


The Ilo's Role in Protecting Domestic Workers in Indonesia Is Highlighted by The Ratification of Convention Number 189 of 2011

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Abstract

Introduction: The 2020 annual report of the National Commission on Violence Against Women confirmed at least 34 cases related to domestic workers throughout 2019. Meanwhile, documentation of these cases by the National Network for Domestic Workers Advocacy (JALA PRT) states that between 2012 and 2019, there were more than 3,219 cases experienced by domestic workers, including psychological abuse (isolation and confinement), physical abuse, economic abuse (withholding of personal documents, unpaid wages, sick pay, unpaid holiday pay), and human trafficking. Meanwhile, from 2017 to 2022, at least 2,673 cases of violence experienced by domestic workers did not decrease but instead increased. Therefore, the role of the ILO in Indonesia is quite important in preventing the continuation of this problem.

Purposes of the Research: This study aims to determine and analyze the extent of legal protection for domestic workers provided by the Indonesian government and the role of the ILO (International Labor Organization) as an international organization that collaborates with the government, employers, and non-governmental organizations.

Methods of the Research: This research uses a normative-empirical legal research method, which functions as a study of normative-empirical legal issues in the form of legal behavior products. Normative-empirical studies focus on the application of applicable legal provisions to every legal event that occurs in society to achieve that goal. This research begins with the applicable legal provisions in written form for each legal event in society, thus combining two stages of study. The first stage examines the applicable normative laws, and the next stage applies these laws to events that occur in society in order to achieve the selected objectives. Based on the above explanation, this research requires primary and secondary data.

Results of the Research: The ILO, as the representative of the International Labor Organization, has done a lot to oversee and encourage the ratification of domestic worker protection and the immediate passing of the PPRT Bill. In this case, various projects have been carried out by the ILO to facilitate the realization of protection for domestic workers, one of which is by inviting cooperation with various groups from NGOs, employers, and the government. This includes providing socialization and training for domestic workers by inviting cooperation with JALA PRT. JALA PRT also has domestic worker schools in several major cities that provide education to domestic workers regarding the rights and obligations they should receive.

Keywords: Role of the ILO; Protection of Domestic Workers; ILO Convention 189 of 2011.

Submitted: 2026-01-26

Revised: 2026-04-09

Accepted: 2026-04-28

Published: 2026-04-30

How To Cite: Siti Masruroh, Agustinus Supriyanto. "The Ilo's Role in Protecting Domestic Workers in Indonesia Is Highlighted by The Ratification of Convention Number 189 of 2011." *BALOBELAW Journal* 6 no. 1 (2026): 34-43. <https://doi.org/10.47268/balobe.v6i1.3752>

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INTRODUCTION

ILO (*International Labor Organization*) Convention 189 on decent work for domestic workers regulates or supervises domestic workers with regard to the treatment of domestic workers based on the principles and essential rights at work, as applicable to other workers.

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Domestic workers are entitled to respect and protection in relation to freedom of association or unionization, the elimination of all forms of forced labor, the absence of child labor, and the elimination of discrimination in relation to employment and occupation. Member states that have ratified this convention are required to respect, promote, and realize the principles and rights of domestic workers. However, Indonesia has only signed *ILO Convention No. 189* and has not yet ratified it.¹

Based on data from *Women in Informal Employment: Globalizing and Organizing* in 2019, there are 29 countries that have ratified ILO Convention 189, namely: Argentina, Belgium, Bolivia, Brazil, Chile, Colombia, Costa Rica, the Dominican Republic, Ecuador, Finland, Germany, Grenada, Guinea, Guyana, Ireland, Italy, Jamaica, Mauritius, Nicaragua, Panama, Paraguay, Peru, the Philippines, Portugal, South Africa, Switzerland, Uruguay, Madagascar, and Sweden. Of these 29 countries, Madagascar and Sweden's conventions came into effect on April 4, 2020, followed by Madagascar on June 11, 2020.² Among these countries, South Africa is the world leader in providing special protection for domestic workers by developing better methods to improve their welfare in the region.³ Uruguay also has a special law on Domestic Worker Protection from 2006 and was the first country to ratify ILO Convention No. 189 on June 14, 2012. Then, the first country in Asia to develop a progressive model for the protection of domestic workers in its territory was the Philippines, which was also the second country in the world and the first in ASEAN to ratify ILO Convention No. 189 on *Decent Work for Domestic Workers* on September 5, 2012.⁴

Considering that Indonesia itself has a portion of its citizens who use the services of domestic workers on a daily basis, it should be able to follow the example of several developing countries above that have ratified ILO Convention No. 189 and even implemented it in the form of positive law in their respective countries. When talking about legal protection, it cannot be separated from the intervention of the government or those in power in the region. Legal protection is never separated from power, be it governmental or economic power. Legal protection in relation to governmental power is protection for the people (the governed) by the government (the governing). Meanwhile, legal protection in economic power is protection for the economically weak against the economically strong, for example, the protection of workers by employers. Sunaryati Hartono says that legal protection is needed for those who are weak and not yet strong socially, economically, or politically in obtaining justice.⁵ Legal protection for domestic workers is intended to protect, respect, and recognize the dignity of domestic workers as human beings who have the right to work. This protection can be preventive and repressive. Preventive protection is provided through laws and regulations that govern the protection of domestic workers. Meanwhile, repressive protection is provided through the handling of various cases involving domestic workers in their employment relationships by the courts.⁶ The state should be present to protect them through international and national regulations.

¹ Accessed from (<https://www.komnasperempuan.go.id/kumpulan-kertas-posisi-bermacam-rancangan-undang-undang>) at 6:29 p.m. in Yogyakarta

² Data accessed from <https://twiego.org/> at 5:58 p.m. WIB in Yogyakarta City.

³ ILO Publication, *Regulations on Domestic Workers in Indonesia Existing Legislation, International Standards and Best Practices*, (Jakarta: International Labor Office, 2006), p. 29.

⁴ ILO Publication, *Domestic Workers Across the World: Global and Regional Statistics and the Extent of Legal Protection Geneva: International Labour Office*, 2013, p. 47

⁵ Sunaryati Hartono, *Legal Policy Towards a National Legal System*, (Bandung: Alumni, 1991), p. 55.

⁶ Triannah Sofiani, *Constitutional Rights-Based Legal Protection for Domestic Workers*, (Yogyakarta: Deepublish Publisher, 2020), p. 167-169.

According to available data, domestic workers are one of the most vulnerable occupations in the world of work due to the lack of health insurance, among other things. However, this occupation is still not accompanied by firm measures regarding the safety of domestic workers. There are various ongoing cases experienced by domestic workers. The 2020 annual report of the National Commission on Violence Against Women confirms at least 34 cases related to domestic workers throughout 2019.⁷ Meanwhile, documentation of these cases from the National Network for Domestic Workers Advocacy (JALA PRT) states that between 2012 and 2019, there were more than 3,219 cases experienced by domestic workers, including psychological abuse (isolation and confinement), physical abuse, economic abuse (withholding of personal documents, unpaid wages, sick pay, unpaid holiday allowance), and human trafficking. Meanwhile, from 2017 to 2022, at least 2,673 cases of violence experienced by domestic workers did not decrease but instead increased. Based on data from the Central Bureau of Statistics (BPS), the number of domestic workers in Indonesia is estimated at 4 million, with around 85,000 being children under the age of 18, and 95% being women.⁸ The number of domestic workers is estimated to increase by an average of 1.4% each year, and they are vulnerable to exploitation and violence because they are women.⁹ One of the reasons is that they work in a domestic setting that is closed off from the outside world and difficult to access help if violence occurs. Because domestic workers are like family members, some people do not consider that they need help if violence occurs. It doesn't stop there. During the COVID-19 pandemic, the vulnerability of domestic workers has increased due to various problems, such as the lack of severance pay and wages, as well as job losses. There is no social security because they are also vulnerable to infection.

Worker protection is crucial for workers because it prevents exploitative practices, thereby creating a safe and comfortable working environment. Article 27 paragraph (2) of the 1945 Constitution states *that "every citizen has the right to work and a decent livelihood for humanity"*¹⁰, meaning that even though domestic workers are basically workers in the informal sector, they still have the right to protection of their work and a decent livelihood from the government, just like formal workers. Informal sector work includes activities such as housekeeping (sweeping, washing, cooking, ironing, and gardening), as well as caring for sick people, the elderly, children, and pets in the employer's home.¹¹

In order to protect workers, all parties must be aware and involved. As mentioned above, this includes the involvement of *non-governmental organizations* (NGOs), community-based organizations (CBOs), local communities, and *the International Labor Organization* (ILO), which is part of the United Nations (UN).¹² Established in 1919, the ILO is part of the Treaty of Versailles that ended World War I.¹³ As part of the UN, the ILO has been working internationally with UN member states to address labor issues, both domestic and international. The ILO was founded on the belief that universal and lasting peace can be

⁷ Accessed from JALA PRT data at *Komnas HAM Awaits Good News on the PPRT Bill Before National Domestic Workers' Day* (voaindonesia.com) at 16:29 WIB in Yogyakarta

⁸ Data obtained from https://www.ilo.org/jakarta/info/public/pr/AVCMS_618229/lang--en/index.htm Pressrelease Makassar, South Sulawesi, Indonesia at 17:19 WIB in Yogyakarta

⁹ Results of *the Rapid Assessment* by JALA PRT (National Network for Domestic Workers Advocacy) in 2009

¹⁰ See the Provisions of the 1945 Constitution, Article 27, Paragraph 2

¹¹ ILO.T.t. *Origins and History*. International Labor Organization. <http://www.ilo.org/global/about-the-ilo/history/lang--en/index.htm> at 6:14 AM WIB in Yogyakarta

¹² Accessed from [The Birth of the International Labour Organization \(ILO\) - Mozaik Tirta](#) at 8:25 PM WIB in Malang

¹³ Accessed from [The Role of the International Labour Organization \(ILO\), the United Nations Labor Organization \(tirta.id\)](#) at 8:25 PM WIB in Malang

achieved on the basis of social justice. The role of the ILO as a UN agency in promoting the protection of domestic workers needs to be examined in depth, as this will also address existing problems. Since its inception, the ILO has been a pioneer in this field, notably through its 2004 project to protect domestic workers from trafficking and forced labor in Southeast Asia.

METHODS OF THE RESEARCH

This research uses a normative-empirical legal research method, which functions as a study of normative-empirical legal issues in the form of legal behavior products. Normative-empirical studies focus on the application of applicable legal provisions to every legal event that occurs in society to achieve that goal. This research begins with the applicable legal provisions in written form for each legal event in society, thus combining two stages of study. The first stage examines the applicable normative laws, and the next stage applies these laws to events that occur in society in order to achieve the selected objectives. Based on the above explanation, this research requires primary and secondary data.¹⁴

RESULTS AND DISCUSSION

A. The Role of the ILO in Promoting Decent Work for Domestic Workers

The ILO has been collaborating with Indonesia since June 12, 1950. The ILO uses a tripartite structure, in this case collaborating with the Ministry of Manpower and Transmigration, the Indonesian Employers' Association (APINDO), and three labor union confederations, including: the Indonesian Trade Union Confederation (KSPI), the Indonesian Prosperous Labor Union Confederation (KSBSI), and the All-Indonesia Trade Union Confederation (KSPSI).¹⁵ In 2020, Indonesia's population was around 270 million people¹⁶ and this is where the ILO has a role and responsibility to promote decent work for all. Since 2000, Indonesia's economy has grown by around 5.5 percent per year after experiencing a crisis. However, there is still a high level of unemployment, so the Indonesian government is committed to addressing this issue. However, there are also problems with working conditions and ineffective administration.

Considering the Indonesian government's priorities, the ILO has at least three priorities: a.) creating jobs to restore livelihoods and reduce poverty, b.) ending exploitation in the workplace, c.) discussions or dialogues with the aim of increasing economic growth. These three priorities are defined through the national decent work program. The International Labor Organization is a United Nations (UN) agency that promotes opportunities for men and women to obtain productive and decent work in a fair, free, safe, and dignified manner.¹⁷ Currently, the ILO has 187 member countries¹⁸ and is often referred to as unique among UN agencies. The reason for this is its tripartite structure, which places the government, labor unions, and employer organizations on an equal footing in selecting programs and deciding on policy making.

¹⁴ As quoted by Bambang Sunggono in his book *Legal Research Methodology*, 12th Edition, (Jakarta: Raja Grafindo Persada, 2011), p. 41.

¹⁵ Data accessed from *booklet a glimpse ina.pmd* (ilo.org) at 14:45 WIB in Yogyakarta

¹⁶ Data accessed from *2020 Population Census - Central Statistics Agency* (bps.go.id) at 14:45 WIB in Yogyakarta City

¹⁷ *Ibid.* Page 4.

¹⁸ Data accessed from https://kemlu.go.id/porta/id/read/4250/halaman_list_lainnya/international-labour-organization-ilo#:~:text=Sampai%20dengan%20tahun%202021%2C at 14:45 WIB in Yogyakarta City

The ILO has guidelines from *its Governing Body*. It consists of 14 worker representatives, 14 employer representatives, and 28 government representatives. These representatives are tasked with making decisions regarding future actions that will impact ILO policy. Then, it prepares several programs and the funds to be disbursed, after which they are submitted to the ILC or International Labor Conference for approval and to elect its Director-General. The ILC itself holds its annual meeting in June in Geneva. Indonesia, as a member country, along with other member countries, has the right to send four delegates to the ILC. Of the four, two are from the government, one is from employers, and one is from workers. They have the right to express their opinions and vote independently.¹⁹ Meanwhile, the coordinating structure responsible for promoting issues related to domestic workers falls under the category of care economy, namely: a) Early Dwi Nuriana as national project coordinator, b) Dyah Retno Sudarto as communication and external relations coordinator, c) Arif Sapril as project assistant.²⁰ The new director in charge is Simrin Singh for the Indonesia and Timor Leste region.

The ILO has undertaken numerous initiatives to promote decent work for domestic workers and advance their protection, particularly in Indonesia. Starting from June 14, 2011, when President Susilo Bambang Yudhoyono attended the 100th ILO Conference held in Geneva, he said in his speech that ILO Convention 189 could serve as a guideline for sending and receiving governments as protectors of migrant workers. Likewise, domestic workers employed in Indonesia must be treated equally. Thus, this Convention can help us formulate effective national regulations and legislation.²¹

He continued that at that time and now, the ILO Office in Jakarta, as Indonesia's representative, is implementing the PROMOTE project (Promoting Decent Work for Domestic Workers and the Elimination of Child Domestic Workers), with the aim of gradually reducing child domestic workers by building institutional partners to promote this project. The project itself is carried out through partnerships with employer associations, the government, labor unions, and NGOs (non-governmental organizations) such as JALA PRT. It covers raising public awareness, encouraging the protection of domestic workers, and increasing the empowerment capacity of domestic workers/child domestic workers. The target areas that are the main focus include: Greater Jakarta, East Java, Lampung, and South Sulawesi. And now, coincidentally, the ILO itself is bridging the issue of domestic workers by including it in the *care economy* issue because their work is also related to caregiving. One of the ways is by supporting our friends at JALA PRT (National Advocacy Network for Domestic Workers) who have done a lot to ensure that the Domestic Workers Bill is passed immediately.²²

The approach used by the ILO is to ensure that care economy issues, which include domestic workers, are also integrated into the discussion. This is because the ILO itself is currently developing a roadmap that encourages care issues and domestic worker issues to be included as part of the roadmap for relations with *the care economy*.²³ This is a key point

¹⁹ *Ibid.* p. 5.

²⁰ Data accessed from https://www.ilo.org/jakarta/aboutus/WCMS_416361/lang--en/index.htm at 10:14 p.m. WIB in Yogyakarta City.

²¹ This data was obtained from an interview with Ms. Early Dewi Nuriana, Coordinator of the ILO Indonesia Project focusing on HIV Prevention and Care Economy, on February 2, 2024.

²² This data was obtained from an interview with Ms. Lita Anggraeni, National Coordinator of JALA PRT, on February 2, 2024.

²³ This data was obtained from an interview with Ms. Early Dewi Nuriana, Coordinator of the ILO Indonesia Project focusing on HIV Prevention and the Care Economy, on February 2, 2024. In this context, the ILO is currently discussing the project "*The Care Economy in Indonesia*" from November 1, 2022, to December 31, 2024, which is being carried out with SIDA (*Swedish International Development*

that is currently being pursued because, given the challenges involved, the political dynamics are constantly changing. The difficulty of negotiating with political party elites to expedite the discussion and passage of the PPRT Bill has required several demonstrations in front of the Indonesian House of Representatives building, as well as many other actions by fellow activists at JALA PRT.²⁴ JALA PRT is one of the NGOs (Non-Governmental Organizations) supported by and collaborating with the ILO in monitoring the PPRT Bill since its establishment on July 11, 2004. It comprises 26 NGOs and individuals advocating for the protection of domestic workers.²⁵ Some of the things that JALA PRT has done in overseeing the progress of the PPRT Bill in the House of Representatives include: holding a hunger strike, sewing giant napkins, washing clothes, chaining themselves together and locking themselves in front of the gate of the House of Representatives.²⁶ Of all the actions mentioned above, the only one that is still being carried out consistently every day is the hunger strike. Furthermore, Ms. Lita explained that the ongoing election process will also affect the progress of the PPRT Bill at the DPR. According to her, the ILO has been facilitating those advocating for the PPRT Bill and encouraging JALA PRT to align the domestic worker issue with broader care and care economy issues.²⁷

Then there was a statement from the ILO²⁸ that aligning the issue of domestic workers as part of *care work* is a form of support, as well as several advocacy efforts held by JALA PRT and lobbying the House of Representatives. Meanwhile, in terms of the roadmap, it is hoped that *care workers* (including domestic workers) can be included in *the strategic priority*. This issue is currently a focus and concern for the ILO, reflecting on the COVID-19 pandemic, where women's role in family or household care work was carried out alongside office work, making it difficult to delegate to others. Women who have economic privileges and are still productive at work will use domestic workers to do their domestic work. However, there is a problem in delegating tasks, namely the vulnerability of those who receive the delegated tasks.²⁹

Based on data from the 2013 ILO catalog³⁰ regarding the protection of domestic workers in national legislation, it covers: working hours, minimum wages, and pregnancy protection. In the scope of domestic worker protection, Indonesia received a score of four out of the Asia and Pacific region. The ILO states that a score of 4 means that domestic workers are excluded from a country's labor laws. Furthermore, *working time* is divided into three categories: weekly working hours, weekly rest, and annual leave. Indonesia received a score of three in these three categories, which means that Indonesia does not impose any restrictions on domestic workers' weekly working hours, does not enforce weekly rest, and does not provide paid annual leave to domestic workers. Meanwhile, in terms of minimum

Cooperation Agency). Care work includes (caring for the sick, the elderly, children, even tending gardens and pets for domestic workers, in addition to cooking, washing, ironing, and cleaning the house).

²⁴ This data was obtained from an interview with Mrs. Lita Anggraeni, Coordinator of JALA PRT Nasional, on February 2, 2024. JALA PRT has been advocating for the PPRT Bill since 2004, when Mrs. Lita Anggraini was still a student, and it has been almost 30 years since then, yet the bill has still not been passed by the House of Representatives.

²⁵ This data was accessed from www.jaringanburuhmigran.org at 2:34 PM WIB in Yogyakarta City

²⁶ This data was accessed from <https://projectmultatuli.org> at 2:35 PM WIB in Yogyakarta City

²⁷ This data was obtained from an interview with Ms. Lita Anggraeni, National Coordinator of JALA PRT, on February 2, 2024. JALA PRT has been involved in several activities organized by the ILO, including discussions on the care economy roadmap, which are still ongoing.

²⁸ This data was obtained from an interview with Ms. Early Dewi Nuriana, Coordinator of the ILO Indonesia Project focusing on HIV Prevention and the Care Economy, on February 2, 2024.

²⁹ Sri Wiyanti Eddyono, 2023, Women's Work and State Policy: The Contestation of Paid and Unpaid Care, *Jurnal Perempuan* Vol. 28 No. 3 p. 119

³⁰ Data accessed from *ILO Catalogue, 2013, Domestic Workers Across the World: Global and Regional Statistics and The Extent of Legal Protection*, Geneva: International Labour Office, p. 122

wage, Indonesia received a score of three, which means that domestic workers are excluded from the minimum wage. Finally, in terms of pregnancy protection related to *maternity leave*, Indonesia received a score of one because it is easier to be approved and also applies to annual leave. Therefore, pregnancy benefits will be easier to approve than other types of work.

The presentation of the above data concludes that legal protection for domestic workers in this country still does not cover the existing scope. This means that there is a need for specific laws and regulations governing domestic workers. However, the existence of laws does not directly guarantee that there will be no further violations of domestic workers' rights in the future. Nevertheless, it will still serve as protection because there are legal regulations that can fulfill their rights at work. For example, ILO Convention No. 189 recognizes them as formal workers, not informal ones.³¹ One of the project summaries to promote the protection of domestic workers initiated by the ILO is to encourage cooperation at the national and regional levels. At the national level, it collaborates with the Ministry of Manpower, JALA PRT (National Network for Domestic Workers Advocacy), the Confederation of Trade Unions, JARAK (Network for the Eradication of Child Labor), and KAPPRT-BM (Action Committee for the Protection of Domestic Workers and Migrant Workers). Meanwhile, at the regional level, cooperation is carried out with the ILO Asia and Pacific Office in Bangkok and the IDWF (*International Domestic Workers Federation*).³² These activities are carried out over a period of two years, from 2014 to 2016. The project strategy at the national and provincial levels, promoted in collaboration with three strategic networks (JALA PRT, JARAK, KAPPRT-BM), aims to shape public opinion and take the necessary action to promote decent work for domestic workers and eliminate child domestic workers (PRTA). This coalition of three networks comprises at least 150 active member organizations at the national, local, provincial, and nationwide levels.³³ The regional project strategy involves collaboration with several regional organizations. In this case, PROMOTE is conducting a campaign to raise awareness. This is followed by organizing labor unions to fight for protection for domestic workers, recognition of decent work for domestic workers, and the elimination of child domestic workers. This step is expected to have an impact on regional capacity by using manual training, developing training capacity, and strengthening regional alliances through workshops and knowledge sharing among actors concerned with the issues of decent work for domestic workers and the elimination of child domestic workers.

Several national and regional components are expected to include:³⁴ a). The existence of individual awareness regarding decent work for domestic workers and the absence of domestic worker trafficking, b). Increased capacity of domestic worker organizations, c). Facilitation through the development of functional information and communication technology so that domestic workers can easily access legal, educational, and social services, d). Provision of support in the field of research on decent work for domestic workers and the reduction of domestic worker trafficking, e). Promotion of the principles of transparency and accountability, which are key principles for the long-term success of this program. Meanwhile, the regional components include: a). Capacity building at the regional level, namely knowledge sharing with other countries to collaborate in resolving issues related to

³¹ *Ibid.* p. 30.

³² Data accessed from ILO, *Global and Regional Estimates on Domestic Workers*, Geneva: Domestic Work Policy Brief, 2015, p. 4

³³ Data accessed from ILO, *PROMOTE: Decent Work for Domestic Workers to Eliminate Child Domestic Labor*, 2015, p. 3

³⁴ *Ibid.* p. 4.

domestic workers and domestic worker trafficking, b). Strengthening regional alliances by holding large workshops attended by policy makers, domestic workers, and domestic worker organizations to share innovative systems and promote domestic workers.

The ILO's achievements in the PROMOTE project ⁽³⁵⁾ can be seen from the available data. The author explains this based on the table below:

Table 1. List of Achievements of the ILO PROMOTE Project

No.	ILO PROMOTE Project Achievements 2014-2016
1	The signing of a Memorandum of Understanding regarding the implementation of the PROMOTE project between the Ministry of Manpower and the ILO in 2014.
2	The project was well received with support from local governments in several target provinces. This included promoting PROMOTE to local governments in Jakarta, South Sulawesi, East Java, and Lampung.
3	Developing methodologies to obtain PRTA and PRTA figures using existing surveys (Susenas and Sakernas).
4	Increased awareness of decent work for domestic workers and the absence of PRTA through active engagement with digital platforms (public service announcements, Facebook, Twitter).
5	Developing the APPSI (Code of Ethics for the Association of Domestic Worker Training and Placement throughout Indonesia) supported by the ILO. The code of ethics serves as a reference for APPSI members regarding the implementation of minimum age limits for recruitment, placement, and protection of domestic workers through supervision. APPSI members who violate the code will be subject to sanctions.
6	Conducting a survey in collaboration with the Sociology Laboratory of the University of Indonesia. This survey focuses on knowledge, behavior, and attitudes regarding the protection of domestic workers. The results will be used to increase awareness of PPRT and eliminate PRTA.
7	Encourage young people to participate in promoting decent work for domestic workers and prohibiting PRTA through photo essays and videos in collaboration with the Kampung Halaman Foundation.
8	Developing an information and communication technology system accessible to domestic workers and employers. This system is expected to reach ten thousand domestic workers with information on the elimination of domestic worker trafficking and decent work for domestic workers.
9	Developing action programs by partners (JALA PRT, JARAK, KAPPRT BM). Enhancing the capacity of partners through existing training programs (advocacy, organizing, mobilization).
10	Conducting regional labor union workshops to enhance the capacity of domestic worker organizations and eliminate domestic worker exploitation. Supported by ACTRAV (ILO Workers' Activities Bureau). In 2014, 40 representatives from domestic worker organizations and labor unions in Indonesia, India, Hong Kong, China, Sri Lanka, Pakistan, Vietnam, Cambodia, and the Philippines were sent. The purpose of the workshop was to develop advocacy action plans and policies in each country.

³⁵ The PROMOTE project was initiated by the ILO and carried out over two years (2014-2016) in Indonesia, considering that Indonesia is the fourth most populous country in the world and a country with many domestic workers and child domestic workers. With the goal of promoting decent work for domestic workers and eliminating child domestic workers, the project was sponsored by the USDOL (*United States Department of Labor*) with the aim of reaching a wider audience in policy-making for the ASEAN region.

11 Support the International Domestic Workers Federation in establishing an internet-based communication network for all domestic workers and domestic worker organizations in the Asian region.

From this data, it is clear that the ILO has long been involved in supporting the protection of domestic workers in Indonesia, and continues to do so today. One of the many things that has been done is to increase the capacity of the partners themselves. One of the partners that continues to advocate for the protection of domestic workers and the PPRT Bill is JALA PRT. JALA PRT, or the National Network for the Advocacy of Domestic Workers, was formed in July 2004 due to concerns about the increasing number of domestic workers whose rights were not being recognized. It was formed through the collaboration of several women's organizations, the JPPRT or Domestic Workers Protection Network in Yogyakarta, and the Domestic Workers Union, which became the current JALA PRT.³⁶ JALA PRT itself, in its advocacy, not only carries out various actions but also establishes schools for domestic workers. The Domestic Worker School or SPRT itself already exists in various regions in Indonesia, including: Jabodetabek (SPRT Sapulidi Jakarta, SPRT South Tangerang), Medan (SPRT North Sumatra), Semarang (SPRT Merdeka), Makassar (SPRT Paraikatte), Yogyakarta (SPRT Tunas Mulia).

These schools were established to educate domestic workers about their rights, provide new insights so that domestic workers can keep up with current developments, and also improve *their soft skills*.³⁷ They have their own curriculum, although they are not recognized schools like formal schools under the auspices of the government or training programs that can increase competence and provide training certificates, such as the Job Training Centers (BLK) managed by the Manpower Office in each region. From the ILO's perspective, the existence of this school could be an opportunity for domestic workers to be recognized based on their competencies. However, is this similar to the Community Vocational Training Center under the Labor Department or directly under the Ministry of Labor? In this regard, the ILO suggests that given the numerous training programs already conducted by SPRT, it may be worth considering officially registering them as Community Vocational Training Centers or exploring existing possibilities.³⁸

CONCLUSION

The ILO, as the representative of the International Labor Organization, has done a lot to oversee and encourage the ratification of domestic worker protection and the immediate passing of the PPRT Bill. In this case, various projects have been carried out by the ILO to facilitate the realization of protection for domestic workers, one of which is inviting cooperation with various groups from NGOs, employers, and the government. This includes providing socialization and training for domestic workers by inviting cooperation with JALA PRT. JALA PRT also has Domestic Worker Schools in several major cities that

³⁶ This data was obtained from an interview with Mrs. Lita Anggraeni, National Coordinator of JALA PRT, on February 2, 2024. JALA PRT is a coalition of various domestic worker organizations, domestic worker unions, and domestic workers formed in Yogyakarta, advocating at the local level since 1999, leading to the issuance of the Yogyakarta Governor's Circular on the Protection of Domestic Workers.

³⁷ Information accessed from <https://jalaprt.org> at 3:17 PM WIB in Yogyakarta City

³⁸ This data was obtained from an interview with Ms. Early Dewi Nuriana, Project Coordinator of ILO Indonesia responsible for HIV Prevention and Care Economy, on February 2, 2024. ILO proposes that the training programs at the Domestic Workers School can become officially recognized community vocational training centers by registering them or through collaboration with the Ministry of Manpower or the relevant agency.

provide education to domestic workers regarding their rights and obligations. Furthermore, the ILO has created the PROMOTE project (promoting decent work for domestic workers and eliminating child domestic workers), which is expected to gradually reduce the number of child domestic workers by building institutional partnerships to promote this project

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Conflict of Interest Statement: The author(s) declares that research was conducted in the absence of any commercial or financial relationship that could be construed as a potential conflict of interest.

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