



JOINT
SDG
FUND



Joint Programme Document:

Modern and adaptive social protection and skills development systems for transforming Indonesia.

MPTFO Project Reference Number	
Country	Indonesia
Region	Asia Pacific
Joint programme title:	Modern and adaptive social protection and skills development systems for transforming Indonesia
Duration:	24 months
Anticipated start and end dates:	11/2024 to 11/2026
Short description:	Indonesia aspires to achieve a high-income economy before 2045, eliminate extreme poverty, and meet the Sustainable Development Goals (SDGs) by 2030. Aligned with the Global Accelerator Roadmap, the joint programme (JP) aims to facilitate and accelerate two main transformations: social and economic.

For social transformation, the JP will integrate social protection policies by enhancing the interoperability of systems, revising policies with stakeholders, and building institutional capacity. It will also extend social protection coverage to vulnerable groups, improving financial efficiency and increasing social returns on investment, which would require policy changes and agreement with employers, workers and other stakeholders.

In economic transformation, the JP will enhance educational responsiveness to private sector needs through sectoral skills councils and upgrade apprenticeship programs by revising practices and enhancing design. It will refine vocational training financing through innovative modalities like skills development funds and assess skills needs in climate-affected regions, developing programs for vulnerable populations. The JP will also build capacity for just transitions, strengthening policymakers and MSMEs, and pilot innovative financing schemes such as social impact investments.

The JP is designed to support acceleration of the achievement of SDGs 1, 4, 8 and aim to directly benefit 1,400 people and indirectly benefit 58 million people in Indonesia, notably those currently benefitting from the PKH (family hope) and the Sembako (food voucher) programmes. The JP will leverage the \$5 billion government financing for implementing the GA Roadmap on social protection and jobs.

Joint Programme team:

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Total budget:	2,515,000
Source of funds:	
UN Joint SDG Fund	\$ 1,800,000
ILO co-funding	\$ 100,000
UNICEF co-funding	\$ 250,000
UNDP co-funding	\$ 165,000
Government co-funding	
International donor co-funding	\$ 200,000
Other sources co-funding	-

Legal context	The legal basis is the signed document of the Government of Indonesia and United Nations Sustainable Development Cooperation Framework (2021-2025), which was signed by the Government and the UN system in April 2020.
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DECLARATION OF COMMITMENT AND SIGNATURES

By signing this Joint Programme document, all signatories commit to work together in a spirit of partnership to achieve the results identified in the results framework, work plan and budget.

Co-Chairs of JP Steering Committee	
Government representative <i>Deputy Minister for Population and Employment</i> <i>Ministry of National Development Planning</i> <i>Maliki</i> Signature 	UN Resident Coordinator Name: <i>Gita Sabharwal</i> Signature
Date	Date
Participating UN Organizations	
Name of Representative <i>Simrin Singh</i> Signatur 	Name of Representative Signature Name of Organization Date
Name of Date 30 October 2024	
Name of Representative: <i>Maniza Z</i> Signatur 	Name of Representative Signature Name of Organization Date
Name of Organization: <i>UNICEF</i> Date 31 October 2024	
Name of Representative: <i>Norimasa Shimomura</i> 	Name of Representative Signature Name of Organization Date
Name of Organization: <i>UNDP</i> Date 31 October 2024	

JOINT PROGRAMME PROFILE

Contribution to Cooperation Framework Outcome(s) and Output(s)	The JP will contribute to the following outcomes and outputs within the UNSDCF 2021 – 2025: <i>Outcome 1: People living in Indonesia, especially those at risk of being left furthest behind, are empowered to fulfil their human development potential as members of a pluralistic, tolerant, inclusive and just society, free of gender and all other forms of discrimination.</i> <i>Output 1.1: Government at national and sub-national level have strengthened their institutional capacities and commitment to implement well-resourced social protection systems with a particular focus on the most vulnerable and marginalised population groups</i> <i>Outcome 2: Institutions and people contribute more effectively to advance a higher value-added and inclusive economic transformation.</i> <i>Output 2.1: National counterparts have enhanced technical capacities to formulate and implement future strategies (Industry 4.0, circular economy) that are inclusive and job rich</i>
SDG Targets directly addressed by the Joint Programme	The JP will address the following: <i>Goal 1: End poverty in all its forms everywhere</i> <i>Target 1.1 By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$2.15 a day</i> <i>Target 1.2. By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions</i> <i>Target 1.3 Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable</i> <i>Target 1.5 By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters</i> <i>Goal 4: Ensure inclusive and equitable quality education and promote lifelong opportunities for all</i> <i>Target 4.3. By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university</i> <i>4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship.</i>

	<i>Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</i> <i>Target 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</i>
Expected key results of the Joint Programme	1) Accelerated social transformation to reduce poverty and disparities allowing access to social services through enhanced, digitalized, transparent, inclusive information and financial systems for social protection. 2) Accelerated economic transformation for a competitive labour force and enhanced productivity.
Overview of transformative change	
- Integration	The joint programme (JP) will employ a cross-sectoral approach to integrate the operations of various government agencies by facilitating the integration of data management systems, providing technical forums for stakeholder exchanges, and soliciting inputs from the National Global Accelerator roadmap working groups. Specific activities, notably those related to output 2, aimed at co designing or validating operational principles or operating procedures (for sectoral skills councils, apprenticeship systems and skills development fund) will involve local or industry-level joint implementation with representatives from social partners, government stakeholders, and relevant civil society organisations. The JP will facilitate and enable three SDG transitions: jobs and social protection; education; and digital connectivity.
- Scale	The JP is designed to support the acceleration of the achievement of SDGs 1, 4, 8, and aim to directly train 1,400 people and indirectly benefit 58 million people in Indonesia. The 58 million people correspond to 40 million conditional cash transfers PHK beneficiaries and the 18 million Sembako Beneficiaries (PHK benefits 10 million families, Sembako 18, 8 million families, assumption is half of the individuals therein are women or girls for a total of 29 million. In addition, PHK integrates the disability benefits scheme (ASPDB) which has total of approximately 120,000 beneficiaries which the JP will assist by enhancing the integrated socioeconomic registration system. This process will allow for the beneficiaries of existing schemes to become integrated in the new one which will operate better, with more accurate targeting, more efficient use of resources, eliminating abuses and mistakenly disbursed benefits and, more broadly, reduced deadweight losses. In addition, the very same beneficiaries will become identifiable to potentially benefit from targeted reemployment measures. Given Indonesia's vast and diverse population, these efforts ensure equitable distribution of benefits, supporting inclusive growth and stability.
- Speed	Indonesia aspires to achieve a high-income economy by 2045 and

	to eliminate extreme poverty before 2030 therefore it necessitates swift action to address emerging challenges. The JP aims to support the acceleration of the reduction of extreme poverty. It will also build upon and accelerate ongoing changes in various policy areas (e.g., sectoral skills councils, apprenticeships, skills development fund), with a flat learning curve and swift mobilisation of key actors. With regard to low-hanging fruits, implementation of the training on ASP and the evidence-based financing for social protection at sub-national level will be completed in the first 9 months. In addition, substantial progress will be made towards interoperability of data and skills needs assessment of regions affected by the nexus of climate change, disaster, and energy transition. Finally, the Government will approve the regulation regarding the old pension reform within the first nine months of the implementation of the joint projects. Activities implemented under outputs 1.1 and 1.2, specifically, the policy dialogues facilitated therein, will inform such regulation with respect to the coverage and design for vulnerable segments of the working population, notably people with disability and elderly who may not have accumulated contributions for a sufficient period of time.
- Local context-specific	The JP is fully embedded and consistent with national development strategies and sectoral plans (e.g. vocational training strategy) and is designed to contribute to the accelerated implementation of these strategies.
- Sustainability	The JP considers the complexity of Indonesia, addressing gaps in implementation of existing policies and provides critical support to implement future policies. JP does not implement any parallel interventions rather support to strengthen the existing system. The government will continue implementing the system strengthening interventions with its own budget even after the JP support.
Anticipated direct beneficiaries	Direct: 1,400 direct beneficiaries [at least 30% of the beneficiaries are women]. Women's participation will be ensured through working group members and training sessions. Institutions: 7 Ministries, 2 Sub-national governments Indirect: Bottom 20% of the population (56 million, of which 17 million are children) [the indirect beneficiaries will maintain the national women and men ratio, 101.35 males per 100 females in 2023.
Anticipated financial leverage	USD 5,000,592,000 - Co-funding (within the JP budget): US\$ 592,000 - Co-financing (parallel to JP budget): US\$ 5 billion. Specifically, the JP will be conducting catalytic and strategic action that will

	support the eventual mobilisation of the \$5b from Government Budget.
Localization marker score	2

The primary focus on SDG Transitions in the JP	☒ Digital Transformation ☐ Food Systems ☒ Decent Jobs and Universal Social Protection ☐ Energy Access and Affordability ☒ Transforming Education ☒ Climate, Biodiversity, Pollution
Main engine room actions that the JP supports	☒ Shifts across policy and regulatory frameworks ☒ Capacity building at scale ☒ Deal room (financing mix) ☐ Pipeline of bankable and market-ready projects

Contributions to Jobs and Social Protection Transition

GA policy priorities addressed by the JP	☒ Social protection extension including access to health care. ☒ Decent jobs creation. ☒ Skills development. ☒ Support to small and microenterprises. ☐ Others please specify:
Just transitions that this JP enables	☒ Formalization of employment and enterprises ☐ Agri-food systems transformation. ☒ Just Energy Transitions. ☒ Climate change adaptation and mitigation. ☒ Structural transformation of the economy (specify sectors:) ☒ Demographic transition leading to specific care support. ☒ Access to the labour market for specific groups (e.g. youth, women, persons with disabilities) ☐ Others please specify:

JOINT PROGRAM DESCRIPTION

1. Executive Summary

Indonesia aspires to achieve a high-income economy before 2045, eliminate extreme poverty, and meet the Sustainable Development Goals (SDGs) by 2030. Aligned with the Global Accelerator Roadmap, the joint programme (JP) aims to facilitate and accelerate two main transformations: social and economic.

For social transformation, the JP will integrate social protection policies by enhancing the interoperability of systems, revising policies with stakeholders, and building institutional capacity. It will also extend social protection coverage to vulnerable groups, improving financial efficiency and increasing social returns on investment, which would require policy changes and agreement with employers, workers and other stakeholders.

In economic transformation, the JP will enhance educational responsiveness to private sector needs through sectoral skills councils and upgrade apprenticeship programs by revising practices and enhancing design. It will refine vocational training financing through innovative modalities like skills development funds and assess skills needs in climate-affected regions, developing programs for vulnerable populations. The JP will also build capacity for just transitions, strengthening policymakers and MSMEs, and pilot innovative financing schemes such as social impact investments.

The JP is designed to support acceleration of the achievement of SDGs 1, 4, 8 and aim to directly benefit 1,400 people and indirectly benefit 58 million people in Indonesia, by improving the operations of the social assistance projects they currently benefit from and making them potentially identifiable to benefit from labour market policies, including the reformed unemployment insurance system that the project will also assist to revise.. The JP will leverage the \$5 billion government financing for implementing the GA Roadmap on social protection and jobs.

2. Baseline and Situation Analysis

2.1 CCA and CF context summary

Indonesia, the ASEAN's largest economy, holds the sixteenth rank worldwide in terms of Global Domestic Product (GDP), recording \$1.62 trillion in 2023.¹ The country's income classification has seen recent fluctuations due to the impact of the COVID-19 pandemic. However, in 2022, Indonesia reclaimed its status as an upper middle-income country, boasting a Gross National Income (GNI) per capita of \$4,580. This figure marks a substantial increase, being 6.5 times higher than it was two decades ago. As outlined in its 20-year development plan, Indonesia aims to achieve high-income status with GNI per capita of \$30,300 by the centennial of its independence in 2045. Progress was also made in the Human Development Index and poverty rate which reached single digits for the first time in 2018, but 11.8 cent of children (9.5 million) lived in poor households in 2022².

Yet, the country faces a myriad of development challenges including socio-economic and geographical inequalities leading to unequal distribution of development gains. The income gap between the richest and poorest is growing, with the top 10% owning 61.3% of wealth compared to a meagre 4.5% by the bottom 50% which is also evident in a rising Gini ratio of 0.38—highest in the last five years. Likewise, there persists geographical differences in poverty, where the rural poverty rate of 14.1% is double that of its urban counterparts. The income gap measured by GDP per capita between DKI Jakarta, located in western Indonesia, and Papua on the east is 21 times.

¹ The World Bank. 2023. Indonesia Economic Prospects, December 2023.

<https://openknowledge.worldbank.org/server/api/core/bitstreams/bd24d9be-9c17-4665-add2-e38fd9e5b8fe/content>

² UNICEF jointly with the Bureau of Statistics [BPS] and SMERU conducted a quantitative analysis of monetary child poverty in Indonesia in 2023 using SUSENAS data. The report is in the process of being published in 2024. Before 2020, a steady decline in the percentage of children living in poverty was evident, aside from a rise in monetary child poverty from 11.75 per cent of the total child population in 2019 (pre-COVID-19) to 12.63 per cent in 2021 although slightly declined to 11.8 percent in 2022. The absence of adequate social assistance can be linked to the increase of child poverty rate in 2021 (MoF and UNICEF, 2020:7). This underlines the pandemic's impact on child poverty despite expansion of social protection programmes by the Government.

potential to create 1.3 million new green jobs in renewable energy, electric mobility, energy efficiency, and resource-efficient manufacturing.

The Indonesia's roadmap of the Global Accelerator on Jobs and Social Protection for Just Transitions, consistent with the Long-term National Development Plan 2025–2045 (Rencana Pembangunan Jangka Panjang Nasional or RPJPN), seeks to address these challenges through two dedicated transformations. The social transformation focuses on demographic transition and middle-class protection, while the economic transformation aims to enhance technology and innovation development, improve productivity and competitiveness, and tackle disaster preparedness, energy transition, and climate change. These efforts are crucial for ensuring that economic growth leads to equitable job opportunities and social protection for all Indonesians.

The social transformation sets the following objectives:

- Improving the digital based integrated socioeconomic registration system (Regsosek) to make the social protection system adaptive, a system that has the capacity to target and deliver affected populations with social protection in development and emergencies. Regsosek development was started by the Government in 2020. Nearly 100 per cent of data collection has been completed, and the data are ready for utilization and programme integration. Regsosek utilization and interoperability with sectoral databases such as InaRisk (a household level sex disaggregated disaster risk data system and CIDIK—a climate vulnerability data system are expected to reduce exclusion errors, identify affected population faster during emergencies for social protection support, strengthen integration to create more linkages between social protection programmes, labour market policies, and resiliency initiatives to address climate change, disasters, and energy transition. By leveraging integrated real-time digital platforms, these systems can dynamically update and analyze a vast array of data, including individual and community-level risks related to climate change and natural disasters. Indeed, fragmentation in social protection programmes -also due to data issues- is quite high with various benefits being managed by different ministries. Different planning, budgeting, targeting, distribution, facilitation, and controlling processes among various programmes create inefficiencies and ineffectiveness of Government efforts in reducing poverty and reaching the most vulnerable. Against this framework, the lack of a social registry, a web-based database with socio-economic information of the population, is one of the main factors limiting inclusive and efficient social protection coverage. Current social programmes use various sectoral data sources, which are often outdated and unlinked. The main social registry, called DTKS, now only covers part of the population (40 percent of the lowest wealth quintiles), reducing the Government's capacity to provide comprehensive protection during certain conditions and emergencies. Due to this condition, only 42 per cent of social protection programmes reach the poorest 25 per cent of the population (Indonesia, Ministry of National Development Planning. 2023).
- Ensuring quality childhood. Children growing up in female-headed households are more likely to be poor with 2.6 per cent probability. Investment in human development should start from early life to give equal opportunity from the start to ensure future productivity. Child development impacts the productivity of the entire Indonesian economy, as some significant challenges stem from children's access to quality social services. Indonesia's Constitution specifies the right to social security (inclusive of social protection) for all citizens. Nevertheless, despite recent increases, Indonesia's spending on targeted social assistance programmes, including for women and children, remains lower than in countries with similar levels of income. (OECD, 2019 Indonesia spends proportionately less on children as a percentage of gross domestic product for health, education, and social protection compared to many other countries (UNICEF Innocenti, 2023).

- Ensuring support and steady income for older generations. The old age dependency ratio (age 65+ to age 15-64) will grow from 8.88 in 2020 to 22.20 in 2045 (Proyeksi Penduduk Indonesia 2020-2050, 2023) representing a major concern. Indeed, pension coverage is limited in Indonesia as the current pension schemes cover only 18 million or 12 per cent of all working-age persons. In other words, 136 million or 88 per cent of working age persons are not accumulating entitlements with any of the public pension schemes. In particular, the current pension system does not have the ability to cover many informally employed workers and employers; nor does it allow unemployed workers, students, and homemakers and carers to accumulate entitlements. If this situation remains, the demographic transition will cause millions of elderly people to not have a steady income. This challenge will be greater with a high number of persons with disabilities in old age increasingly dependent on persons of working age.
- Fostering the care services and economy. As with the process of demographic transition, the needs for care of older persons will increase. As more men and women participate in the labour market, needs for childcare will also increase. Under the current regime, social protection for persons of working age, their children, and persons with disabilities is greatly limited. Most people will have to be individually responsible for increasing needs for care given the inadequacy of social protection such as maternity benefits, sickness benefits, disability extra cost benefits, family (child) benefits, and long-term care insurance. In addition, the Indonesian social security system does not provide maternity and sickness benefits, while the Labour Law stipulates statutory paid maternity and sickness leaves. On the other hand, social protection programmes in Indonesia, especially those based on social assistance like Penerima Bantuan Iuran (PBI) Jaminan Kesehatan Nasional (JKN), Program Keluarga Harapan (PKH), Program Indonesia Pintar (PIP), Kartu Indonesia Pintar (KIP), Bantuan Pangan Non Tunai (BPNT), etc., still prioritize based on DTKS data, which hosts about 40 per cent of households with the lowest level of welfare. Based on coverage data for each of these social protection programmes, the poorest households receive the widest variety of coverage. However, poverty rates are often calculated based on general economic indicators, which may not consider the additional costs and challenges associated with disability. As a result, families with disabilities may be under-represented in poverty statistics, resulting in a lack of targeted interventions.⁸
- At the national level, there is a dearth of childcare services: only 6.8 childcare facilities are available for every 1,000 children aged 0–6 years. The distribution of these services is very uneven, with most of them concentrated on the island of Java. Moreover, social protection programmes in Indonesia, especially those based on social assistance, still prioritize the household poverty approach. As a result, vulnerable individuals may experience a lack of targeted interventions.

The Economic Transformation sets the following objectives:

- Push for skills development and technological progress. In addition to – or endogenously with – the issue of productive structure (low value added, MSMEs), gaps exist in human resources quality, investment (size and modality of) in science/technology and innovation, and weak institutional arrangement including in the incentive system, regulation, and law certainty. In addition, the issue of labour market information and the gaps and barriers that do not allow collected intelligence to be used effectively as a source to guide the design and implementation of the supply of educational services is referred to. Adolescents (especially young girls and other vulnerable groups) continue to face significant challenges in obtaining quality education. Among

⁸ According to a landscape study of children with disabilities in 2019, there were 30 percent more poor households with children with disabilities receiving cash transfers from the PKH than households without children with disabilities. However, between 2019 and 2020, there was a decrease of 23 per cent in poor households with children with disabilities receiving social protection in this programme. As of 2021, 29 per cent of households with children with disabilities received the cash transfers from PKH (UNICEF, 2022).

4.1 million out-of-school children in Indonesia, approximately 95 per cent are adolescents of secondary education age (13 to 18 years old).⁹ This situation contributes to the relatively high proportion of young people who are not involved in any learning or working activities.

- Strengthen the ‘missing middle’ and reduce informality. By definition many informal workers do not have social protection coverage. For example, BPJS Employment mandates large, medium, and small enterprises to register all employees with an unemployment insurance scheme (JKP) while micro enterprises are exempted from the mandatory application. Similarly, large and medium enterprises must register all employees with an old-age benefit scheme (JP) while small and micro enterprises are exempted from the mandatory application.
- Control adverse impact of climate change and energy transition via a comprehensive social protection system that is more adaptive to climate risks and the integration of social assistance, social insurance. Due to its geographic, climatologic, and demographic characteristics, the Indonesian territory is highly exposed to disasters induced by geological or climatic phenomena. The current worsening climate emergency has increased the frequency and intensity of disaster events in the country. Data reported by the National Disaster Management Agency (BNPB) reveal that disaster events in the country increased threefold in 2022 compared to 2015.¹⁰ Climate-driven extreme weather events present challenges in delivering much-needed social services. Infrastructure such as schools, health facilities, care facilities, and water points may not be able to withstand extreme weather events, disrupting services and undermining rights for children, people with disabilities, and other vulnerable groups. Estimates suggest that 97 percent of children in Indonesia face two or more types of shocks, hazards or stresses, whereas more than half of all children (54 per cent) face three or more types of shocks (UNICEF, 2023). While the poorest vulnerable groups are impacted disproportionately through all three dimensions of risk – exposure, vulnerability, and coping capacities to recover – the multiplication of risk exacerbates inequality further. Poorer children have fewer resources to respond to the increasing frequency of crises, shocks, hazards and stresses they face.
- Just transition toward carbon neutrality. About two-thirds of Indonesia's electricity is generated from 86 coal-fired power plants (Ryna Cui et al. 2022). Following signing of Presidential Regulation No. 112/2022 a government investment plan will restrict the development of captive coal fired power plants¹¹ and accelerate the deployment of renewable energy to at least 34 percent of all power generation by 2030 (Embassy of the USA in Indonesia 2023). The goal would thus be a just energy transition managing negative impacts, but also taking advantage of opportunities to improve livelihoods and drive growth and sectoral transformations through green industry diversification, promoting new sustainable business models, entrepreneurship, and cleantech innovation, reskilling and upskilling, strengthening social protection, and education reforms (Indonesia, Ministry of Finance 2022)

2.2 Global Accelerator roadmap

The Global Accelerator Roadmap was developed via an extensive consultative and co-creation process started after the Official Expression of Interest by the Government of Indonesia to become a Pathfinder country (June 2023). CSOs including gender activists were included in creating the road map. The UN team led by ILO, UNICEF, and UNDP engaged with the government stakeholders (led by the Ministry of Planning-Bappenas) during the following months in drafting the document and holding extensive consultative

⁹ Mengenal Survei Sosial Ekonomi Nasional (Susenas), 2022

¹⁰ Indonesia Disaster Data Geoportal, <https://gis.bnpb.go.id/>

¹¹ A captive power plant is an electricity generation facility used and managed by an industrial or commercial energy user for their own energy consumption. They can operate off-grid or they can be connected to the electric grid to exchange excess generation.

events. The process culminated in the national validation workshop held on April 5, 2024.

Indonesia's roadmap is fully and entirely consistent with the National Long-term Development Plan 2025 – 2045 (RPJPN 2025 – 2045). The latter sets five overall goals for the country's development (inclusive growth, poverty alleviation and inequality reduction, leadership and influence at the global level, human resources development, and net zero emission) to be achieved by 2045 and highlights three key transformations as necessary to achieve those: Social, Economic, and Governance.¹² Specifically, the Indonesian GA Roadmap is designed to directly contribute to establishing a foundation to achieve Social Transformation (e.g. poverty reduction, universal social protection, an integrated social protection system, care and income security for older persons, women, persons with disabilities, children, formalization, a socioeconomic registration system) and the Economic Transformation (e.g. productivity, skills development, employment and labour market services, digitalization, energy transition) in a just manner in the First Stage of the long term development plan between 2025 – 2029.

The roadmap identifies two major priority areas/entry points for acceleration linked, respectively, to social protection and employment. Implementation of the activities will include women's groups or known gender activists in the country. Or each of those sub-priority areas are also identified, as follows.

1. Accelerating social transformation to reduce poverty and disparities in accessing social services through enhanced digitalized, transparent, inclusive information and financial systems for social protection.
 - 1.1. Developing and strengthening integration among and within social protection, labour market, and empowerment policies.
 - 1.2. Improving socioeconomic registry and MIS system to make the current social protection more inclusive, effective, and efficient.
 - 1.3. Extending social protection to pregnant women and workers with young children to improve female labour force participation.
 - 1.4. Extending integrated social services to older persons, children, and persons/children with disabilities including linkages to labour market and care services.
 - 1.5. Enhancing social protection programmes and labour market policies to effectively cater to all people affected by energy transition, disaster, and climate change.
2. Accelerating economic transformation for a competitive labour force and productivity
 - 2.1. Establishing sectoral skills councils in five priority sectors.
 - 2.2. Contributing to improved national apprenticeship system.
 - 2.3. Improving reskilling and up-skilling programmes based on occupation to ensure just transition.
 - 2.4. Designing and implementing need-based skill development programmes in climate change, energy transition, and disaster impacted regions.
 - 2.5. Enhancing digital knowledge and skills among school age adolescents and young workers, especially girls and women, to improve their capacity to use digital technology.
 - 2.6. Exploring sustainable and innovative financing schemes for skills development and life-long learning.

2.3 Opportunities and stakeholders for SDG transition

a) Domain of change:

¹² Specifically, each transformation expected to build foundations to achieve the long-term targets in the First Stage Mid-term National Development Plan (RPJMN) 2025 – 2029. Such first stage is then followed by the implementation of the established foundations in the Second Stage RPJMN 2030 – 2034 and onward.

The JP will facilitate and enable four SDG transitions: jobs and social protection; education; and digital transformation and energy transition. . The first transition reflects the JP being fully consistent with the global accelerator road map and operating to achieve its two main objectives in changes: the social transformation and the economic transformation. Within the former, the activities sponsored will specifically contribute to improve:

- The integration of social protection policies, programme and schemes. This will be addressed via (i) strengthening the integrated socioeconomic registration system, including making it an interoperable system with other national databases including climate and disaster risk data systems to ensure efficient and effective adaptive social protection; (ii) the existing policies and programmes, facilitating their revision by policymakers, civil society and social partners and (iii) building the capacity of national institutions to further the design and implementation.
- The extension of social protection coverage especially for vulnerable groups including the poor, women, children and persons/children with disabilities. This will be achieved via dedicated consultation with policy makers, civil society and social partners instrumental to revise the current design and capacity building for efficient and effective financial allocation and spending as well as extending the social return of financial investment in social protection.

Within the economic transformation, the activities sponsored will contribute to:

- Increase the responsiveness of educational supply toward the needs of the private sector, via the strengthening of dedicated bodies (sectoral skills councils)
- Upgrade the contents, pedagogical value, suitability to prepare the workforce to the world of work and reduce misuse as disguised employment contracts of ‘apprenticeship’ as an institute via dedicated revision of existing practices, upgraded design and implementation of dedicated monitoring systems and piloting.
- Refine the financing framework for vocational training by dedicated research and dialogue on innovative modality of financing vocational training (skills development fund).
- Undertake skills needs assessment of two sub-national regions highly impacted by climate change, disaster and energy transition nexus followed by the development of need-based skill development programme for the labour force most affected and those in vulnerable situations including persons with disabilities, women, and elderly population in the labour force.
- Strengthen capacity of sub-national government policymakers (from the regulators side) and MSMEs—that comprise approximately 99% of total businesses in Indonesia—from the demand side on Just transition(s).
- Assess, design and pilot innovative financing schemes including social impact investments/outcome-based financing for skills development for those affected by the nexus of climate change, disaster and energy transition. The assessment and training will also consider the needs of vulnerable people especially persons with disability and the elderly population in the labour force.

On the three SDG transitions, the acceleration in the transition to quality education and digital transformation is embedded in the above. Specifically, the work on quality and modality of education within the ‘economic transformation; reflects the formerwhile the work on system operability and databases reflect and trainings on digital skills the latter .

Overall, the JP will contribute towards the achievement of SDG1 no poverty (targets 1.3&1.5); SDG 4 education, SDG5 gender equality (targets 5.4&5.5), SDG8 economic growth and decent work (targets 8.3, 8.5, 8.7&8.8), SDG 10 reduced inequality, SDG 13 climate action and SDG 17 partnerships.¹³

*b) Pathways of change:*

Problem	Solution	Why the proposed solution is catalytic?	Key stakeholders
Overlapping social protection benefits; limited legal and effective coverage of social protection programmes; inadequate benefits	Establish a comprehensive social protection system by amending social protection laws and regulations, and build consensus among workers and employers to agree on policy designs and financing arrangements	- The existing social protection programmes need to be harmonized and integrated into a comprehensive system. - The extension of social protection to workers in informal employment and residents outside the labour market is essential for the long-term economic and human development. - To realise these changes, contributory and non-contributory schemes need to be integrated well.	Government: - Coordinating Ministry for Human Development and Cultural Affairs - Coordinating Ministry for Economic Affairs - Ministry of National Development Planning / National Development Planning Agency - Ministry of Manpower - National Social Security Council - Minister of Social Affairs - Ministry of women empowerment and child protection - BPJS Employment - Trade unions - APINDO (Indonesia Employers Federation)
Gap between supply of human resources and demand of private sector.	Develop institutional setting (sectoral skills council) allowing stakeholders to clearly identify and cater for the needed education pathways.	- The solution is firmly embedded in the National Vocational Training Strategy and regulation currently being discussed includes financial contribution from the public budget to the councils; - The solution has proven effective to tackle the problem in OECD countries such as Germany, Switzerland, and UK.	Government: - Coordinating Ministry for Human Development and Cultural Affairs - Ministry of National Development Planning / National Development Planning Agency - Ministry of Manpower (Vocational and Productivity Training Centers (Balai Pelatihan Vokasi dan Produktivitas (BPVPs)), (Public employment services, SIAP-Kerja) - Ministry of women empowerment and child protection Civil Society: - Employers and workers organizations in selected industries, sub industries. - Private Training
	Upgrade training schemes combining on and off the job components ensuring highest return on educational investment and better potential for decent work generation	- The solution responds to specific desire to comply with the 2023 ILO Quality Apprenticeship recommendation; - Quality apprenticeship has proven a valuable tool to promote human capital development and ensure smooth transitions between school to work.	



Problem	Solution	Why the proposed solution is catalytic?	Key stakeholders
	Design realistic operation modality for skills development fund and conditions for its implementation	- Design of innovative financing solutions for skills training, and specifically a skills development fund is embedded in the national TVET strategy. - The exploration of options for the development of Skills Development fund has been ongoing for the past decade. The activity will hinge on available results and provide concrete options for operationalization	providers in selected locations/trades.
	Skills need assessment of sub-national level/regions impacted by climate change, disaster and energy transition and provide needs-based skills development.	Understanding the socio-economic impact of transitions and targeted skills needs will strengthen the resilience of the population affected by transitions and make the transitions smoother. Experiences from across the world have shown that proactive skill needs assessments and anticipatory skilling (new skilling, reskilling, and upskilling) has eased the burden of shocks from transition and accelerated uptake of RE.	Government: Ministry of National Development Planning (Bappenas), BNPB, Ministry of Forestry and Environment (KLHK), Ministry of Home Affairs (MoHA), selected Local Governments Private sector: MSMEs, CSOs, employers, employees including women's associations and groups.
	Design and pilot an outcome-based financing scheme (innovative financing) to address job security issues arising from the energy transition by providing skills development, enabling displaced workers to find employment in renewable energy sectors or other industries	Indonesia faces significant challenges in financing its energy transition (the country requires approximately \$1.2 trillion in energy investments), therefore, private sector investment is essential to not only bridge the gap but to accelerate equipping the labour force in green skills for a smooth transition	Government: Ministry of National Development Planning (Bappenas), Ministry of Finance, Ministry of Home Affairs, selected Local Governments Private sector: MSMEs, CSOs, private investors, employees, employers.
Weakly integrated	Strengthening the adaptive social	Strengthening the socioeconomic	Social sector ministries, the National



Problem	Solution	Why the proposed solution is catalytic?	Key stakeholders
administration and data systems of social protection systems.	protection system through establishing and implementing an integrated socio-economic registration system backed by a robust social protection management information system	registration system and its integration is one of the key social protection reform agenda of the government to implement social protection with higher efficiency gains.	Development Ministry, the Ministry of Finance, Sub-national Governments, the Bureau of Statistics, Communities, Ministry of women empowerment and child protection
	Integration of socioeconomic registration and management and information system with climate and disaster risk data systems for efficient and effective adaptive social protection by strengthening their interoperability	By systematically integrating disaster and climate change risk into social protection planning, governance and delivery, the government can ensure that vulnerable and affected populations have access to effective assistance when a shock occurs. This integration enables social protection programmes to determine priority interventions according to the potential impacts of shocks based on their characteristics and the socio-economic conditions of the people living in high-risk areas. Furthermore, risk integration will help increase the effectiveness of social protection programmes with timely and targeted support during emergencies.	Government: Ministry of National Development Planning (Bappenas), National Disaster Management Authority (BNPB), Ministry of Environment and Forestry (KLHK)
Inadequate evidence at the national level to reform large social protection programs and limited capacity at the sub-national level to strengthen adaptive social protection.	Provide technical support to improve the integrated administration of social protection, generate evidence on the impact of nationwide social protection programs, and improve the capacity of relevant officials at the sub-national level to implement adaptive social protection	This activity is one of the priorities of the government's medium and long-term development plans.	Ministry of Development Planning (Bappenas), MOSA, Ministry of Villages, Ministry of women empowerment and child protection

c) Key stakeholders:

1. *Regarding “overlapping social protection benefits; limited legal and effective coverage of social protection programmes; inadequate benefits. The key stakeholders to be engaged will ensure:*
 - Within the Government, different ministries implement contributory and non-contributory social protection schemes, and therefore, will coordinate among themselves to explore the establishment of an integrated and comprehensive social protection system.
 - Workers and employers through representatives of trade unions and APINDO will actively participate in policy dialogues and any consultation process that the Government will organize to reform social protection policies. That is because they will be ultimately financing the system.
2. *Regarding the elimination of the “gap between supply of human resources and demand of private sector”, the key stakeholders to be engaged will ensure:*
 - From the government side, while pursuing the Ministerial mandate effective coordination of activities and mutual learning. The latter, specifically refers to learning from application of modality of operation of sectoral skills councils in one industry (under the purview of one Ministerial Entity) to another. Participation of Government stakeholders will also ensure sustainability of skills needs assessment and related delivery of targeted skills programmes beyond the project period.
 - From employers and unions' side, contribution to debate and modality of implementation while conveying the preferences of their members and reflecting practical experience.
 - From private sector training providers, their engagement will ensure complementarity and feasibility of public or public/private provision of training.
3. *Regarding “weakly integrated administration and data systems of social protection system”, the key stakeholders to be engaged will ensure the following:*
 - The Government counterparts will be deeply engaged in the implementation of the initiative as the owners of data and data systems. Their participation is imperative in ensuring the successful interoperability of data amongst different systems given their respective mandates.
 - The private sector, CSOs, and employees will be consulted to ensure differentiated needs of vulnerable groups are addressed to ensure social protection is inclusive and comprehensive, while enhancing accuracy of data.
4. *Regarding “inadequate evidence at the national level to reform large social protection programs and limited capacity at the sub-national level to strengthen adaptive social protection”, the key stakeholders to be engaged will ensure effective planning, monitoring and implementation of the planned interventions and provide strategic guidance.*

Throughout the implementation of the project civil society organizations and private sector will be closely engaged to ensure voices of the marginalized groups to inform policies and programme related to social protection. For instance, CSOs and NGOs working with vulnerable groups including persons with disabilities such as HWDI¹⁴ and PERADI; youth groups such as Carbon Addons, Akselerate, and Indorelawan; and women’s groups such as Asosiasi Pendamping Perempuan Usaha Kecil (ASPPUK), LBH APIK, and Koalisi Perempuan Indonesia will be engaged during the project implementation. For child-focused CSO, Forum Anak and Mitra Muda are two national entities working for realizing children’ rights on social protection among others through various capacity developments.

¹⁴ Himpunan Wanita Disabilitas Indonesia

3. Programme strategy and theory of change

3.1. Systemic Theory of Change

The JP aims to strengthen and expand social protection systems and data integration for improved access to social protection services for all, especially the vulnerable groups including girls and women; and enhance skills and productivity of the labour force to respond to and capitalize on opportunities from economic transformation ultimately contributing to reduction in poverty and inequality in the population. The theory of change is rooted in an interconnected stream of initiatives that together promote inclusive economic growth and ensure equitable access to social services and employment opportunities, enhancing equity, workforce competitiveness, and resilience supported by financial decisions and mechanisms to accelerate the SDGs.

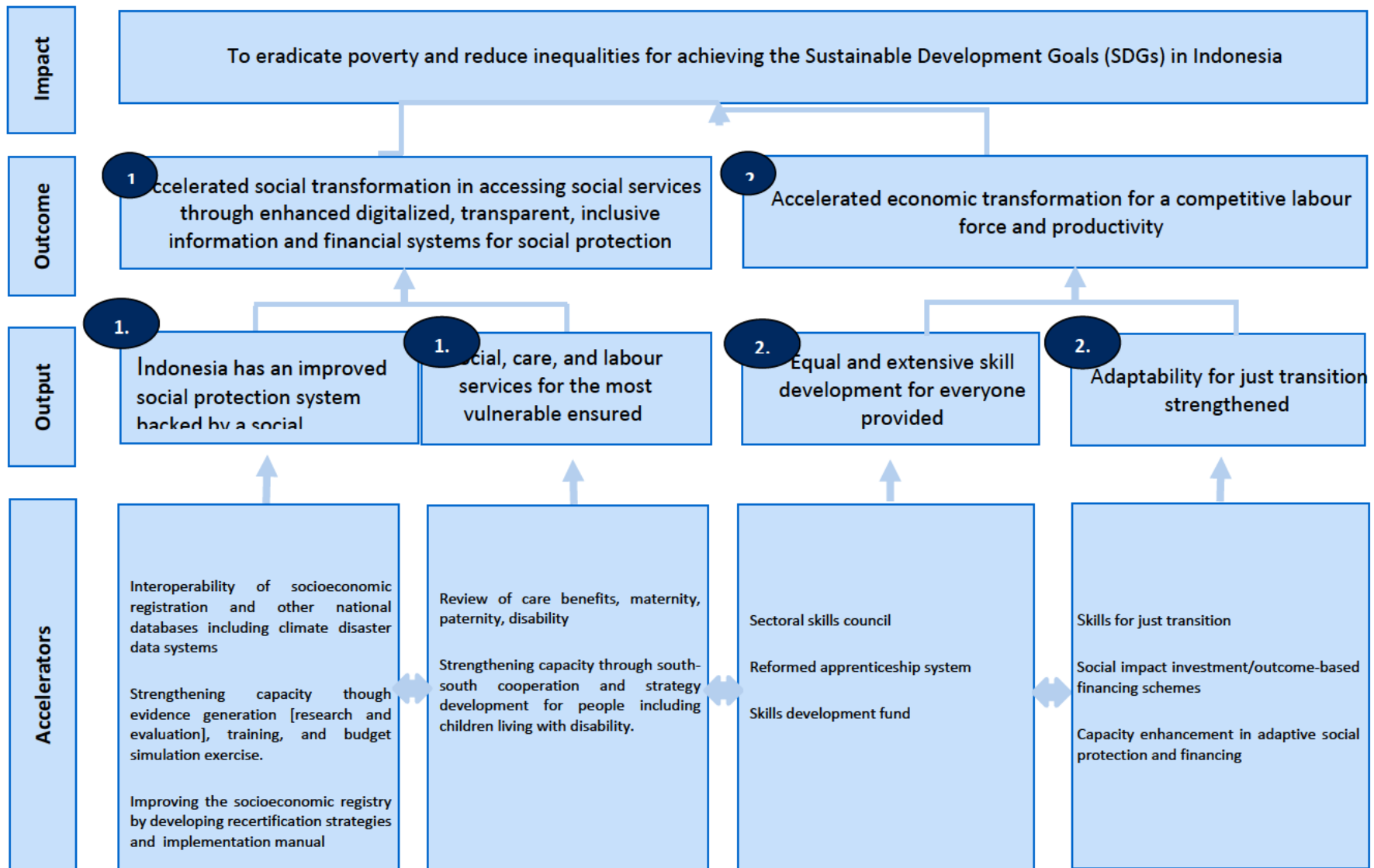
More specifically, if:

- Gender-responsive social protection policies and data systems are integrated for inclusive, transparent and enhanced access of population to social protection services;
- Access to education, healthcare, trainings, and employment services is expanded for all demographics with a specific focus on people in vulnerable situations especially women, and policies and incentive structures are strengthened;
- Gender -responsive Policies and programs are developed to support just transitions including skilling/upskilling opportunities, and Government capacity to leverage and mobilise financing through innovative financing instruments for social protection and just transitions is strengthened; and
- Capacity of government officials including women on adaptive social protection and evidence-led budgeting at national and sub-national levels are improved;

Then:

- Social protection programs will be effectively integrated, and the poor, most vulnerable including women and girls and disadvantaged populations will be accurately identified and targeted, and their equitable access to social protection will be enhanced;
- Workers including women will be better prepared to transition to emerging sectors, the workforce's adaptability will improve, and economic transitions will be smoother and more equitable;
- Progress towards achieving the SDGs will be accelerated as policies, institutions, financing and capacities are strengthened; and
- Social protection system will be adaptive and gender-responsive with adequate financing capacity to address the risks and vulnerabilities in development and emergency situations.

Theory of Change



3.2. Description of the Transformative impact

The end game - lasting catalytic impact

1. Integrated Social Protection Programmes

Social protection programs will be effectively integrated, allowing for the accurate identification and targeting of the most vulnerable populations, thereby enhancing their access to social protection coverage. This will be achieved through:

- a. Implementing necessary legislative and regulatory changes to regulate data sharing protocols and ensure the interoperability of social protection systems.
- b. Establishing new relationships and partnerships between public institutions to manage these integrated systems.
- c. Developing new implementation modalities to operate these systems efficiently.

2. Enhanced Workforce Preparedness and Economic Adaptability

Workers will be better prepared to transition to emerging sectors thereby improving workforce adaptability and ensuring smoother, more equitable economic transitions. This will be facilitated by:

- a. Creating new implementation arrangements to align the present and future human resource needs of the private sector through sector skills councils.
- b. Securing new resource flows from the government budget to finance the operations of sectoral skills councils.
- c. Establishing a new regulatory framework for the implementation and monitoring of apprenticeship schemes.

3. Accelerated Progress Towards SDGs:

Progress towards achieving the Sustainable Development Goals (SDGs) especially Goal 1 (target 1.1, 1.2, 1.3 and 1.5), Goal 4 (target 4.3) and Goal 8 (target 8.5) will be accelerated as policies, institutions, and capacities are strengthened. This will be realized through:

- a. Designing new policies based on targeted inputs provided by national stakeholders, including regional governments, social partners, and civil society organizations representing vulnerable groups, through dedicated research material and consultative processes.
- b. Enhancing the capacity of key stakeholders to implement and monitor these new policies effectively.

Key pillars of transformative change	Key elements of the joint programme demonstrating transformative change
Integration	The joint programme (JP) will focus on integrating the operations of various government agencies by: - Facilitating the integration of data management systems. - Providing technical forums for exchanges between relevant stakeholders. - Soliciting inputs and contributions from members of the working groups of the National Global Accelerator roadmap.

Key pillars of transformative change	Key elements of the joint programme demonstrating transformative change
	In addition, specific activities will rely on local or industry level joint implementation involving representatives of social partners, government stakeholders and, where relevant, civil society organizations.
Scale	- The JP will contribute towards establishing Indonesia's socio-economic registry¹⁵, enabling faster, more accurate, and efficient targeting of social protection and employment programs. It is a web-based database that will host socioeconomic information of 100% of the population. - Expansion of the employment insurance scheme to address current coverage gaps. - As the 4th most populous nation, Indonesia's vast and diverse population presents unique challenges in reaching and providing adequate support to all citizens, especially the most vulnerable. Scaling up these efforts ensures that the benefits of social protection and employment programs are distributed equitably across the entire population, thereby fostering inclusive growth and stability.
Speed	- Accelerating the reduction of extreme poverty. - Building upon and accelerating ongoing changes in various policy areas (e.g., sectoral skills councils, apprenticeships, skills development fund), with a flat learning curve and swift mobilization of key actors - Indonesia aspires to achieve a high-income economy by 2045 and to eliminate extreme poverty before 2030 therefore necessitate swift action to address emerging challenges and opportunities. Accelerating these processes is crucial to ensure timely interventions that can mitigate the impacts of poverty, unemployment, and social inequality, thereby promoting sustainable development and economic resilience.
Sustainability	- The JP is fully embedded and consistent with national development strategies and sectoral plans (e.g. vocational training strategy) and is designed to contribute to the accelerated implementation of these strategies. It relies on existing structures and builds the local capacity to maintain change introduced by the JP itself. Notwithstanding the above, the JP will also enable legal change by informing the pension regulation.
Local context-specific	- The JP considers the complexity of Indonesia, addressing gaps in implementation of existing policies and provides critical support to implement future

¹⁵ Social registry is a web-based database that host socioeconomic information of all individuals in country. It is used to identify social protection beneficiaries in development and emergency situation. The purpose is not to increase its coverage but to build the system to efficiently identify beneficiaries.

Key pillars of transformative change	Key elements of the joint programme demonstrating transformative change
	policies.

3.3. Joint programme results

<i>Enabling Outcome of the GA Result Framework</i>	<i>JP Outcomes</i>	<i>JP Outputs</i>
<i>Integrated national policies and strategies</i>	<i>Outcome 1</i>	<i>Output 1.1, 2.1</i>
<i>Integrated financing (domestic and international)</i>	<i>Outcome 1, 2</i>	<i>Output 1.2, 2.2</i>
<i>Enhanced multilateral cooperation</i>	<i>Outcome 1.2</i>	<i>Output 1.1, 1.2, 2.1, 2.2</i>

Output 1.1 The government of Indonesia has an improved integrated social protection system backed by a social registry.

1.1.1 Policy dialogues on comprehensive review of all social protection benefits and coverage throughout the life cycle.

Indonesia needs to establish a comprehensive and integrated social protection system that covers all citizens at every stage of life. This can be achieved through a two-pronged approach: expanding the existing social security schemes and implementing large-scale non-contributory social protection mechanisms.

The JP will facilitate policy dialogues to establish a comprehensive and integrated social protection system. As a result of those, fully fledged reports on coverage of social security international labour standards, including those most directly impacting women such as maternity and child/family benefits will be produced. To extend coverage within the existing framework, the government may implement the application of mandatory legal coverage of contributory schemes to all waged workers and their dependents and strengthen the enforcement. However, extending coverage solely through the existing contributory schemes may not be sufficient to protect those without employer-employee relationship or outside the labour market such as homemakers, caregivers, domestic workers most of whom are women, children, and retirees. This particularly affects the 66% (equivalent to 54.5 million) of women employed in the informal sector in Indonesia.¹⁶ Therefore, the government may also invest in non-contributory social protection mechanisms, largely financed through government revenue. By extending social protection to all citizens, Indonesia can support workers in accessing health and education, enhance their income security, and enable them to take greater risks, ultimately leading to increased productivity and improved well-being for the entire population. Additionally, providing targeted interventions around social protection for the vast majority of women engaged in the informal sector will also contribute towards enhancing women's labour force participation, which has remained around 50% in the last decade compared to over 80% for men. Ultimately, the establishment of a comprehensive and integrated system would require policy changes and agreement between employers, workers, and other stakeholders as they will finance the system.

Concerning a linkage between care services and income security for children, older persons, women,

¹⁶ <https://www.bps.go.id/id/statistics-table/2/MjE1NSMy/proporsi-lapangan-kerja-informal-menurut-jenis-kelamin.html>;
https://www.microsave.net/wp-content/uploads/2024/05/WomenInformalEmployment_FinalReport_ENG.pdf

and persons with disabilities, the social protection system and employment policies must provide them with decent job opportunities and income security, so that they can access and pay for care services and meet their basic needs, and eventually reduce women's traditional roles of care in households.

1.1.2 Improving the integrated socioeconomic registration system by establishing its interoperability with other national databases including climate and disaster data systems to improve the efficiency and effectiveness of adaptive social protection.

The JP will address one of the most pressing challenges of integrated administration of social protection programmes in Indonesia by strengthening the integrated socioeconomic registration system. This is expected to be achieved through establishing a web-based database that hosts socioeconomic information of all households and strengthening interoperability of the database with other national databases or data systems across ministries and agencies including disaster and climate data to make the social protection system adaptive. The initiative proposes linking of Regsosek –the socio-economic vulnerability data managed by Bappenas (national development planning agency) with other national databases including InaRisk—household level disaggregated (by gender, age, disabilities, education, and income levels) disaster risk data system, and SIDIK—a climate vulnerability data system.

The strengthening of socioeconomic registration will enable targeting affected people in emergencies to provide social protection benefits, reducing the exclusion of eligible beneficiaries, providing benefits rapidly and relatively in real-time, and improving data sharing and collaboration. It will also contribute towards increasing efficiency, data quality, improved user experience, and better security and privacy while strengthening social protection programmes, labour market policies, and resilience initiatives for affected communities and population. This is because, during emergencies, support needs are likely to extend beyond citizens already categorized within the thresholds of poverty and vulnerability, including those requiring immediate lifesaving support and longer-term assistance. Ultimately, the integration enables social protection programmes to determine priority interventions according to the potential impacts of shocks based on their characteristics and the socio-economic conditions of the people living in high-risk areas.

A key aspect of this initiative is the incorporation of sex-disaggregated data within these systems, which plays a crucial role in making adaptive social protection gender-responsive. By integrating sex-disaggregated data from Regsosek, InaRisk, and SIDIK, the system can identify the specific vulnerabilities and needs of women and men in disaster-prone areas, ensuring that social protection interventions are tailored to address these differences. This approach allows for more accurate targeting of beneficiaries, ensuring that women, who are often disproportionately affected by disasters and economic shocks, receive the necessary support. Moreover, it enables the identification of gender-specific risks and challenges, leading to the development of interventions that are more equitable and effective in reducing vulnerabilities.

1.1.3 Evidence generation (through evaluation) on the impact of SP programme (such as PKH and PIP) to improve the lives of families living in poverty

In a rapidly changing context, like Indonesia, due to frequent climate-induced disasters that affect millions of people including children and their families, supporting evidence generation on programme effectiveness is highly important. Evidence helps policymakers and managers to understand the strengths and weaknesses of the existing programmes and initiate reforms. Evidence informs decisions to make sure no citizen is left from enjoying their basic rights including access to social protection and employment. So, Indonesia has many social protection schemes such as conditional cash transfer (PKH) and education stipend (PIP) that cover 10 million families and over 19.9 million students. However, the impact of the programmes is yet to be evaluated. The JP will evaluate one of the

programmes to understand its impact and support policymakers in making necessary reforms to make sure that all eligible people, including children, benefit from the programme.

Indonesia needs to establish a comprehensive and integrated social protection system that covers all citizens at every stage of life. This can be achieved through a two-pronged approach: expanding the existing social security schemes and implementing large-scale non-contributory social protection mechanisms.

The JP will facilitate policy dialogues to establish a comprehensive and integrated social protection system. To extend coverage within the existing framework, the government may implement the application of mandatory legal coverage of contributory schemes to all waged workers and their dependents and strengthen the enforcement. However, extending coverage solely through the existing contributory schemes may not be sufficient to protect those without employer-employee relationship or outside the labour market such as homemakers, caregivers, children, and retirees. Therefore, the government may also invest in non-contributory social protection mechanisms, largely financed through government revenue. By extending social protection to all citizens, Indonesia can support workers in accessing health and education, enhance their income security, and enable them to take greater risks, ultimately leading to increased productivity and improved well-being for the entire population.

Output 1.2 Strengthened and expanded inclusive social, care, and labour services, especially for the most vulnerable including girls and women.

To achieve the output the following five specific activities will be implemented:

1.2.1 International exchange/capacity building on child-focused social protection and a gender-responsive care economy for the Central Government.

Through this activity, relevant government officials will gain adequate knowledge of good practices child-sensitive social protection, and care economy. Child focused-social protection and a gender-responsive care economy is increasingly gaining attention among the policymakers and senior bureaucrats in Indonesia. Reflecting global trends, a large share of unpaid care work in Indonesia is provided by women including childcare, household chores, and caring for sick elderly and sick family members. Studies suggest that up to 90% of women aged 18-40 years are engaged in these activities. While there is a growing interest in strengthening these areas in Indonesia, the policymakers have yet to have adequate knowledge and exposure to good practices in the region or other parts of the world that have successfully implemented similar interventions. To bridge the knowledge gap, an exchange visit under South-South cooperation to a similar country where there are successful interventions linked to child-sensitive social protection and care economy will contribute to building the capacity of the government to strengthen interventions or policies related to the care economy and child-sensitive social protection.

1.2.2 Developing a national roadmap through broader consultations to include all eligible people living with disability, including women and children in the existing social protection linking with care services.

The objective of the activity is to enhance government social protection policy to cover the additional cost of the families they incur for taking care of people including children with disabilities.

Indonesia's vision for social protection is included in its Constitution. It stipulates the right to social security for all Indonesian citizens. However, the access of people including children with disability to social assistance is yet to be equitable. Families that have people including children with disabilities are to incur additional costs to take care of them. However, the social protection benefits of most of the programs do not address the additional needs. So, to ensure equity or equitable opportunities for

them, the families caring for people with disabilities require extra financial support. So, this intervention will support the government with a strategy or operational guidelines to include additional financial provisions for families with people with disability within the existing social protection schemes. It, therefore, will improve the design feature of the social protection program to make it inclusive and equity-focused.

1.2.3 Strengthening capacity (through training) on tax-benefit simulation but analyses at the sub-national level for evidence-based budgeting.

The intervention aims to improve the knowledge and understanding of policymakers and senior officials involved in budget decisions of the rationale for expanding the coverage of social protection programmes for children in Indonesia; to improve the knowledge and skills of relevant technical staff to use microsimulation models [Tax-benefit] to help formulate and budget for child-sensitive social protection. This intervention has been implemented at the national level. The Government is interested in expanding this at the sub-national level. The JP will support the government to implement this at the sub-national level in selected provinces.

1.2.4 Strengthening capacity (through training) at sub-national levels to implement adaptive social protection and make villages climate and disaster-responsive.

The objective of the intervention is to strengthen the capacity of stakeholders at sub-national level to implement adaptive social protection. The Government–National Development Planning Ministry has drafted implementation strategies for adaptive social protection and the Ministry of Village approved regulations and guidelines to make villages disaster and climate-responsive in the perspective of adaptive social protection. The JP will support the two Ministries to organize training in selected provinces to build the capacity of the Provincial Government to implement Adaptive Social protection and the heads of villages to make their villages disaster and climate-responsive.

The JP aims to improve the inclusivity, effectiveness, and efficiency of Indonesia's current social protection system by prioritizing the development of a comprehensive socioeconomic registry (REGSOSEK) and an integrated social protection management information system (MIS). The socioeconomic registry will host socio-economic information of all individuals and provide several advantages, such as improved efficiency in registration and delivery of social assistance, facilitation of national development planning, enhanced cost efficiency and effectiveness of targeting, and the ability to quickly respond to shocks and emergency situations. The REGSOSEK facility also aims to enhance vertical coordination between national and subnational governments, improving their capacity to effectively deliver services and benefits, particularly to children with disabilities. By strengthening these connections, the program seeks to ensure that vulnerable populations receive the support they need, fostering more inclusive and equitable social protection systems. The project will involve operational and research activities, as well as consultation meetings for policy dialogues and advocacy to assist the government in reaching consensus on improving the socio-economic registry and MIS system.

1.2.5 Expanding opportunities to access finance for microenterprises owned by vulnerable groups (e.g., urban poor, people with disability, recent graduates of government social assistance programs) through facilitating training and credit risk assessment.

Recognizing that moving beyond traditional social protection mechanisms is crucial for achieving long-term economic resilience, the Government, through the Ministry of Social Affairs (Kemensos), has launched integrated social assistance, protection, and rehabilitation program. One notable initiative is the PENA (Nusantara Economic Hero) program, which seeks to empower these communities by equipping them with entrepreneurial skills and providing funding to develop microenterprises. This approach not only reduces their dependency on social assistance but also enhances their capacity to

build sustainable livelihoods. In this regard, the JP will support a provincial Government in enhancing the impact of these programs by (i) conducting training for beneficiaries on key areas such as business sustainability, digital financial literacy, and access to finance; and (ii) facilitate business and risk profile assessments to examine the potential of these microenterprises to access additional funding from social investors. This comprehensive support structure ensures that the beneficiaries are not only equipped to sustain their businesses but are also positioned to scale and thrive, further reducing their reliance on social safety nets and contributing to broader economic growth. JP's support will involve providing targeted interventions for women-led microenterprises, recognizing that women, particularly those in vulnerable situations, face unique challenges in the entrepreneurial landscape. These interventions will include tailored training that addresses the specific needs of women, such as overcoming gender-based barriers to accessing finance and leveraging digital tools to expand their market reach wherever possible. At least 60% of the target microenterprises will be women-led.

Output 2.1 Equal and Extensive Skill Development for Everyone

Activities to achieve these outputs will touch upon the following:

Sectoral Skills Councils.

- 2.1.1 Policy dialogues, stakeholders' consultations and capacity building, (targeted and if relevant based on South-South exchanges) to finalize the structure of sectoral skills councils in selected economic sectors possibly including Shipbuilding, Hotel/Tourism, or Electric & Electronics Sector where dialogue on the topic is advanced and/or synergies with complementary projects are achievable. Specific items under dialogues, consultations and capacity building will address the role and potential interventions the council can play in reducing or removing occupational gender barriers.
- 2.1.2 Pilot implementation (secretariat, operational guidelines and related research, lobbying, basic training for staff, 2 staff handling 1 council, preferably sitting in Kadin/Kamenko PMK) of sectoral skill council aimed at kickstarting operations and producing tangible deliverables upgrading the educational and vocational training offer.

Apprenticeship (2.1.5) and Financing for skills development (2.1.6).

- 2.1.3 Background research on current apprenticeship regulatory and policy practices versus 2023 quality apprentice recommendation (production, validation and dissemination), incorporating specific attention to the misuse of apprenticeship contracts and the gender dimension of it
- 2.1.4 Production of updated regulations and operational guidelines for roll out of gender sensitive apprenticeship scheme according to the 2023 quality apprentice recommendation.
- 2.1.5 Pilot implementation of revised apprenticeship schemes and their updated regulation and/or operational guidelines consistent with the ILO Quality Apprenticeship recommendation for a new batch of apprentices, with at least 50 percent of young women within the timeline of the joint project. Such pilot implementation will consist in revision or upgrade of one or more of the following: design (curricula, on/off the job alternation, duration, sequencing), monitoring and evaluation system. One or more selected pilot sectors/locations will be chosen based on ongoing initiatives.
- 2.1.6 Comprehensive study on feasibility of skills development fund in Indonesia including stocktaking, feasibility, dialogues, rules for financial management and distribution, the later to ensure equal opportunity of access for male and female workers.

The chosen activities will tackle specific gaps regarding the national skills development systems already identified by the national vocational training policy and already bound, in the case of sectoral skills councils to receive-at least- public financing. Specifically, the work on SSC fits with the new regulation no 68/2022 and national strategy (PMK regulation No 6/23) which directly calls for creation of KS (sectoral Kommite). A related regulation is currently being reviewed by the Ministry of Law and Human rightst on the actual establishment of the SSC and the budgeting of those by line ministries. The secretariat sponsored by the project will be the means to jumpstart of the committees until the line ministry (responsible for the industry of operation of the council) earmarks some of its own budget to support operations, in other words, accelerating the process. In addition, it is the goal of the activity for the private sector to eventually chip in the operations of the councils until they could possibly become self-sustainable via provision of services (UK model) well eventually). An interesting interlinkage will also be the exploration for funds from Skills development Fund (or a sectoral variation of it) to possibly be channelled to/via the SSCs. The apprenticeship area of work is based on the need to fill an ongoing gap highlighter by ROADMAP stakeholders, notably the Ministry of Manpower, the Coordinating Ministry for Human Resource Development and the and the Ministry of Education, who jointly expressed the need to ensure harmonisation of apprenticeships schemes basic requirements and definition of universal monitoring guidelines to ensure respect of minimum pedagogic and labour standards. Once again, sectoral skills councils and possibly, the skills development fund, will be a possible channel to organize roll out of revised schemes, monitoring tools and their financing.

Skills for just transitions

- 2.1.7 Skills needs assessment of two sub-national regions highly impacted by climate change, disaster and energy transition nexus and development of need based skills programme for the labour force most affected including vulnerable population especially persons with disabilities and elderly workforce.

The initiative will undertake an impact and skills needs assessment at sub-national level in regions highly affected by the nexus of energy transition, climate change and disaster which is crucial to effective planning and interventions facilitating a smooth and effective transition thereby strengthening the resilience of communities. This is to ensure the unique challenges and vulnerabilities of these communities are directly addressed which may not be effectively captured by national level policies.

Localised assessments will also allow for a more nuanced understanding of the specific impacts of energy transition such as the move from fossil fuels to renewable energy, on local economies, employment, and other social impacts. In addition, climate change exacerbates frequency and severity of disasters necessitating the integration of targeted disaster preparedness and resilience strategies with transition readiness. Understanding the skills needs and opportunities in these areas and consequently designing targeted training programmes, curriculums and certifications will better equip the workforce and enhance their adaptive capacities to new shocks. Furthermore, the initiative will specifically ensure inclusion of persons with disabilities, elderly workforce and other vulnerable segments in skills assessment, development, and training programmes to foster social equity and ensure that all community members benefit from economic opportunities.

To foster greater labour force participation and economic empowerment of women, the skills development programs will be specifically tailored to address the unique challenges and opportunities faced by women, particularly in the areas of digital inclusion and financial access. Recognizing that women often bear the dual burden of work and caregiving responsibilities, these programs will emphasize the importance of flexibility, offering training that supports the transition to work-from-home or hybrid models. By focusing on digital inclusion, the programs aim to equip women with the necessary skills to engage in the digital economy, which offers opportunities for remote work that can be balanced with household duties. Training will include not only technical skills but also digital literacy, enabling

women to navigate online platforms, utilize digital tools for business, and access online markets.

2.1.8 Capacity development of national/sub-national government policymakers (regulators side), MSMEs (demand side), and other relevant stakeholders on Just transitions.

The activity will enhance the capacity of sub-national government policymakers to ensure effective implementation of just transition policies, providing a fundamental understanding of just principles of transitions. It will also help translate high-level commitments and policies into actionable plans at the local levels and equip them to design and enforce regulations/policies that support just transitions, especially the social-economic dimensions of it. Likewise, the private sector and particularly MSMEs are the backbones of local economies and key stakeholders affected by the new policies/regulations driven by the shift towards low carbon development. Therefore, their exposure to the new concepts, business model and particularly policies and regulations around low-carbon development and just transitions will better prepare them to adapt to new business models and promote their competitiveness.

Output 2.2 Adaptability for just transition strengthened.

The objective is to increase labour market resilience by first assessing the impact of transition (energy) on local communities and jobs, then developing tailored skills development programme to leverage future opportunities in the green sector, and finally training the communities in future fit skills for inclusive growth. It will ensure that marginalized groups, such as women and rural populations, benefit from the energy transition.

Innovative financing for skills development to facilitate just transitions

2.2.1 Assess and design innovative financing schemes including social impact investments/outcome-based financing for skills development for those affected by the nexus of climate change, disaster and energy transition.

2.2.2 Pilot innovative financing scheme for skills development.

Based on the socio-economic impact and skills needs assessment an earlier activity under output 2.1.7, the project will pilot an outcome-based financing scheme to address job security issues arising from the energy transition by providing skills development, enabling displaced workers to find employment in renewable energy sectors or other industries, or starting new businesses such as agriculture and entrepreneurship. In this scheme, the project will engage with donors and foundations to serve as outcome funders for this initiative based on predetermined targets. Examples of these targets include number of retrained and employed beneficiaries, increased income levels, and a noticeable reduction in unemployment rates. To initiate the scheme, the project will provide upfront capital and partner with a service provider to conduct activities such as job retraining, career counselling and placement services, and entrepreneurship support to beneficiaries. For every dollar invested from the project, the JP will endeavour to mobilize an additional dollar to support the implementation of the initiative. If the project metrics are achieved, the funding from the outcome funders can be channelled into a similar program to ensure the sustainability and scale-up of the program.

The needs diagnostics will incorporate a gender lens by recognizing and addressing the differences in skills requirements and training needs between men and women. Innovative finance schemes will consider women to be at least 50% of the target population. Training and workshops will consider the unique and differentiated needs of women. This will include offering flexible participation options such as scheduling sessions that do not conflict with their daily activities by providing alternate means of participation. Furthermore, training sessions will ensure inclusion of women entrepreneurs as external speakers, who will serve as role models, by sharing their experiences and insights.

2.2.3 Enhance regulatory clarity and harmonisation of the social impact investment ecosystem landscape in Indonesia.

This is expected to harmonise and standardise policies and regulations related to social impact investment in the country to streamline the processes and incentives to attract and encourage private investors and investments in social outcomes. For instance, providing clear guidance for businesses to comply with regulations and clear streamlined investment processes among others. To ensure that these efforts are inclusive and equitable, the policies and regulations will be assessed and reviewed through a gender lens wherever relevant.

2.2.4 Capacity development of national and sub-national policy makers and relevant stakeholders on adaptive social protection and innovative financing. Given that implementation of adaptive social protection and innovative financing mechanisms are a relatively new concept in the Government, the JP will ensure that national and sub-national policymakers and other relevant stakeholders' capacities are strengthened through training, and international exchanges including through South-South cooperations to learn and adopt international best practices. This will also enable localisation of these concepts into national and local policies/regulations.

The Joint Programme will rely on several budgetary sources complementing, adding to, and expanding on the available resources. Specifically:

Co-funding will be available through projects directly implemented by the PUNOs that aim to realize activities necessary to achieve the ones proposed by the Joint Project. The total amount available via this modality is USD 655,000 while the details of the projects are presented in annex 1. These funds are committed.

Co financing will be available via:

- A. Resources from additional development projects (not implemented by the PUNOs) which will allow to cost share some of the JP activities and/or jointly contribute to the desired outputs. The total amount available via this modality is USD 100,000 (GIZ-GESIT, LISTRAF), while the details of the projects are presented in Annex 1. These funds are anticipated.
- B. Resources from the government budget as financial leverage, either necessary to implement some of the proposed activities during the life span of the JP or to continue to operate tools or implement policies that the joint project will contribute to (re) design (USD 2.5 billion for government operations as per yearly instalment agreed via the GA roadmap). These funds are committed. The figures come from the annual operational budget of selected ministries and local entities. The JP' activities are to at least guide and, if need be transformed, how the National budget will be used to achieve the intended outputs in the GA Roadmap.
- C. Resources that will be made available from the Government Budget to scale up pilot interventions, such as operations of skills development councils. The amount of such funds is to be determined but there is draft legislation currently being discussed specifically targeting such allocations. Such funds are anticipated.
- D.** Resources to be invested by third parties to support outputs of the joint project as a result of the activity of the joint project itself, such as social investment funds for skills development. For the skills training activity, the project will identify a funder, possibly a donor, foundation, or investor interested in funding the outcomes of the project. With this outcome investor, the project will identify pre-determined metrics to measure success such as the number of graduates from skills training, job placement, and increase in income. If the project achieves the predetermined metrics, then the outcome funder will commit an amount to cover the cost of a new skills training course. This will ensure that the skills project is continued for a new batch. Effectively for US\$ 1 invested from the project expect US\$ 2 leverage.

3.4. LNOB framework and Human Rights Mechanisms

In line with the Agenda 2030, a rights-based policy framework, the Joint Programme is committed to a strong human rights approach and leaving no one behind by integrating/supporting measures to protect vulnerable, marginalized and those populations at the risk of being left behind. It is also grounded in the Government's commitment to implement the human rights treatise the state is party to such as ICCPR, ICESCR, CEDAW, CRC, CRPD and ICMW.

Vulnerable groups in Indonesia include low-income households, children, elderly, women, persons/children with disabilities, indigenous and remote communities, informal sector workers, urban poor, and youth among others.¹⁷ While economic growth translated into significant improvements in socio-economic outcomes, Indonesia still faces significant development challenges leading to unequal distribution of development gains. The income gap between the rich and poor is growing, with the top 10% owning 61.3% of wealth compared to a meagre 4.5% by the bottom 50%. Likewise, there persists geographical differences in poverty, where the rural poverty rate of 14.1% is double that of its urban counterparts. These disparities also expand into gender outcomes where women's labour force participation at 53.4% is substantially lower than men's at 83.8% with a gender pay where women earn about 35% less than that of men.¹⁸ Also, 5.3 million Indonesians are persons with disabilities, with the highest number of disabilities in old age. This group not only faces huge economic and financial risks, but also major challenges in accessing health and education facilities and services, social protection, and entering the labour market.¹⁹ In addition, using national poverty lines, 11.8 cent of children, approximately, 7.9 million lived in poor households in 2022. Likewise, employment is disproportionately skewed towards the informal sector with 57% working in the informal sector highlighting the need for investments in human capital development and social protection.

Through an interconnected and mutually reinforcing workstream, the JP will ensure the unique needs and challenges of these groups are addressed directly through targeted initiatives such as advocating for comprehensive social protection policies and benefits for persons with disability, children, and the elderly. The JP will also implement mechanisms for their participation in the decision-making and implementation processes including through community consultations, participatory planning and feedback mechanisms to provide a voice for their needs and preferences.

Gender will be mainstreamed across all the outcomes and outputs of the JP including in programme design and implementation such as including gender responsive initiatives, indicators, gender disaggregated data, ensure that women and men have equal opportunities to participate in project activities and decision-making processes by addressing the needs of mothers, and engage with women's groups and community representatives to understand the local gender dynamics and priorities in the programme locations.

As a result, the above efforts will contribute to fulfilling critical human rights mechanisms recommendations including (i) continue to strengthen the protection of vulnerable groups, especially older persons and persons with disabilities (140.228); (ii) continue to promote sustainable economic

¹⁷ <https://documents.worldbank.org/en/publication/documents-reports/documentdetail/500491538359494073/towards-a-comprehensive-integrated-and-effective-social-assistance-system-in-indonesia>; <https://www.unicef.org/indonesia/sites/unicef.org/indonesia/files/2020-06/The-State-of-Children-in-Indonesia-2020.pdf>; [https://www.google.com/search?client=safari&rls=en&q=International+Work+Group+for+Indigenous+Affairs+\(IWGIA\).+\(2020\).+%22Indigenous+Peoples+in+Indonesia.&ie=UTF-8&oe=UTF-8](https://www.google.com/search?client=safari&rls=en&q=International+Work+Group+for+Indigenous+Affairs+(IWGIA).+(2020).+%22Indigenous+Peoples+in+Indonesia.&ie=UTF-8&oe=UTF-8);

¹⁸ World inequality lab.2024. <https://wid.world/country/indonesia/>; ILO statistics.2024. https://www.social-protection.org/gimi/Media.action?sessionId=U4AwhGwvi2DnGYunV5y8BG2-DC88IVaL0ShUNPBmfEFfOtMXcKW_!1393577045?id=19032

¹⁹ According to the socio-economic registry, Regsosek

3.5. Sustainability plan and exit strategy

- The steering committee of the Global Accelerator Roadmap on Jobs and Social Protection, the main reference body for the JP is and will remain operational after the two-year implementation of the JP, providing ongoing oversight and ensuring alignment with national policies and long-term strategies.
- The changes in legislation [...]

To ensure financial sustainability, the Joint Programme (JP) will integrate various financial resources, including government budgets, private sector investments, and international funding, to create a diversified and resilient financial base for social protection and employment programs. Once the comprehensive social protection system is developed, contributory social protection programs will serve as a core pillar, while tax-funded schemes will provide assistance to those who do not meet the

21 The other marginalized and vulnerable groups include, amongst other, minorities (incl. Ethnic, religious, linguistic...), people of African Descent, persons deprived of their liberty, peasants and rural workers, human rights defenders (incl. NGOs, journalists, union leaders, whistleblowers...), migrants, stateless persons, LGBTIQ+ persons (sexual orientation and gender identity), persons living with (HIV/AIDS, leprosy...), persons with albinism, victims or relatives of victims of enforced disappearances, victims of (slavery, torture, trafficking, sexual exploitation and abuse...). List as per the standard 20 LNOB groups according to the Implementation Guide for the Output Indicator Framework for measuring the United Nations contribution towards the Sustainable Development Goals: https://1102656428-files.gitbook.io/~files/v0/b/gitbook-x-prod.appspot.com/o/spaces%2F-MbDdHe_v0zwBb9YtE4W%2Fuploads%2F4114YgYQuQo7qKb5vcvL%2FG%20-%20221031-%20Implementation%20Guide.pdf?alt=media&token=e54c735a-c0a6-4984-8025-2f8b777d1d89.

²² The extension of social protection to all residents throughout their life cycles will benefit indigenous people and internally displaced persons as long as they have citizenship.

requirements of contributory schemes. Social insurance programs will be sustained through contributions from workers and employers, with government tax support for administration. Innovative financing modalities, such as skills development funds and social impact investments, will be explored to ensure a steady flow of resources. Efficient allocation and utilization of these resources will be emphasized to maximize social returns, with regular monitoring and evaluation to maintain transparency and effectiveness. This approach also requires the government's long-term commitment to maintaining the social protection system. Most importantly, GA does not plan to implement any parallel interventions rather strengthening the existing systems for social protection and employment that is being led by the Government with its budget. Thus the government will continue the implementation of the activity even after GA support is discontinued.

4. Adaptive implementation and Management arrangements (

4.1. Adaptive programme implementation

During the implementation phase, four working groups, elaborated in the following subsection, will be tasked with discussing the work plan, agreeing on the appropriate plan and implementation approach, and monitoring the execution of project activities. Each of the groups will have a proportionate representation of women. Respective PUNOs' staff members will complete training on gender following their organizational obligations. CSOs including gender activists will be included in training, workshops, and policy development. The working groups provide *hands-on knowledge of the challenges and needs of the country*. As such, PUNOs will have a steady referent to shape the implementation. In addition, PUNOs and the members of the working groups will have direct linkages to other stakeholders and development partners who may be operating in areas close to the ones of the JP (see annex N). This will allow for immediate establishment at the activity or output level of synergies maximizing the efficiency in the use of the resources, and the effectiveness and impact of interventions. Each UN agency involved in activities under the working groups (ILO, UNDP, and UNICEF) will follow their respective internal financial and operational arrangements. As a result, the approach may vary between agencies.

The operational modalities may include various activities such as conducting policy research, developing training modules, organizing and facilitating workshops, conferences, and technical meetings. Some of these activities will be directly implemented by the staff members of each agency. In other cases, project budgets may be transferred to government institutions and partner institutions in the form of grants. Additionally, some activities may be outsourced to service contractors and individual external collaborators, depending on the specific requirements and expertise needed.

Concerning the ownership of the project, the Global Accelerator Roadmap is owned by Indonesia. The Global Accelerator Roadmap has been developed through two rounds of extensive stakeholder consultations and ten rounds of bilateral meetings with the Government, which were well-attended by representatives from various ministries, employers' organizations, workers' organizations, and other relevant civil society organizations. These stakeholders will be included in the four working groups mentioned above, ensuring their involvement in developing and monitoring the implementation of policy development and capacity development programmes. Additionally, CSOs and NGOs working with vulnerable groups including persons with disabilities such as HWDI²³ and PERADI, and youth groups such as Carbon Addons, Akselerate, and Indorelawan will be engaged during the project implementation. This inclusive approach guarantees that the project is implemented within the framework of government and stakeholder ownership, promoting a sense of shared responsibility and commitment to the project's success.

To support the project's communications efforts, a United Nations Volunteer will be employed. This volunteer will be responsible for coordinating the communication teams of each Participating United

²³ Himpunan Wanita Disabilitas Indonesia

Nations Organization (PUNO) involved in the project, namely ILO, UNDP, and UNICEF. The volunteer will work to facilitate joint outputs and ensure that the project's communications are presented as a unified UN effort, fostering collaboration and coherence among the agencies.

In addition to the working groups and the UN Volunteer, an overall project coordinator will be recruited and based in the ILO Jakarta office. Gender equality among the project staff will be ensured. If the project staff are new, they will be provided with training on gender. The project coordinator's role will be crucial in ensuring the smooth coordination and implementation of the project across all participating UN agencies, namely ILO, UNICEF, UNDP, and others. The coordinator will work closely with the United Nations Resident Coordinator's office in Indonesia, the steering committee members, and the working group members to facilitate effective communication, decision-making, and problem-solving processes.

Each PUNO will provide technical backstopping for the activities to be implemented within the proposed project. Technical backstopping refers to the provision of expert guidance, support, and quality assurance to ensure that project activities are designed and executed in line with best practices, international standards, and the specific goals and objectives of the project. The PUNOs, with their specialized knowledge and experience in their respective fields, will offer invaluable insights and recommendations to enhance the project's effectiveness and impact.

Knowledge products will be disseminated and translated in the national language to ensure adequate awareness and impact and the visual linkages with the global accelerator initiatives will be warranted (logos, publication, cross references). Dedicated communication and visibility will be ensured via dedicated staff time and collaboration with the United Nations Communication and Information at the country level.

Finally, capacity building activities will be organized allowing for sustainability enhancing practices such as training of trainers or performance-based certification of attendees.

With regard to low-hanging fruits, implementation of the training on ASP and the evidence-based financing for social protection at sub-national level will be completed in the first 9 months. In addition, substantial progress will be made towards interoperability of data and skills needs assessment of regions affected by the nexus of climate change, disaster, and energy transition. Finally, the Government will approve the regulation regarding the pension reform within the first nine months of the implementation of the joint projects. Activities implemented under outputs 1.1 and 1.2, specifically, the policy dialogues facilitated therein, will inform such regulation with respect to the coverage and design for vulnerable segments of the working population, notably people with disability and elderly who may not have accumulated contributions for a sufficient period of time.

4.2. Management Arrangements

The project will rely on the supervisory and steering structure established within the Global Accelerator Roadmap (section 6). Specifically, the steering committee will reflect the Roadmap steering committee and include:

- Ministry of National Planning and Development (BAPPENAS)
- Coordinating Ministry for Human Development and Cultural Affairs (KEMENKO PMK)
- Coordinating Ministry for Economic Affairs (KEMENKO EKONOMI)
- Ministry of Finance (KEMENKEU)
- Ministry of Home Affairs (KEMENDAGRI)
- Ministry of Manpower (KEMNAKER)
- Ministry of Social Affairs (KEMENSOS)
- International Labour Organization (ILO)

- United Nations Children's Fund (UNICEF)
- United Nations Development Programme (UNDP)

The United Nations Resident Coordinator and the Ministry of National Development Planning will co-chair the steering committee of the JP implementation. Biannual meetings are to be held.

In addition, implementation of the activities will be directed, supervised and guided by the four technical working groups established within the framework of the roadmap: Working group 1: Social Protection and Data Integration [to guide production of outputs 1.1 and 1.2], Working group 2: Social, Care, and Labour Services for the Most Vulnerable [to guide production of outputs 1.1 and 1.2] Working group 3: Programs Adaptability for Just Transition [to guide production of output 2.2], Working group 4: Equal and Extensive Skill Development for Everyone [to guide production of outputs 2.1 and 2.2]

Technical leadership will ensure consistency with public policy and preferences or national stakeholders, regular monitoring of activities and adaptation to national needs, required coordination of main actors.

At the UNCT level, a single programme manager for the joint project will ensure consistent and harmonized implementation of activities, monitoring and evaluation and will be accompanied by an additional officer (monitor and evaluation and communication) catering for the PUNOs and national stakeholders. The programme manager and communication officer will, amongst other, ensure:

- The JP and the other ongoing programmes listed in annex are implemented ensuring full complementarity and efficiency in the use of resources.
- The references, activities and synergies listed in the roadmap are fully considered.

5. Monitoring, accountability, financial management, and public disclosure

Reporting on the Joint SDG Fund will be focused on concrete results and grounded in evidence. The RCO focal point and lead PUNO is responsible for coordinating and drafting a concise annual report (using the Fund Secretariat template/guidance), which is submitted to the Joint SDG Fund Secretariat through the RC by January 31st of the following year. Additionally, a final narrative report must be prepared and submitted to the Joint SDG Fund Secretariat through the RC no later than two (2) months after the operational closure of the Joint Programme activities.

The JP Steering Committee, co-chaired by the RC, is mandated to oversee and monitor the implementation of the joint programme, with the involvement of Joint SDG Fund Secretariat to which it must submit data and information upon requested. Additionally, the Joint SDG Fund Secretariat may request additional insights, such as policy papers, value-for-money analysis, case studies, infographics, or blogs/articles, as needed.

PUNOs will be required to include information on complementary funding received from other sources (both UN cost sharing, and external sources of funding/financing) for the activities supported by the Fund, including in kind contributions and/or South-South Cooperation initiatives, in the report.

PUNOs at Headquarters level shall provide the Administrative Agent with the following statements and reports prepared in accordance with its accounting and reporting procedures, consolidate the financial reports, as follows:

Annual financial reports as of 31st December each year with respect to the funds disbursed to it from the Joint SDG Fund Account, to be provided no later than four months after the end of the applicable reporting period; and

A final financial report, after the completion of the activities financed by the Joint SDG Fund and including the final year of the activities, to be provided no later than 30 April of the year following the operational closing of the project activities.

The JP will be using a pass-through fund management modality where UNDP Multi-Partner Trust Fund Office will act as the Administrative Agent. The programmatic UN entity of the Facility shall assume full programmatic and financial accountability for the funds disbursed to it by the Administrative Agent of the Joint SDG Fund (Multi-Partner Trust Fund Office). Such funds will be administered by each UN Agency, Fund, and Project in accordance with its own regulations, rules, directives and procedures. The entity shall establish a separate ledger account for the receipt and administration of the funds disbursed to it by the Administrative Agent.

A minimum of 5% of the JP budget is allocated for monitoring, reporting, evaluation, audit and communications. Indirect costs of the Participating Organizations recovered through project support costs will be 7%, with exception of WFP and UNHCR which should be 6,5%. All other costs incurred by each PUNO in carrying out the activities for which it is responsible under the Fund will be recovered as direct costs. Procedures on financial transfers, extensions, financial and operational closure, and related administrative issues are stipulated in the Operational Guidance of the Joint SDG Fund. PUNOs and partners must comply with Joint SDG Fund brand guidelines, which includes information on donor visibility requirements.

6. Joint Evaluation

Not applicable. This joint programme is exempted from a joint evaluation.

ANNEX 1: Mapping of related projects, investments and other development initiatives

Name of project / investment / initiative	Key expected results	Relevance for the JP	Implementing partners	Budget and funding source	Timeframe
Green Jobs for Social Inclusion and Sustainable Transformation (GESIT)	Upskilling and Reskilling for Green Jobs + Green Jobs partnerships and initiatives in pioneer regions	Complementarities will be exploited for activities linked to curriculum design and reform and for activities linked to sectoral skills training as the GESIT project will support such output within the renewable energy private sector operators.	GIZ (Germany), Bappenas (Indonesia)	Over 11 Mil Euros-Germany	Until June 2027
Skills Development and Responsible Business Conduct for Transition	National training institutions increase their capabilities to provide training Enterprises increase their capacity through in-house, activity-based improvement programmes so that workers are equipped to meet productivity requirements.	Complementarities will be exploited through the activities linked to sectoral skills training and apprenticeships.	ILO Indonesia	430,000 USD. Japanese Ministry of Economy, Trade and Industry (METI)	Until March 2025
ILO-Japan Resilient, Inclusive & Sustainable Supply Chains Project (RISSC): Advancing decent work in global supply chains to ensure no one is left behind	Industry Tools & Advice to ensure compliance with human rights. + Policy Advice	Complementarities will be exploited through the activities linked to sectoral skills training and apprenticeships.	ILO Indonesia	1 Million USD, until August 2025. Ministry of Health, Labour and Welfare, Government of Japan	Until August 2025
Promoting and building social protection in Asia (4th phase)	Extended social protection to workers in informal employment, older	Better access of job seekers to social protection benefits, jobs and skills development	ILO Indonesia	1 million – Japan, Ministry of Health, Labour and	Until December 2024

Name of project / investment / initiative	Key expected results	Relevance for the JP	Implementing partners	Budget and funding source	Timeframe
	persons, mothers, persons with disabilities, unemployed workers	programmes; care; ageing; disabilities; gender equality		Welfare	
Women, Care Work and Social Protection in Indonesia (WeCare)	Improved social protection for care professionals including domestic workers; improved social protection benefits for care recipients including older persons, persons with disabilities and children; and improved skills and employment protection of care workers.	Care; ageing; disabilities; gender equality	ILO Indonesia	600,000 – ILO Regular Budget	Until January 2026
LISTRAF Labor Market Information and Skills System Transformation for Labor Market Flexibility. Link: Development Projects : Labor Market Information and Skills System Transformation for Labor Market Flexibility – P166693 (worldbank.org) and World Bank Document	Providing high-quality and tailored labor market information services for end-users of Indonesia's Labor Market Information System (LMIS) Improved delivery of market-oriented skill training through: (i) financing the improvement of 22 Vocational and Productivity Training Centers (Balai Pelatihan Vokasi dan Produktivitas (BPVPs)) in the areas with the potential for regional	Complementarities will be exploited between outcome II of the LISTRAF project and its activities linked to upgrading vocational training systems (via sectoral skills councils, apprenticeships, and curricula revision to adapt to the transitions). In addition, the information collected under outcome I will feed into activities of the sectoral skills councils.	Ministry of Manpower	144 million - World Bank Indonesia.	Up until 2027

Name of project / investment / initiative	Key expected results	Relevance for the JP	Implementing partners	Budget and funding source	Timeframe
	competitiveness and strategic hubs for supporting nationwide climate benefriendly economy and (ii) through strengthening of overall vocational training system, including linkages with the private sector.				
Strengthening social registry (regsosek), child-sensitive social protection and evidence generation	Strengthen social protection system to reduce the impact of COVID-19	The intervention aimed at strengthening the social protection system which is also one of the objectives of JP.	BAPPENAS	USD 300,000 [DFAT]	June 2022-June 2024
Scaling Up Anticipatory Action and Shock Responsive Social Protection to proactively manage the risks and impacts of climate shocks and disasters in ASEAN	Strengthen the Indonesian government's capacity, through tools, training, and financing, to make timely and risk-informed decisions to manage risks and address multidimensional vulnerabilities	One of the key objectives of the JP is to strengthen the social protection systems. This intervention attempts to strengthen the system that can address multidimensional risks and vulnerabilities.	BAPPENAS [Ministry of National Development Planning], Ministry of Finance, and Ministry of Village	187,453 Euros [ECHO]	2023 to March 2024
ASSIST Joint-Programme [Accelerating SDGs investment in Indonesia]	To support the government of Indonesia in mobilizing resources for SDG achievements.	One of the objectives of the JP is strengthening the national financing framework for social protection. The ASSIST contributes to strengthening the financing framework.	BAPPENAS, MOF and MOC&SMEs and MOHA	USD2,516,253 for UNICEF out of total USD9,580,500	April 2021 to December 2025 Dec
National Adaptation Plan Project (UNDP)	Working on the enhancement of the climate vulnerability	SIDIK is expected to be linked to ASP system/database/	Ministry of National Development Planning (Bappenas),	80,000 USD	November 2023 – January 2026

Name of project / investment / initiative	Key expected results	Relevance for the JP	Implementing partners	Budget and funding source	Timeframe
	system (SIDIK).	platform	National Disaster Management Authority (BNPB), Ministry of Environment and Forestry (KLHK)		
TRAC2 (UNDP)	Strengthening capacity of sub-national governments and MSMEs on just transitions.	This will supplement the activity in the GA Jobs on capacity enhancement of sub-national government policy makers.	Bappenas, BNPB, KLHK, Ministry of Home Affairs (MoHA), selected Local Governments, MSMEs, CSOs	70,000 USD	June 2024 – July 2025

ANNEX 2: Integrated results framework

Joint Programme Outcomes			
CF Outcome statement 1: People living in Indonesia, especially those at risk of being left furthest behind, are empowered to fulfil their human development potential as members of a pluralistic, tolerant, inclusive and just society, free of gender and all other forms of discrimination.			
Outcome indicator 1.1: SDG 1.3.1 (b) Proportion of workers covered by the social insurance for employment programme: formal and non-formal	Baseline: Formal workers: 57.46% Non-formal workers: 13.52% (2023)	Target: Formal workers: 64 % Non-formal workers: 15% (2025) (SDG Roadmap)	Means of verification: UN Annual Result Report, SDG Progress Report
Outcome indicator 1.2: Number of active participants of employment social protection (BPJS TK)	Baseline: 41 million (2023)	Target: 53 million (2024 – RPJMN 2020-2024)	Means of verification: UN Annual Result Report, SDG Progress Report
CF Outcome statement 2: Institutions and people contribute more effectively to advance a higher value-added and inclusive economic transformation.			
Outcome indicator 2.1: SDG 1.2.1 Percentage of people living below poverty line	Baseline: 9.36% (March 2023)	Target: 6.5-7.5% (2024- RPJMN 2020-2024)	Means of verification: UN Annual Result Report, SDG Progress Report
Outcome indicator 2.2: SDG 8.5.2 Open Unemployment Rate	Baseline: 6.49 (2021)	Target: 5.5% (2025) (SDG Roadmap)	Means of verification: UN Annual Result Report, SDG Progress Report

Joint Programme Outputs			
Output 1.1 Integration of social protection and data system			
Output indicator	Baseline	Target	Means of verification
Output indicator 1.1.1b: Number of policy dialogues facilitated with the participation of at least 50% women.	Baseline: 0	Target: 2	Minutes/ reports/program mes of policy dialogues
Output indicator 1.1.1 b Number of policy recommendations	Baseline: 0	Target: 1	Policy recommendation

resulting from social dialogues addressing coverage of social security international labour standards, including those most directly impacting women such as maternity and child/family benefits. . women.			
Output indicator 1.1.2: Guideline/Interoperability system Prototype that has the provision of gender disaggregation.	Baseline: 0	Target: 2	Guideline/prototype
Output indicator 1.1.3: Number of knowledge products on Social Protection programme	Baseline:0	Target:1	Report
Output 1.2 Strengthened and expanded inclusive social, care, and labour services, especially for the Most Vulnerable including girls and women			
Output indicator 1.2.1: Number of policy dialogues facilitated with the participation of women.	Baseline:0	Target:4 (at least 50% women)	Minutes/reports / programmes of policy dialogues
Output indicator 1.2.2 Number of policy note including recommendations resulting from social dialogues addressing unpaid care burden for women.	Baseline: 0	Target: 1	Policy note
Output indicator 1.2.3: Number of national/sub-national officials including women that have knowledge on ASP and evidence-based budgeting	Baseline: 0	Target: 200 (at least 50% women representation)	Training/workshop reports
Output 2.1 Equal and extensive skill development for everyone including women			
Output indicator 2.1.1: Number of gatherings instrumental to develop or expand sectoral skills councils including women by purpose (Policy dialogues, stakeholders' consultations, capacity building) , sector of intervention (Shipbuilding, Hotel/Tourism, Manufacture of electronic components), modality (off/online).	Baseline: Extensive consultations (4)/capacity building (4) for establishment of sectoral skills councils in	Target: 4 consultations, 4 capacity building (combining more than one sector)	Meeting reports, summary findings.

	shipbuilding and Hotel and Tourism over 2020-2023.		
Output indicator 2.1.2: Number of operational sectoral skills councils established as a separate legal entity (including TORs, staffed secretariat, operational guidelines/SOPs preferably sitting in Kadin/Kamenko PMK) with women representations and type of outputs produced by such secretariat over the duration of the project by type (research, recommendation for curricula design, competency standard setting, examination standard setting, training for members).	Baseline: No fully fledged secretariat for sectoral skills council established, Baseline: no concrete outputs produced by non-existent councils.	Target: 1	Operational reports from SSC, Web based public announcements.
Output indicator 2.1.3 Number of background research products on current apprenticeship regulatory and policy practices versus 2023 quality apprentice recommendation produced, validated and disseminated.	Baseline: 0	Target: 1.	Self-report, hyperlinks, news links.
Output indicator 2.1.4 Availability of updated regulation and operational guidelines including gender perspective for roll out of apprenticeship scheme according to the 2023 quality apprentice recommendation.	Baseline: No universal regulation.	Target: At least operational guidelines produced and validated.	Self-report.
Output indicator 2.1.5 Pilot implementation (design, capacity building, monitoring, and evaluation, roll out of the updated regulation and operational guideline starting with selected pilot sectors/locations of renewed apprenticeship scheme (at least 1)	Baseline: Apprenticeship schemes are implemented on an ad hoc basis.	Target: 1 scheme in one industry/location for at least six months.	Self-report, hyperlinks, newlinks.
Output indicator 2.1.6 Availability of comprehensive study on the feasibility of skills development fund in Indonesia including stocktaking, feasibility, dialogues, rules for financial management, and distribution.	Baseline: Partial studies with no concrete implementation guidelines.	Target: at least 1 study and operational guidelines for pilot testing	Self-report, hyperlinks, newlinks.

Output indicator 2.1.7 Operational guidelines for raising funds and management of Skills Development Fund with gender lens.	Baseline: no operational guidelines.	Target: validated operational guidelines.	Self-report, hyperlinks, newslinks.
Output indicator 2.1.8 Number of skills assessment report for two sub-national regions on impact of climate change, disaster and energy transition nexus carried out through a gender lens	Baseline: 0	1	Assessment report
Output indicator 2.1.9: Number of subnational policymakers including women and women-led MSMEs trained on just transition.	0	50 (at least 50% women)	
Output 2.2: Adaptability for just transition strengthened			
Output indicator 2.2.1 Number of innovative financing schemes implemented for skills development	0	1	Annual report, training reports
Output indicator 2.2.2 Number of job seekers and MSMEs trained in green jobs including at least 50% representation of women participants	0	200 (at least 50% women)	

Alignment with GA objectives

COMPONENT/ACTIVITY	CHECK "X" if proposal addresses
I. Integrated and well-coordinated national public policies and strategies <i>(as part of the development of the national Global Accelerator roadmaps)</i>	
1. Support diagnostics/ stocktaking/ policy appraisals of existing national social protection, employment, just transition strategies, policies, schemes	X ²⁴
2. Support partner countries in identification and development of integrated policies, strategies, programs	X ²⁵
II. National frameworks for adequate and sustainable financing of social protection and employment interventions	
1. Support existing and new financing strategies to improve the use of existing resources and to mobilize domestic and international resources in a sustainable and equitable way.	X

²⁴ The work under output 2.1 will entail diagnostics, stocktaking and policy appraisals at the very least regarding (i) the current legislative framework for apprenticeships and (ii) the current policy proposals to implement a skills development fund.

²⁵ The activities under output 2.1 regarding the sectoral skills councils aim at developing and kickstart a new integrated programme, so does the work on apprenticeship schemes. In the former case, the programme will be newer in scope and nature, while in the latter the programme will consist in the revision of existing schemes.

III. Strengthened national social protection and employment programmes and systems	
1. Build robust, sustainable, adaptive, and gender-responsive national social protection systems through national social dialogue	X
2. Develop / implement employment policies and programmes to facilitate access to decent work opportunities	X
IV. Strengthened national ownership and consensus building	
1. Support national dialogue for the development of national Global Accelerator roadmaps	X ²⁶
2. Develop capacities for collective action on social protection and decent jobs	X ²⁷
3. Provide coordinated technical and policy advice	X
4. Support the adoption of a common results framework and data collection and reporting mechanisms (in line with the Global Accelerator framework)	X
V. Innovation and new knowledge, evidence, and tools	
1. Support knowledge generation	X
2. Develop evidence-based tools and knowledge products	X

ANNEX 2.1: Integrated results framework – Joint SDG Fund global indicators

Joint Programme contribution to Joint SDG Fund global indicators (as relevant)			
Engine room 1. Shifting policy/regulatory frameworks			
Number of new or enhanced integrated policy solutions and regulatory changes formulated to accelerate SDGs with Joint SDG Fund support.	Baseline: 0	Target:3 (Social Protection through the lifecycle, sectoral skills council, adaptive social protection)	Means of verification: GA Project progress Report which will refer to suitable documental sources
Number of targeted countries where the integrated policy solutions and regulatory changes are implemented to promote equal access to and use of services, goods and	Baseline:0	Target:1	Means of verification: GA Project progress

26 The Global Accelerator roadmap was the result of an extensive policy dialogue itself. The reliance on the very same management and consultative bodies (steering and technical working group) will represent an instrument not only for sound, relevant, efficient, effective, impactful and sustainable implementation of the project but also to consolidate and augment the value of the roadmap and its objectives.

27 All the activities under output 2.1 will be based on tripartite social dialogue which in turn will help shape the nature of the policies, programmes as well as their implementation.

resources by women and girls with Joint SDG Fund support.			Report which will refer to suitable documental sources (same report as above)
Number of individuals benefiting from the integrated policy solutions and regulatory changes implemented with Joint SDG Fund support, disaggregated by population segments (e.g. sex, age, persons with disabilities, etc.) with a focus on Leaving No One Behind.	Baseline: N/A	Target: 40 million conditional cash transfers beneficiaries – 10 million households or the poorest 20%.	Means of verification: GA Project progress Report which will refer to suitable documental sources (same report as above)
Engine room 2. Capacity building at scale			
Number of governmental (both at central and sub-central levels) and non-governmental organizations including social partners with enhanced capacity to design, implement and finance integrated policies, regulations and innovative solutions for SDG acceleration, with Joint SDG Fund support.	Baseline: 0	Target: 8 Bappenas, Apindo, Kadin, at least 5 Trade Unions Confederations, Ministry of Manpower, Coordinating Ministry of Human Development, sub-national government officials	Means of verification: GA Project progress Report which will refer to suitable documental sources (same report as above)
Number of tools, procedures and mechanisms (e.g. SOPs, training module, incentive structures) developed or implemented, focused on building capacities for SDG acceleration with Joint SDG Fund support (disaggregated by central and local actors).	Baseline: 0	Target: 2 guideline/prototype for SSC, apprenticeship	Means of verification: GA Project progress Report which will refer to suitable documental sources (same report as above)
Number of experts identified and deployed to support RCs/UNCTs on SDG acceleration with Joint SDG Fund support.	Baseline: N/A-	Target: N/A	Means of verification: GA Project progress Report which will refer to suitable documental sources (same report as above)
Engine room 3. Developing market-ready pipeline of actions.			

Number of integrated multi-sectoral financing solutions or instruments created and launched with Joint SDG Fund support, disaggregated by theme/type.	Baseline: N/A	Target: N/A	Means of verification:
Number of actions, projects, businesses or organizations identified for inclusion in the market-ready pipeline with Joint SDG Fund support.	Baseline: N/A	Target: N/A	Means of verification:
Ratio of actions, projects, businesses or organizations securing funding and receiving investments, in relations to those identified with Joint SDG Fund support.	Baseline: N/A	Target: N/A	Means of verification:
Engine room 4. Devising a financing mix (deal room)			
Amount in US\$ of financing leveraged for integrated multi-sectoral solutions, with support from the Joint SDG Fund (disaggregation by type of investors – e.g. Gov, private, PPP, DFIs/IFIs).	Baseline: 0	Target: \$ 5 billion	Means of verification: GA Roadmap
Ratio of financing leveraged for integrated multi-sectoral solutions against the committed funds provided by the Joint SDG Fund.	Baseline: N/A	Target: N/A	Means of verification:
Number of investors providing direct financing to integrated multi-sectoral solutions developed, with support from the Joint SDG Fund (disaggregation by type of investors – e.g. Gov, private, PPP, DFIs/IFIs).	Baseline:0	Target:1	Means of verification: GA Project progress Report which will refer to suitable documental sources (same report as above)

Joint Programme Workplan

Outcome/Output	Geographic focus	Start	End	PUNO	SDG Targets	Gender Equality Marker	Human Rights Marker	QCPR function	Budget (US\$), net of project management staff and PUNO 7% overhead
Outcome 1: Accelerated social transformation in accessing social services through enhanced digitalized, transparent, inclusive information and financial systems for social protection									
Output 1.1: Integration of social protection and data system enhanced	National and sub-national	9/2024	6/2026	ILO, UNICEF, UNDP	1.1, 1.2, 1.3, 1.4	2	2	2,4,5	465,000
Output 1.2: Strengthened and expanded inclusive social, care, and labour services especially for the most vulnerable including girls and women	National and sub-national	9/2024	6/2026	ILO, UNICEF	1.2, 1.3	2	1	4,5	288,928
Outcome 2: Accelerated economic transformation for a competitive labour force and productivity									
Output 2.1: Equal and extensive skill development for everyone	Nationwide Contingent on sector/geographical location chosen. Industrial district of relevance	8/2024	12/2025	ILO, UNDP	4.3, 4.4	2	2	2, 4	517,900
Output 2.2: Adaptability for just transition strengthened	National Output 1.2: Strengthened and expanded inclusive social, Care, and Labour Services especially for the Most Vulnerable	9/2024	6/2026	UNDP	1.3	2	2	2,4	105,000

*The budget is net of project management unit and 7% overhead. Full project budget presented in Annex 3

ANNEX 3: Budget per UNSDG Categories

UNSDG BUDGET CATEGORIES	ILO		UNICEF		UNDP		TOTAL	
	Joint SDG Fund (USD)	PUNO Contribution (USD)	Joint SDG Fund (USD)	PUNO Contribution (USD)	Joint SDG Fund (USD)	PUNO Contribution (USD)	Joint SDG Fund (USD)	PUNO Contribution (USD)
1. Staff and other personnel 28	243,057 ²⁹	100,000	143,000 ³⁰	250,000	27,500 ³¹	165,000	413,557	515,000
2. Supplies, Commodities, Materials	0		0		0		0	
3. Equipment, Vehicles, and Furniture (including Depreciation)	2,000		0		0		2,000	
4. Contractual services	353,118		254,412		150,474		758,004	
5. Travel	50,345		11,088		13,000		74,433	
6. Transfers and Grants to Counterparts	0		128,500		264,618		393,118	
7. General Operating and other Direct Costs	17,152		0		23,979		41,131	
Total Direct Costs	665,672		537,000		479,571		1,682,243	

28 The 243,057 USD dollar dedicated to staff are to be considered and broken down as follows: USD for programme manager for the whole project and for expert staff costs

29 The 243,057 USD are to be broken down between 126, 000 USD dedicated to hire a project manager for the whole project and 117,057 USD dedicated to hire technical expert staff providing technical assistance for implementation.

30 The 143,000 will be entirely used to hire technical expert staff.

31 The 27,500 USD is to hire a national UN volunteer who will be part of the project management unit and assist the three agencies with communication and monitoring and evaluation activities

UNSDG BUDGET CATEGORIES	ILO		UNICEF		UNDP		TOTAL	
	Joint SDG Fund (USD)	PUNO Contribution (USD)	Joint SDG Fund (USD)	PUNO Contribution (USD)	Joint SDG Fund (USD)	PUNO Contribution (USD)	Joint SDG Fund (USD)	PUNO Contribution (USD)
8. Indirect Support Costs (7% of total direct costs – except for WFP and UNHCR which should apply 6.5% of total direct costs)	46,597		37,590		33,570		117,757	
TOTAL Costs	712,269	255,000	574,590	250,000	513,141	165,000	1,800,000	515,000

ANNEX 4: Risk Matrix

Risks	Categories	Risk Level: (Likelihood x Impact, as per instructions)	Likelihood: Certain - 5 Likely - 4 Possible – 3 Unlikely - 2 Rare – 1	Impact: Essential – 5 Major - 4 Moderate - 3 Minor – 2 Insignificant - 1	Mitigation measures	Risk owner
Stakeholder engagement [#1.11]	Social and Environmental [#1]/programmatic risk	4	2	2	From the inception, the lead Ministry [BAPPENAS] shall organize relevant stakeholders' consultations and keep them updated with the objective of the intervention and its implementation strategies. The stakeholders will be engaged in the design of the intervention of the project. Once the implementation of the project commences, the key stakeholders shall meet on a regular basis in the form of working groups and will contribute to keeping the implementation on track. During the project implementation period, the lead Ministry shall conduct regular meetings with all related stakeholders and provide strategic guidance to address bottlenecks if there are any. Physical and virtual barriers to	All PUNOs

Risks	Categories	Risk Level: (Likelihood x Impact, as per instructions)	Likelihood: Certain - 5 Likely - 4 Possible - 3 Unlikely - 2 Rare - 1	Impact: Essential - 5 Major - 4 Moderate - 3 Minor - 2 Insignificant - 1	Mitigation measures	Risk owner
					attendance will be considered, be that financial capacity, physical infrastructure, or language.	
Gender [#1.2]	Social and Environmental [#1]/programmatic risk	4	2	2	During the implementation of the intervention, all stakeholders include or address gender-specific needs. All partners will include gender-specific measures to address their economic vulnerabilities. The studies to be conducted and the policy to be prepared should include a gender lens.	All PUNOs
Value for money [#2.2]	Financial [#2]	4	2	2	The government has strong financial management/auditing system in place that shall be continued. Participating UN agencies shall use resources efficiently and effectively for the most in need.	All PUNOs
Capacity development of national partners [# 3.8]	Operational /programmatic [#3]	4	2	2	Project activities shall be led by the best available expertise and the project will focus on capacity development interventions. Click here to	All PUNOs

Risks	Categories	Risk Level: (Likelihood x Impact, as per instructions)	Likelihood: Certain - 5 Likely - 4 Possible - 3 Unlikely - 2 Rare - 1	Impact: Essential - 5 Major - 4 Moderate - 3 Minor - 2 Insignificant - 1	Mitigation measures	Risk owner
					enter text.Adequate consultations shall take place to confirm consensual agreement by taking into consideration different perspectives. This approach helps strengthen the ownership and legitimate decisions making.	
Engagement of national partners in decision-making [#3.9]		4	2	2	Continued and consistent coordination and collaboration among relevant stakeholders and between the government and the UN agencies shall be maintained from the beginning to end of the project or the intervention.	All PUNOs
Transition and exit strategy [#3.10]		4	2	2	Close collaboration and coordination with the government shall be maintained.	All PUNOs
Budget availability and cash flow [#4.8]	Organizational [#4]/fiduciary risks	6	3	3	The project document explicitly include the costed implementation plan and the sources of finance and financial management.	All PUNOs
Political instability [#5.3]	Political [#5]	4	2	2	The political situation will be consistently monitored	All PUNOs

Risks	Categories	Risk Level: (Likelihood x Impact, as per instructions)	Likelihood: Certain - 5 Likely - 4 Possible - 3 Unlikely - 2 Rare - 1	Impact: Essential - 5 Major - 4 Moderate - 3 Minor - 2 Insignificant - 1	Mitigation measures	Risk owner
					and continued collaboration and coordination shall be maintained with the government.	
Change/turnover of the government [#5.4]		6	2	2	The government shall consistently follow the HR management policies and UN agencies shall maintain close contact with the lead ministry and shall have a backup plan.	All PUNOs
Changes in the regulatory framework affecting the whole organization [#6.2]	Regulatory/ <i>Institutional</i> risks [#6]	4	2	2	Close and consistent contact with the government during the implementation of the project.	All PUNOs
Capacities of the partners [#7.1]	Strategic /programm atic [#7]	4	2	2	The project shall focus on improving the capacity of government officials at central and decentralized levels.	All PUNOs
Natural hazards [#8.5]	Safety and Security [#8]	4	3	3	In the event of environmental disasters, the government shall implement disaster risks financing instruments and functionalize multi-sectoral coordination.	All PUNOs
Limited efficiency and coordination amongst PUNOs	Organizational	4	1	3	Involved UN agencies have been not only	

Risks	Categories	Risk Level: (Likelihood x Impact, as per instructions)	Likelihood: Certain - 5 Likely - 4 Possible – 3 Unlikely - 2 Rare – 1	Impact: Essential – 5 Major - 4 Moderate - 3 Minor – 2 Insignificant - 1	Mitigation measures	Risk owner
					collaborated to the design of the joint project but also of the GA roadmap. A common understanding and shaping of the framework of reference ensures. In addition, involved UN agencies have been recently engaged in other joint projects and the limited size of allocation per agency limits the potential loss. The budgeting for a dedicated and jointly selected project management team will not only ensure coordination but also help smoothen whichever obstacle may arise. In addition, the RCO has been fully involved in the process and may help remove any barrier.	

Likelihood	Occurrence	Frequency
Very Likely	The event is expected to occur in most circumstances	Twice a month or more frequently
Likely	The event will probably occur in most circumstances	Once every two months or more frequently
Possibly	The event might occur at some time	Once a year or more frequently
Unlikely	The event could occur at some time	Once every three years or more frequently
Rare	The event may occur in exceptional circumstances	Once every seven years or more frequently

Consequence	Result
Extreme	An event leading to massive or irreparable damage or disruption
Major	An event leading to critical damage or disruption
Moderate	An event leading to serious damage or disruption
Minor	An event leading to some degree of damage or disruption
Insignificant	An event leading to limited damage or disruption

	Consequences				
Likelihood	Insignificant (1)	Minor (2)	Moderate (3)	Major (4)	Extreme (5)
Very likely (5)	Medium (5)	High (10)	High (15)	Very High (20)	Very High (25)
Likely (4)	Medium (4)	Medium (8)	High (12)	High (16)	Very High (20)
Possible (3)	Low (3)	Medium (6)	High (9)	High (12)	High (15)
Unlikely (2)	Low (2)	Low (4)	Medium (6)	Medium (8)	High (10)
Rare (1)	Low (1)	Low (3)	Medium (3)	Medium (4)	High (5)

Level of risk	Result
Very High	Immediate action required by executive management. Mitigation activities/treatment options are mandatory to reduce likelihood and/or consequence. Risk cannot be accepted unless this occurs.
High	Immediate action required by senior/ executive management. Mitigation activities/treatment options are mandatory to reduce likelihood and/or consequence. Monitoring strategy to be implemented by Risk Owner.
Medium	Senior Management attention required. Mitigation activities/ treatment options are undertaken to reduce likelihood and/or consequence. Monitoring strategy to be implemented by Risk Owner.
Low	Management attention required. Specified ownership of risk. Mitigation activities/treatment options are recommended to reduce likelihood and/or consequence. Implementation of monitoring strategy by risk owner is recommended.

Risk Categories (for reference only)

1.Social and Environmental	2. Financial	3.Operational	4.Organizational	5. Political	6.Regulatory	7. Strategic	8. Safety and Security
1.1. Human rights 1.2. Gender 1.3. Biodiversity and use of natural resources 1.4. Climate change and disaster 1.5. Community health and safety 1.6. Labour conditions/standards 1.7. Cultural heritage 1.8. Rights of Indigenous Peoples 1.9. Displacement and resettlement 1.10. Pollution and resource efficiency 1.11. Stakeholder engagement 1.12. Sexual exploitation and abuse	2.1. Cost recovery 2.2. Value for money 2.3. Corruption and fraud 2.4. Fluctuation in credit rate, market, currency 2.5. Delivery	3.1. Alignment with national priorities 3.2. Responsiveness to lessons learned and evaluations 3.3. Leadership & management 3.4. Flexibility and opportunity management 3.5. Synergy potential (linking with other initiatives as relevant) 3.6. Reporting and communication 3.7. Partnership 3.8. Capacity development of national partners 3.9. Engagement of national partners in decision-making 3.10. Transition and exit strategy	4.1. Governance 4.2. Monitoring 4.3. Independence and quality of evaluation 4.4. Knowledge management 4.5. Grievances 4.6. Due diligence of private sector partners 4.7. Human Resources 4.8. Budget availability and cash flow 4.9. Internal control 4.10. Procurement 4.11. Innovating, piloting, experimenting,	5.1. Government commitment 5.2. Political will 5.3. Political instability 5.4. Change/turnover in government	6.1. Changes in the regulatory framework within the country of operation 6.2. Changes in the international regulatory framework affecting the whole organization 6.3. Deviation from UN internal rules and regulations	7.1. Theory of change 7.2. Alignment with UN Strategic priorities 7.3. Capacities of the partners 7.4. Roles and responsibilities among partners 7.5. Code of conduct and ethics 7.6. Public opinion and media 7.7. Synergy with UN / Delivery as One	8.1. Armed Conflict 8.2. Terrorism 8.3. Crime 8.4. Civil Unrest 8.5. Natural Hazards 8.6. Manmade Hazards

ANNEX 5: Localization marker

SDG Localisation Marker Score

Dimensions	Criteria or eligibility	Responses	Explanation	Means of verification
Programme Design	Does the programme or initiative explicitly include results and/or expected outcomes directly related to advancing SDG localization?	No	The JP is designed to focus on SDG acceleration at the national level, with a few capacity building at the local level	N/A
	Is at least 70% or more of the programmatic budget allocated specifically to activities that enhance advocacy, actions or monitoring related to SDG localization?	No	The JP is designed to focus on SDG acceleration at the national level, with a few capacity building at the local level. Therefore there is no dedicated budget to it.	N/A
	Were local and regional governments actively engaged and consulted during the programme design phase?	No	While there are elements at the sub-national level, they are not involved in the design of the JP.	N/A
	Were local service providers and/or other local actors and stakeholders actively engaged and consulted during the programme design phase?	No	While there are elements at the sub-national level, they are not involved in the design of the JP.	
Advocacy	Has the programme or initiative planned to develop new knowledge material, research, publication or relevant resources related to SDG localization, specifically building on local experience?	Yes	The JP will provide capacity building at the local level, this includes producing knowledge products.	JP Result Framework
	Has the programme or initiative planned to develop specific events, campaigns, communications or capacity-building activities on SDG localization, especially targeted at local or regional governments, local service providers, or other local actors and stakeholders?	Yes	The JP will provide capacity building at the local level, this includes producing knowledge products.	JP Result Framework
Actions	Does the joint programme or initiative incorporate mechanisms, spaces or activities designed to bolster coherent policies, regulations, plans, programmes, and service-delivery approaches or models by local and regional governments and/or local service providers, facilitating their meaningful contributions to the SDGs and	Yes	The JP aims to facilitate policy dialogues in which local governments will be included.	JP Result Framework

	addressing the principles of leaving no one behind?			
	Does the joint programme or initiative have an inclusive and participatory multi-stakeholder approach, involving civil society, academia, citizens, the private sector and/or others to jointly implement transformative initiatives toward localizing the SDGs? This could include, for example, mobilizing and sharing knowledge, expertise, technologies and financial resources to support the achievement of the SDGs at the local level.	Yes	The JP is built on the GA Roadmap on Social Protection and Jobs which have consulted stakeholders from government, civil society, trade unions, private sectors.	GA Roadmap
	Does the joint programme or initiative include a multi-level governance approach to address the SDG challenges through collaboration between different levels of government, as well as with international organizations, and local communities? This approach recognizes that effective action requires coordinated efforts at various scales, from local and regional to national and global.	Yes	The JP aims to facilitate policy dialogues with different levels of governments, including the UN in Indonesia and TSF.	N/A
	Does the joint programme or initiative feature mechanisms or activities aimed at improving the transparent and accountable financing of SDG localization? This may include the development of decentralized financing policies, the creation of market-ready pipeline of local actions, expansion of local fiscal space, resource mobilization by local or regional governments, participatory budgeting approaches, etc.	Yes	The JP will facilitate improvement of public fiscal management for efficient social protection programmes at the subnational level	JP Result Framework
Accountability & Sustainability	Does the joint programme or initiatives include dedicated results, supported by a robust accountability framework, to systematically collect and report on contributions to SDG localization, both at the outcome and output levels?	No	The JP is designed to focus on SDG acceleration at the national level, with a few capacity building at the local level	N/A
	Does the joint programme or initiative include a dedicated plan to ensure the sustainability, leveraging of financial resources and replication/expansion of the SDG actions in additional localities, developed in collaboration with local and regional governments, local service providers and other local actors and stakeholders?	No	The sustainability and leverage of financial resources will be ensured via national level steering committee of the GA	N/A

Criteria for Scoring • Marker 3: Between 9 and 12 criteria marked as Yes. • Marker 2: Between 4 and 8 criteria marked as Yes. • Marker 1: Between 1 and 3 criteria marked as Yes. • Marker 0: None of the criteria marked as Yes.	Total # of Yes: 6		
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ANNEX 6: Gender Equality and Human Rights markers

Joint Programme Outputs	GEM Score	Justification
Output 1.1	2	Many women do not have social protection coverage, and therefore the extension of social protection will greatly benefit women.
Output 1.2	2	The development of a comprehensive socioeconomic registry and an integrated social protection management information system will contribute to gender equality by providing disaggregated data that can inform gender-responsive policies, ensure equitable access to social assistance for women, and enable targeted support to address gender-specific vulnerabilities during crises.
Output 2.1	2	Interventions will not only incorporate the principle of equal opportunities of access to the educational system but will also explicitly address: (i) , via the operations of national skills councils how traditional barriers in access to certain occupations can be removed, (ii) how the misuse of the apprenticeship as disguised employment contracts, a situation affecting young girls more than young men can be reduced and eventually eliminated, (iii) how the design of the national skills fund can adequately ensure that access to the fund is equally warranted to women and men in the labour force.
Output 2.2	2	Given the disparities in gender outcomes, the implementation of skills programme and financing will take into consideration unique needs and challenges of women. The assessment, design and approach of capacity building and financing solutions will take into account gender balance, encourage active engagement of women to accelerate progress towards SDG5.

Human Rights Marker

Joint Programme Outputs	HRM Score	Justification
Output 1.1.	3	Social protection is a human right. Its extension to all residents throughout life cycle will directly contribute to improving human rights. During the process of consultation meetings on social protection reforms, various stakeholders including workers, employers and government's representatives will participate in the discussion. The resulting social protection system will be

		comprehensive and inclusive to protect all residents in Indonesia. In addition, it has to noted that Constitution of the Republic of Indonesia stipulates since its amendment in 2002, the right to social security for all and the responsibility of the government in the development of social security policy the right to social security for all Indonesian citizens.
Output 1.2	2	The development of a comprehensive socioeconomic registry and an integrated social protection management information system will contribute to improved human rights by ensuring equitable access to social protection, which is recognized as a fundamental human right, and by enabling the government to effectively fulfil its obligations to protect and support vulnerable and disadvantaged populations, including people with disabilities and female headed households, particularly during times of crisis.
Output 2.1	2	The Joint programme is fully consistent with article 26 of the Universal Declaration of Human Rights , notably the part on “Technical and professional education shall be made generally available “ as it will provide conditions for such education to be made available to the workforce and to new entrants into it, notably by operating on revised apprenticeship schemes and skills development funds. In addition, the JP will be consistent with article 23 regarding the “right to work and to protection against unemployment” and the “right to equal pay for equal work” as it will specifically address improvement of opportunities to increase the human capital of the population, thus limiting unemployment and avoidance of misuse of apprenticeships contracts and thus not warranting equal pay for equal work. The latter is specifically resulting from reports by trade unions of misuse of apprenticeships contracts. In addition, revisions in legal frameworks will be carried out ensuring Participation and meaningful engagement of various stakeholders, including social partners and youth groups.
Output 2.2	2	The JP is aligned and guided by the Agenda 2030, a rights-based policy framework and is fully committed to a strong human rights approach and leaving no one behind by integrating/supporting measures to protect vulnerable, marginalized and those populations at the risk of being left behind. The project initiative focusing on localised assessment of impact of transitions on sub-national regions and consequently needs based training considers the unique challenges and vulnerabilities of these communities and ensures inclusion of persons with disabilities, elderly workforce and other vulnerable groups.

Sustaining Peace Marker

Joint Programme Outputs	SPM Score	Justification
Output 1.1.	N/A	
Output 1.2	N/A	
Output 2.1	N/A	
Output 2.2	N/A	

ANNEX 7: Overview of the Learning and capacity building plan for the main stakeholders, including social partners and civil society

Key skills and competences

The scope of the joint programme's strategic plan emphasizes the development of essential skills and competences necessary for effective social protection and skills development. The primary focus areas include enhancing technical knowledge and capacities in operating social protection systems and skill development systems, notably to (i) respond to socioeconomic situation in the country, (ii) strengthen skills development to meet labor market demands, (iii) advance advocacy and policy influence capabilities, (iv) foster innovative practices and thought leadership, (V) skill development on evidence-led budgeting through tax-benefit simulation, and knowledge on child-sensitive social protection and care economy through south-south cooperation. These competences will be distributed among government agencies, social partners, and civil society organizations.

This comprehensive approach aims to facilitate a cultural shift in attitudes, practices, and social norms including gender, driving the transformative impact required to achieve SDGs. When the knowledge product is developed the involvement of gender experts including women's organizations will be ensured.

Objectives and main activities

The joint programme aims to achieve several key objectives through targeted activities designed to enhance social protection and skills development. Firstly, the programme seeks to enhance technical knowledge and capacities by organizing policy dialogues and conducting specialized training workshops. These initiatives will enable stakeholders to engage in informed discussions, develop technical expertise, and access continuous learning opportunities. Secondly, the programme aims to enhance advocacy and policy influence enabling policymakers and social partners to build evidence to promote necessary changes in social protection and skills development systems. Lastly, the Joint Programme will also support government counterparts prepared for and present in public forum in order to share the Indonesia experience and to learn from others. Dedicated exchanges with national and international counterparts are embedded in the proposed activities and will, as much as relevant, embrace the principle of South-South cooperation. Through a series of policy dialogues, the JP intends to improve awareness, knowledge and capacities of all the stakeholders including the government, private sector and civil society organizations among others.

ANNEX 8: Overview of the Communications and visibility plan

Overall narrative

The joint programme will coordinate agency communication activities using diverse methods like social media, brochures, and impact stories to enhance public awareness, stakeholder engagement, transparency, and accountability, thereby supporting the joint programme's effective implementation and impact. Gender equality, rights of women, children and people with disabilities, economic equality and poverty reduction are some of the key priorities of the President-elect³² and the Government as reflected in the medium-and-long term national development plans, RPJMN and RPJPN. The JP's key messages will focus on these priorities with targeted messaging.

Leveraging all PUNOs, the Joint Programme proposes an all-around and pro-active communication and outreach strategy, using key channels and outreach platforms and targeting the main audience and secondary group. To keep the consistency of messages, each communication product will use the underpinning key messages in their respective narrative. Nonetheless, each product will be tailor-made using examples of developed policy,

³² https://va.medcom.id/2023/pemilu/others/PRABOWOGIBRAN_VISI_MISI.pdf

programmatic and/or any successful initiatives.

JP's communications strategy will be firmly rooted in the principles of gender equality and inclusivity, ensuring that every message we convey reflects these core values. It is committed to using language, visuals, and narratives that are not only free from stereotypes and biases but also actively challenge and dismantle them, and will ensure women's participation throughout process. In operationalizing these principles, the JP will ensure for (i) social media, at least 20% of the content will address gender-related issues; (ii) event representation will strictly enforce a policy of no all-male panels ensuring diversity and representation of women in all public forums; and (iii) report or assessments (if any) will ensure reflection of gender disaggregated data, themes and challenges.

On media presence and promotion, the UN Indonesia logo will represent collectively the UN partner agencies with the approval of the government. In some instances, UN agencies may justify the need to use their agency's branding, especially where the activity corresponds to stakeholders who are familiar with that entity.

Objectives and main activities

The objectives of a strategic communication plan are to integrate the participating UN organisations' predetermined programmes and efforts and to inform communities and potential beneficiaries about the integrated materials.

Using results-oriented and evidence-based methodology, each PUNO will provide narratives, which will be compiled by ILO as the lead PUNO to be delivered as communications products. Communications activities will be engaging, audience-centred, and responsive to feedback. Digital/social media of the UN agencies and each analytical tool can be used in interactive platforms to measure grass roots and multiplier impact.

A dedicated communication officer will be appointed to coordinate the communication activities conducted by each respective agency, ensuring a unified approach in delivering messages to stakeholders and the general public under the "One UN" banner. This officer will integrate and streamline efforts across the various agencies, leveraging a diverse range of communication modalities tailored to effectively reach and engage the target audiences. These modalities will encompass both modern and traditional methods, including the strategic use of social media platforms for real-time updates and interactive engagement, the production and distribution of traditional communication materials such as brochures, newsletters, and press releases, and the sharing of compelling impact stories that highlight the tangible benefits and successes of the joint programme. Additionally, the communication officer will facilitate the dissemination of information through both national and international media channels, ensuring broad visibility and reinforcing the programme's alignment with the overarching objectives of the SDGs. This coordinated and multifaceted communication strategy will not only enhance public awareness and stakeholder engagement but also promote transparency and accountability, thereby supporting the effective implementation and impact of the joint programme.

Main target audience

- Government partners to ensure buy-in and political commitment. Platform would be policy dialogues, policy papers, and report/studies.
- Private sector to leverage the support of private sector in implementing social protection policies. Platform would be multistakeholder engagement, policy dialogues, workshops, communications through social media among others.
- Donors to showcase results and impact of the resources invested on the people and communities. Platform would be policy dialogues, reports/assessments, policy briefs, and other infographics.
- Media to amplify the dissemination of project results and successes by reaching a wider audience.
- CSOs, children, youth, academic institutions and other relevant stakeholders to gain their buy-in and invite them to contribute to the JP.