	Low	Unlikely	Moderate	Strengthening project monitoring and supervision	dehaanr@unaids.org
Weak Internet connectivity	• Operational	Very High	Likely	Extreme	UNHCR provide internet allowance	zajkowsk@unhcr.org
Language barriers	• Operational	Medium	Possible	Major	Recruit refugee who speaks Bahasa Indonesia	zajkowsk@unhcr.org
Identifying suitable candidates for training	• Operational	Low	Unlikely	Moderate	More staff involved, more interpreter and RR	zajkowsk@unhcr.org
Commitment of POCs to Finish	• Financial	Low	Possible	Moderate	Allowance Module Grant	zajkowsk@unhcr.org
Potential Financial Fraud (Distributon via Service Provider)	• Financial	Low	Unlikely	Moderate	- Distribution via Transfer - UNHCR staff to be present during distribution (if in person distribution)	zajkowsk@unhcr.org
Delay in implementation related to identifying Service Provider	• Operational	High	Possible	Major	Starting early in tender process Feedback from UN Agency Partners	zajkowsk@unhcr.org
COVID-19 Pandemic affecting implementation	• Social and Environmental	Low	Likely	Minor	- Advocate for access to vaccines - Activities to be continued online - Strict COVID19 Health and Hygiene Protocol	zajkowsk@unhcr.org
Government not allowing participation of refugees in project	• Regulatory	Medium	Unlikely	Extreme	Continued advocacy	zajkowsk@unhcr.org

The beneficiaries (HR directors/managers, workers, government officials) who are sensitized by the project fail to take action to promote inclusiveness and non-discrimination because of existing socio-cultural barriers.	<ul style="list-style-type: none"> Social and Environmental 	Low	Possible	Moderate	We design sensitization sessions carefully so they encourage actions by providing good practices that participants can replicate.	chatani@ilo.org
Beneficiaries of the training cannot utilize the skills that they learned to increase their income or access to jobs because they face barriers in starting businesses or getting a job.	<ul style="list-style-type: none"> Social and Environmental 	Medium	Possible	Moderate	The project takes a two-fold approach to enhance inclusiveness of the labour market. In addition to empowering the target beneficiaries, the project improves environment by sensitizing policymakers, employers and workers on inclusiveness and non-discrimination.	chatani@ilo.org

Budget by UNSDG Categories

Budget Lines	Description	ILO (7%)	UNAIDS (7%)	UNHCR (7%)	UNDP (7%)	Total
1. Staff and other personnel		235,000	48,000	21,700	71,933	376,633
2. Supplies, Commodities, Materials		6,000	0	6,258	25,000	37,258
3. Equipment, Vehicles, and Furniture, incl. Depreciation		9,000	5,000	7,463	0	21,463
4. Contractual services		54,000	85,000	8,747	95,571	243,318
5. Travel		5,600	9,000	10,661	36,893	62,154
6. Transfers and Grants to Counterparts		501,320	0	27,363	120,000	648,683
7. General Operating and other Direct Costs		106,571	0	22,824	69,880	199,275
Sub Total Project Costs		917,491	147,000	105,016	419,277	1,588,784
8. Indirect Support Costs		64,224	10,290	7,351	29,349	111,215
Total		981,715	157,290	112,367	448,626	1,699,999