

## C4. Final Report Template

### Migration MPTF Final Report

PROJECT INFORMATION	
<b>Joint Programme Title:</b>	Migration Governance for Sustainable Development in Indonesia
<b>Country(ies)/Region (or indicate if a global initiative):</b>	Indonesia
<b>Project Identification Number:</b>	00129728
<b>Start and Planned End Dates</b>	Start:16 December 2021, End: 30 September 2024
<b>Convening Agent (Lead PUNO):</b>	IOM
<b>PUNO(s) (PUNOs):</b>	IOM, UNDP, UN Women
<b>Key Partners:</b> (Include Implementing Partner)	Government of Indonesia: Ministry of Foreign Affairs (MOFA), National Development Planning Agency (Bappenas), Ministry of Manpower, Coordinating Ministry for Human Development and Cultural Affairs, Ministry of Women Empowerment and Child Protection, Ministry of Law and Human Rights, Ministry of Villages, Development of Disadvantage Region and Transnational Migration, Ministry of Home Affairs, Ministry of State Secretariat, Ministry of Finance, The Indonesian Migrant Workers Protection Agency (BP2MI), National Commission for Ending Violence against Women (NCVAW), National Statistics Agency (BPS); Provincial/District Level Departments for Development Planning, Placement of Migrant Workers, Manpower, Women Empowerment, and Child Protection, Social Affairs; Civil Society Organizations (Migrant Care, JBM, SBMI, Semut Nusantara, Rumah Perempuan Migran, LRC KJHAM, LBH Apik), women CSOs.
<b>Project Period (Start – End Dates):</b>	16 December 2021 – 30 September 2024
<b>Reporting Period:</b>	16 December 2021 – 30 September 2024

<b>Total Approved Migration MPTF Budget:</b> <i>(breakdown by PUNO)</i>	PUNO 1: USD 800,000 (IOM) PUNO 2: USD 400,000 (UNDP) PUNO 3: USD 500,000 (UN Women) Total: USD 1,700,000
<b>Total Funds Received to Date:</b> <i>(Breakdown by PUNO)</i>	<i>PUNO 1: USD 800,000 (IOM)</i> <i>PUNO 2: USD 400,000 (UNDP)</i> <i>PUNO 3: USD 500,000 (UN Women)</i> <i>Total: USD 1,700,000</i>
<b>Report Submission Date:</b>	2 January 2025
<b>Report Prepared by:</b> <i>(Name, title, e-mail)</i>	Teresa Retno Arsanti, Programme Support Associate, <a href="mailto:tarsanti@iom.int">tarsanti@iom.int</a>

## Executive Summary

Over the 33-month period until the end of the programme, the Joint Programme "Migration Governance for Sustainable Development in Indonesia," funded by the Migration Multi-Partner Trust Fund and implemented by IOM, UNDP, and UN Women, provided continued support to the Government of Indonesia in implementing the Global Compact for Migration (GCM). Guided by the core principles of the GCM, the programme aimed to enhance migration governance at both national and local levels across three provinces: Central Java, West Nusa Tenggara, and South Sulawesi.

The initiative involved a range of research and assessments, including the Migration Governance Indicators (MGI) assessments at both national and local levels, a Migration Policy Gap analysis, and a gender-sensitive feasibility study on innovative finance mechanisms in migration. Capacity-building activities were also a key focus, such as the Essentials of Migration Management 2.0 training, Joint Migration Development Initiative training, the innovative co-financing initiatives implementation, Quality Service training for women migrant workers who are victims of gender-based violence (GBV) and trafficking, and training on financial literacy, business development, and women's leadership.

Additionally, the programme facilitated coordination and consultation efforts on various migration topics, including dialogues on an integrated criminal justice system, roundtable discussions with civil society and NGOs, workshops on localizing the GCM and the 2030 Agenda, working group meetings on the development of innovative co-financing initiatives, mainstreaming labour migration into the National Medium Term Development Plan (RPJMN) for 2025-2029 and local strategic plans. It also strengthened digital tools like the Safe Travel application and the SARI (Artificial Intelligence Buddy of Indonesian Migrants) AI chatbot to help prevent violence and trafficking of women migrant workers.

Reflecting on the theory of change established at the start of the programme, it has influenced significant changes by strengthening stakeholder capacity in gender-responsive migration management, particularly in the development of evidence-based migration policies. While these policies are already progressing, further optimization is needed across all areas to ensure policy coherence and long-term benefits for sustainable development. The development of the National Action Plan on Global Compact for Safe, Orderly, and Regular Migration presents a major opportunity to maximize the benefits of human mobility and enhance migrant protection, in line with policies that promote socio-economic inclusion.

Over the 33-month period, the joint programme implemented 21 activities aimed at achieving its two main outcomes, with a total budget of USD 1.7 million. Key achievements include the economic empowerment of returning migrant workers and their families, along with at least seven activities including capacity building aspects at both national and sub-national levels. The programme surpassed its initial target of 1,605 beneficiaries, ultimately reaching 5,291 people<sup>1</sup>—more than triple the expected number — 56% of whom were women.

Throughout its implementation, the programme consistently fostered partnerships and engagement with a wide range of stakeholders from both government and non-governmental actors, including civil society

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<sup>1</sup> The number of beneficiaries might differ from fact sheet or other publications as there were some data adjustments from implementing partners.

organizations, unions, faith-based organizations, academia, private sectors, as well as migrants and their families.

**Contributing to Outcome 1 “Strengthening migration governance and national priorities in line with the GCM objectives, ensuring these contribute to sustainable development outcomes.”**

The Government of Indonesia has prioritized evidence-based migration policies through various assessments at the national and provincial level, focusing on governance, migrant worker protection, and gender sensitivity. Notable progress has been made in data management and addressing trafficking in persons (TIP), as well as efforts to integrate gender and human rights approaches, particularly in-migrant protection through the development of ICT platforms, such as the Safe Travel App and the AI-powered chatbot SARI, to improve access to reliable information and services for women migrant workers. Collaboration with BAPPENAS has led to the incorporation of migration governance into the upcoming National Medium Term Development Plan (RPJMN) for 2025-2029. Civil society and migrant worker groups have been actively engaged, ensuring their voices contribute to GCM objectives. These efforts align with the Sustainable Development Goals, particularly SDG Indicator 10.7.2, and have strengthened inter-institutional coordination, advancing a whole-of-government and whole-of-society approach.

Under this outcome, the programme has directly benefited 2,297 individuals (1,339 women, 957 men, and 1 other).

**Contributing to Outcome 2 “Enhanced Government stakeholders’ capacity at the sub-national level to understand and maximize the development potential of migration governance through the GCM.”**

In achieving Outcome 2, the programme has made key progress in enhancing migration governance at the sub-national level, aligned with GCM objectives and contributing to sustainable development. Key outcomes include the identification of localized Migration Governance Priorities, the development of innovative financing models with a gender-sensitive approach, and capacity building on GCM and 2030 Agenda. Joint initiatives focused on migration development, financial literacy, and addressing violence and trafficking in persons (TIP) have strengthened the government's ability to provide gender-responsive services to women migrant workers.

Several provincial and district governments (such as Central Java, South Sulawesi Province and Maros Regency) have committed to integrating migration governance into their Regional Medium Term Development Plans (RPJMD) for 2025-2029, complementing national efforts to incorporate migration governance into the National Medium Term Development Plan (RPJMN). Furthermore, consultations and coordination meetings have improved law enforcement capacities and established a more integrated criminal justice system in key provinces. The development of an AI chatbot and ICT platforms, such as the Safe Travel App, has enhanced access to reliable information and safety measures for Indonesian migrant workers. Additionally, the creation of self-sustaining local economic models through innovative co-financing initiatives has fostered partnerships between target villages and local businesses. For example, the Migrant Prosperous Village promotes livelihood through tourism and local product marketing. Additionally, initiatives include planning and implementation of stunting programme using village funds, the establishment of community-based cooperative mart, MSMEs business incubation, an impact investment fund, and the development of a financial literacy mobile application.

In total, under this outcome, the programme has benefited 2,994 individuals (1,605 women, 1,387 men, 2 others).

The programme has contributed to the realization of Outcome 1 of the UN Sustainable Development Cooperation Framework (UNSDCF) for Indonesia, particularly Priority Area 1 on Inclusive Human Development, by focusing on improving migration governance and protecting migrant workers, especially women, through gender-sensitive approaches. It strengthens the capacity of national and sub-national governments to provide inclusive, gender-responsive public services, supporting marginalized groups such as victims of gender-based violence (GBV) and TIP. The utilization of "gender-responsive," "whole-of-government," and "whole-of-society" approaches aimed to eliminate barriers to participation, especially for those at risk of being left furthest behind, such as migrant communities (despite their migratory status), women migrant workers, victims of GBV and TIP, refugees, and asylum seekers.

In line with SDG indicator 10.7.2, which calls for policies that facilitate safe, orderly, and responsible migration, the programme enhances the government's ability to develop and implement such policies. This is evident in the integration of migration governance into development plans at both national and regional levels, as well as the use of innovative tools like the AI chatbot to provide vital services to migrant workers abroad. By promoting sustainable migration governance, the programme contributes directly to achieving SDG 10.7.2 and supports the broader goals of inclusive human development.

## End of Programme Report

### 1. Summary and Context

The overall objective of the Joint Programme was to strengthen migration governance in Indonesia by enhancing the Government of Indonesia's capacity for evidence-based migration management with appropriate gender responsiveness, both at the national and sub-national levels. Additionally, the programme aimed to support improved cooperation at the global level.

By the end of the project period, PUNOs maintained close coordination with the Ministry of Foreign Affairs (MOFA), the key counterpart for the Joint Programme, as well as with other ministries and agencies, including the Ministry of Home Affairs (MOHA), BP2MI, BAPPENAS, the Ministry of Women's Empowerment and Child Protection (KemenPPPA), the Ministry of Law and Human Rights (Kemenkumham), BPS - Statistics Indonesia, the Manpower and Transmigration Department of Central Java Province, and the Government Investment Center. PUNOs also partnered with non-governmental organizations serving as implementing partners, such as the Legal Resource Center for Gender Justice and Human Rights (LRC KJHAM), Serikat Buruh Migran Indonesia (SBMI), Lembaga Bantuan Hukum Apik (LBH Apik), Semut Nusantara, and Rumah Perempuan Migran (RPM).

The collaboration between the Government of Indonesia, UN agencies, and other related stakeholders has strengthened migration governance, focusing on three key outcomes:

1. Improved migration governance at the national and local levels, with a gender-responsive approach, particularly in prioritizing migration issues, protection of Indonesian migrant workers (including sea-based migrant workers), female migrant workers affected by gender-based violence, and TIP.
2. Enhanced capacity of local governments to integrate migration into planning and budgeting for sustainable development.

3. Promotion of innovative and sustainable financing to empower migrant workers economically, fostering partnerships among stakeholders and enabling effective migration management by all relevant parties.

The Programme successfully brought together 32 government ministries and agencies, over 100 local governments, 29 non-governmental partners, and 10 universities, as well as local financial services and philanthropic organizations, to discuss migration issues and improve migration policies.

### Programme Steering Committee

The Programme Steering Committee (PSC) was established as the primary governance body responsible for providing high-level input and guidance to the Joint Programme (JP) and the extended project team. The PSC was co-chaired by the Ministry of Foreign Affairs, representing the Government, and the United Nations (UN) in Indonesia represented by the UN Resident Coordinator. IOM was the Administrative Agent on behalf of the participating United Nations Organizations (PUNOs). The Steering Committee comprised of representatives from the Ministry of Foreign Affairs (MOFA), the Ministry of National Development Planning (BAPPENAS), the Ministry of State Secretariat, the Ministry of Finance, IOM, UNDP, UN Women, the UN Resident Coordinator's Office, and relevant line ministries. The PSC meeting was held every six months (on an agreed schedule with the government) to report on progress and address any key decisions required by the programme. MOFA, as the facilitator of the programme, has demonstrated their ownership not only by leading the activities but also by providing in-kind contributions, such as the venue for the meetings.

By the end of the programme period, five PSC meetings were conducted, with a maximum participation of 193 participants (94 men and 99 women) representing various government and non-government stakeholders, as detailed below:

No	Date	Description	Remarks
1	25-Nov-22	First PSC Meeting	Endorsement of the workplan with four additional activities and approved the 21 activities in the joint programme workplan on Migration Governance for Sustainable Development in Indonesia.
2	06-Jul-23	Second PSC Meeting	The PSC approved the 6-month no-cost extension (NCE) and the adjustment of activities related to the GCM/National Action Plan (NAP) for the Joint Programme.
3	09-Jan-24	Third PSC Meeting	By the end of December 2023, the programme had completed 11 out of 21 activities. MOFA suggested to conduct joint programme evaluation in all target area to evaluate the outputs of the programme and to adjust the focus of the programme aiming to support the integration and synergy between national and regional policies.

4	19-Jun-24	Ad-hoc PSC Meeting	The meeting approved the 3-month No Cost Extension (NCE) request for the Joint Programme of Migration Governance for Sustainable Development in Indonesia.
5	25-Sep-24	Final PSC Meeting	Discussed the evaluation findings and the sustainability plan, and officially marked the programme's formal closure.

The Final Meeting of the Programme Steering Committee was held on Sep 25, 2024, to discuss the programme's achievements, evaluate findings, and collectively identify lessons learned. The meeting also focused on how to sustainably support the GCM and its NAP, ensuring that future projects and programmes can benefit from and effectively apply the insights gained from past efforts. Additionally, the meeting served to formally notify all stakeholders of the programme's closure. The PSC meeting was attended by 193 participants (94 men and 99 women), with 96 attending in person and 97 participating online.

To sustain the programme's impact, the meeting focused on follow-up actions to ensure Indonesia's migration governance remains adaptable to emerging challenges. The discussion on the sustainability plan led to several recommendations aimed at enhancing migration management based on the Government's GCM Clusters. In Cluster 1, the focus was on ensuring migration is voluntary, orderly, and regular by promoting safe travel and providing information on the rights of sea-based migrants through community outreach and designating Indonesian Consular Offices abroad as placement order providers. Challenges for sea-based migrant workers include accessing free Wi-Fi, health services, and shifting perceptions regarding procedural work.

Cluster 2 emphasized protecting migrants through rights-based border management, particularly for migrant fishing vessel crews, by developing MOUs between relevant ministries. However, reaching agreements among stakeholders remains a challenge. Cluster 3 proposed supporting migrant integration and contributions to development by empowering returning migrants in underserved areas to establish businesses, enhancing their skills, monitoring village data locally, and creating an economic ecosystem that links local resources with trade sectors. These efforts require collaboration among local governments, the National Inclusive Finance Council, and vocational training programmes to boost community income and business sustainability.

Cluster 4 recommended that local governments integrate migrant worker issues into local planning documents and strengthen policies on budget allocation related to employment. It also suggested facilitating training and certification programmes, such as vocational training, to enhance the skills and preparedness of migrant workers. Additionally, it emphasized the need to strengthen government commitment and ensure consistent use of civil registration data, including access to individual-level international migration data.

Key recommendations included appointing a dedicated migration coordinator within the government, establishing a coordination mechanism that promotes a whole-of-government and whole-of-society approach, and providing continued support for the endorsement of the GCM National Action Plan.

Details of all PSC meetings is available [here](#).

## Factsheet

The joint programme created a quarterly bilingual factsheet starting from January 2023 until the end of the programme to gradually report the progress of the programme to relevant stakeholders. The latest factsheet, as of September 2024, can be found here in [English](#) and [Bahasa](#).

## 2. Results

The contribution made to realizing **Outcome 1, "Government of Indonesia strengthens its migration governance and national priorities in line with the GCM objectives, ensuring these contribute to sustainable development outcomes,"** is as follows:

- The government has a better understanding of national migration governance needs and how to respond to these within the framework of the implementation of the GCM, which is evident through the following:
  - The Government of Indonesia has made significant progress in evidence-based migration policy for good governance through assessments conducted at both the national and provincial levels. Indonesia's achievements and lessons learned in migration management, particularly through the MGI assessments at the national level and in Central Java province, as well as migration policy gap assessments in three provinces (Central Java, West Nusa Tenggara, and South Sulawesi), have prioritized migration governance, migrant worker protection, and gender sensitivity. The government has also made notable advancements in several migration domains, including data management and the handling of TIP.
  - Efforts have been made to ensure dedicated commitment to integrating gender mainstreaming and human rights approaches, specifically emphasizing migrant rights and protection in alignment with the implementation of the GCM, supported through trainings, workshops and discussions and guidance development.
  - 47 government officials (28 women, 19 men) increased their knowledge on gender-responsive migration management and migration-specific issues as they participated in the Essentials of Migration Management 2.0 training (EMM 2.0) organized for the national stakeholders.
  - The government has actively involved civil society and migrant worker groups, ensuring their perspectives and concerns are integrated into achieving the GCM objectives. These efforts align with the broader aim of realizing the Sustainable Development Goals, particularly SDG Indicator 10.7.2, which calls for policies that facilitate safe, orderly, and responsible migration and mobility. The government has also bolstered inter-institutional coordination, applying a whole-of-government and whole-of-society approach through inter-ministerial forums, migration dialogues, and programmatic activities. This coordination has resulted in strengthened migration governance and alignment with national priorities.
- The government has strengthened its coordination mechanisms and processes to apply a whole-of-government and whole-of-society approach to migration governance, which can be seen from:
  - The resolution among government representatives that a working group meeting on SDMI under the One Data Indonesia (Satu Data Indonesia/SDI) was needed to resolve the focal point issue and follow up progress on One Data for Internal Migration (SDMI), by

establishing a coordination mechanism and using the National Secondary Data Review, aligns with the GCM objectives and strengthens migration governance. Through several meetings in 2023, co-funded between National Statistics Agency (BPS) and IOM through a different project, the SDMI later led by the Coordinating Ministry for Human Development and Cultural Affairs Indonesia (Kemenko PMK) and National Statistics Agency (BPS), resulted in the Blueprint and Road Map of One Data for Internal Migration (SDMI) for 2023-2027.

- o The workshop on improving intra-ministry coordination for the protection of Indonesian sea-based migrant workers concluded that a collaborative partnership among relevant ministries, agencies, and stakeholders is essential to ensure the rights of migrant crew members on commercial and fishing vessels. Participants emphasized the urgent need for regulatory harmonization, in line with international standards, to strengthen the national legal and policy framework. This would provide legal certainty for stakeholders and better service assurance for sea-based migrant workers. The Coordinating Ministry for Maritime Affairs and Investment is proposed to lead this effort.
- o The programme has identified key best practices from the Republic of the Philippines that could serve as policy recommendations for Indonesia to strengthen its migration governance in enhancing the protection for sea-based migrant workers.
- o The government has enhanced awareness and commitment to strengthen an integrated criminal justice system for women victims of gender-based violence. In total, there are 356 participants, representatives from government law enforcement agencies and service providers (275 women, 81 men), who have been actively involved in consultative dialogues throughout the project implementation period to map out criminal justice system practices in handling cases of violence against women migrant workers. The exercises have been useful in increasing their awareness on the risk and vulnerabilities of women migrant workers to gender-based discrimination and violence throughout the cycle of migration and informing them of strategies and good practices on supporting provision of victims of GBV and trafficking, applying human rights and survivor centred approaches.
- o The programme has notably supported the Bappenas in incorporating migration governance into the RPJMN for 2025-2029, which is currently under development. The inclusion of several relevant GCM indicators in the current draft of Indonesia's Medium-Term Development Planning 2025-2029, particularly under the labour sector. This includes the portability of social protection, monitoring services for recruitment agencies, information provision, social dialogue among stakeholders—including migrant worker communities—and effective case handling.
- o 17 civil society organizations were involved actively in dialogues on GCM, facilitating whole-of-society dialogue around the GCM action plan, covering topics such as: (1) the Opportunities and Challenges in the National Action Plan of the Implementation of the GCM, (2) advancing gender-based rights for migrant workers in relation to GCM, and (3) on the Collecting Evidence-Based Data to Shape Inclusive Migration Policy. This initiative also emphasized the importance of applying GCM principles, such as a gender-responsive approach in management, ensuring a supportive and safe environment for migrants, focusing on gender-specific needs and a whole-of-society approach through roundtable discussions to address migration issues with the civil society network and other stakeholders, and by utilizing evidence-based data to support inclusive migration policies.

- Comprehensive, government-led National Action Plan for GCM implementation, follow-up, and review, incorporating Result Based Accountability, gender and child-sensitivity is gradually progressing, through:
  - The current draft of the National Action Plan for GCM includes 37 activities that mainstream gender and human rights approaches. Of these, 22 activities are related to gender, 15 are related to human rights, and three follow a human rights-based approach. Additionally, 12 activities focus on migrant rights and the protection of migrant workers' rights.
  - 74 key government and civil society stakeholders (51 women, 23 men) were sensitized and trained on human rights-based and gender responsive GCM. This successful initiative enhanced awareness of challenges faced by women migrant workers and the development of an action plan contributing to addressing gender-based violence, aligning with GCM objectives related to the protection and empowerment of vulnerable migrant groups and how to mainstream migration into sub-national and local planning through collaborative actions. After the training, an action plan was also created to be followed up within their own institutions.
  - The government's protection strategy for preventing GBV and TIP has been improved with the development of an AI chatbot and information materials using human-centred design. The application of AI will improve the existing Safe Travel App with an easy-to-access chatbot called Sahabat Artificial Migran Indonesia/SARI, an AI Chatbot, with information features about risks of trafficking, GBV and safety measures that are design using gender transformative languages. This initiative, developed together with the Ministry of Foreign Affairs, expands access to reliable information and services for Indonesian citizens abroad, particularly, women migrant workers.
  - 59 government and non-government stakeholders (31 women, 28 men) sensitized and capacitated on migration data management and migration-specific issue considering gender sensitivities.

Several results toward the achievement of **Outcome 2 “Government stakeholders’ capacity at sub-national level to understand and maximize the development potential of migration governance through the GCM is enhanced”** are:

- The active involvement of the Ministry of Home Affairs (MoHA) and other relevant government agencies, both at local and national levels, in developing technical guidelines for migrant worker. MoHA has played a crucial role in facilitating focused group discussions (FGDs) and hosted consultative meetings with national stakeholders. These engagements have brought together a diverse array of participants, including local government representatives, academics, and civil society organizations, ensuring that the guidelines are comprehensive and aligned with national policies.
- Provincial and district governments, including those in South Sulawesi, Maros, Lombok Timur, and Grobogan, have shown a strong commitment to incorporating migration governance into their Regional Medium Term Development Plans (RPJMD) for 2025-2029. These local efforts align with national-level initiatives, where the programme has supported Bappenas and other key ministries/agencies in integrating migration governance into the RPJMN for the same period.
- Stakeholders also emphasized the importance of continued collaboration, capacity-building endeavours, and targeted socialization efforts to overcome challenges such as low awareness on

support needed on the pre- and post-migration, as well as during the migration journey, resource constraints (budgeting), and gender-based local planning.

- Sub-national government stakeholders have demonstrated increased knowledge and skills in mainstreaming migration into local policies and planning. This was evident through three Joint Migration Development Initiative trainings held with sub-national governments and stakeholders to integrate migration into SDG implementation at the local level. A total of 107 participants (96 from local governments and 11 from non-governmental stakeholders consisting of 42 women, 65 men) took part in these trainings.
- The Central Java provincial government successfully coordinated and advocated for the renewal of its MOU on the coordination and referral mechanism for gender-based violence (GBV) service provision. This renewal process was able to integrate migration-related service providers, such as the Labor Department and the local technical unit of Indonesian migrant worker protection (BP3MI), thus, enhancing support for women migrant workers. In West Nusa Tenggara (NTB), this coordination has been led by the Women and Child Protection Department to coordinate sectoral services on social, health, and justice, to implement an integrated criminal justice system in the province.
- This joint programme has empowered more than 1,000 migrants and their families, 60 per cent of whom are women, through six innovative pilot programmes and capacity-building initiatives for empowerment.
  - The six pilot programmes benefited 589 individuals (404 women, 185 men) in Maros, West Lombok, and Wonosobo, with a focus on skills development in economic empowerment. These initiatives also enhanced local coordination and ownership through the Juang financial app, supporting digital literacy, financial planning, and digital entrepreneurship for returned migrants.
  - A total of 445 individuals (264 women, including women migrant workers and 181 men, including spouse/male family members of women migrant workers), benefit from the training on financial literacy, business development, and leadership in East Lombok, Cilacap, and Cirebon. The training improved participants' knowledge and skills in areas such as safe migration, gender equality in households, financial planning and management, gender-sensitive digital entrepreneurship, and community-based caregiving.
- As a result of continued implementation and expansion of key initiatives, strong partnerships have been fostered, and self-sustaining local economic models have been created through innovative financing. Six MOUs were established between target villages and local businesses, such as hotels and souvenir shops, to ensure the long-term marketing of tourism packages and local products, promoting sustainable local economic development. Semut Nusantara (SN) has expanded the Prosperity Migrant Village (Desa Migran Sejahtera/DMS) programme to Jember District in East Java, in collaboration with the Djarum Foundation, empowering former migrant workers to create eco-print fashion products from sustainable materials. SN has also replicated successful models from Wonosobo in North Sumatra, partnering with Hutama Karya (Sumatra toll road operator) to address extreme poverty and stunting in the Langkat and Asahan districts.
- The programme has also improved service quality for women migrant workers who have experienced GBV and TIP through training 375 frontline service providers (151 women, 224 men). These officers have been trained to handle cases of violence and trafficking in a coordinated manner, enhancing their capacity to respond effectively. The training has also strengthened the provision of inclusive and gender-responsive public services, particularly in meeting the needs of

migrant workers, while increasing understanding and capacity to support women migrant workers who are victims of GBV and trafficking.

Throughout the programme, government counterparts were actively involved in all activities, underscoring the collaborative effort rather than a standalone one. By the end of the programme period, 32 ministries/agencies and 100 local governments were involved and consulted in programme activities and related discussions on migration. Additionally, a total of 29 non-government stakeholders, including civil society organizations (CSOs), migrant unions, financial services, philanthropic organizations, and universities, were actively engaged in the implementation of programme activities. This collaborative approach fostered a greater sense of shared responsibility and ownership, encouraging government partners to take an active role in all phases of the initiative. As a result, this collaborative practice not only strengthened the partnership but also contributed to the integration of an exit strategy for the government to sustain and implement the activities even after the programme concludes.

In summary, while progress has been made, a comprehensive and sustained approach is crucial for realizing the long-term success of migration governance efforts.

***Outcome 1. Government of Indonesia strengthens its migration governance and national priorities in line with the GCM objectives, ensuring these contribute to sustainable development outcomes.***

***Output 1.1 Government has a better understanding of national migration governance needs and how to respond to these within the framework of the implementation of the GCM.***

#### **A.1.1.1. Migration research series (national and local Migration Governance Indicators/MGI)**

As a result of the National and Central Java Province Migration Governance Indicators (MGI) assessments, two profiles—the National and Local MGI (Central Java)—were officially endorsed by the GOI on June 26, 2024, during the National and Local Level Migration Governance Indicators Endorsement Meeting. During the endorsement process, some editorial and terminology adjustments were requested, which the Ministry of Foreign Affairs communicated through a note verbale prior to publication. Both [National Migration Governance Indicators Profile](#) and [Local Migration Governance Indicators Profile \(Central Java\)](#) profile are now publicly available online in English and Bahasa.

The MGI process involved selecting government facilitators, collecting data, conducting stakeholder consultations, and validating and finalizing the reports. Six migration governance domains were addressed through 11 multi-stakeholder consultation meetings. These efforts engaged 29 government ministries and agencies, 79 local government units in Central Java (from seven cities/districts), as well as UN agencies, NGOs, CSOs, migrant associations, and other relevant stakeholders, such as hospital and school.

As the co-custodian of SDG indicator 10.7.2, IOM, through the Joint Programme, aimed to support the government in promoting evidence-based policies for international migration by establishing migration governance baselines through MGI assessments at both the national level and in Central Java. The Directorate of Socio-Cultural Affairs and International Organizations of Developing Countries of the Ministry of Foreign Affairs facilitated the National MGI, while the Manpower and Transmigration Department of Central Java Province facilitated the Local MGI.

## National MGI Assessment

The national MGI assessment consists of 98 indicators, which help countries identify good practices as well as areas with potential for further development. It provides insights into the policy levers that countries can employ to develop their migration governance structures, assisting them in establishing a baseline and monitoring progress toward the achievement of Sustainable Development Goals (SDGs) related to their national migration governance. During the programme period, there were seven (7) process meetings convened for the overall of the National MGI. MOFA, as the facilitator for the National MGI assessment, has demonstrated their commitment not only by leading the activities but also by providing in-kind support, including organizing two key stakeholder consultations (the MGI Internal Review Meeting and the MGI Endorsement Meeting) out of the seven meetings in the MGI processes. The overall National MGI Assessment activities were attended by a total of 158 participants (72 women, 85 men, and 1 others).

Below sets out the process undertaken for achieving the National MGI assessment:

Date	Consultation Meetings
3-Apr-23	Kick off National MGI
20-21 Jun 2023	FGD National MGI
24-Aug-23	Internal Review with MOFA
19-Dec-23	Validation/Stakeholders Consultation National MGI
12-Jun-24	Soft Launch MGI Profiles
26-Jun-24	MGI Endorsement Meeting by Government
26-Sep-24	Official Launch of MGI Profiles

The National MGI assessment revealed key findings across several domains. In the Domain 1: Migrants' Rights, Indonesia provides foreign workers access to government-funded health services and education on the same basis as nationals, with irregular migrants, including refugee children being allowed access to public education, with some limitations. However, there is a need to enhance the

portability of social security, especially in health, to ensure protection for Indonesian citizens working abroad. Under Domain 2: the Whole-of-Government Approach, Indonesia has made progress by integrating migration questions into the 2020 Population Census and implementing the "One Data for International Migration (SDMI)" Policy, which centralizes migration data from various ministries. However, there is room for improvement in establishing a dedicated inter-ministerial coordination mechanism and a unified national migration strategy.

The Domain 3: Partnership highlighted Indonesia's active engagement in regional and international migration frameworks, though stronger involvement of CSOs in policymaking and the replication of tripartite forums could further improve collaboration. In Domain 4: the Well-being of Migrants, Indonesia is involved in regional qualification frameworks and has several labour agreements yet lacks a comprehensive assessment of the domestic labour market and the impact of emigration. Regarding Domain 5: Mobility Dimension of Crises, the government effectively monitors disaster displacement and publishes travel advisories, but human mobility needs to be better integrated into environmental policies. Lastly, in the Domain 6: Safe, Orderly, and Regular Migration domain, Indonesia has policies to safeguard migrants against trafficking and exploitation but faces challenges in recognizing skills acquired by migrant workers abroad, calling for better certification processes through the National Professional Certification Agency (BNSP).

### Local MGI Assessment

The Local MGI in Central Java Province was based on a set of 76 indicators helping local authorities take stock of local migration strategies or initiatives in place and identify good practices as well as areas with potential for further development. There were four stakeholder consultations convened for the Local MGI. These meetings included a kick-off session, a Focus Group Discussion (FGD) divided into six migration governance domains to confirm written inputs by local government units, incorporating local contextual notes, and a multi-stakeholder consultation involving 79 local government units, NGOs, CSOs, migrant associations, schools, and local hospitals. The Local MGI assessment activities were attended by a total of 226 participants (99 women, 127 men).

Below sets out the process undertaken for achieving the Local MGI assessment:

Date	Meeting/Consultation
17-May-23	National Coordination Meeting
31-Aug-23	Kick off Local MGI
18-Sep-23	FGD Local MGI
7-Dec-23	Validation Local MGI

As for the Local MGI findings, in Domain 1: Migrants' Rights, Central Java has implemented national legislation to facilitate access to government-funded health services for foreign workers and provided services to Indonesians preparing to emigrate. However, gaps remain in the RPJMD, as it lacks measures to ensure migrant access to education and legal services. Under Domain 2: Whole of Government Approach, Central Java's Department of Manpower and Transmigration has integrated migration into its local development plan, hosting regular thematic meetings for inter-agency

coordination. Yet, its migration strategy focuses solely on Indonesian migrant workers, with no integration support for international migrants living in the region.

Under Domain 3: Partnership, the government collaborates with the Indonesia Ocean Justice Initiative (IOJI) but has yet to formally involve migrant civil society organizations in policy development or programme implementation. Under Domain 4: Well-being of Migrants, the government promotes financial inclusion and gender equality for Indonesian migrant workers but has not developed measures for ethical recruitment or conducted assessments of emigration impacts. In Domain 5: Mobility Dimension of Crises, disaster management plans are in place, including early warning systems, though improvements are needed for population displacement management. Lastly, under Domain 6: Safe, Orderly, and Regular Migration, Central Java implements migrant reintegration programmes and combats human trafficking but lacks a regulated system for reporting counter-trafficking activities and special training for police on migrant issues.

The Local MGI Assessment has enhanced the comprehension of national and local migration governance requirements among ministries/agencies and local government institutions. The assessment emphasized the immediate necessity for an enhanced coordination between ministries and local government institutions. Additionally, there is a crucial need for recognizing migration as a cross-sectoral issue involving multiple stakeholders from various local government institutions.

On June 12, 2023, IOM and the MOFA co-hosted a public discussion on migration governance in Indonesia and the NAP GCM. The event aimed to address key issues surrounding migration policies and strategies, highlighting the importance of collaborative efforts in managing migration challenges effectively. This event also served as a soft launch for the National and Local MGI reports. It was attended by 161 participants, consisting of 75 men and 86 women. As a continuation of the soft launch, the National and Local (Central Java) MGI Endorsement Meeting was convened by the Directorate of Socio-Cultural Affairs and International Organizations of Developing Countries, Ministry of Foreign Affairs, on June 26, 2024.

The meeting showcased the government's authority over the assessments and procedures, with the objective of obtaining approval from the pertinent ministries and agencies for both MGI documents, and subsequently uploading them onto the IOM portal/website.

The MGI assessment emphasized the pressing necessity for enhanced coordination between ministries and local government institutions. Additionally, it has emphasized the crucial significance of recognizing migration as a cross-sectoral issue involving multiple stakeholders from various local government bodies. The Local MGI Assessment has contributed to an improved comprehension of the requirements for both national and local migration governance among ministries, agencies, and local government institutions.

The MGI assessments also demonstrated that the government has a stronger grasp of national migration governance requirements and how to address them within the framework of GCM implementation. These assessments have shown that the government is more adept at understanding and meeting the necessary standards for managing migration on a national level and integrating them into the GCM implementation process.



Figure 1. Speakers giving insights regarding safe migration and anti-trafficking during the MGI soft launch

Activity report is available [here](#).



Figure 2. A symbolic handover of the MGI Profiles from IOM to the Ministry of Foreign Affairs and the Manpower and Transmigration Department of Central Java Province, as facilitators of the National and Local MGI, took place during the Final PSC Meeting

#### **A.1.1.2. Conduct assessment on migration policy gaps at sub-national level with a gender responsive approach**

Under the programme framework, UNDP in collaboration with Serikat Buruh Migran Indonesia (SBMI) successfully completed a comprehensive migration policy gap assessment at the sub-national level, utilizing both quantitative and qualitative methods. For the qualitative method, UNDP and SBMI conducted Focus Group Discussions (FGD) with the support of the Ministry of Home Affairs (Kemendagri) in six targeted areas (Mataram, East Lombok, Makassar, Maros, Semarang, and Grobogan) from May to June 2023. The FGDs engaged 180 active FGD participants (69 women, 111 men) representing relevant ministries, targeted government agencies, CSOs, academia, and migrant union groups. The results of the FGDs formed a strong basis for identifying policy gaps and assessing government capacity at the local government level (from provincial, regency, to village) to protect Indonesian migrant workers. Furthermore, the FGD results have been analysed into a policy brief, serving as the foundation for UNDP's intervention in developing technical guidance for local governments to mainstream migration policy in their respective local development strategic plans, aligned with the GCM.

Some key results from the FGDs:

1. The Bappeda (Development Planning Agency at Sub-National Level) of South Sulawesi Province has committed to allocating funding for the protection of Indonesian Migrant Workers and draft the RKPD (*Rencana Pembangunan Jangka Menengah Daerah* or Regional Medium Term Development Plan) for the 2024. They also acknowledged the need to improve their monitoring and evaluation process, particularly in comprehensive data related to the Indonesian Migrant Workers.
2. East Lombok, the third largest sending regency, has a long-standing commitment to mainstream migrant issues, evident by the presence of Regional Secretary official of East Lombok during the FGD. Furthermore, the Government of East Lombok plans to issue the local government regulation that provides legal framework for inclusion of migration protection into village government programme and budget. At the moment, the process is on the final stage and expecting to be signed in early 2025. Previously, in January 2024, the Office of Village Empowerment circulate a letter indicating that the village government can use village funds for socialization for migrant workers protection. The Bappeda of Maros Regency (Development Planning Agency at District Level) expressed their intention to coordinate with relevant government agencies to better protect the needs of Indonesian Migrant Workers. At the moment they are in the process of including migrant workers protection into upcoming Development Plan.
3. The Government of Central Java has a Regional Work Plan 2018-2023, where it specifies programmes to help migrants' survivors of human trafficking, which is a priority programme led by the Social Affairs Provincial Office of the Government of Central Java. At the moment, the Government of Central Java still developing a new five years development plan that will be signed after the new elected leader on board.



*Figure 3. A participant conveying their input during the Focus Group Discussion on the Assessment on Migration Policy Gaps at Sub-National Level in Mataram, West Nusa Tenggara Province.*

The assessment findings highlighted the importance of inter-agency coordination, as revealed in the FGDs across three regions, where discussions underscored the low level of coordination between agencies. Challenges faced by Local Government Organizations in the regions included budgetary constraints, insufficient human resources, low inter-departmental coordination, and a lack of information on safe migration.

The quantitative methodology involved distributing survey questionnaires to targeted respondents, encompassing former, prospective, and active migrant workers and Government officers in the six targeted areas: Grobogan, Semarang, Makassar, Maros, Mataram, and East Lombok. The survey was being collected from the period from 7 May to 15 May 2023, using the Google Form application, with participation 286 respondents (163 women, 123 men). Attention was given to maintaining gender balance, ensuring that more than 50 per cent of respondents were women. This diverse group consisted of former, prospective, and active migrant workers. Additionally, 89 participants (49 women, 40 men) joined the inception and closing workshop of the activity.



*Figure 4. Beneficiaries were interviewed for the data collection through a survey conducted in one of the target areas, in East Lombok, West Nusa Tenggara.*

Furthermore, UNDP and SBMI successfully organized a workshop to validate the draft of the Policy Brief on July 27, 2023. Participants expressed satisfaction with the quality of the policy brief draft and provided some input for improvement. The event was supported by MOHA, Bappenas, the Ministry of Labour, MOFA, and Jaringan Buruh Migran.



*Figure 5. Participants listening to the panel during the Dissemination Workshop of Assessment on Migration Policy Gaps at the Sub-National Level in South Sulawesi Province.*

According to the findings in the Assessment of Migration Policy Gaps at the Sub-national Level, five primary issues were identified in implementing and safeguarding Indonesian migrant workers.

1. The One-Stop Integrated Service (LTSA) Function for Placement and Protection of Indonesian migrant workers shall be optimized and the importance of establishing LTSA in the highest sending regions of Indonesian Migrant Workers.
2. The lack of dissemination of information on the Official Labour Market and domination on the brokers on the labour market.
3. Limited facilities and infrastructure, as well as a lack of standardization regarding the educational and job training for prospective Indonesian migrant workers.
4. The varying levels of understanding of Regional Government Organizations in performing the vocational education training for Indonesian migrant workers.
5. Limited understanding of aspects for the repatriation of Indonesian migrant workers

The policy brief can be found [here](#), while the full report can be found through this [link](#).

As a result of the assessment, the Manpower and Transmigration Agency of South Sulawesi Province has allocated funding specifically for the repatriation of Indonesian Migrant Workers. Although a comprehensive impact assessment was not conducted for this issue, anecdotal evidence indicates that, in 2023, the provincial government facilitated the repatriation of 500 irregular Indonesian migrant workers. Furthermore, the provincial government has adopted some key findings from the assessment and committed to integrating migration-related issues into the draft of upcoming Regional Medium-Term Development Plan (RPJMD). While the draft RPJMD already incorporates

several key points from the assessment, the final document will only be approved after the inauguration of the newly elected governor in 2025 and will depend on the vision and mission of the incoming administration.

The detail of Activity Completion Report is available [here](#).

#### **A.1.1.3. Tailored EMM Trainings for national stakeholders (including translations)**

A total of 47 government officials (19 men, 28 women) participated in the [Essentials of Migration Management 2.0](#) training (EMM 2.0)<sup>22</sup> organized for the national stakeholders. EMM 2.0, IOM's flagship programme on migration management, provides foundational training and online resources for government officials and migration stakeholders. The training materials, available in multiple languages, were contextualized and translated into Indonesian under the Joint Programme. The contextualized training materials can be found [here](#).

Following the training, a WhatsApp group was created to facilitate ongoing coordination among participants, and the Indonesian Migrant Workers Protection Agency (BP2MI) plans to collaborate with the Ministry of Villages to deliver joint training on safe migration for village cadres in underdeveloped areas.

The training addressed key thematic areas of migration governance, including labour migration, migration and development, border management, trafficking in persons, health and migration, and COVID-19 response integration. Evaluations showed significant increases in knowledge, particularly in Migration and Development (Batch 1: 77%, Batch 2: 69%) and Migration Management and Policy Cycle (Batch 1: 66%, Batch 2: 77%). Participants also enhanced their understanding of gender-responsive migration management, recognizing the different needs and experiences of women and men in migration. Government officials are expected to further cascade this knowledge to colleagues and beneficiaries, including prospective migrant workers.

The detail of full activity report is available [here](#).

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<sup>22</sup> The training highlights the interaction between thematic areas and builds a common understanding of migration with a whole-of-government approach. It also leverages cooperation at national, regional, and global levels while articulating the relevance of international frameworks—such as the 2030 Agenda for Sustainable Development and the Global Compact for Safe, Orderly, and Regular Migration—on the day-to-day work of government officials and all stakeholders dealing with migration.



Figure 6.A trainer explaining the expectation from the Global Migration context module to participants during the EMM Training in October 2022



Figure 7. Presentation Sessions and Group Discussions during the EMM Training in September 2022

***Output 1.2. Government inter-institutional coordination mechanisms and processes to apply a whole-of-government and whole-of-society approach to migration governance are strengthened, including through the establishment of an appropriate inter-ministerial forum on migration.***

**A.1.2.1. Support the GOI on the implementation of GCM National Action Plan (NAP)**

**A.1.2.1.1 Workshop on supporting the development of One Data International Migration (SDMI)**

The Joint Programme, in collaboration with BPS, held a workshop on December 13, 2022, focused on the "Development of One Data International Migration Indonesia (SDMI)." It was attended by 59 participants (28 men and 31 women) from 12 ministries/agencies, four UN agencies, and one NGO (Migrant Care).

The workshop aimed to strengthen awareness of migration governance needs and assess migration data availability in Indonesia by linking it with the National Strategy for Disaster Risk Reduction (NSDR), SDGs, and GCM. Key recommendations included:

1. Ensuring coordination among entities that collect migration data.
2. Increasing data collection in areas with identified gaps.
3. Assessing the quality and consistency of collected data.
4. Enhancing the analysis and dissemination of existing data for policymaking.
5. Increasing the disaggregation of SDG data by migratory status.

The main outcome was an agreement among government representatives to clarify the focal point and coordination mechanism for SDMI. Additionally, the government agreed on the National Secondary Data Review as a tool to map public migration data against the SDGs and GCM. Through several meetings in 2023, co-funded between BPS and IOM through a different project, the SDMI later led by the Coordinating Ministry for Human Development and Cultural Affairs Indonesia (Kemenko PMK) and BPS, resulted in the Blueprint and Road Map of SDMI for 2023-2027.

The detail of full activity report is available [here](#).



*Figure 8. The group photo session at the SDMI Workshop organized by IOM in collaboration with BPS in December 2022*

#### **A.1.2.1.2. Workshop on improving intra-ministries coordination for the protection of Indonesian seafarers (ABK) abroad.**

On June 20, 2024, IOM and the BP2MI conducted a workshop in Jakarta focused on the placement and protection of Indonesian migrant fishing and commercial vessel crews. The workshop aimed to enhance protection and ensure the well-being of Indonesian migrants working at sea. The workshop was attended by 103 participants (50 women, 53 men) from different ministries/agencies, migrants, civil society, academia, the private sector, trade unions, recruitment agencies, national human rights institutions, UN agencies, donors, and other relevant stakeholders in migration governance.

The Government of Indonesia regulates the placement and protection of Indonesian migrant workers under Law No. 18 of 2017, concerning the Protection of Migrant Workers. Additionally, Government Regulation No. 22 of 2022 extends these protections specifically to crews working on commercial ships and fishing vessels. This legislation represents a significant advancement in safeguarding the welfare of Indonesian migrant workers in the maritime sector. These regulations, alongside with other relevant regulations, were discussed throughout the workshop to further fill in the gap of the protection of Indonesian seafarers.



*Figure 9. Participants having a group discussion during the seafarer workshops*

The workshop was divided into two sessions. The first session covered the national and global regulatory frameworks, featuring speakers from the Ministry of Manpower, Ministry of Transportation, Ministry of Marine Affairs and Fisheries, and Paramadina University. The second session focused on safeguarding sea-based migrant workers and feedback mechanisms, with contributions from BP2MI, MOFA, IOM, and the Indonesian Fisheries Workers Union (SPPI). This session emphasized the need to standardize protection procedures for sea-based migrant workers, who receive different pre-departure orientation (PDO) compared to land-based workers. BP2MI oversees the PDO for land-based migrant workers, while manning agencies handle the PDO for workers they recruit.

At the end of workshop, BP2MI, together with all relevant ministries, agencies, and stakeholders, concluded the need to establish a collaborative partnership to fulfil all the rights of migrant commercial vessel crew members and migrant fishing vessel crew members, according to their respective authorities. They also added that there is an urgent need for regulatory harmonization, while still considering international rules, to strengthen the national legal and policy framework according to needs. This will provide legal certainty to the relevant stakeholders and service assurance for migrant commercial vessel crew members and migrant fishing vessel crew members. It is proposed that this effort be coordinated by the Coordinating Ministry for Maritime Affairs and Investment.

The detail of full activity report is available [here](#).



Figure 10. A participant presenting their group discussion result to the floor during the seafarer workshop

#### **A.1.2.1.3. Multi sectoral study visit “Dialogue with the Philippines Government on Strengthening Policies for Sea-Based Migrant Workers”**

The Government of Indonesia acknowledges the importance of protecting the human rights and well-being of sea-based migrant workers, who significantly contribute to the national economy through remittances. To support policy development and enhance understanding, an official study visit to the Philippines was organized. A total of 11 participants (6 females, 5 males) attended the training, including nine mid-level technical officials from various ministries/agencies responsible for the protection and placement of migrant fishers under Law Number 18 of 2017 concerning the Protection of Indonesian Migrant Workers.

The multi-sectoral study visit identified key best practices from the Republic of the Philippines that could serve as policy recommendations for Indonesia in protecting ship crews. Key recommendations include institutionalizing cooperation through MoUs to improve stakeholder coordination, creating an integrated system for registering and licensing companies, issuing competency certifications for ship crews, and strengthening supervision mechanisms.



Figure 11. Meeting with the Department of Foreign Affairs of the Philippines, 17 July 2024



Figure 12. Handing token of appreciation from Indonesia to the Department of Migrant Workers, 17 July 2024

Further recommendations highlight the need for government involvement in the training of returning migrants, currently managed by companies and labour unions, and advocating for the rights of ship crews on hazardous missions, including the right to refuse unsafe work and receive fair wages. Moreover, mental health support for ship crews through pre-departure training and hotline services is also crucial.

Action plans include supporting the government in these areas, assisting BP2MI in developing PDO programmes for sea-based migrant workers, and aiding in drafting Bilateral Labor Agreements (BLAs) focused on the sea-based migrant sector.

The detail of full activity report is available [here](#).

**A. 1.2.2. Consultation dialogue to strengthen integrated criminal justice system for handling cases of violence against women, including violence against women migrant workers and trafficking.**

Coordination mechanism of cross sectoral government and non-government service providers were strengthened with the developed policy brief on Strengthening Integrated Criminal Justice System and action plan to improve women migrant workers' access to justice. The policy brief highlights challenges, gaps, and needs of an integrated criminal justice system for women migrant workers who are victims of GBV and trafficking, particularly in Central Java and West Nusa Tenggara. Furthermore, key stakeholders' representatives who were part of the consultation dialogue have also increased their awareness on the risk and vulnerability of women migrant workers to gender-based discrimination and violence throughout the cycle of migration and shared strategies and good practices on support provision for victims of GBV and trafficking that apply a human rights and survivor centred approach.

The series of consultations and data collection was conducted throughout November 2023 and August 2024. In total, there were 356 participants, including 275 women and 81 men, representing government institutions, law enforcement agencies, and service providers, who were actively engaged in the process. Among them, 105 migrant workers (92 women) participated in focus group discussions and in-depth interviews. This inclusive process had facilitated a thorough understanding of the challenges faced by stakeholders in delivering services to women migrant workers affected by GBV and TIP and provided solutions. Key issues identified included inadequate coordination among agencies, limited-service provider capacities, resource constraints, and geographic barriers to service access. These findings have directly informed the policy development process, contributing to the achievement of the solutions by strengthening government stakeholders' ability to maximize the development potential of migration governance through the GCM.

The policy brief was disseminated during the National Dialogue held on 6 June 2024 through a hybrid webinar, attended by various stakeholders at the sub-national and national levels. 134 participants, including 101 women and 33 men, engaged in both face-to-face and online discussions. During the dialogue, participants gained valuable insight into the pressing need for an integrated criminal justice system to support women migrant workers who are subjected to GBV and TIP, and the solutions as well as good practices already implemented at sub-national level. The discussion highlighted the critical need to monitor the implementation of the integrated criminal justice system (SPPT PKKTP) to ensure that services for women migrant workers are effectively established, particularly in regions that serve as origin and transit areas for these workers. One of the results from the Project was the recognition

of this priority to be included at the national level, by the National Development and Planning Agency (Bappenas). The initiative is named “Blueprint Development for Strengthening the Coordination System and Integration of Service Providing Institutions in the Implementation of SPPT PKKTP.” This strategic inclusion highlights the government's commitment to enhancing the coordination and integration of various service providers to better support women migrant workers, particularly those affected by gender-based violence.

At the sub-national level, this strong integration has been shown with the advocacy work supported by UN Women in collaboration with Komnas Perempuan and local CSOs-- Legal Resource Centre for Gender Justice and Human Rights (LRC-KJHAM) and the Legal Aid Institute Indonesian Women's Association for Justice (LBH APIK) West Nusa Tenggara, where the Women and Child Protection Department of Central Java and NTB province is spearheading the development and MOU renewal of a coordination and referral mechanism with key stakeholders—including social, health, and justice sectors—to implement an integrated criminal justice system. The NTB local government replicated the successful work of the Central Java local government in establishing an MOU on the coordination and referral mechanism for women migrant workers victims of GBV and TiP. This includes the integration of migration-related service providers, such as the Labor Department and the local technical unit for Indonesian migrant worker protection (BP3MI).

These good practices have been documented in a policy brief and contribute to realization of the output of strengthening government inter-institutional coordination mechanisms and processes to apply a whole-of-government and whole-of-society approach to migration governance. This is in line with the GCM objectives that ensure gender responsiveness of migration governance and sustainable development outcomes.



Figure 13. Consultation meeting on integrated criminal justice system for handling cases of violence against women migrant workers and trafficking with local government and law enforcement Agency in West Nusa Tenggara Province, December 20, 2023

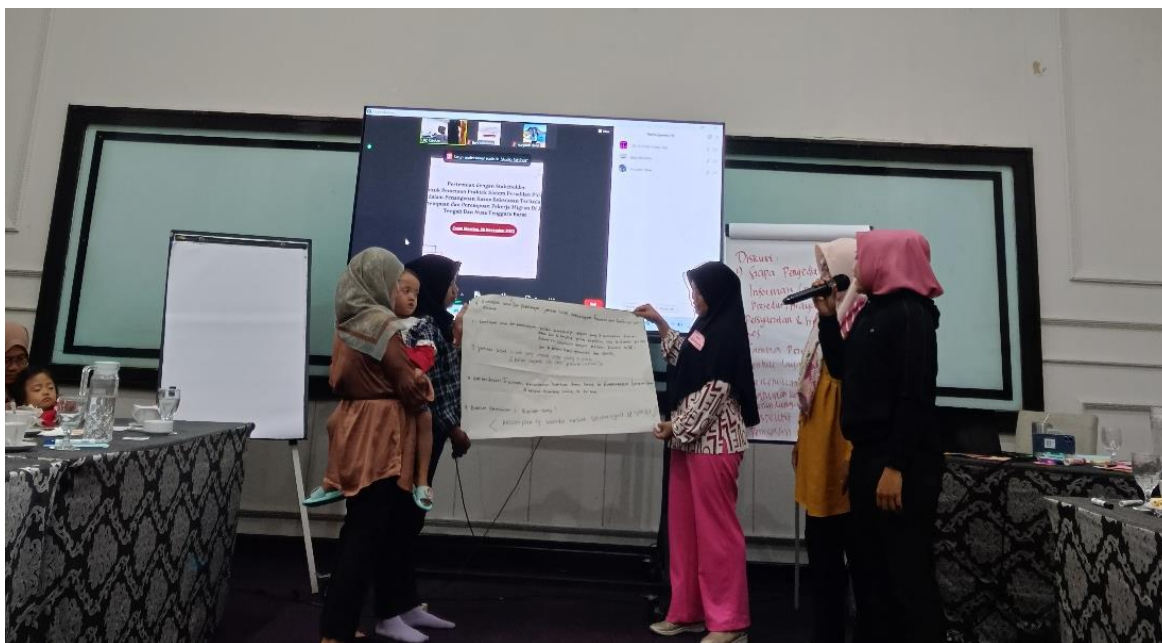


Figure 14. Focus Group Discussion on integrated criminal justice system for handling cases of violence against women, including violence against women migrant workers and trafficking with former women migrant workers in Central Java Province, December 8, 2023

The Activity Report of the National Dialog and policy brief can be accessed [here](#)

**A. 1.2.3 Guideline development and skills building for key stakeholders to strengthen integrated criminal justice system for women migrant workers, survivors of VAW and trafficking.**

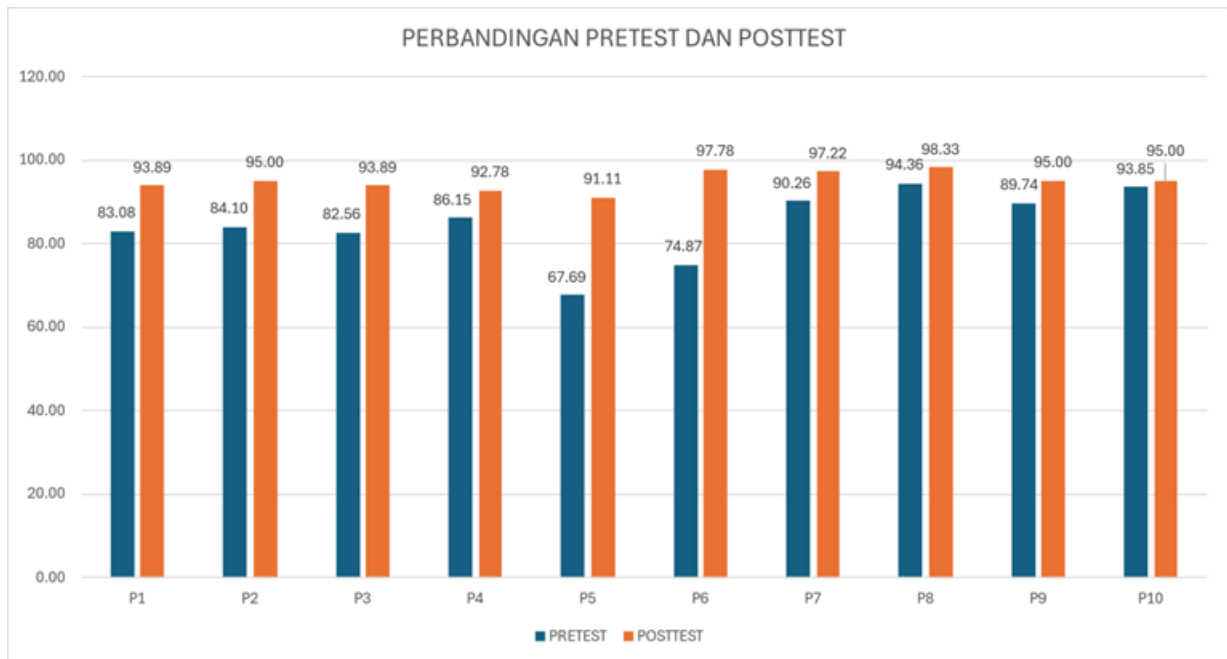
The Central Java provincial government office established a guideline on cross sectoral coordination and referral mechanism in the context of an integrated criminal justice system for women victims of GBV. The guideline presents guidance for government and non-government actors to provide cross sectoral referrals and coordination in handling cases of gender-based violence and trafficking experienced by women migrant workers. It also outlines different roles of each service provider involved and includes a referral pathway.

Aligned with the activity A.1.2.2, UN Women worked together with LRC-KJHAM and LBH APIK NTB, and in consultation with Komnas Perempuan, to roll out the guideline. Forty-one participants attended the training, including 27 women and 14 men from local government, law enforcement, service providers, and civil society organizations in Central Java and West Nusa Tenggara provinces. The training also provided participants from NTB with the opportunity to learn firsthand through visits to various service centres, such as the Semarang District Court, the Women's and Children's Protection Unit of the Central Java Regional Police, and the Technical Implementation Unit for Women and Children Protection in Central Java. During these visits, participants observed the implementation of integrated justice access services in the region and gained valuable insights.

Participant feedback highlighted a significant improvement in their knowledge and skills related to protecting women migrant workers through an integrated criminal justice approach. This underscores the training's effectiveness in equipping key stakeholders with the tools needed to address and prevent violence against women more effectively in their respective regions.

The training was aimed to enhance participants' understanding and capacity to respond to violence against women migrant workers in a gender-sensitive manner. It also focused on the principles and functions of the Integrated Criminal Justice System in handling such cases. It aligns with the objectives of the GCM, which seeks to reduce migration-related vulnerabilities, while also supporting the government's and the country's broader goals for sustainable development.

The training significantly impacted participants' understanding of the materials covered, as demonstrated by the pre and post-test results. Initially, the average pretest score was 84.67 per cent, indicating the participants' good baseline knowledge level. After the training, this score improved remarkably, with the average post-test score reaching 95 per cent. This improvement showcases the effectiveness of the training module in enhancing the participants' comprehension and mastery of key concepts related to addressing violence against women, particularly in the context of migrant workers and trafficking. The increase in scores underscores the training's success in equipping stakeholders with the necessary skills and knowledge to implement the integrated criminal justice system framework effectively.



*Figure 15. Pre and Post Test Comparison*

This activity fits within the scope of the GCM's implementation and its goals to address and decrease migration-related vulnerabilities while also contributing to the government's and the country's aims for sustainable development





Figure 16. Training on the integrated criminal justice system in Responding to GBVAW for Law Enforcement Officials, Local Government and Service Provider Institutions in Central Java and NTB, held in Semarang 20-22 May 2024

Activity report is available [here](#)

**Output 1.3. Comprehensive, government-led National Action Plan for GCM implementation, follow-up, and review, incorporating RBA, gender and child-sensitivity is produced.**

**A.1.3.1. Facilitating inter-agency cooperation and coordination, including bilateral meetings on the alignment of SDGs and RPJMN to the development and implementation of the GCM National Action Plan, ensuring an effective, gender-responsive and human right-based approach**

As the GCM Action plan has not been endorsed yet, this activity has been realigned and approved by PSC members during the second PSC meeting. In principles, the activity focused on how to integrate migration governance and GCM indicator into the upcoming Mid Term 2025-2029. Thus, UNDP and Bappenas co-host series of FGDs to mainstream Global Compact for Safe, Orderly, and Regular Migration (GCM), aligning SDGs and RPJMN in the development and implementation of the GCM National Action Plan.

The event series comprised of three FGDs, each specifically designed to engage key stakeholders in the field of migration governance and gather diverse perspectives to enrich the draft of the RPJMN 2025-2029. These workshops brought together government agencies, civil society organizations (CSOs), and a broader range of stakeholders to discuss challenges and priorities in labour migration and migrant protection, with a focus on integrating the Global Compact for Migration (GCM) principles into Indonesia's development planning. A total of 113 participants (60 women, 53 men) took part in the consultations, representing a diverse range of stakeholders. These included government agencies such as Bappenas, the Ministry of Manpower, and the Ministry of Foreign Affairs; civil society

organizations (CSOs) like Jaringan Buruh Migran (JBM) and Migrant Care; academic institutions such as Binus University and Universitas Indonesia; UN agencies including the ILO and IOM; and private sector recruitment associations like ASPATAKI and APJATI. The sessions created a platform for cross-sectoral collaboration, aiming to enhance labour migration governance in Indonesia.

### First FGD with Government Stakeholders (6-7 May 2024)

The first Focus Group Discussions (FGDs) engaged 31 participants from key government agencies, including the Ministry of Manpower, BP2MI (Indonesian Migrant Workers Protection Agency), and Bappenas (National Development Planning Agency). This session focused on aligning policy priorities with the National Planning on Global Compact for Migration (GCM) and exploring strategies for improving migration governance. The discussions were instrumental in identifying labour migration priorities, which were subsequently integrated into the draft RPJMN matrix.

Some additional inputs that were drawn from the draft of National Action Plan (NAP) of GCM includes:

- **Monitoring and Evaluation of Skills Alignment:** Regular assessments are prioritized to ensure that the skills of Indonesian migrant workers align with the demands of the international labour market. This input is supported by a documented review from the Ministry of Manpower and UNDP under the GCM.
- **Standardized Training Curriculum:** The establishment of a standardized training curriculum that includes soft skills, language, and technical competencies is identified as a priority. This curriculum aims to meet the needs of critical sectors like caregiving and seafaring but has not yet been developed.
- **Enhanced International Cooperation:** The programme proposes to include comprehensive partnerships with destination countries to facilitate administrative processes and enhance protections for Indonesian migrant workers. This input emphasizes alignment with international standards for worker rights and safety, reflecting ongoing cooperation as outlined in the NAP GCM.
- **Information Services for Migrant Workers:** The draft includes provisions for information services to villages, providing essential details about migration governance, procedures, costs, and training opportunities. This aims to ensure prospective migrant workers are well-informed and reduce exploitation risks.
- **Effective Case Management:** The programme proposes to take a different approach in evaluating case handling effectiveness based on comprehensive metrics, including resolution rates of grievances, feedback from migrant workers, and the timeliness of responses. This method aims to strengthen accountability and trust in the migration governance system.
- **Integrated Protection Services:** The establishment of integrated protection services, which offer comprehensive support for migrant workers, is emphasized through the One Roof Integrated Services (LTSA) and Local Manpower Offices (Disnaker). These services include a protection system and involve collaboration with various stakeholders, as recommended in the NAP GCM. While some LTSA already exist, there is a need for improvements to enhance their effectiveness.
- **Social Dialogue Commitments:** The programme emphasizes ongoing commitments from social dialogues aimed at strengthening governance and protection frameworks for Indonesian migrant workers, as highlighted in the draft of the NAP GCM. This reflects collaboration between the Ministry of Manpower and local governments.

- **Portability of the Social Security:** The programme prioritizes the portability of social security benefits for Indonesian migrant workers, a key element emphasized in the draft of the NAP GCM. This ensures that their rights and benefits are maintained while they work abroad.

These inputs have been accommodated in the current draft of the Medium-Term Development Planning Matrix for 2025-2029, many of which are derived from the draft of the National Action Plan (NAP) for the Global Compact for Migration (GCM).

### **Second FGD with Civil Society Organizations (20 June 2024)**

The second workshop brought together 23 participants (10 women and 13 men) from six CSOs, including Jaringan Buruh Migran (JBM), Human Rights Working Groups (HRWG), Indonesia Migrant Workers Union (SBMI), and Solidaritas Perempuan. This session provided a platform for non-governmental actors to share their experiences and recommendations for improving migrant protection policies. CSOs advocated for more inclusive and gender-responsive policies, drawing attention to the realities faced by migrant workers on the ground.

Discussions emphasized the need for the RPJMN to address labour migration within a rights-based framework, incorporating the voices of marginalized groups, including women and undocumented workers. The CSOs' input played a crucial role in shaping more inclusive policy proposals for the upcoming five-year development plan.

Takeaways from second FGD include:

- **Strategic Focus on RPJMN:** Emphasized the need to influence RPJMN 2025-2029 to integrate migrant worker protections into national development plans, building on the 2017 Migrant Worker Protection Law (UU 18/2017).
- **Challenges with Law 18/2017 Implementation:** Many follow-up regulations under Law 18/2017 are still incomplete, leaving migrant protections reliant on older laws like Law No. 39/2004. This should also be prioritised under the new RPJMN 2025-2029.
- **Concerns over Presidential Transition:** The October 2024 leadership change may disrupt migrant worker protection efforts. Advocacy groups aim to keep this issue a priority for the new administration.
- **Grassroots Input:** Input from grassroots and international groups was gathered to ensure migrant workers' concerns are well-represented in the RPJMN.



*Figure 17. FGD with CSOs to provide a platform for non-governmental actors to share their experiences and recommendations for improving migrant protection policies in RPJMN in Jakarta 20 June 2024*

### **Multi-Stakeholder Forum (21 June 2024)**

The third and final workshop gathered a wider pool of 59 participants (36 women and 23 men) from various sectors, including representatives from nine ministries, five NGOs, four academic institutions, three UN agencies, and two private sector organizations. This multi-stakeholder forum was a key step toward integrating diverse viewpoints into migration governance. The discussions focused on identifying challenges and opportunities in managing labour migration and ensuring that the GCM's principles are embedded within national policies.

Key stakeholders, such as the Ministry of Foreign Affairs and the Ministry of Health, provided critical insights into cross-cutting migration issues, while CSOs and academia highlighted the importance of ensuring that labour migration governance is data-driven and responsive to current socio-economic conditions. The private sector also contributed, emphasizing the role of ethical recruitment practices in protecting migrant workers.

Some key takeaways include:

- **Expansion of Vocational Training for Sea-Based Workers (ABK):** There is an urgent need to integrate the sea-based sector into the vocational education framework to address skills gaps.
- **Improving Vocational Education Indicators:** Performance indicators should assess trainer quality, curriculum standards, and training service supervision, while also addressing accessibility for prospective migrant workers (CPMI).
- **Collaboration on RPJMN Drafting:** The Ministry of Foreign Affairs (MOFA) is also drafting migration-related (non-labour) sections of the RPJMN which intersect with labour migration issues.

- **Strengthening MRA Indicators:** Labor market intelligence is essential in MRA discussions. Institutions must enhance labour market evaluations and develop upskilling strategies for migrant workers.
- **Global Workforce Mapping:** Population projections for the next decade should guide global workforce mapping and align vocational programmes with labour market needs. Kemlu should monitor labour demand and develop policies for migrant workers' families.
- **Provision of Comprehensive Training for prospective migrant workers in Regions:** Local training centres need clearer guidance on prioritizing skills for training programmes.
- **Timeline for Implementing Law 18/2017:** A clear timeline is needed for implementing regulations from Law 18/2017, particularly concerning labour supervision and establishing a code of ethics for recruitment agencies.
- **Challenges with the SIAPKerja App:** The SIAPKerja app is ineffective, as it is often completed by brokers rather than migrant workers due to access and infrastructure issues.
- **Unaddressed Issues from the GCM:** Key topics such as migrant worker identity, consular services, and anti-discrimination measures—currently viewed as non-labour-related—are absent from the labour sector of the RPJMN. These issues intersect with labour concerns and necessitate coordination beyond the Ministry of Manpower and BP2MI.
- **Budget Constraints at the Local Level:** Local governments face budget limitations in raising awareness about job opportunities and conducting training.
- **Optimizing Integrated One-Stop Service Centers (LTSA):** LTSAs should handle both administrative functions and complaints, but broker involvement undermines their effectiveness.
- **Standardized Service and Legal Framework:** Clear service standards and legal frameworks for labour migration services are needed, as many regulations under Government Regulation 51/2020 remain unratified, and placement service costs require evaluation.
- **Village-Level Information Dissemination:** Information dissemination efforts should reflect Indonesia's geography; targeting fewer than 200 villages is insufficient for national representation.

#### Participant Breakdown

Activities	Women	Men	Total
1st FGDs (6-7 May 2024)	14	17	31
2nd FGDs with CSOs (20 June 2024)	10	13	23
Multi-Stakeholder Forum (21 June 2024)	36	23	59
<b>Total</b>	60	53	113

Participants included representatives from:

- **Government:** Bappenas, Ministry of Manpower, BP2MI, Coordinating Ministry for Human Development and Cultural Affairs, Ministry of Foreign Affairs, Ministry of Health, Ministry of Home Affairs, Ministry of Education and Culture, National Statistics Bureau.
- **CSOs:** Jaringan Buruh Migran (JBM), Kabar Bumi, Migrant Care, SBMI, Solidaritas Perempuan.
- **Academia:** Binus University, UIN Syarif Hidayatullah, Universitas Indonesia, Universitas Pertamina.

- **UN Agencies:** ILO, IOM, UN Women.
- **Private Sector:** Recruitment Agencies Association (ASPATAKI, & APJATI)

Overall, the series successfully **integrated key** labour migration priorities and some GCM indicators into Indonesia's upcoming development plan. The collaborative efforts emphasized the importance of ongoing dialogue among stakeholders, enhancing cross-governmental cooperation and ensuring that migration governance remains a priority in national policies.

These key inputs demonstrate a strong alignment with the objectives outlined in the draft of the NAP GCM, although the current draft primarily focuses on labour-related components. Further integration of the cross-sectoral nature of migration may be necessary in future revisions.

Detail of Activity Report can be accessed [here](#).



*Figure 18. Multi-Stakeholder Forum with government and non-government actors on GCM in national policies in Jakarta, 21 June 2024.*

#### **A. 1.3.2. Trainings for key stakeholders to apply human rights-based and gender-responsive GCM.**

A total of 74 government and non-government organization representatives (51 women, 23 men) were trained and gained an increased understanding of GCM, its objectives, and how to apply gender-responsive principles to GCM implementation. These individuals consist of government officials at

the national and sub-national levels, UN agencies, and the representatives of CSOs including migrant workers organizations, women-led organizations and other non-government organizations from targeted areas. In collaboration with the Ministry of Law and Human Rights, the training emphasized the importance of applying a gender-responsive approach to existing multi-stakeholder cooperation in migration management, aiming to create a supportive and safe environment for migrants.

Participants showed an increased understanding and capacity relevant to GCM. In the first batch of the training, held in Bogor on 26-27 September 2022, participants' average score in the pre-test was 87.63. It was increased to 92.5 in the post-test. Meanwhile, in the second batch of the training, held in Bogor on 6-7 October 2022, participants obtained an average point of 82.5 in the pre-test and was increased to 93.21 in the post-test. This increased understanding showcased a positive critical step for these key stakeholders in applying gender-responsive principles in GCM implementation.

Furthermore, participants also actively utilized the gender-responsive checklist of the Policies and Practice Guide to Gender Responsive Implementation of the GCM in the training to help them examine the existing government policies and programmes. This guide was developed by UN Women at the regional level to emphasize gender-responsive principles in GCM implementation, noting that migration experience differs significantly for women, girls, men, and boys across all cycle of migration. To make it easier for participants to understand the GCM goals and relate them to the reality experienced by migrant workers and practices in their respective institutions, the training facilitator utilized the GCM spider web exercise.

The guide is available [here](#)



*Figure 19. Group exercise to discuss GCM cluster of issues at the Training on Human Rights-Based and Gender-Responsive Implementation of the Global Compact for Migration, hosted by the UN Women in October 2022*

Detail of Activity Report available [here](#).

#### **A. 1.3.3. Strengthening ICT based platform to prevent violence and trafficking of women migrant worker**

The Ministry of Foreign Affairs (MOFA) has enhanced its ability to prevent and respond to cases of gender-based violence (GBV) and trafficking in persons (TIP) affecting women migrant workers by upgrading its "Safe Travel" mobile app. Safe Travel is a mobile application and web-based platform, developed by the Ministry of Foreign Affairs, to provide practical information for Indonesian citizen who travel abroad on various purposes, such as travel, study, Umrah/Hajj, or work. <https://safetravel.kemlu.go.id/>

The app now features a gender-responsive AI-powered chatbot and offers tailored need-based informational resources. A thorough assessment of the app's user interface, user experience, and content has been conducted using a human-centred approach. This assessment aimed to enhance the accessibility of the Safe Travel app for migrant workers and better understand the specific needs of women migrant workers in preventing gender-based violence (GBV) and trafficking in persons (TIP). The process involved 59 survey respondents (52 women), 12 focus group discussion participants (7 women), and six resource persons (4 women) for in-depth interviews, representing a significant milestone in the project's development.

With its updated features, the Safe Travel app's Chatbot allows users to access information on safe migration, including available services in their destination countries. The Chatbot creates a welcoming, stigma-free space where users, including women migrant workers affected by gender-based violence (GBV) and trafficking in persons (TIP), can chat and seek information about their experiences with GBV without fear of judgment. It supports communication in Bahasa Indonesia, English and a few local languages such as Javanese, Sundanese and Madurese. In addition, the AI chatbot has been designed with a more inclusive voice-enabled chat, but this feature has not been integrated into the Safe Travel App as it requires further technical adjustments.

UN Women's contribution has been crucial in modifying the app, facilitating the process of engaging with experts to design the human-centred assessment and developing informational materials and the Chatbot AI. Additionally, UN Women has provided technical assistance to ensure that the Chatbot AI is well-equipped and properly trained to provide information from a human rights perspective and gender-responsive, with a victim-centred approach.

This output aligns with the objectives of the Global Compact for Migration (GCM), particularly objective 3: providing adequate and timely information at all stages of migration; objective 10: preventing, combating, and eradicating trafficking in persons in the context of international migration; and objective 14: enhancing consular protection, assistance, and cooperation throughout the migration cycle. It also contributes to the program's goal of strengthening gender-responsive migration governance, while supporting national priorities for sustainable development.

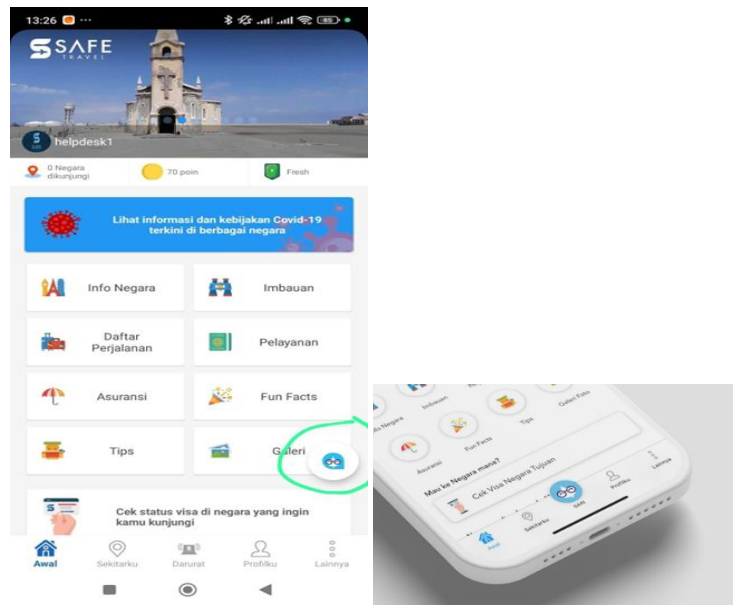


Figure 20. Safe Travel Mobile App User Interface with the New Feature of Chatbot AI

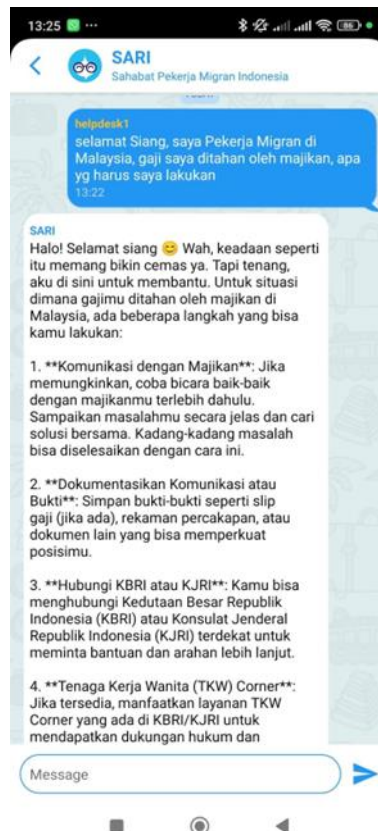


Figure 21. SARI Chatbot AI Interface

A detailed activity report can be accessed [here](#)

#### **A.1.3.4. Consultation process to support the technical planning, implementation, and monitoring of the GCM NAP**

The draft National Action Plan (NAP) for the Global Compact for Safe, Orderly and Regular Migration (GCM) is currently awaiting endorsement from the Government of Indonesia. During the second Project Steering Committee (PSC) meeting on July 6, 2023, members agreed to realign Activity 1.3.4, which focuses on the consultation process to support the technical planning, implementation, and monitoring of the GCM NAP. As part of this realignment, a public hearing event will be organized as a prerequisite for the GCM NAP endorsement. Additionally, GCM socialization initiatives will be conducted at universities to engage a broader audience.

IOM, in collaboration with local governments and the Ministry of Foreign Affairs, has conducted the Migration Governance in Indonesia National Consultation to launch the National and Local Migration Governance Indicators (MGI) Reports. This consultation will yield further recommendations and promote broader public engagement with the GCM National Action Plan. Expected outcomes include fostering government-wide dialogue on migration governance, informing policy changes, establishing baselines for tracking progress on national and international commitments, and maximizing the developmental potential of migration governance through the GCM. The public discussion was attended by a total of 161 participants from 53 government institutions (86 women, 75 men), alongside representatives from non-governmental organizations and academia.



*Figure 22. A participant asks a question towards the speakers during the public discussion*

Indonesia has developed a robust policy framework for the protection of Indonesian migrant workers, as established by Law No. 18 of 2017 and related legislation, and has made significant strides in enhancing these policies. However, challenges associated with irregular migration remain a critical concern, particularly for women migrant workers. Therefore, improving regular pathways for Indonesian migrant workers is essential to effectively address these challenges. It requires a coordinated effort from all relevant governmental and non-governmental stakeholders to ensure the protection of migrant workers through every stage of their migration journey.



*Figure 23. Group photo of Public Discussion Participants*

This public discussion has successfully convened various stakeholders to explore strategies for enhancing the protection of Indonesian migrant workers and improving existing regular pathways. The insights gathered will contribute to the refinement of the GCM National Action Plan, promoting greater cooperation through a whole-of-government and whole-of-society approach. Additionally, the event marked the launch of Indonesia's MGI Profiles, which will assist the Government of Indonesia to strengthen evidence-based migration governance policies and set priorities for future action.

The detail of activity report is available [here](#).

#### **A.1.3.5. Facilitating whole of society dialogue around the NAP, with inclusion of CSOs/NGOs**

The first roundtable discussion was conducted on 30 November 2022 and was reported in the previous annual report. It explored "The Opportunities and Challenges in the National Action Plan of the Implementation of the Global Compact for Safe, Orderly, and Regular Migration." The activity was

co-organized with the MOFA and contributed to strengthened gender mainstreaming of migration governance, which is important to improve necessary services for migrant workers.

The second roundtable discussion was carried out exploring topics on advancing gender-based rights for migrant workers in relation to GCM. Four main speakers coming from the representative of CSO, women organization, government, and academia were invited to the activity on 30 March 2023.

The third roundtable discussion was also conducted to explore the topic of the “Collecting Evidence-Based Data to Shape Inclusive Migration Policy”. Four main speakers coming from the representative of CSO, government, and academia were invited to the activity on 26 November 2023.

The roundtable discussion series was divided into three thematic areas namely NAP of implementation of GCM, Prevention of gender-based Violence, and Collecting Evidence-Based Data to Shape Inclusive Migration Policy attended by 142 participants (85 women, 57 men) coming from various background (17 civil society organizations, 5 universities, 7 ministries, and agencies, including 6 UN agencies and development partners). The discussion reached the target beneficiaries as planned to support the Government of Indonesia in facilitating a whole of society dialogue with CSOs/NGOs. It mapped ongoing migration management initiatives, contributed towards the coordination and information/experience sharing relevant to gender-based violence with national actors, including government, CSOs/NGOs, academia, and development partners.

The activity yielded several remarkable achievements, among others:

- CSOs' inclusion in discussions of challenges and opportunities, including possible interventions to better support the implementation of GCM.
- Activities show the achievement of gender balance, where 50 per cent of the participants were women.
- The inclusion of marginalized groups with the principles of Left No One Behind (LNOB), such as the migrants, through the representation of the Indonesian Migrant Workers Union (SBMI).
- The policy gaps in the protection of the human rights of migrant workers were acknowledged by the participants, especially at the sub-national level in Indonesia. As a response to the findings, UNDP planned to provide support for targeted provinces in the second year of implementation to develop local policies aligned with the GCM, including gender mainstreaming and human rights perspectives, based on the findings from the assessment on migration policy gaps at sub-national level (Activity 1.1.2).



Figure 24. The participants listening to the panel's presentation during the Roundtable Discussion on GCM NAP organized by UNDP in November 2022



Figure 25. Presentation Session and Discussion during the Roundtable Discussion on Prevention of Gender-based Violence related to the GCM organized by UNDP in March 2023

From the discussion, it is found that:

- Information related to safe or smart migration does not reach the village groups, some even do not reach the local government, so many villagers who will become Indonesian migrant workers do not know about the smart migration programmes. The delivery of this information is also hindered due to the presence intermediaries or ‘middleman’.
- It is important to educate the local stakeholders about the commitment and motivation to become a migrant worker, so that the local stakeholders can deliver this information to the village community regularly before they have the intention to become a migrant worker.
- Village administrators need to be equipped with parenting institutions as well. This is to help mothers who are forced to go to PMI, by supervising and monitoring their children while they work abroad. UNDP can play a role by involving other agencies.
- Becoming a migrant worker is not always a matter of willingness. It is a choice made in response to certain circumstances. The compelling circumstances arise within their own country, particularly driven by economic issues and a lack of sufficient employment opportunities.
- When discussing gender-based violence in the country, it is crucial to address questions such as whether the existing legal instruments are adequate or if there are gaps that need to be addressed. For instance, in 2019 the ILO ratified Convention 190 on the Elimination of Violence and Harassment in the world of work, but Indonesia has not committed to ratify it. Moreover, the TPKS (Sexual Violence Law) is deemed insufficient to eliminate gender-based violence. Ratifying Convention 190 could lead to more international commitment and enforcement to eradicating gender-based violence.

Many victims of sexual violence in factories are embarrassed to disclose their status as victims, leading them to quit their jobs out of shame, so the perpetrators still walk free. This issue requires the attention of the government, particularly the Labor Agency.



*Figure 26. Participants and Speakers having discussions during the Roundtable Discussion on Collecting Evidence-Based Data to Shape Inclusive Migration Policy in Relation to GCM organized by UNDP in November 2023*

This activity contributes to the realization of outputs at which the network of stakeholders on migration in Indonesia is formed and able to explore ways to utilize evidence-based data to support inclusive migration policy as highlighted in Objective 1 of the Global Compact for Safe, Orderly, and Regular Migration.

Several follow-up actions to be taken are:

- Recommendations included the issuance of regional-level regulations to clarify LTSA status and the establishment of LTSA in Indonesian migrant worker areas. Other identified issues were weaknesses in disseminating official job market information, the dominance of intermediaries, and varying levels of understanding among regional governments in executing vocational education functions. Recommendations encompassed improving the dissemination of job market information, regulating vocational training at the regional level, and enhancing regional governments' understanding of aspects related to the return of Indonesian migrant workers.
- Regulate and eliminate intermediaries in local areas by coordinating with central and local governments.
- Collect more detailed and sorted data at each stage, including family information and PMI skills.
- Provide clear guidelines at the provincial level for better implementation at the district and regional levels.
- Promote financial literacy training at the village level to help Indonesian migrant workers in managing their finances independently and disseminate information about LTSA-based migration processes to reduce reliance on intermediaries.

Detail of Activity Report available [here](#).

**Outcome 2. Government stakeholders' capacity at sub-national level to understand and maximize the development potential of migration governance through the GCM is enhanced.**

***Output 2.1. Sub-national government stakeholders identify and articulate localized migration governance priorities in line with the national GCM action plan and SDGs.***

**A.2.1.1. Workshops on localizing the GCM and 2030 Agenda at sub-national level.**

IOM, in collaboration with the Indonesian Migrant Workers Protection Agency (BP2MI), the Ministry of Foreign Affairs, and local governments, organized three workshops to enhance the capacity of government stakeholders at the sub-national level in understanding and leveraging the development potential of migration governance through the Global Compact for Migration (GCM). These workshops focused on integrating migration into SDG implementation and local planning and were conducted in West Nusa Tenggara (23 May 2023), Central Java (29 May 2023), and South Sulawesi (12 June 2023) —which are key target areas of the joint programme.

A total of 180 participants (81 women, 99 men) from 95 government institutions and 22 non-governmental organizations, including CSOs, academia, migrant worker organizations, and media, attended these workshops. The initiative successfully engaged a diverse range of stakeholders, strengthening the understanding of migration's role in local development and fostering collaboration for more effective migration governance at the local level.

Below were the highlights achievements and best practices in each province:

- **West Nusa Tenggara (NTB)** : The government in NTB became aware of the GCM, acknowledging ongoing challenges such as scattered migration data, stunting issues among children left behind, and insufficient stakeholder coordination. CSOs have advocated for skill-building to transition from informal to formal migrant worker sectors. Although training has not yet been budgeted for local development, the provincial government has implemented the "Zero Unprocedural Migrant<sup>3</sup>" policy, significantly reducing violence cases. The Desa Gemilang (Shining Village) programme, part of NTB's broader development vision, focuses on reducing unprocedural migration through training, rehabilitation of service centres, and education for migrant workers. These efforts align with NTB's 2024-2026 Regional Development Plan, which addresses education, health, and poverty issues.
- **Central Java:** As a leading migrant-sending region, Central Java has introduced several measures to protect migrant workers, including pre-departure training and return facilitation. Platforms such as the Laporgub application, the government's complaint mechanism website, and social media (Instagram, Facebook, Twitter) help monitor the well-being of migrant workers. The provincial government has also established a helpdesk at the airport, providing

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<sup>3</sup> Unprocedural migrant is interchangeably used with irregular migrant

- advocacy, information, and assistance to vulnerable workers, and created an Indonesian migrant workers' lounge with dedicated immigration checkpoints. The Migrant Worker Protection Task Force (Satgas PPMI) was formed to reduce the number of unprocedural or irregular workers, further enhancing worker safety. Workshop participants suggested public lectures on migration issues through universities, language and financial literacy classes for prospective workers, and further research on migration.
- **South Sulawesi:** Similar to Central Java, South Sulawesi faces challenges related to unprocedural migration due to limited information, poor worker quality, and illegal placement syndicates. BP3MI, the migrant worker protection service centre, highlighted the vulnerability of the province's predominantly male, low-educated workforce. In response, efforts to reduce unprocedural migration have focused on border prevention, socialization, and law enforcement in collaboration with the Regional Police (Polda). BP3MI also partnered with universities like Makassar State University to conduct migration research and support the empowerment of returning workers. Despite the challenges of online engagement, the workshops increased awareness of the GCM's role in fostering multi-level coordination to address these migration issues, emphasizing the need for stronger local actions to protect migrant workers.

These workshops were a key achievement in building local capacity to align migration governance with sustainable development goals and the GCM, contributing to the overall objectives of the joint programme.



Figure 27. Material presentation session delivered by speakers in Mataram, West Nusa Tenggara



Figure 28. All participants group photo of GCM Socialization in Semarang, Central Java.

Furthermore, IOM, in collaboration with the Ministry of Foreign Affairs, Directorate of Socio-Cultural and International Organizations of Developing Countries, conducted two youth dialogues in response to a request from the local government during the GCM socialization at the local level. The dialogues aimed to raise awareness of the GCM among university students and the public, as well as to increase awareness of online scams within youth communities.



*Figure 29. Participants filling in the registration form before entering the venue of GCM Socialization University of Brawijaya Malang*

- The "Youth Dialogue: Unpacking the Global Compact for Migration" event was held at Universitas Mataram, West Nusa Tenggara, on 28 February 2024, with 155 participants (60 men and 95 women). The event featured five prominent speakers, including government and civil society representatives, who discussed GCM principles, local implementation successes, innovative financing initiatives, and online scam prevention.
- The "Youth Dialogue" event at Universitas Brawijaya, Malang, on 10 June 2024, gathered 211 participants (73 men, 136 women and 2 others), predominantly university students. The dialogue featured five prominent speakers who discussed GCM principles, local best practices, protections for female migrant workers, and online scam prevention.

The overall arrangement of the Youth Dialogue was to conduct an awareness raising event at a university in sending regions (Mataram, West Nusa Tenggara and Malang, East Java) to raise the public awareness around safe, orderly, and regular migration. The activity's agenda consists of remarks by hosts, discussion sessions with notable experts, Q&A session, "Through the Screen" movie screening based on a true story regarding online scam and concluded with a quiz session with prizes. As part of

their contribution, the universities provided the venue for the event and speakers. The GCM Campus Socialization activities were attended by a total of 366 participants (231 women, 133 men, and 2 others), with the majority being university students and a few participants from local CSOs.

The socialization event promoted safe, orderly, and regular migration by providing accurate information to the public, particularly university students who are seen as agents of change. It emphasized that migration is a personal choice motivated by the desire to improve capacity and welfare. To ensure success, migrants must be equipped with the necessary skills and resources, while the government's role is to provide secure migration pathways and adequate protection for migrants and their families. Everyone is encouraged to act as champions for promoting safe and responsible migration.



*Figure 30. Participants and speakers taking a group photo at University of Brawijaya Malang*



Figure 31. A student is asking a question to the expert speakers at the GCM Campus Socialization in University of Brawijaya, Malang

Detail of Activity Report available [here](#).

#### **A.2.1.2. Translation and Contextualization of JMDI Learning Materials**

The translation and contextualization of the Joint Migration and Development Initiatives (JMDI) handbook and training modules were completed in October 2022. This activity was carried out by a consultant commissioned by the programme. The contextualization examines various aspects, including the legal framework and migration context in Indonesia. These aspects were then illustrated through examples and case studies that are relevant to the audience and can serve as best practices. The incorporation of gender mainstreaming into planning and development was emphasized, as well as the importance of data in the development process.

The digital version of the module has been distributed to around 350 participants of training and workshops, which include national and local government stakeholders, civil society organizations, academia, and representatives from the private sector.

The JMDI contextualized materials can be found [here](#).



*Figure 32. Cover of the contextualized core module of Joint Migration Development Initiatives*

#### **A.2.1.3. Rollout of JMDI tailored to Indonesian context.**

The Joint Migration and Development Initiative (JMDI) focused on enhancing the capacity of local authorities in planning and implementing effective migration and development policies, particularly at the local level, where the impact of migration is most significant. IOM partnered with BP2MI to conduct three training sessions in West Nusa Tenggara (NTB) on 23-25 May 2023, Central Java on 29-31 May 2023, and South Sulawesi on 13-14 June 2023, benefiting 107 participants (42 women, 65 men) from 96 government institutions and 11 NGOs. The training aimed to improve the local governments' ability to harness migration for development.



*Figure 33. All Participants taking group photo in Mataram, West Nusa Tenggara*

**Key results included:**

- A WhatsApp group was created to share information and maintain coordination related to migration in each targeted province.
- Share the materials within their respective institutions (some through internal roll-out training).
- In addition to training materials, IOM also shared the updated Directorate General of Immigration's Circular Letter No. IMI-GR.01.01-0252, which contains a zero-cost passport registration fee clause for first-time Indonesian migrant workers and states that a recommendation letter from relevant ministry/agency is not necessary for prospective migrant workers. Participants expressed appreciation and will further share this information with a wider community.
- Participants planned follow-up actions, such as:
  - West Nusa Tenggara: Establishing village-level training cascades and a migration forum in Central Lombok and using community events to spread awareness on migrant protection.
  - Central Java: Strengthening cross-sectoral coordination for migrant protection, improving data collection, and integrating migration issues into local planning. Brebes, Cilacap, and Kendal regencies committed to forming policies, improving data systems, and establishing business incubator training for migrant workers in collaboration with startups and SMEs.

Overall, the training was well-received, with most participants indicating increased knowledge and commitment to applying it in their work. However, 4 per cent of participants found the materials less relevant to their needs.



Figure 34. All participants of JMDI training in Central Java taking a group picture



Figure 35. Opening Remark by Mr. Agustinus Gatot Hermawan, Deputy for Placement and Protection for the Region of Asia and Africa of BP2MI for the JMDI Training in South Sulawesi.

Detail of Activity Report available [here](#).

**A.2.1.4. Provide support to develop local policies, which is aligned with the GCM, and develop technical guidance to integrate migration into local governments' strategic plans and policies, including guidance on GCM budgeting**

Enhancing migration governance is crucial for the Government of Indonesia to strengthen its capacity for evidence-based, gender-responsive management of migration at both national and subnational levels. This initiative involves developing local policies aligned with the Global Compact for Migration (GCM) and creating technical guidance to integrate migration into local strategic plans. UNDP in collaboration with Ministry of Home Affairs (MOHA) has provided guidelines to assist local governments in this process, drawing insights from six key project areas at the provincial level—South Sulawesi, Central Java, and West Nusa Tenggara, and at the district level—Maros, Grobogan, and East Lombok.

The initiative is centred on two primary goals:

1. **Developing Comprehensive Guidelines:** These guidelines support local governments in incorporating migrant worker protection into their regional planning and budgeting processes. This ensures that the challenges migrant workers face is systematically addressed and their rights protected.
2. **Building Local Capacity:** The initiative aims to empower local stakeholders, including government agencies, civil society organizations, and private sector actors—by engaging them in the development of the guidelines, thereby fostering effective implementation and creating a supportive environment for migrant workers.

To achieve these objectives, Focus Group Discussions (FGDs) were held in the six target areas. These discussions facilitated open dialogue among key stakeholders, including local government offices such as the Office of Manpower and the Office of Women's Empowerment and Child Protection, to ensure the guidelines were both practical and aligned with regional policies. Participants also included representatives from academia, recruitment agencies, and vocational training centres, which brought diverse perspectives and industry-specific insights essential for effective labour market protections.



*Figure 36. Representatives from the West Nusa Tenggara Provincial Government, the Ministry of Home Affairs (MoHA), and UNDP served as speakers during the FGDs held in Mataram on May 29, 2024.*

The guidelines addressed multiple topics, including local planning and budgeting procedures, the roles, and responsibilities of relevant offices at local levels, and the involvement of village governments. They emphasized the importance of community engagement in raising awareness about migration issues and providing information on education, training, and job opportunities to help potential migrant workers make informed decisions. To ensure effective implementation, the guidelines prioritize monitoring and evaluation, highlighting the importance of tracking progress in policy, planning, and budgeting. Recommended tools, such as checklists, support evaluation and accountability.

A total of 338 participants (196 men and 142 women) participated in the development process. Through these discussions, stakeholders identified challenges in migration governance and developed strategies for integrating migration issues into annual work plans and regional budgets. The data collected during this process was essential for finalizing the technical guidelines and enhancing the capacity of stakeholders to address migration issues effectively.

MOHA played a pivotal role by actively participating in all FGDs and consultative meetings, ensuring that the initiative aligned with national policies. Furthermore, MOHA committed to advancing the initiative by educating local governments and disseminating the technical guidelines developed

through the FGDs. This collaborative approach has established a solid foundation for improving the protection and governance of migrant workers at the local level, with a clear roadmap for continued support and policy refinement. The initiative underscores the importance of multi-stakeholder engagement and cross-governmental collaboration in addressing the complexities of labour migration governance.

The detail of activity report is available [here](#).

***Output 2.2. Sub-national governments design, implement, and monitor migration interventions, including through leveraging innovative financing.***

**A.2.2.1. Conduct feasibility study with gender sensitivity on innovative finance mechanism on migration in Indonesia and consultation with stakeholders.**

Migration Governance Project in collaboration with Innovative Financing Lab Unit of UNDP Indonesia have started a collaboration since January 2023 to support “Feasibility Study on Innovative Financing Mechanism on Migration” activity. UNDP has conducted seven Focus Group Discussions (FGDs) involving approximately 175 participants (72 women, 103 men) from Government, financial institutions, banks, philanthropic organizations, and migrant workers groups and their families. The FGDs were conducted in Jakarta, Mataram (West Nusa Tenggara Province), Makassar (South Sulawesi Province), and Semarang (Central Java Province) from August to September 2023.

The purpose of the “Feasibility Study on Innovative Financing Mechanism on Migration” activity was to explore financing possibilities for migration, focusing on an innovative finance mechanism with gender sensitivity on migration in Indonesia, and further consulted with stakeholders on how to materialize it based on the feasibility study.

The feasibility study outlined the best innovative financing modality for migrant workers during all stages of migration: pre-migration, during migration, and post-migration. The outcome of the feasibility study will support the Government of Indonesia in protecting migrant workers in terms of economic empowerment, and in the long term, the innovative financing proposed will also contribute positively to the GDP of Indonesia.

The study also critically assessed the landscape of innovative financial solutions for migration in Indonesia, aiming to propose schemes that address migration-related challenges. Highlighting the substantial contribution of international migration to Indonesia's development, the study underscored the urgent need for innovative financing mechanisms that align with national and local development. The full study report can be found through this [link](#).



*Figure 37. Participants having discussions during the FGD of Feasibility Study on Innovative Financing Mechanism in Makassar*



*Figure 38. Group Photo of all participants of the FGD of Feasibility Study on Innovative Financing Mechanism on Migration at National Level organized by UNDP in September 2023*

Incorporating field research in Central Java, West Nusa Tenggara, and South Sulawesi, and complemented by seven consultative Focus Group Discussions (FGDs) in Jakarta, the study identified several innovative financing schemes at national, local, and individual levels. These schemes, mobilizing public and private resources, offer crucial support to migrants throughout their journey. A consensus among stakeholders recognizes innovative finance as a pivotal tool for enabling safe, regular, and orderly migration in Indonesia. These financial innovations are crucial for guiding migrants and their families towards sustainability. Several follow-up actions to be taken are:

1. The national government should establish and enforce technical regulations and guidelines to facilitate the KUR PMI, enabling national banks, in collaboration with P3MI, to fund pre-departure migration expenses.
2. Village and local authorities in migrant-origin regions should play an active role in ensuring the safety and productivity of the migration journey. Introducing incentive mechanisms that benefit not only migrant workers but also their families and local development is crucial. Creating a 'social contract' between sending villages and migrant workers is essential to prevent repeated migration and enhance socioeconomic well-being upon return.
3. Strategic partnerships with private sector entities are vital for accelerating financial and digital literacy among migrant workers and their households. Implementing sustainable capacity building programmes for migrant communities breaks the cycle of multidimensional poverty.

4. Leveraging technology-driven and formal solutions is imperative to mitigate risks in remittance management and financial transactions by overseas migrant workers. Relevant authorities and financial service providers should collaborate by forming a working group or task force to raise awareness and reduce barriers to financial inclusion within migrant worker communities.
5. Integrating gender-sensitive measures into the entire innovative financing framework is crucial, acknowledging that women, making up most of the Indonesian migrant workers abroad, may be adversely impacted by the suggested financing model. This involves adopting proactive gender-inclusive policies by National Banks during the pre-departure stage to ensure equal financial access. During migration, the introduction of digital financial technology (e-Wallet) for remittance transfers provides unbanked communities with reliable financial services. Lastly, encouraging business formalisation through establishing cooperatives ensures that female migrant workers actively participate in business and access economic opportunities equitably.

Based on the evaluation form submitted by the participants, key highlights from the evaluation form are as follows: 1). 44 per cent of the participants said that the FGD objective has exceeded their expectations; 2). 41 per cent of the participants said that they completely agree that they can express their inputs comfortably in the FGD.

Moreover, several keys feedback were gained from the evaluation form as follows: 1). To have in-depth interview with the selected/relevant organisation to obtain technical perspective on the innovative financing modality; 2). To add more case study & problem-solving examples on the study report.

Detail Activity Report available [here](#).

#### **A.2.2.2. Working Group Meetings to develop pilot initiatives**

From January to May 2024, IOM and its implementing partners organized a series of three Working Group Meetings (WGM) at each selected location to engage key stakeholders, including national and local governments, NGOs, and the private sector. The first meetings in January or February 2024 aimed to introduce the initiatives and gather initial feedback from stakeholders. The second round, taking place on around March-April 2024, focused on discussing action plans and securing commitments and contributions from stakeholders. The third and final round of meetings in May-June 2024 served as a platform for monitoring the initiatives, ensuring sustainability, and outlining exit strategies in collaboration with stakeholders. The working group meetings were attended by 271 participants (145 men and 126 women) from government institutions, UN agencies, CSOs, others, and beneficiaries

Key achievements of the Working Group meetings (WGM) by target area are listed below:

##### **1. Wonosobo, Central Java**

In January, the initial first (23 participants (10 men and 13 women) and second Working Group Meetings (23 participants (9 men and 14 women) on 25 January 2024 focused on aligning the programme with the priorities of Wonosobo district, facilitating collaboration with various government offices, and establishing criteria for selecting target villages. Following up the first two working group meetings, Semut Nusantara also conducted several both formal and informal meetings to further engage other stakeholders, especially involving private sectors. One of which was conducted on February 1, 2024, which involve 6 participants, 5 from private sectors and 1 from IOM Indonesia. By February, the village selection process began in partnership with agencies like Bappeda and Dinsos PMD, leading to the selection of three villages for community-based tourism and three for stunting interventions. Detailed proposals were then developed, including metadata collection, strengths assessment, and securing Letters of Support from government and philanthropic organizations.

In May 2024, the final Working Group Meeting conducted on 27 May 2024 reviewed the programme's progress and sustainability plans attended by 19 offline participants (10 men and 9 women) and 3 online participants (2 men and 1 women), culminating in i) the launch of community-based tourism initiatives (familiaization trip) in Plobangan and Lipursari villages as well as the product marketing for the *tempe kemul* instant seasoning by Guntur Madu village; ii) capacity-building sessions focused on adolescent health in Rogojati and Sindupaten, alongside financial contributions to support local business development and stunting programmes. The programme aimed to provide ongoing business and advocacy support for six additional months, with co-financing from corporations and NGOs. Engagement with local government has been strong, ensuring alignment with existing stunting and poverty eradication initiatives. The initiatives in Wonosobo successfully gathered LoS from nine local government institutions and two philanthropist organizations.



*Figure 39. Working Group Meeting for implementing the Innovative Finance Initiative programme in Wonosobo, Central Java.*

While the coordination among stakeholders has been largely successful, opportunities for improvement exist. Enhancing communication channels and implementing shared monitoring frameworks can strengthen collaboration. Regular planning sessions and evaluations will help align objectives and track progress. The Working Group Meetings have already led to potential collaborations with government programmes, including capacity-building initiatives for village authorities, demonstrating the programme's commitment to fostering sustainable development in the region. Semut Nusantara also can collaborate with companies and philanthropic organizations to co-finance the sustainability of the programme beyond the IOM project timeline. They remain optimistic about securing support from one or two state-owned companies (BUMN) as well as philanthropic organizations through in-kind contributions.

## **2. Maros, South Sulawesi**

The coordination with the government has been strengthened through a series of Working Group Meetings (WGM) aimed at empowering Indonesian migrant workers and their families in Maros Regency. The first WGM, held on February 7, 2024, gathered 23 participants (10 men and 13 women) including local government officials and representatives from national ministries, NGOs, and civil society. This meeting focused on developing innovative joint financing pilot programmes for migration and garnered strong support from the Maros Regional Government, which views this initiative as a pioneering effort.



*Figure 40. Working Group Meeting for implementing the Innovative Finance Initiative programme in Maros, South Sulawesi*

The second WGM took place on Wednesday, March 6, 2024, with 33 attendees (17 men and 16 women). It aimed to solidify commitments for community-based economic empowerment programmes and to develop an actionable plan for cooperative-based economic initiatives in Maros. The meeting resulted in a draft commitment note and a timeline for implementation, demonstrating the stakeholders' collective dedication to the programme. The third working group meeting was also conducted in Maros Regency on Wednesday, March 6, 2024, in the afternoon attended by 30 beneficiaries' participants (13 men and 17 women). This meeting aimed to introduce the concept of planning and developing an innovative co-financing pilot programme related to migration while gaining commitment from the beneficiaries involved in the agreed programme.

The fourth WGM, conducted on May 21, 2024, focused on assessing the contributions agreed upon in previous meetings and addressing challenges to implementation. The meeting was attended by 34 participants (15 men and 19 women) from, among others, national government representatives, local government representatives, implementing partner, IOM, NGO, philanthropic organization, and local university. This series of meetings has produced a

contribution document that encourages full government involvement, ensuring project sustainability.

The WGM in Maros resulted in commitment from 12 local government institutions and one CSO. The Maros district government has actively supported the project by facilitating site access for the WGMs and assisting with the grand opening of SBMI Mart, further reinforcing the commitment to empower beneficiaries through coordinated efforts.

### **3. West Lombok, West Nusa Tenggara**

The WGM in West Nusa Tenggara (NTB) brought together key stakeholders to discuss and advance innovative financing initiatives aimed at empowering Indonesian migrant workers. These meetings featured dynamic discussions, thematic sessions, and collaborative exchanges involving government, private sector, academia, and MSMEs. Stakeholders demonstrated a collective commitment to sustainable solutions that address the multifaceted challenges faced by migrant workers and their families.

The first meeting on 31 January 2024, emphasized multi-stakeholder collaboration, capacity building, and the alignment of initiatives with regional development goals. The meeting was attended by 89 participants (50 men and 39 women) from, among others, national government representatives, West Nusa Tenggara and West Lombok local government representatives, implementing partner, IOM, NGO, bank institution, regional-owned enterprise, and local university. Participants recognized the importance of financial literacy, entrepreneurship training, and tailored interventions to support migrant workers. Key recommendations included enhancing the Migrant Apps application and shifting from a Community Revolving Fund to an SME business incubation model.



*Figure 41. All stakeholders involved in the Working Group Meeting for implementing the Innovative Finance Initiative programme in West Lombok, NTB.*

The second working group meeting was conducted in University of Mataram on Thursday, February 29, 2024. The meeting was held in collaboration with the University of Mataram. The meeting was attended by 54 participants (30 men and 24 women) from, among others, national government representatives, West Lombok local government representatives, implementing partner, IOM, NGO, regional-owned enterprise, and local university. This specific meeting aimed to agree on a commitment to support the development of co-financing for Migrant Catalyst Initiatives in West Lombok Regency. The commitment was secured from seven local government institutions and one regional-owned enterprise.

The third working group meeting was conducted in Mataram City on Friday, May 31, 2024, one day after the Empowerment Summit event designed for the beneficiaries. The meeting was held in Lesehan Pondok Galih, Jempong. The meeting was attended by 44 participants (19 men and 25 women) from, among others, national government representatives, West Lombok local government representatives, implementing partner, IOM, NGO, bank institution, and local university. This specific meeting was aimed at ensuring the implementation of the contributions that were mutually agreed upon in the Letter of Support and to explore the challenges and obstacles in implementing these contributions; to discuss the exit strategy and sustainability of community-based cooperative businesses in West Lombok. Together, these meetings laid a solid

foundation for continued collaboration, with stakeholders working towards financial inclusion, socioeconomic empowerment, and sustainable support for migrant workers in NTB and beyond.

The detail activity report is available [here](#).

#### **A.2.2.3. (Co-)financing pilot initiatives to localize GCM priority actions.**

IOM, in collaboration with implementing partners and local government at the regency and provincial levels, has successfully completed the implementation of co-financing pilot initiatives to localize GCM (Global Compact for Migration) Priority Actions. These initiatives were developed in alignment with the recommendations from the Feasibility Study on the Innovative Financing Mechanism on Migration, conducted by UNDP under Activity 2.2.1.

The six pilot initiatives have positively impacted a total of 589 beneficiaries (404 women, 185 men) in Wonosobo, Maros, Central and West Lombok Regencies. These initiatives have also contributed to the improvement of local coordination and ownership through skill development and empowerment. The [Juang financial literacy mobile application](#) is part of the initiatives that supports digital literacy, financial planning, and digital entrepreneurship for returned migrants.

Below are the key achievements of each initiative by target location:

#### **1. Wonosobo, Central Java**

The goal of two pilot initiatives in Central Java by PT. Semut Berdaya Nusantara (Semut Nusantara) was to enhance the capacity of migrant source villages in Central Java Province, fostering sustainable community-based livelihoods and overall well-being through a multi-stakeholder approach.

##### **Key Initiatives:**

1. Prosperous Migrant Village/Desa Migran Sejahtera Program (DMS): Establishment of village-owned companies in three villages. Three villages were selected for each programme, namely Plobangan (community-based cultural and religious tourism of Ki Ageng Wonosobo), Lipursari (community-based educational tourism) and Guntur Madu (Agricultural products: *tempe kemul* instant seasoning)
2. Stunting Program: Planning and implementing a stunting reduction initiative using village funds, targeting three villages (Rogojati, Kwadungan, and Sindupaten villages).

##### **Achievements:**

- Both programmes have successfully met their intended outcomes: improving the quality of the village stunting programme and securing commitments from all villages to continue the approach. The Desa Migran Sejahtera (DMS) programme has demonstrated more tangible results, with the establishment of businesses and active involvement of returning

migrant workers and their families, benefitting 67 beneficiaries (26 men and 41 women). Early revenue streams have also been observed from product sales and tourism packages.

- Both programmes were inclusive, addressing the varied needs of women, men, boys, girls, and vulnerable populations. Gender considerations were integral to the project design and implementation, with equal involvement of both men and women in all phases. The inclusive and sustainable approach has led to significant improvements in the targeted communities. Continued support and collaboration among stakeholders will be crucial to scaling these programmes to more villages and districts in Wonosobo and across Central Java province.
- In terms of sustainability, Semut Nusantara has been actively pursuing collaborations with companies and philanthropic organizations to ensure the sustainability of its programmes beyond the IOM project timeline. They are optimistic about securing support from one or two state-owned companies (BUMN) and philanthropic organizations through in-kind contributions. Currently, the DMS programme has been expanded to Jember District in partnership with the Djarum Foundation, focusing on empowering ex-migrant workers to produce eco-print fashion products from sustainable materials. Additionally, efforts are underway to replicate successful models from Wonosobo in North Sumatra, in collaboration with Hutama Karya, to alleviate extreme poverty and stunting issues in the Langkat and Asahan districts. The Working Group Meetings and village assessments have been instrumental in garnering commitments from both government and private sector stakeholders for innovative financing contributions.



Figure 42. Familiarization Trip of Plobangan Village from the Desa Migran Sejahtera (Prosperous Migrant Village) Initiative in Wonosobo Regency, Central Java (28 May 2024)

## 2. Maros, South Sulawesi

The goal of SBMI Mart initiative by SBMI was to empower returning Indonesian migrant workers through a community-based cooperative-mart in Maros Regency.

### Key Initiatives:

A community-based cooperative mart involving returning migrant workers and their families in Maros Regency. The returnees were involved as the members, managers, and supervisors of cooperatives. The initiatives involved beneficiaries from 5 villages Damai Village-Tanralili Sub-District 20 persons, Allaere Village-Tanralili Sub-District 20 persons, Tellumpanuae Village-Mallawa Sub-District 20 persons, Taroadia Village-Turikale Sub-District 20 persons, Bontoa Village-Mandai Sub-District 20 persons. In addition to that, 10 people are the administrators of DPC SBMI Maros.



*Figure 43.A family shopped at SBMI Mart Cooperative in Maros Regency, South Sulawesi*

#### **Achievements:**

- Through SBMI's community-based economic empowerment concept, the SBMI Maros Cooperative was established, which later developed a retail business unit, SBMI Mart Maros, as an alternative economic model. This cooperative mart has empowered 110 beneficiaries (19 men and 91 women) of migrant worker returnees and/or their families. Throughout the process, SBMI conducted a thorough market analysis in collaboration with the beneficiaries. This analysis included:
  - Mapping business potential, product output, and consumer demographics in the beneficiaries' areas, divided into urban and rural sections.
  - Identifying suppliers, including individual suppliers and distributor companies, for products to be sold at SBMI Mart.
  - The market analysis highlighted the need to consider market potential, which depends on the number of potential consumers and their purchasing power. SBMI Mart Maros prioritizes essential daily products.
- To boost performance, SBMI Mart Maros still requires expanding its marketing strategy to promote and showcase its products and services. The plan includes: (1) Identifying target market segments; (2) Utilizing diverse distribution channels, such as social media platforms (Facebook, Instagram, TikTok, WhatsApp) and promotional materials like leaflets and brochures, alongside direct community engagement. And (3) Setting clear goals for market share growth within a six-month period.
- The strategy had a significant impact on the number of monthly transactions at SBMI Mart Maros, that has been operating for only two months, which reaches around ten million per month. The number of transactions reached 47,770,000 IDR in May 2024, and 53,938,900 IDR in June 20224.
- SBMI Mart, as a business unit of the SBMI Maros Cooperative, continues to improve business to strengthen enhance the business for long-term sustainability by the

administrators and members of cooperatives, SBMI, as well as the Government of Maros Regency. Assistance to beneficiaries who are administrators and members of cooperatives is not only carried out by SBMI, but also by the involvement of the Maros district government, especially Maros Regency Cooperative Service (Department of Cooperative, SMEs, Industry, and Trade of Maros Regency), in carrying out supervision.

### 3. West and Central Lombok, West Nusa Tenggara

The goal of three pilot initiatives by Rumah Perempuan Migran in affiliation with PKBM Puncung Hijau was to contribute to the socio-economic development of Indonesian migrant workers and their families through the implementation of innovative co-financing initiatives in the West Nusa Tenggara province.



*Figure 44. Beneficiaries of Impact Investment Fund in West Lombok, West Nusa Tenggara were engaged in rattan handicraft (31 May 2024)*

#### **Key Initiatives:**

1. MSMEs Business Incubation (before: Community-based Revolving Fund), targeting Indonesian migrant workers and their families.
2. “Impact Investment Fund” to develop business plan and support to access financial services from local banks. The screening involved business proposal for loan (People’s Business Credit/KUR proposal) and verified KUR application from Indonesian migrant workers and their families.

### 3. Migrant Financial Literacy Mobile Application Development called "JUANG - Jaringan Usaha Anak Negeri"

#### **Achievements:**

- The programme has successfully supported 54 beneficiaries ((8 men and 46 women) through MSMEs business incubation, fostering entrepreneurship and sustainable livelihoods. Additionally, 12 of the beneficiaries (1 men and 11 women) have gained access to apply for financial support through the Impact Investment Fund, providing crucial capital for business growth, and two of them have been granted for the loan.
- The mobile application has also empowered 102 beneficiaries (40 men and 62 women), offering them digital tools to enhance business operations and access financial services. These initiatives have collectively strengthened local economies and improved the well-being of beneficiaries.
- The initiatives achieved significant milestones by fostering multi-stakeholder collaborations between local governments, financial institutions, private companies, NGOs, academia, and migrant worker representatives, leading to improved migration governance in NTB.
- Through empowerment initiatives such as the MSME Business Incubation Program, Impact Investment Fund, and the development of the "JUANG" mobile app, the project equipped migrant workers with entrepreneurial skills, financial resources, and digital tools, resulting in tangible improvements in their economic well-being and that of their families.
- The Impact Investment Fund broadened its partnerships to include PNPM (*Program Nasional Pemberdayaan Masyarakat*) village funding mechanisms, which was initially designed to collaborate only with peer-to-peer lending platforms and private banks. This shift was made in response to community resistance to bank loans, driven by religious concerns over interest rates. By adapting the funding model, the programme ensured alignment with local cultural and religious practices.
- The targeted initiatives also focused on enhancing access to financial resources, connecting returning migrant workers to microfinance schemes, market linkages, and investors, enabling them to start or expand businesses. The JUANG app empowered over 100 beneficiaries in West Lombok and Central Lombok by improving their financial literacy and management skills.
- Additionally, community engagement activities promoted active involvement through awareness campaigns, digital literacy initiatives, and participatory decision-making processes. Gender considerations were integrated, ensuring equitable participation and addressing the specific needs of vulnerable populations, particularly migrant women.
- These initiatives had generated an early substantial impact on participants' business skills and community involvement. For instance, Hj Mahnim, a kerupuk producer, initially earned between 800,000 and 1.1 million IDR weekly, translating to a monthly income of around 3.3 to 4.4 million IDR. Following the training, her monthly income saw a 50% increase. Similarly, Yuliana, who previously earned 650,000 to 750,000 IDR per week, experienced a 75% rise in her monthly earnings after the training.

- In term of sustainability, RPM focused on long term investment on education tools (learning materials and apps) and networking to ensure sustainability of the initiatives. The sustainability strategy focuses on transitioning responsibilities to local stakeholders, embedding successful components into existing frameworks, and ensuring that beneficiaries continue to thrive post the implementation of the initiatives.

The detail activity report is available [here](#).

***Output 2.3. Platforms for sub-national governments to exchange best practices on migration policies and programmes, on the protection and empowerment of Indonesian migrant workers, are in place***

**A.2.3.1 Trainings to apply a right-based survivor-cantered approach to the front-liners**

A total of 375 frontline service providers, comprising 151 women and 224 men, have increased their knowledge and skills to apply a rights-based and victim-centred approach in providing services to women migrant workers affected by gender-based violence (GBV) and trafficking in persons (TIP). These frontline service providers were Consular Officers and staff from MOFA, the Indonesian Migrant Workers Protection Board (BP2MI) at National and Sub-National Level, and Custom Officers across Indonesia. They actively participated in the following capacity building and workshop series:

**a) Seminar of Human Resources of the Ministry of Foreign Affairs (MOFA) and Representatives of the Republic of Indonesia in Strengthening Gender-Responsive Public Services.**

151 participants (39 women, 112 men) successfully increased their sensitivity and knowledge in implementing gender-inclusive and responsive public services, especially in responding to the service needs of migrant workers.

This initiative aims to enhance public services provided by MOFA, mainly through the General Directorate of Protocol and Consular Affairs (Directorate of Protection of Indonesian Citizens). It focuses on the continuous improvement of gender-responsive public services, especially in addressing the needs of migrant workers. This effort also aligns with the Government's broader programme to improve inclusive and gender-responsive public services across all Ministries and Institutions. UN Women contributed inputs related to the topics discussed in the seminar and facilitated the resource persons.

**b) Training for Consular Officers and Staff on Quality Service for Women Migrant Worker Victims of GBV and Trafficking.**

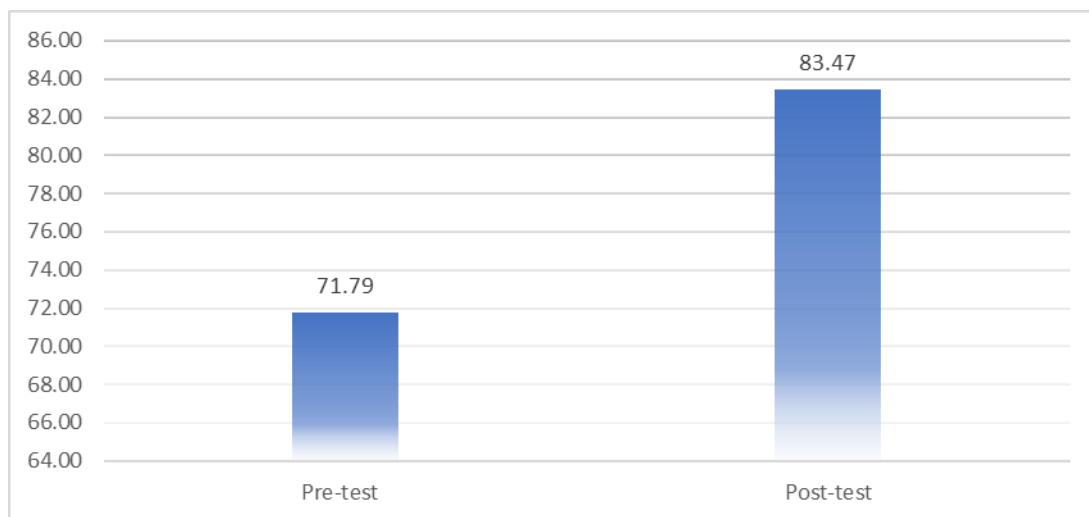
147 consular officers (67 women, 80 men) reported increased understanding and capacity to provide support to women migrant workers survivors of gender-based violence and trafficking. They participated in a training on quality service provision for women migrant workers who experienced GBV, held on 14-16 March 2023, online and in person. The participants represented 59 Indonesian embassies across 37 countries and the Directorate of Indonesian Citizens' Protection of MOFA.

The training aimed at enhancing participants' knowledge and capacity to identify various forms of gender-based violence faced by women migrant workers throughout the migration process and

improve their communication skills and services in supporting women migrant workers subjected to GBV and trafficking. With this enhanced capacity, the consular officers and staff were able to render services to women migrant workers and Indonesian citizens abroad who are victims or GBV and TIP.

The training was conducted in six batches, eliciting positive responses from participants, who demonstrated interests based on their respective regions, reflecting the diverse needs of Indonesian women migrant workers abroad. For instance, participants from the Asia and Middle East regions predominantly focused on the services provided by the Indonesian Representative to migrant workers, while in Europe, Australia, and Oceania, discussions revolved around the assistance rendered to Indonesian citizens, including students and workers, who experience GBV.

The pre-test and post-test results from the training activity demonstrated a significant improvement in participants' understanding of the topics. The average score on the pre-test was 71.79 out of 100, while the post-test score rose to 83.47 out of 100, indicating a notable increase in comprehension following the training. Most participants expressed that the training materials were highly beneficial in their work of providing services to Indonesian citizens overseas.



*Figure 45. Pre and Post Test Result Comparison*

The training concluded with a commitment from the Directorate of Indonesia Citizen Protection, MOFA, to enhance public services through a survivor-centered approach and to expand capacity building for front liners by developing guidelines for providing technical services to Indonesian citizens abroad who encounter gender-based violence, that will be incorporated independently by MOFA within their work plan.

This output is in line with the GCM's objectives, particularly objective 3 to 'Provide adequate and timely information at all stages of migration'; objective 10 to 'Prevent, combat and eradicate trafficking in persons in the context of international migration'; objective 14 to 'Enhance consular protection, assistance and cooperation throughout the migration cycle'. This also contributes to achieving the program's outcome of strengthening gender-responsive migration governance and national priorities for sustainable development.

UN Women contributed to the design and facilitation of the training session, including provision of experts for specific topics such as basic communication and self-care skill. Whilst MOFA contributed to providing logistics and distributing invitations to the participants.

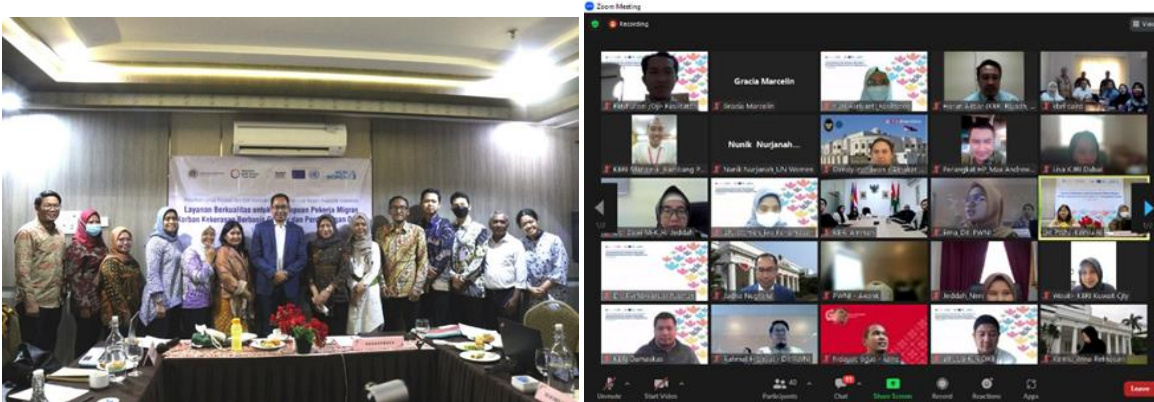
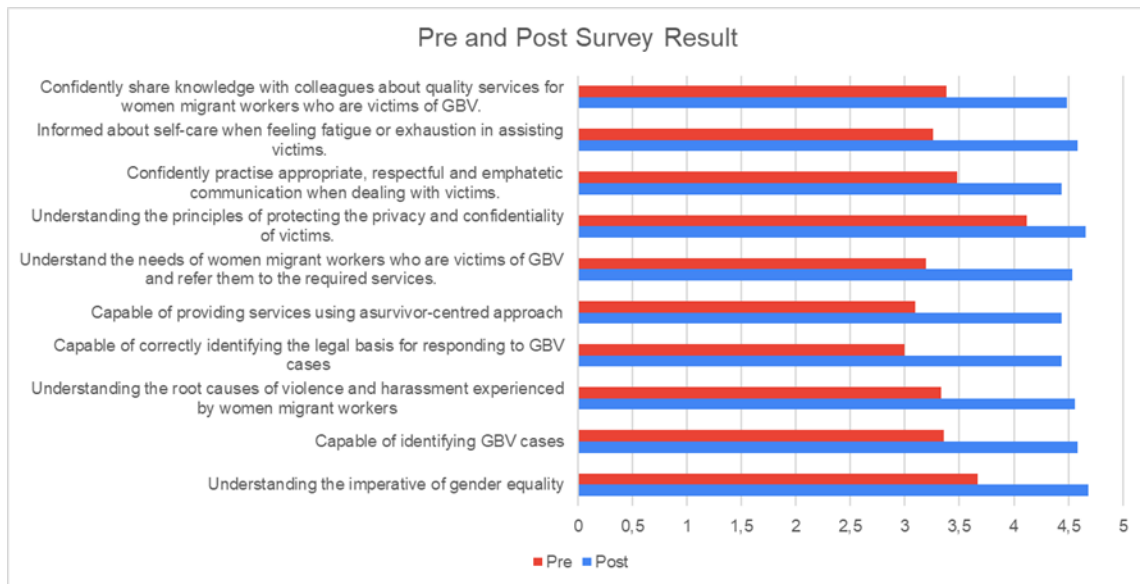


Figure 46. Group Photo during training on quality service provision for women migrant workers victim of GBV

**c) Training on Quality Services for Women Migrant Workers Victims of Gender-Based Violence and Trafficking for Protection Officers of the Indonesian Migrant Workers Protection Agency (BP2MI).**

44 protection officers of the National Agency for the Protection of Indonesian Migrant Workers (BP2MI), consisting of 30 women and 14 men, have significantly increased their knowledge and skills on quality services to respond to cases of gender-based violence against women migrant workers. This advancement is a result of the training held on 25-27 March 2024 in Bogor. Focusing on “providing services to women migrant workers who experience gender-based violence, using a human rights-based and victim-centred approach”, the training provided participants with comprehensive knowledge and skills to effectively identify and respond to diverse forms of gender-based violence experienced by women migrant workers. The training module included an in-depth understanding of the legal framework, principles of victim-centred and coordinated services, case management, and essential techniques for safeguarding the mental well-being of service providers. By harnessing this advanced capacity, protection officers of the BP2MI will have the ability to provide essential support to women migrant workers who are impacted by gender-based violence and trafficking.

The participants have increased their understanding of all topics presented at the event, as shown in the chart below. While the pre-test indicates that most participants rate their knowledge on the average between 3 to 3.5, the post-test shows that the understanding has an increased rate to 4.5 or above.



*Figure 47. Pre and Post Survey Result*

The training was organized in collaboration between UN Women and BP2MI. The targeted participants were BP2MI protection staff who provide services at strategic points such as crisis centres at national and sub-national, hospitals, airports, and migrant worker arrival points at borders.

UN Women contributed to designing training materials, facilitating the sessions, and providing diligent adherence to the global framework. UN Women also monitored activities and guaranteed the involvement of resource persons as well as facilitated compelling sessions on GBV, emphasizing the key principles of the survivor-centered approach, and effectively coordinated essential services for women migrant workers subjected to GBV.



*Figure 48. Training on Quality Services for BP2MI*



**d) Border Management and Gender Mainstreaming Awareness Training Course for Customs Front Line Officer**

The training session successfully equipped 30 Customs Frontline Officers, including 12 women and 18 men, with essential skills for managing border security while integrating gender perspectives. The customs frontline officers are now equipped to integrate gender-sensitive approaches into border management, enhancing their ability to address the unique needs and vulnerabilities of women and marginalized groups, particularly in the context of transnational crime. The session on prevention of and protection from sexual exploitation and abuse (PSEA) further empowered officers with the tools and knowledge to effectively prevent, recognize, and respond to incidents of sexual exploitation, abuse, and harassment.

The four-day training was organized by UNODC in partnership with the Directorate General of Customs. UN Women contributes specifically to the delivery of a one-day gender sensitivity session in the beginning of the training.

The training series contributed to the achievement of the program's outcome to enhance government stakeholders' capacity at sub-national level to understand and maximize the development potential of migration governance through the GCM. It is aligned with the GCM's objective to provide basic services for women migrant workers who are victims of GBV and to address vulnerabilities.

Detail of all A.2.3.1 activity reports can be accessed [here](#).

**A.2.3.2 Skills building for women migrant workers on financial literacy, business idea and preparation, women leadership.**

445 participants (264 women and 181 men) have increased knowledge and skills on safe migration, equitable gender relations in the household, financial planning and management, gender-perspective digital entrepreneurship, and community-based parenting. More than 50 per cent (223) of the total number were prospective and returning women migrant workers and around 30 per cent (139) participants were their male partners. They participated in a series of trainings conducted in Cilacap,

East Lombok and Cirebon in August – December 2023, aiming to promote livelihood opportunities for women migrant workers.

The series of capacity building consisted of two parts: 1) Training sessions, and 2) Coaching and Mentoring. The participants were capacitated on various themes, namely gender equality in the household, safe migration, collective parenting, financial literacy, and how to start and develop a business.

Session on safe migration aimed to equip the participants, the majority of whom were women migrant workers and their families, with information to prevent them from gender-based violence and trafficking. Gender equality in the household training for spouses of women migrant workers aimed to ensure spouses have understanding on gender equality, so that the division of tasks and responsibilities in the household can be shared equally. This session equipped couples to build a more equal relationship, where both husbands and wives can be involved in decision-making and care work is divided equally. While sessions on collective parenting, family financial management and entrepreneurship equipped families with the capacity for financial planning and parenting for children left behind by their mothers working abroad.

The pre- and post-test results showed various degrees of increased understanding on the themes covered in the training sessions in different areas. For example, in Mas Bagik Utara Village of East Lombok District, there was an increased understanding on the topic on gender equitable household by 27.5 points, while in Ciledug Village of Cirebon an increase was by 16 points. On the collective parenting session, there was an increase by 7.61 points in Kroya Cilacap, while in Anjani East Lombok by 0.9 points. The detailed report of the pre and post-test was included in the activity report. Pre and post-test analysis was included in the activity report.

As a result of the entrepreneurship training, 100 per cent of the participants, managed to set the selling price of the products they produced. While those who were just planning a business had also made a selling price to be applied when they later owned a business. An additional point of the training was that participants who did not yet have bank accounts were assisted to open bank accounts through the coaching session (2 people in Kelayu Village and 11 people in Mas Bagik Village, both are in East Lombok). The coaching session engaged 79 trained participants, with 56% having a business and 44% do not have yet a business. It was run in a group consisting of four-six persons and for approximately two months.

This training was carried out in collaboration with the Ministry of Women Empowerment and Child Protection, the Government Investment Centre, the Local agency for Indonesian Migrant Worker Protection, community-based organizations and migrant worker community in the village level. UN Women has contributed to designing the training materials and facilitating the trainings and ensuring the global framework was followed. UN Women also monitored the activities and ensured the engagement of resource persons as well as facilitated a session on GBV prevention.



*Figure 49. Participants of the Training Session in East Lombok having a group discussion*



Figure 50. Participants listening to the speakers during the Training Session in East Lombok



Figure 51. Participants presenting their discussion and writing their group discussion in the Collective Parenting Session and Gender Equitable Household Session

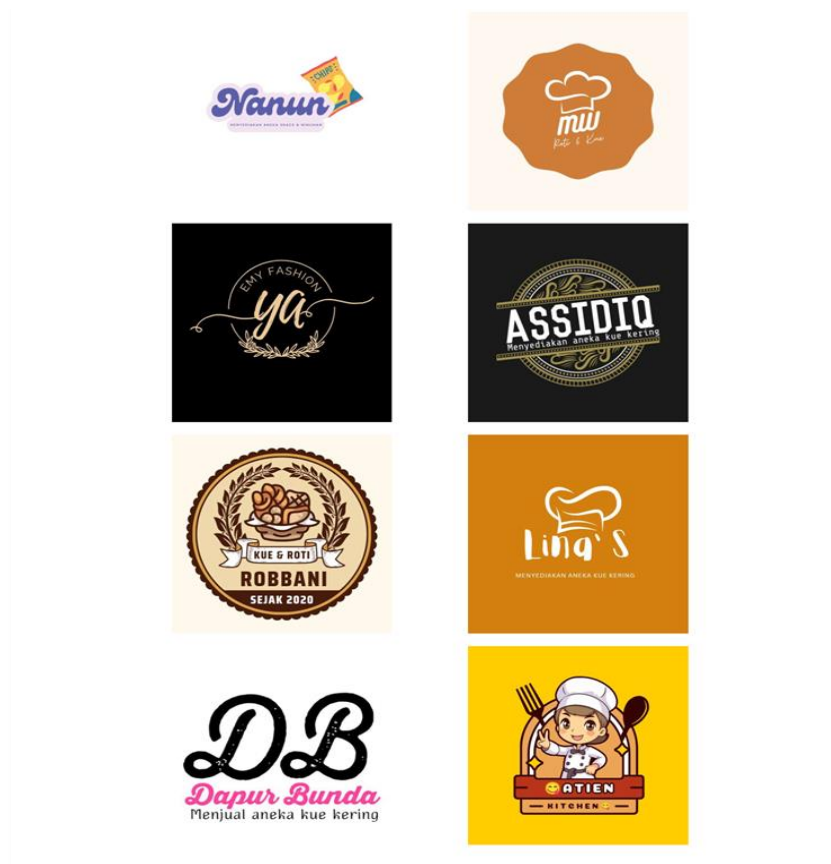


Figure 52. The logo and brand created by the participants from the Digital Marketing Session

Detailed activity report can be accessed [here](#).

#### **A.2.3.3 National Symposia on Migration Best Practices**

The National Symposium held on July 23, 2024, aimed to strengthen the commitment of key government leaders—both national and sub-national—in enhancing migration governance and aligning it with national priorities as outlined in the Global Compact for Migration (GCM). It also sought to disseminate the contributions of the Multi-Partner Trust Fund (MMPTF) project in collaboration with the Government of Indonesia, highlighting its role in fortifying migration governance and supporting national objectives that resonate with GCM principles.

The symposium was attended by 128 participants (52 men, 76 women) from various institutions, including 15 national government ministries/agencies, three provincial/district government institutions, 13 civil society organizations (CSOs), five academic institutions, six United Nations agencies, three donors (development cooperation/foreign government representatives), and seven media agencies.

Hosted in Jakarta, the event commenced with welcoming remarks from Gita Sabharwal, the UN Resident Coordinator (RC), and Norimasa Shimamura, the UNDP Resident Representative. Both leaders underscored the significance of Indonesia's Migration Governance Programme in facilitating safe, orderly, and regular migration in accordance with the GCM. The RC emphasized Indonesia's unwavering commitment to the protection and welfare of migrant workers, highlighting the importance of regional collaboration in enhancing migration governance. Norimasa reflected on the substantial progress made over the past two years, stressing that migration serves as both an opportunity and necessity for many families amidst challenging socio-economic realities.

The symposium featured a Gallery Walk that provided attendees with an overview of the MMPTF project, showcasing its objectives, outcomes, and impact through engaging narratives and visual storytelling. A video presentation chronicled the programme's journey, enriching participants' understanding of its transformative changes.



Figure 53. Participants learned about the Migration Governance Programme through a gallery walk that showcased the journey and results of the initiative

A keynote address was delivered by Peni Dewi Herasati, Director of Social Culture and International Organizations of Developing Countries at the Ministry of Foreign Affairs. Her speech emphasized the critical need to align Indonesia's migration governance with national priorities and GCM objectives. Key elements discussed included sustainable migration management, improvements in data collection systems, enhanced protections for migrant workers, and strengthened policies across all levels of government.

The event also included thematic talk shows that facilitated in-depth discussions on various aspects of migration governance. The first session focused on strengthening migration governance at the local level, examining strategies for local governments to manage migration impacts effectively. Maros Regency was highlighted as a case study exemplifying proactive practices in protecting migrant workers, with key strategies discussed including engaging political leaders, incorporating community voices, adhering to higher authority directives, building partnerships, and employing data-driven approaches.

Innovative financing approaches were showcased in the second session, where collaborative efforts among stakeholders in Central Java, South Sulawesi, and West Nusa Tenggara were highlighted. Financing incentives such as the People's Business Credit for Indonesian migrant workers (KUR PMI) programme, which offers subsidized loans to returning migrants, were presented as effective tools

for promoting entrepreneurship. IOM illustrated its evidence-based policy integration approach, emphasizing the need for cooperation between local and central governments.

The third session addressed access to justice for Indonesian women migrant workers, particularly those facing gender-based violence. Key speakers discussed the importance of integrated justice systems, highlighting the SPPT-PKKTP project in Central Java as a model for coordinated support for victims. The discussions underscored the need for a multi-faceted, gender-responsive approach to enhance legal protections and recovery services for women migrant workers.



*Figure 54. A speaker from LRCKJHAM explained how an integrated approach to the criminal justice system benefits women migrant workers in Central Java*

The symposium also presented an Innovation Spotlight, showcasing pioneering solutions aimed at supporting migrant workers. UNDP introduced a new migration financing model addressing the substantial annual financing needs of Indonesian migrant workers, employing cooperative approaches to strengthen local economies. Additionally, innovative technological solutions like the Safe Travel app and the JUANG financial management app were presented, emphasizing their potential to improve safety and financial literacy among migrant workers.



*Figure 55. Greget Kala Buana from UNDP presented innovative financing models aimed at addressing the gaps and challenges faced by Indonesian migrant workers*

The event received eight media coverage (news) from various outlets, highlighting critical aspects of migration governance and the support provided to migrant workers. Reports emphasized the vulnerability of Indonesian migrant workers to human trafficking and spotlighted the collaborative efforts between Indonesia's Ministry of Foreign Affairs and the United Nations to enhance worker safety.

The symposium was overall a success, with participants sharing that they gained valuable insights on various topics. These included women's economic empowerment, innovative financing, and the use of technology for migrant protection, such as chatbots and finance apps. Key discussions focused on the implementation of the Global Compact for Migration (GCM), collaborative approaches to safeguarding migrant workers (like the SPPTPKKTP mechanism), financial literacy for migrants, and the coordination between local and central governments.

Detail activity report can be accessed [here](#).

Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period (only provide data for the specified year)			Cumulative Results <i>Note: For Y1 report, The will be the same; For Y2 report, it will be Y1+Y2; and for Y3 report, it will be Y1+Y2+Y3</i>	Notes
		Y1	Y2	Y3		
<b>OUTCOME 1</b> <i>Government of Indonesia strengthens its migration governance and national priorities in line with the GCM objectives, ensuring these contribute to sustainable development outcomes</i>						
Indicator 1a National Action Plan for GCM Implementation is endorsed by the Government of Indonesia, incorporating rights-based approaches, gender, and child sensitivity.	No	No	No	No	No	The GCM National Action Plan has been drafted, incorporating rights-based, gender-sensitive, and child-sensitive approaches; however, it is still awaiting government endorsement
<b>OUTPUT 1.1</b> <i>Government has a better understanding of national migration governance needs and how to respond to these within the framework of the implementation of the GCM</i>						
Indicator 1.1a Number of MGI assessment reports produced at national and local level that include gender sensitivities and human rights considerations	0	0	0	2	2	Both <a href="#">National Migration Governance Indicators Profile</a> and <a href="#">Local Migration Governance</a>

						<a href="#">Indicators Profile (Central Java)</a> profile are now publicly available online in English and Bahasa.
Indicator 1.1b Number of assessment reports produced on migration policy gap at sub-national level	0	0	1	0	1	The policy brief can be found <a href="#">here</a> , while the full assessment report can be found through this <a href="#">link</a> .
Indicator 1.1c The availability of gender sensitivities consideration on the assessment reports	No	No	Yes	Yes	Yes	
Indicator 1.1d Number of government officials have increased knowledge on gender-responsive migration management and migration-specific issue, including unique needs and migration experience of women and men and the use of gender-responsive approaches that serve the unique needs of men/ boys and women/girls	0	47	0	0	47 (28 women and 19 men)	
<b>OUTPUT 1.2</b> <i>Government inter-institutional coordination mechanisms and processes to apply a whole-of-government and whole-of-society approach to migration governance are strengthened, including through the establishment of an appropriate inter-ministerial forum on migration</i>						
Indicator 1.2a Inter-ministerial forum on migration conducted with gender sensitive considerations	0	1	0	2	3	2 workshops on One Data International Migration (SDMI) and intra-ministries coordination for the protection of Indonesian seafarers (ABK) abroad

Indicator 1.2b The availability of policy recommendations for implementation of the integrated criminal justice system that applies a survivor-centred and rights-based approach.	No	No	No	Yes	Yes	
Indicator 1.2c The availability of training module for service providers and law enforcers on SPPT PKKTP for women victims of VAW who are also experiencing. Trafficking.	No	No	No	Yes	Yes	
Indicator 1.2d Number of key government stakeholders capacitated and sensitized on the importance of having a gender sensitive and victim-centred lens when providing protection assistance to migrants.	0	0	182	174	356	356 (275 women, 81 men)
Indicator 1.2e Number of government officials sensitized and capacitated on migration data management and migration-specific issue considering gender sensitivities	0	44	0	0	44	A total of 59 government and non-government stakeholders (44 government, 15 non-government stakeholders; 31 women, 28 men) participated in the workshop.
<b>OUTPUT 1.3</b> <i>Comprehensive, government-led National Action Plan for GCM implementation, follow-up, and review, incorporating RBA, gender and child-sensitivity is produced</i>						
Output 1.3a Number of coordination meetings held on the alignment of SDGs and RPJMN with the GCM National Action Plan, ensuring an effective, gender responsive and human rights-based approach	0	0	0	3	3	

Indicator 1.3b Number of draft National Action Plans for GCM produced	0	1	0	0	1	
Indicator 1.3c The availability of activities under the GCM National Action Plan that mainstream gender and human rights approaches	No	No	Yes (37)	Yes (37)	Yes (37)	There are 22 activities related to gender, and 15 activities related to human rights, whereas three (3) activities follow a human rights-based approach, while an additional 12 activities focus on migrant rights and the protection of migrant workers' rights.
Indicator 1.3d Number of key stakeholders sensitized and trained on human rights-based and gender responsive GCM.	0	74	0	0	74	74 (51 women, 23 men)
Indicator 1.3e Number of CSOs/NGOs involved in the dialogue around GCM NAP	0	15	2	0	17	
Indicator 1.3f Number of ICT-based platform is strengthened to prevent violence and trafficking of migrant workers, including women.	0	0	0	2	2	Safe travel app including SARI Chatbot AI
<b>OUTCOME 2</b> <i>Government stakeholders' capacity at sub-national level to understand and maximize the development potential of migration governance through the GCM is enhanced</i>						

Indicator 2a Number of sub-national level government that localized the implementation of National Action Plan on Migration.	0	0	0	0	0	Although several efforts on migration governance have been made by the local government, their commitment couldn't be directly linked to the implementation of the National Action Plan (NAP) on GCM since the NAP has not yet been officially endorsed by the government. However, Provincial and district governments, South Sulawesi, Maros, Lombok Timur, and Grobogan, have incorporated migration governance into their Regional Medium Term Development Plans (RPJMD) for 2025-2029.
<b>OUTPUT 2.1</b> <i>Sub-national government stakeholders identify and articulate localized migration governance priorities in line with national GCM action plan and SDGs</i>						
Indicator 2.1a Number of workshops held with sub-national government and sub-national stakeholders to integrate migration into the implementation of SDGs at the local level	0	0	3	2	5	3 GCM socializations at Provincial level and

						2 GCM socialization in local universities.
<p>Indicator 2.1b</p> <p>Number of local government and non-government stakeholders demonstrate increased knowledge and skills to mainstream migration into local policies and planning</p>	0	0	107	0	107	A total of 107 participants (96 government institutions and 11 non-governmental institutions, 42 women, 65 men) actively participated in the training and have gained increased confidence in their knowledge regarding migration and local development.
<p>Indicator 2.1c</p> <p>Number of technical guidance with human right-based and gender-responsive approach developed to integrate migration</p>	0	0	0	1	1	
<p><b>OUTPUT 2.2</b></p> <p><i>Sub-national governments design, implement, and monitor migration interventions, including through leveraging of innovative financing</i></p>						
<p>Indicator 2.2a</p> <p>The availability of feasible model with gender sensitivity for innovative financing for migration identified</p>	No	No	Yes	Yes	Yes	
<p>Indicator 2.2b</p> <p>Number of migration-related initiatives awarded and co-financed</p>	0	0	0	6	6	The initiatives are on Stunting, DMS, SBMI-Mart, Business Incubation, Impact

						investment fund, Juang application
<b>OUTPUT 2.3</b> <i>Platforms for sub-national governments to exchange best practices on migration policies and programmes, on the protection and empowerment of Indonesian migrant workers, are in place</i>						
Indicator 2.3a Number of women migrant workers trained on financial literacy, business idea and leadership	0	0	240	0	240	In total, 421 participants (240 women, 181 men) have increased knowledge and skills on safe migration, equitable gender relations in the household, financial planning and management, gender-perspective digital entrepreneurship, and community-based parenting.
Indicator 2.3b. Number of male and female frontline service providers trained to handle violence and trafficking cases in a coordinated manner	0	151 frontline officers	147 consular officers	77 frontline officers	375 officers	375 (151 women, 224 men)
Indicator 2.3c Number of national symposia held for exchange of best practices on migration policies and programmes	0	0	0	1	1	
Indicator 2.3d Number of government and non-government stakeholders participated in the national symposia on migration best	0	0	0			47 (15 national government institutions, 3 local

practices				47	47	government institutions, 3 Development Cooperation/Foreign Government Representatives, 6 UN agencies, 13 CSOs, 7 Media stakeholders).
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### 3. Partnerships

All PUNOs have established partnerships and maintained coordination with government and non-government stakeholders during the reporting period. Many of the partnerships were maintained through regular liaison, technical meetings, and exchanges of letters or e-mails.

Several partnerships that have entered implementation agreements, are as follow:

UNDP			
No	Partners Name	Activity No.	Type of Collaboration
1	Serikat Buruh Migran Indonesia (Indonesian Migrant Workers Union)	Activity 1.1.2	Serikat Buruh Migran Indonesia is the implementing partner of activity 1.1.2 at the sub-national level (Central Java, West Nusa Tenggara, and South Sulawesi). Serikat Buruh Migran Indonesia works closely with local governments and migrant workers coming from these 3 targeted areas in organising the assessment through quantitative and qualitative methodology
UN Women			
1	Legal Resource Centre for Gender Justice and Human Rights	1.2.2 and 1.2.3	They are the implementing partners of activities 1.2.2 and 1.2.3 in the provinces of Central Java and West Nusa Tenggara, both of which work closely
2	Legal Aid Institute - Indonesian Women's Association for Justice West Nusa Tenggara	1.2.2 and 1.2.3	

			with local governments in organising consultation meetings for the development of policy briefs and referral mechanisms for services for victims of gender-based violence and trafficking in the two provinces.
<b>IOM</b>			
1	PT. Semut Berdaya Nusantara	2.2.2 and 2.2.3	<p>Implementing two (2) Pilot initiatives in Wonosobo, Central Java, as below:</p> <p>1) "Desa Migran Sejahtera (DMS)/ Prosperous Migrant Village," by establishing management of village owned companies in 3 villages.</p> <p>2) Planning and implementation of stunting programme using village Fund in 3 villages.</p>
2	Rumah Perempuan Migran in affiliation with PKBM Puncung Hijau	2.2.2 and 2.2.3	<p>Implementing three (3) pilot initiatives in West Lombok, West Nusa Tenggara, as below:</p> <p>1) Micros and Small Medium Enterprise</p>

			<p>(MSME) Business Incubation</p> <p>2) “Impact Investment Fund” to develop business plan and support to access financial services from local banks.</p> <p>3) Migrant Financial Literacy Apps Development (JUANG Apps)</p>
3	Serikat Buruh Migran Indonesia (Indonesian Migrant Workers Union)	2.2.2 and 2.2.3	Implementing initiatives of community-based cooperative mart for returning migrant workers in Maros Regency.

#### i) Role of the government

Recognizing MOFA as the secretariat of the GCM National Action Plan (NAP) and the primary counterpart of the joint programme, all programme activities were coordinated through the Directorate for Socio-Cultural Affairs and International Organization of Developing Countries at the Ministry of Foreign Affairs. As the programme also contributes to the implementation of the GCM in the country, MOFA was actively involved in ensuring that all plans, including the review of terms of reference, align with government priorities. In promoting a 'whole-of-government' approach, MOFA supported the coordination with line ministries regarding programme activities, co-hosted and provided venues for PSC meetings, collected data, and coordinated with other ministries/agencies on various aspects such as inputs for the Migration Governance Indicators assessments and all related programme activities.

During this reporting period, in collaboration with MOFA, the Indonesia Migrant Workers Protection Agency/BP2MI supported IOM in co-hosting the Workshops on localizing the GCM and 2030 Agenda at sub-national level events along with the rollout of the Joint Migration Development Initiative Training in three targeted provinces. IOM contributed to the logistics and venue of the workshop, while BP2MI ensured the distribution of invitations to participants and resource persons, assigning some committees and moderators for the event.

UN Women with MOFA conducted a training for Consular Officers and Staff on Quality Services for Women Migrant Worker Victims of GBV and Trafficking and to strengthening ICT based platform to prevent violence and trafficking of women migrant workers. MOFA contributed significantly to

organizing the training, including the provision of venues for the committee and facilitators, the distribution of invitations to participants and other technical needs were all facilitated the Ministry of Foreign Affairs while UN Women roles to provide training guideline and material, resource persons, and facilitators. MOFA will also continue the operation of the Chatbot AI and ensure its dissemination to migrant worker communities.

In the meantime, in organising the Safe Migration and Women Economic Empowerment training activities, UN Women collaborated closely with the Ministry of Women Empowerment and Child Protection, the Indonesian Migrant Workers Protection Agency and the Government Investment Centre. This was initially planned for six East Lombok and Cilacap districts villages. However, the Government Investment Center embraced the initiative and enabled the implementation of similar activities in four additional villages. These additional villages were explicitly targeted to be former migrant women who had become debtors of the ultra-microfinance and savings Mitra Dhuafa Cooperative supported by the Government Investment Centre. With the addition of the Cirebon district, the total area eventually grew to 10 villages spread across three districts.

UNDP maintained strategic coordination with the Ministry of Home Affairs (MOHA) as UNDP's component in this project focused on the sub-national level. This collaboration is essential to ensure the project activities are implemented on time and provide positive and high-quality impacts to Indonesian migrant workers. Together with MOHA, UNDP organized six Focused Group Discussions (FGDs) on the Assessment on Migration Policy Gaps at Sub-National Level conducted in three target provinces (South Sulawesi, West Nusa Tenggara, and Central Java) and three target regencies (Maros Regency, East Lombok Regency, and Grobogan Regency). MOHA contributed to providing direction to the Local Government by facilitating the liaison between UNDP and SBMI with target provinces and regencies for the assessment of migration policy gaps activities, as well as capturing the content of discussions and inputs to be formulated into policies at the national level.

In several project activities at the national level, UNDP also collaborated with MOFA to co-host and co-publish the final study report, reviewing the terms of reference for activities, designing programme flow, and addressing technical matters collaboratively. Once the feasibility study on innovative financing mechanism on migration has been finalized, UNDP in collaboration with the Ministry of Foreign Affairs (MOFA) of the Republic of Indonesia intends to further disseminate the knowledge and recommendations to the key stakeholders relevant to the research through a dissemination workshop. UNDP and MOFA agreed to co-publish the report and to co-host the national dissemination workshop by inviting relevant stakeholders from government agencies, private sector, non-profit organizations, CSOs, financial institutions (e.g., banks, financial technology startups, impact investors, etc.), philanthropy organisations, and faith-based institutions. MOFA supported with the invitation of participants on behalf of the Directorate of Socio-Cultural Affairs and International Organizations of Development Countries. UNDP and MOFA together ensured the substantive inputs of the final study report.

The Ministry of National Development Planning (Bappenas) has played a pivotal role in integrating migration governance and the Global Compact for Migration (GCM) into Indonesia's National Medium-Term Development Plan (RPJMN) for 2025-2029. In partnership with UNDP, Bappenas has led efforts to align migration governance with national development priorities. Through co-hosting interagency and multistakeholder meetings, Bappenas has ensured that key programme inputs are

incorporated into the RPJMN draft. This highlights Bappenas' leadership in embedding sustainable migration management into Indonesia's broader development planning framework.

## **ii) Strategic contributions from local government and civil society**

In the spirit of a whole-of-society approach for GCM implementation, IOM and the government have been inviting and closely engaging with CSOs, academia, migrant worker organizations, and media to implement programme activities. For instance, during the MGI assessment implementation, it was notable that many of the migration gaps identified by the government have been addressed by the work of local NGOs and migrant workers' unions. In the training on Human Rights-Based and Gender Responsive Implementation of the Global Compact for Migration, local government and civil society were engaged as participants. The activity was divided into two batches: one consisting of national and sub-national governments and the second consisting of CSOs at the national and sub-national levels. The distinction between government and CSO batches aims to make the focused and specified learning process and mutual discussion in accordance with the roles and responsibilities of each party in the implementation of the GCM.

UN Women has been partnering with Legal Resource Centre for Gender Justice and Human Rights (LRC-KJHAM) and Legal Aid Institute - Indonesian Women's Association for Justice (LBH-APIK) West Nusa Tenggara to advocate for the integrated criminal justice system for women migrant workers who are victims of GBV and trafficking. These two CSOs have close coordination with the women and children protection department at the local level (UPTD PPA) to engage other key stakeholders from government and non-government organisations in facilitating a series of consultation meetings and public dialogue. Additionally, community-based organisations and local technical unit of Indonesian migrant worker protection (BP3MI) in Lombok, Cilacap and Cirebon have played significant roles during the implementation of economic empowerment training for women migrant workers and their partners. The community-based organisations supported the project with event arrangement in the field and by coordinating with participants and other relevant key stakeholders at the local level. Whilst BP3MI contributed to serve as resource persons in the Safe Migration session, sharing important information on how to migrate in a safe and regular way, and prevent trafficking.

UNDP has maintained strong and strategic coordination with one of the implementing partners of this joint project, Serikat Buruh Migran Indonesia (Indonesian Migrant Workers Union), to ensure the activity is implemented on time and provided positive and high-quality impacts to the Indonesian migrant workers. SBMI possesses a strong network to connect with various stakeholders both at national and sub-national levels including South Sulawesi, Central Java and West Nusa Tenggara as the three target areas of UNDP's Assessment on Migration Policy Gaps at Sub-National Level Activity. SBMI BMI is well-regarded for its experience in working with migrant workers, and its members have substantial knowledge in formulating evidence-based policy analysis and promoting Gender Equality and Social Inclusion (GESI).

Throughout the assessment of migration policy gaps at the sub-national level, most of the local governments in the targeted area have been highly supportive, particularly in providing inputs to this project. The East Lombok regency expressed appreciation for the effort made by SBMI and UNDP in protecting Indonesian Migrant Workers in East Lombok through this assessment. The East Lombok

government is also committed to protecting migrant workers from East Lombok. Additionally, the Maros Regency Government has acted upon the results of this assessment, recognize the need to regulate the protection of migrant workers through coordination the Central Government with coordination alongside with the Provincial Government, Local Government, and with the Village apparatus. Strong support from local governments has been sustained throughout the development of Technical Guidelines for integrating migration governance into local planning and budgeting. This process has been advanced through focused group discussions (FGDs) held in three provinces—South Sulawesi, Central Java, and West Nusa Tenggara—and three districts: Maros, Grobogan, and East Lombok. The engagement of local governments in these FGDs has been crucial in shaping practical guidelines that align with local needs and priorities, ensuring the effective incorporation of migration governance into regional development frameworks.

**iii) Other stakeholders (in particular, migrants and migration affected communities) are involved, including methods for participatory dialogue, co-design, and co-delivery.**

In one of the training sessions on Human Rights-Based and Gender Responsive Implementation of the Global Compact for Migration in the second batch, held by UN Women, the CSO participant group, a representative of migrant workers' organizations conveyed her experience when participating in the International Migration Review Forum 2022, where she had a chance to make a spotlight report and provided interventions at the multi-stakeholder forum session.

It reflects that implementing the GCM and all its processes prioritizes meaningful participation of migrant workers' organizations. It also provides examples and inspiration to other CSOs who participated, mainly migrant workers' organizations, to actively partake in any discussions on programmes and policies related to the GCM at the national and global levels.

UN Women has also been involving women migrant workers in communities in the country and abroad to provide their opinion during the assessment of the Safe Travel Mobile app and the development of Chatbot AI. They were involved in completing the survey circulated by MOFA and engaged in FGD and interviews. In Central Java and NTB, women migrant workers' voices, particularly of those victims involved in the mapping and analysis study on the implementation of integrated criminal justice system for women migrant worker victims of GBV and trafficking. Their inputs are reflected in recommendations, outlined in the policy brief. UNDP through the Roundtable Discussion series (NAP of Implementation of GCM, Prevention of Gender-based Violence, and Collecting Evidence-Based Data to Shape Inclusive Migration Policy) facilitated a whole-of-society dialogue with civil society organizations to identify and map ongoing migration management initiatives and contribute towards implementing a National Action Plan for the government-led priorities of the GCM.

UNDP has listened to the feedback and inputs of 17 civil society organizations, five universities, seven ministries, and agencies, including six UN agencies and development partners. During the Roundtable Discussion series, CSOs were able to have discussion with Government Stakeholders through participatory dialogue regarding possible interventions to better support the implementation of GCM. Those CSOs are also able to form strong networks using a “whole-of-society approach” on migration issues in Indonesia.

UNDP facilitated a dedicated session for civil society organizations (CSOs) to provide feedback on the draft National Medium-Term Development Plan (RPJMN) for 2025-2029, ensuring that a wide range of voices were included in the development process. In collaboration with Jaringan Buruh Migran (JBM), UNDP broadened the scope of participation by inviting not only NGOs focused on migration but also key stakeholders such as migrant worker associations and labour unions, both from within Indonesia and abroad. This inclusive approach engaged organizations like the Indonesian Migrant Workers Union (SBMI), Serantau Malaysia, and major national labour unions, including KSBSI and KSPSI, providing a platform for these groups to contribute their perspectives and concerns. By involving a diverse range of stakeholders, the session ensured that the voices of migrant workers and labour representatives were heard, allowing for a more comprehensive and representative RPJMN draft that reflects the realities and needs of those directly impacted by migration policies.

#### **4. Cross-Cutting Issues**

The Joint Programme consistently upheld human rights and gender equality, aligning with the Global Compact for Migration (GCM) and the Sustainable Development Goals (SDGs) principle of leaving no one behind. The government, led by the Ministry of Law and Human Rights, shared best practices with both government and non-government stakeholders, demonstrating how to embed human rights at all stages of migration, especially for Indonesian migrant workers. Frontline officers were also trained to provide gender-sensitive and dignified services tailored to the needs of women migrant workers, thereby reinforcing the programme's commitment to protecting vulnerable groups.

The programme promoted positive narratives on migrants and refugees, using training sessions, discussion forums, and social media campaigns to emphasize migrants' contributions to national development. This included advancing human rights for all migrants, regardless of status, and reaffirming a commitment to eliminating discrimination, racism, and xenophobia.

Gender equality was a core cross-cutting theme, integrated through research, workshops, and innovative tools like the Juang app and SARI AI chatbot, which support women migrant workers. The programme trained migrant worker spouses on gender equality, resulting in improved household dynamics and mutual support. Moreover, adolescent girls were empowered through stunting prevention activities.

Financially, over half of the budget for key outcomes was dedicated to gender-focused initiatives, and the programme exceeded its financial commitment for gender-related activities (as per the July 2024 Indicative Financial Progress Report has expended USD 399,853, exceeding the initial budget of USD 384,897).

Furthermore, children's rights were promoted through various initiatives, including stunting prevention, parenting training, and activities supporting left-behind children. Future efforts will also target youth, such as through GCM socialization in universities. The training on community-based parenting and stunting alleviation activities further advanced children's rights. Participants found the parenting material particularly valuable, as it addressed relevant issues often overlooked by other agencies. The stunting alleviation project provided direct benefits to children through egg distribution, educational toys for maternal health posts, sanitation improvements, and house rehabilitation efforts.

#### **5. Programme Management and Coordination**

### **Internal management and coordination**

While each PUNO managed its own activities, such collaborative works implemented to achieve the programme's goals, sharing expertise and networks throughout the implementation. The unique mandates and expertise of the PUNOs—such as IOM on migration, UNDP on development and governance, and UN Women on gender equality and women empowerment—complemented each other, enhancing the programme's overall effectiveness.

The PUNOs demonstrated sufficient capacity and supported each other during the programme's implementation. Coordination was a priority from the joint proposal development stage, with regular biweekly meetings to discuss plans and progress. During these meetings, PUNOs shared, reviewed, and provided inputs on activity Terms of Reference (ToR), concept notes, reports, and policy briefs. This joint review process was more intensive in the first half of the programme. The review process could further generate better quality of deliverables; however, it might also delay the dissemination or implementation of the deliverables. Despite these challenges, the programme's collaborative approach ensured that resources were efficiently converted into the expected outputs.

### **External management and coordination**

To coordinate with the Government of Indonesia (GOI), a Programme Steering Committee (PSC) was established at the start of the programme. The initial PSC included the Ministry of Foreign Affairs (MOFA), the Ministry of National Development Planning/National Development Planning Agency (Bappenas), the Ministry of State Secretariat, the Ministry of Finance, IOM, UNDP, UN Women, and the UN Resident Coordinator Office. The PSC was scheduled to meet biannually to review the Joint Programme's progress, identify issues and challenges, and provide guidance and corrective measures.

The key stakeholders of the Joint Programme included national government agencies such as MOFA, Bappenas, the Ministry of Manpower, the Coordinating Ministry for Human Development and Cultural Affairs, the Ministry of Women Empowerment and Child Protection (MOWECP), the Ministry of Law and Human Rights, the Ministry of Home Affairs (MOHA), the Ministry of State Secretariat, the Ministry of Finance, BP2MI, the National Commission for Ending Violence against Women (NCVAW), and the National Statistics Agency (BPS). Sub-national government agencies involved included Provincial/District Development Planning Agencies, the Indonesian Migrant Workers Service and Protection Centre (BP3MI), and agencies for Manpower, Women Empowerment, Child Protection, and Social Affairs. Other stakeholders included migrant workers and their families, community members, Civil Society Organizations (CSOs), Community-Based Organizations (CBOs), academia, and the private sector. These stakeholders participated in various capacities, such as PSC members at the national level, working group members at the sub-national level, implementing partners, workshop/training participants, and beneficiaries. In line with the Global Compact for Migration's (GCM) whole-of-society approach, the programme invited migrants, local communities, civil society, academia, the private sector, national human rights institutions, the media, and other relevant stakeholders to participate in its activities.

## 6. Constraints, Adjustments, Lessons, and Good Practices

### Constraints and Adjustments

#### *Coordination with Government on Hosting Activity*

- One of the requests put forward by the government at the PSC meeting relates to arrangement of the government as a host of each programme activity. In practice, the arrangements as such required intensive coordination and often delayed implementation to accommodate the government's availability to conduct the activities.
- To ensure that the programme could fully achieve its intended outcomes and is adaptable to sudden changes from the government, adjustments to the implementation timeline were made, which prompted PUNOs to decide on plans to submit an extension of the implementation period to donors.

### Lessons Learnt

- The PSC mechanism, comprising governmental ministries and agencies and PUNOs has ensured that the Joint Programme was aligned with national priorities and regulations pertaining to international cooperation. In addition, it facilitated government stakeholders' participation and ownership and contribution in the Joint Programme implementation.
- Regular coordination meetings between PUNOs have resulted in better synergy and provided a space for sharing experiences regarding programme opportunities and challenges.
- Preparation and coordination of Joint Programme documents should duly consider adequate time needed for the various internal processes of stakeholder organisations, the government, and UN agencies.
- In the pilot innovative financing project in West Lombok, there was a significant shift from a Community Revolving Fund to MSME Business Incubation. The original Community Revolving Fund was intended to operate on principles like peer-to-peer lending and Grameen Bank models, relying on community trust to circulate business funds. However, feedback gathered from stakeholders and local policymakers during the initial Working Group Meeting (WGM) and subsequent Focus Group Discussions (FGDs) highlighted the historical ineffectiveness of such models in the region. Specifically, these funds often did not revolve as intended and were quickly depleted. In response to this feedback, RPM and IOM made the decision to transition to a more sustainable MSME business incubation approach. This new strategy prioritizes human capital investment through training and partial business support grants, aiming to promote long-term entrepreneurial growth and accountability among beneficiaries.
- Engaging implementing partners with high commitment, capacity, and mandate on migrant workers' protection has been shown to significantly enhance the overall efficiency, effectiveness, impact, and sustainability of the programme. The partners were willing to provide resources and build networks to connect with additional resources, even after the end of the programme period for sustainability.

## Good Practices

- Vertical and horizontal integration was emphasized through PSC meetings that promotes ownership, including the national symposium on migration best practices, held towards the end of the programme. The symposium brought together national and sub-national stakeholders, fostering collaboration across different levels of government and sectors. This approach ensured that migration governance strategies were aligned both vertically, between central and local governments, and horizontally, across various ministries, agencies, and non-governmental partners, enhancing coherence in policy and implementation.
- The Desa Migran Sejahtera (DMS)/Prosperous Migrant Village programme has emerged as a best practice in empowering former migrant workers by promoting sustainable livelihoods. This initiative has expanded in Jember District through a collaboration between Semut Nusantara and the Djarum Foundation, focusing on eco-print fashion products made from sustainable materials. This initiative not only supports economic empowerment but also promotes environmentally friendly practices. Additionally, efforts to replicate the successful Wonosobo model in North Sumatra are underway. In partnership with Hutama Karya, the programme is being introduced in Langkat and Asahan districts to address extreme poverty and stunting issues. In September 2024, Working Group Meetings were held and village assessments were conducted to kick-start this important co-financing pilot initiative, fostering coordination between the government and other sectors for a comprehensive approach to these challenges.
- IOM staff received Training of Trainers or were equipped by participating in online training sessions such as on the 'Essential of Migration management 2.0', 'Leveraging Global Frameworks Basic training', 'Joint Migration Development Initiative training' and on the prevention of and Protection from Sexual Exploitation, Abuse and Harassment (PSEAH).
- The importance of including the perspectives and concerns of migrant workers' groups in the core of the project's activities has made it more impactful.
- Inclusion of gender analysis and a human-rights-based approach has been meaningfully embedded in the activities of the Joint Programme.
- Demand driven capacity development approach based on the contextual needs and priorities of migration management of stakeholders. This allows the capacity development tailored to the targeted of stakeholders, thus further filling in the gap and facilitating the improvement of migration governance.
- Interactive and engaging learning methods to be replicated for the upcoming training to enhance learning experience. These interactive methods allow for further increase of knowledge of the participants.
- Checklist tool from a Guide of Gender Responsive Implementation of the GCM is useful to identify gaps and needs in implementing a gender responsive GCM. This guideline allows for further targeted intervention that contribute to the identification of specific vulnerabilities of migrant women and girls, and other vulnerable groups, thus it can propose concrete and evidence-based actions that stakeholders can undertake.

## Conclusion and Next Steps

The Joint Programme "Migration Governance for Sustainable Development in Indonesia" successfully achieved its goals through a comprehensive strategy focused on enhancing migration governance, increasing stakeholder capacity, and promoting gender-responsive approaches.

Below is a summary of how these goals were realized under each outcome:

**Outcome 1: Strengthening migration Governance and national priorities in line with the GCM objectives, ensuring these contribute to sustainable development outcomes.**

1. Evidence-Based Policy Development: The programme facilitated the Migration Governance Indicators (MGI) assessments at national and local levels, providing insights that prioritized migration governance, migrant worker protection, and gender sensitivity. The government enhanced its data management capabilities and addressed issues of trafficking in persons.
2. Integration of Gender and Human Rights: Training workshops emphasized the importance of gender-responsive approaches, resulting in 47 government officials improving their knowledge in migration management, particularly in terms of migrant rights and protection.
3. Collaboration and Coordination: Significant strides were made in inter-institutional coordination, engaging 32 ministries/agencies and 100 local governments, ensuring a whole-of-government approach that included civil society and migrant worker groups. This collaboration helped align policies with the Global Compact for Migration (GCM) objectives and sustainable development goals (SDGs).
4. Innovative ICT Solutions: Development of ICT tools like the Safe Travel app and the AI-powered SARI chatbot provided women migrant workers with improved access to reliable information, thereby enhancing their protection and empowerment.
5. Increased Participation and Engagement: The programme directly benefited 2,297 individuals, with a notable 56 per cent being women, demonstrating a significant outreach and impact on vulnerable groups.

**Outcome 2: Enhanced Government stakeholders' capacity at the sub-national level to understand and maximize the development potential of migration governance through the GCM.**

1. Localized Migration Governance: Through workshops, sub-national government stakeholders identified and articulated localized migration governance priorities, aligning them with the national GCM action plan and SDGs. This engagement involved 180 participants from various sectors, fostering collaboration.
2. Capacity Building Initiatives: Training sessions focused on financial literacy, business development, and gender-responsive service provision for women migrant workers. A total of 2,994 individuals benefited from these initiatives, with significant improvements in understanding migration-related issues.
3. Self-Sustaining Economic Models: The establishment of partnerships between local villages and businesses led to the creation of self-sustaining economic models, promoting local economic development and supporting former migrants.
4. Effective Law Enforcement Coordination: Consultations and meetings improved the understanding of law enforcement on gender-based violence (GBV) and trafficking in persons, enhancing the integrated criminal justice system's response to these issues.

**Sustainability and Exit Strategy**

Under the Joint Programme, PUNOs collaborated with key stakeholders and aligned their activities with government programmes to enhance and strengthen existing projects. This collaboration focused on community sustainability by building the capacity of local organizations and stakeholders,

ensuring they have the skills and resources to continue the project's work post-implementation. Initiatives like Safe Migration and Women Economic Empowerment training involved migrant communities and their families, fostering gender equality and strengthening community structures. UNDP's roundtable discussions and IOM's pilot initiatives further promoted collaboration and long-term investment, ensuring the sustainability of migration initiatives through local empowerment and stakeholder commitment.

Financial sustainability was addressed through co-financing initiatives involving local governments, CSOs, and the private sector, ensuring programme continuity and replication of best practices. UN Women linked communities with existing government and microfinance programmes to provide access to capital and resources. Institutional sustainability was achieved through close coordination with the Ministry of Foreign Affairs and other key ministries, aligning programme activities with national priorities. Partnerships with local governments and CSOs helped integrate migration governance into local policies, ensuring ongoing support and alignment with broader government priorities. This comprehensive approach secured financial, political, and institutional backing, embedding migration governance into Indonesia's long-term development strategy.

### **Next Steps:**

To ensure the sustainability of the programme's impacts and effectively address ongoing challenges in migration governance, the following actions are recommended:

1. **Establish a National Level Interministerial Coordination Mechanism:** It is essential to support the establishment of a national level interministerial coordination mechanism addressing all aspects of migration governance. This mechanism will promote a whole-of-government approach, ensuring coherence across various sectors and ministries involved in migration management. By fostering collaboration and shared objectives, this mechanism can effectively address the multifaceted nature of migration challenges and enhance the overall governance framework.
2. **Align National, Provincial, and Local Governments:** A coordination mechanism should be established to align national, provincial, and local governments in implementing and monitoring Law No. 18/2017 on the Protection of Indonesian Migrant Workers. This alignment will build coherence between different levels of government, ensuring the law is fully operationalized and monitored effectively. By safeguarding the rights and well-being of migrant workers, this mechanism will help enhance the overall protection and support framework available to them.
3. **Mainstream Migration into Development Planning:** It is crucial to further mainstream migration into national and local development planning. This includes monitoring the implementation of migration priorities within broader development agendas, such as integrating human mobility issues into Indonesia's climate change policy and the Midterm National Development Plan (RPJMN). By embedding migration considerations into these key development frameworks, it ensures that migration continues to contribute positively to Indonesia's sustainable development goals.
4. **Sustain ICT Innovations:** Continue to enhance and promote the use of ICT tools, such as the Safe Travel app and SARI chatbot, to provide real-time information and support for migrant workers, particularly women.
5. **Strengthen Monitoring and Evaluation Mechanisms:** Establish robust mechanisms for monitoring and evaluating the effectiveness of implemented policies to ensure they adapt to emerging migration trends and challenges.

6. Engage in Legislative Advocacy and Strengthening Legal Framework: Advocate for the endorsement and effective implementation of comprehensive national action plans in line with the Global Compact for Migration (GCM) to address the legal and protection needs of all migrants.

By focusing on these next steps, Indonesia can build upon the achievements of the joint programme, enhancing migration governance, protecting migrant workers, and fostering sustainable development.

## ANNEX

Link to annexes<sup>4</sup> is available [here](#) and under each related activity.

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<sup>4</sup> The annexes consisted of, among others: activity report, activity TOR, attendance list, minutes of meeting, testimonials, case study or success stories, communication and visibility.