



United Nations Network on Migration

Indonesia

Terms of Reference

Background

Indonesia is an area of origin, transit, and destination for migrants. As a country of origin, Indonesia is a prominent labour-sending country with an estimated 9 million Indonesians working overseas and 45,026 students abroad as of 2016, showing how the Indonesian diaspora is spread across the world¹.

According to the Government's record on the registered placements of Indonesian migrant workers, women migrants account for just over half (52%) of outgoing migrant workers over the past decade. Among Indonesian migrant workers whose placements were registered in 2022, a significant portion are high school graduates (45%); while 32% have completed junior high school. Only 3% hold a university degree. The top three destinations for Indonesian migrant workers are Hong Kong Special Administrative Region, China, Taiwan Province of the People's Republic of China, and Malaysia, with migration to these destinations being highly feminised in roles such as domestic workers in elementary occupations, and caregivers. Being the largest economy in Southeast Asia and an emerging upper-middle-income country, Indonesia also attracts foreign workers as well from various parts of the world, predominantly from the People's Republic of China, the Republic of Korea and Japan. Currently, there are 111,537 registered migrant workers in Indonesia, and possibly in addition undocumented low-skilled foreign workers.

The dynamics of migration bring forth a range of issues to be addressed by multiple actors. In 2017, Indonesia adopted its Law No. 18/2017 on the Protection of Indonesian Migrant Workers which has intensified its efforts to protect its workers throughout the migration process (including the establishment of gender-responsive migrant worker resource centers in the government One Roof Integrated Services Offices (LTSAs)). Yet, vulnerabilities to Indonesian migrant workers remain. In 2022, of the 200,761 Indonesian migrant workers who departed the country, approximately 56 percent did so for elementary occupations² – occupations which are characterised by high degrees of informality, vulnerability to exploitation, gaps in decent work conditions and fair recruitment. Indonesia has prohibited the charging of recruitment costs to migrant workers (Perka BP2MI 9/2020); implementation of the law needs strengthening.

¹ World Bank, "Indonesia's Global Workers: Juggling Opportunities and Risks," <http://pubdocs.worldbank.org/en/357131511778676366/Indonesias-Global-Workers-Juggling-Opportunities-Risks.pdf>

² In addition, 43 percent of Indonesian migrant workers emigrated for middle-skilled jobs, only one percent of Indonesian workers migrated for high-skilled ILO (2024). International Labour Migration Statistics (ILMS) Database in ASEAN. Data is from the 2022 administrative records of the National Board on the Placement and Protection of Indonesian Overseas.



As a significant country of origin, remittances play a crucial role in contributing to the nation's economy, comprising 0.8% of the GDP³ and ranking as the third largest recipient of remittances in Southeast Asia and the Pacific. However, challenges, such as high costs and inefficient channels, need improvement. Research conducted by UNDP and IOM indicates that migrants encounter challenges in accessing financial resources and traditional bank loans to cover their migration expenses. Consequently, they often resort to borrowing from unscrupulous lenders and informal financing sources, placing them at greater risk of exploitation and indebtedness.

Issues related to family members left behind, particularly children left behind by migrant parents, pose significant concerns. Many of these children lack proper care and protection, leading to malnutrition and vulnerability to physical and sexual violence. A recent investigation by Kompas highlighted that many of these children are at risk of becoming child labourers, victims of child marriage, and susceptible to trafficking. Indonesia's diaspora network, dispersed globally, holds the potential to contribute to the skills of Indonesian citizens, direct investment, and philanthropy for the sustainable development of their communities. However, there is currently no established platform to facilitate the transfer of these skills.

The lack of awareness about safe migration, and their rights and entitlements as migrant workers (including in countries of destination), coupled with the perceived urgency to migrate, and high costs associated with regular migration, makes migrants susceptible to human trafficking. Access to regular migration opportunities can also be uneven due to limitations placed on regular migration into feminised sectors of work. Regular migration routes for domestic workers from Indonesia into Malaysia, for example, have only recently been negotiated; in the periods where there are no regular routes, women migrated through irregular channels, exposing them to additional risks. Such vulnerabilities are observed in various sectors such as fishing, construction, mining, manufacturing, domestic work, agriculture, and, more recently, online scams that have become prevalent in Southeast Asian countries. As technology continues to advance, traffickers adapt their business models to exploit technology for illicit purposes, including sexual abuse and other forms of exploitation, including unpaid wages, unfair recruitment practices, etc.

Addressing these multifaceted challenges requires concerted efforts from governmental, non-governmental, international organizations, migrant and diaspora organizations, faith-based organizations, local authorities and communities, the private sector, trade unions, parliamentarians, national human rights institutions, academia, the media, and other relevant stakeholders to ensure the well-being and protection of migrants and their families.

Migrant workers, both Indonesians and foreigners in Indonesia, who are residing away from their homes, are susceptible to diseases such as Tuberculosis (TB) and HIV/AIDS. This vulnerability is heightened by structural barriers that impede their access to health services and proper medical treatment while they are away. Additionally, these individuals often face challenges related to discrimination and language barriers, further complicating their ability to seek and receive adequate healthcare.

³ Bank of Indonesia (2022)



As an archipelagic state strategically located between two continents, Indonesia is susceptible to being exploited as a route by people smugglers, leading to instances of irregular migration from Indonesia to Malaysia in particular. The development of economic trading corridors like Batam has resulted in an upsurge in the movement of goods, services, and people, consequently contributing to an increase in criminal activities. The heightened human movement presents both security risks, and protection concerns, overwhelming border control staff at both land and sea border control points.

Coastal cities, home to approximately 180 million individuals, face ongoing challenges due to rising sea levels resulting from climate change. Between 2008 and 2022, Indonesia experienced 7.8 million internal displacements⁴, with disaster-related displacements accounting for 98%. This phenomenon leads to the destruction of homes and the loss of livelihoods, prompting international migration to become a vital adaptation strategy. The impact of natural disasters is expected to exacerbate as climate change continues to affect the global landscape. A 2021 report by The National Research and Innovation Agency (BRIN) projected that the total monetary loss recorded due to natural disaster events in 2022 alone exceeded USD 71 million. Early warning systems and anticipatory action is needed to mitigate against potentially high numbers of environmental migration within and from Indonesia.

Considering the dynamics of migration in Indonesia, both international and internal, various factors drive Indonesians to migrate, with the pursuit of decent work and better economic opportunities emerging as the predominant motivator.

The complex issues surrounding international migration underscore the necessity for collaborative efforts among stakeholders, leveraging their respective expertise, to promote a human rights-based, safe, orderly, and regular migration.

As a follow-up to the adoption of the Global Compact for Safe, Orderly, and Regular Migration (GCM), at the global level the United Nations established the Network on Migration to ensure effective, timely and coordinated system-wide support to Member States on migration as they respond to the GCM. To support the Network's initiatives at the regional level, the Regional Migration Network was established in Bangkok in 2020. The UN Network on Migration in Indonesia will contribute to the global and regional UN Networks on Migration.

The overall objective of the UN Network on Migration in Indonesia will be to strengthen the capacity of the United Nations Country Team with regards to facilitating the implementation of the GCM, as well as to accelerate the implementation of the Sustainable Development Agenda in line with the priorities defined by the outputs and outcomes of the United Nations Sustainable Development Cooperation Framework (UNSDCF) 2021-2025, the National Medium-Term and Long-Term Development Plans (RPJMN). The Network will also be guided by the Delivering as One approach.

Indonesia and the Global Compact on Migration

Indonesia has been a staunch advocate of the protection of the rights and promotion of the welfare of migrants, through the implementation of the GCM since its adoption by the UN General Assembly in December of 2018. In 2022, the Ministry of Foreign Affairs led the development of its National Action Plan

⁴ Internal Displacement Monitoring Centre IDMC (2022)



for the implementation of the GCM, crafted through an inclusive process in a whole-of-government and whole of society approach, and aims to ensure safety and protection of both Indonesian migrants overseas and foreign nationals in Indonesia as they contribute to sustainable development.

In December 2020 Indonesia accepted the invitation from the UN Network on Migration to become a [GCM Champion Country](#) one of thirty three member states⁵ to do so globally. The Champions countries initiative represents a sign of confidence and solidarity of Member States with the GCM and the Network.

United Nations Network on Migration in Indonesia

On 10-11 December 2018, recalling the New York Declaration for Refugees and Migrants and determined to make an important contribution to enhanced cooperation on international migration in all its dimensions, Member States, including Indonesia, endorsed the GCM.⁶ The GCM is intended to set out a range of principles, commitments, and understandings among Member States regarding international migration in all its dimensions. Recalling as well the GCM tenant related to refugees and migrants being distinct categories, it is also acknowledged that the TOR of the UN Network on Migration in Indonesia does not encompass refugees. While direct coordination related to other areas such as mixed movements and internally displaced persons falls outside the scope of both the GCM and the Global Compact on Refugees (GCR)⁷. To this end, the United Nations established a Network on Migration at the global level to ensure effective, timely and coordinated system-wide support to Member States. In carrying out its mandate, the Network will prioritize the rights and wellbeing of migrants and their communities of destination, origin, and transit. It will place emphasis on those issues where a common UN system approach would add value and from which results and impact can be readily gauged.

The Regional UN Network on Migration for Asia and the Pacific has been in place since March 2020. Its objectives include providing support, guidance, and information to Resident Coordinators/UN Country Teams (RCs/UNCTs), as well as country UN Networks on Migration, in support of the implementation, follow-up and review of the GCM at the national level.

At the country level, the UN Network on Migration in Indonesia has been established from early 2024. The overall objective of the Network is to ensure coordinated UN Country Team-wide support to the Government of Indonesia in implementing the GCM and other relevant policies and to integrate migration into planning and programming, especially when developing Common Country Analyses and Cooperation Frameworks.

The terms of reference (ToRs) of the UN Network on Migration in Indonesia are tailored to local needs and priorities, and will be amended as necessary, in full alignment with the ToRs of the

⁵ [Champion countries | United Nations Network on Migration](#)

⁶ Full text available at: https://refugeesmigrants.un.org/sites/default/files/180711_final_draft_0.pdf

⁷ Although not a signatory to the 1951, Indonesia voted in favor of the Global Compact on Refugees (GCR) in the UN General Assembly. Indonesia has acknowledged that the two compacts are different and deal with two distinct set of issues.



global UN Network on Migration and the Regional Network for Asia and the Pacific.

Principles and Functions

The UN Network on Migration in Indonesia is a coordination body for program areas related to migrants to complement the UNSDCF and its three pillars: People, Peace, and Prosperity and Planet. In line with the UNSDCF priorities, under the overall leadership of the UN Resident Coordinator, and with the International Organization for Migration (IOM) as secretariat, the key Principles and Functions of the UN Network on Migration in Indonesia are:

1. Ensure effective, timely, coordinated UN system-wide support to the Government of Indonesia in its implementation, follow-up, and review of the GCM, for the rights and wellbeing of all migrants and their communities of destination, origin, and transit;
2. Support coherent action by the UN system in Indonesia in support of GCM implementation, in full alignment with the 360-degree approach as well as the guiding principles of the GCM, and coordinate at the regional and global level, where such action would add value, while ensuring well-defined linkages with UN structures at all levels;
3. Act as a source of ideas, tools, reliable data and information, analysis, and policy guidance on migration issues, including through the capacity-building mechanism established in the GCM;
4. Ensure Network actions promote the application of relevant international and regional norms and standards relating to migration and the protection of the human rights of all migrants;
5. Engage with migrants, civil society, migrant and diaspora organizations, faith-based organizations, local authorities and communities, the private sector, trade unions, parliamentarians, national human rights institutions, the International Red Cross and Red Crescent Movement, academia, the media, and other relevant stakeholders;
6. Report as required on the implementation of the GCM, the activities of the UN system in this regard, as well as the functioning of the institutional arrangements;

A. Membership and Composition

The UN Network on Migration in Indonesia will be comprised of all UN Agencies at the national level wishing to join.

B. Coordination and Organizational Arrangements

The Chair: is held by the UN Resident Coordinator and shall share the co-chair function with IOM.

Coordinator and Secretariat: IOM Mission in Indonesia (in line with the designation of IOM by the UN Secretary General as Coordinator of the global UN Network on Migration). As such, its responsibilities are as follows:

1. Convene and run regular meetings, including preparing the agenda, drafting, and disseminating meeting minutes, inviting government officials and other stakeholders when



necessary, reporting to the Resident Coordinator, maintaining an up-to-date list of participants, and following up on action points with relevant counterparts.

2. In coordination with the members and their agreement, develop annual work plans based on the migrant related sub-components of the four UNSDCF results groups and share with the Resident Coordinator's Office.
3. Collect up-to-date and accurate information on human rights-based, age-appropriate and gender-responsive migration regulations and policies and regularly share this information with the members both in meetings and through the distribution of meeting minutes.
4. Liaise with the UN Country Team on all matters related to migration along with other relevant agencies as per their mandates and represent the UN Network on Migration in Indonesia at concerned meetings along with other relevant agencies as per their mandates and those of the General Assembly as applicable.
5. Liaise with the Secretariat of the UN Network on Migration in Geneva to inform on developments in Indonesia, gather sex-disaggregated data, and updates from the Secretariat, and share priorities with the UN Network on Migration in Indonesia.
6. Foster collaboration on joint-UN responses to identified priorities of the UN Network on Migration in Indonesia, along with all members of the UN Network on Migration in Indonesia.

C. Invitees

1. Government officials are invited as guest speakers to ensure the alignment of the UN Network on Migration in Indonesia with the Government of Indonesia's priorities and to support the exchange of information.
2. International development partners, academia, stakeholders (as well as all stakeholders as listed in the GCM) and media can participate upon invitation.

D. Meetings and Reporting

1. The UN Network on Migration in Indonesia will meet on a quarterly basis (see Annex 1) and will be convened by the Chair. Ad-hoc meetings can be called if the situation requires increased coordination or information sharing.
2. There will be at least one Annual Network Meeting of the full membership of the UN Network on Migration in Indonesia to include other relevant stakeholders, to review Network progress; explore ways to further enhance collaboration; identify emerging challenges.
3. The UN Network on Migration in Indonesia will share all minutes of meetings with the UNCT and Sustainable Development Group (SDG) working group in Indonesia and report on issues that relate



to ongoing processes and frameworks.

4. The UN Network on Migration in Indonesia will report on an annual basis on the main achievements and key points identified and advocated through the UN Network on Migration in Indonesia. The report will also outline the main points of action taken and progress against the GCM. This report will be shared with the Resident Coordinator and the UN Country Team.
5. Working Groups can be established on a permanent or ad-hoc basis, to focus on specific issues as expressed in the GCM's objectives, depending on the needs, capacities, and opportunities. The composition of Working Groups will be drawn from Network members and external partners, (as well as all stakeholders as listed in the GCM, who can contribute to the operational and technical aspects of the migration issue.
6. All information exchanged within the Network meetings is meant for internal use only, unless explicitly stated and agreed otherwise.



Annex 1

The UN Network on Migration in Indonesia will meet on a quarterly basis, with the following provisional dates to be discussed and agreed upon at the first quarterly meeting:

1. 18 March 2024 at 2pm
2. 6 June 2024
3. 5 September 2024
4. 5 December 2024