



DIPLOMACY TRAINING PROGRAM

AFFILIATED WITH THE FACULTY OF LAW & JUSTICE AT THE UNIVERSITY OF NEW SOUTH WALES
A training program for peoples of the Asia-Pacific region

Concept Note – Proposal

Capacity Building on Business and Human Rights (BHR, the OECD Guidelines on Responsible Business Conduct (RBC) and National Contact Points

In Partnership with the Indonesian NGO Forum on International Development (INFID) - Jakarta, April/May 2026

Summary:

This concept note (TOR) proposes a 5-day capacity building program targeted to Indonesian NGOs and government officials, and private sector actors, to enhance awareness, knowledge and understanding of international standards on business and human rights (BHR), emerging national and international frameworks on human rights diligence (HRDD). The program will have a special focus on the OECD Guidelines on Responsible Business Conduct (RBC) and National Contact Points (NCPs), to support Indonesia's accession as a member of the OECD.

The program will contribute to efforts of Indonesian civil society and government to integrate human rights into Indonesia's OECD accession process. The program will build understanding of the OECD Guidelines on RBC and share models and good practice for NCPs that can inform the development of Indonesia's, new yet to be established, NCP. It will also contribute to building awareness of international standards on BHR and HRDD that are relevant to Indonesian and international businesses, with a focus on the rights of Indigenous Peoples, a Just Transition and human rights in the supply chain.

The program will also build knowledge and skills in engagement and dialogue, and will include practical dialogue sessions with NGOs, government and the private sector. It will contribute to work of International NGO Forum on Indonesian Development (INFID) and other Indonesian NGOs as they engage with government on OECD accession.

This concept note sets out the objectives and rationale for the program and the desired outcomes. The program proposal was developed by the Diplomacy Training Program (DTP), INFID and DTP's Indonesian alumni network¹ based on the previous work and priorities of DTP, DTP alumni and partners. It is proposed that the program be held in Jakarta in April/May 2026.

The program will explicitly integrate a feminist lens, recognising that women, girls and gender-diverse persons experience disproportionate and differentiated impacts of business activities, particularly within supply chains. It will strengthen the role of women's organisations and women's rights organisations (WROs) in shaping Indonesia's OECD accession process, ensuring that responsible business conduct promotes gender equality and does not reinforce structural discrimination. The program will highlight gender-

¹ See below.

responsive access to remedy, meaningful participation of women in NCP processes, and protection from gender-based violence in the world of work.

Objectives:

1. **To build foundational knowledge** of the UN Guiding Principles on Business and Human Rights and the OECD Guidelines on Responsible Business Conduct (RBC) and the models of NCPs.
2. **To strengthen the capacity** of Indonesian stakeholders—including NGOs, Women’s organisations (WOs) and Women rights organisations (WROs), government officials, and the private sector to understand and promote the responsibilities of business to international standards of human rights
3. **To support Indonesia’s national efforts** to develop its NCP and implement its Business and Human Rights strategy by sharing technical insight and international good practices.
4. **To foster knowledge sharing, dialogue and cooperation** between Australian and Indonesian stakeholders on applying international good practices on the OECD Guidelines on RBC.
5. **To promote responsible business conduct among Australian and Indonesian companies** operating bilaterally/within regional supply chains.
6. **To integrate gender-responsive lens in Business and Human Rights** implementation, ensuring the OECD Guidelines on RBC and NCP mechanisms address gendered impacts of business activities.

Rationale and Background

This proposal seeks to organise a capacity building program focused on BHR and the OECD Guidelines on RBC that can draw on relevant international expertise, and facilitate the exchange of technical expertise between Indonesia and Australia.

In early 2024, Indonesia was formally invited to begin the accession process to the Organisation for Economic Co-operation and Development (OECD). In June 2025, Indonesia’s Coordinating Minister for Economic Affairs, Mr. Airlangga Hartarto, submitted Indonesia’s Initial Memorandum to OECD Secretary-General Mathias Cormann, marking a significant step forward towards accession to the OECD. The Initial Memorandum is a preliminary self-assessment of the alignment of Indonesia’s legislation, policies and practices with OECD standards and best practices. It marks the beginning of the comprehensive technical phase of the OECD accession process.

Indonesia is at a pivotal moment in its journey toward sustainable and inclusive economic development. As Southeast Asia’s largest economy, it continues to attract increasing levels of Foreign Direct Investment (FDI), particularly in key sectors such as mining, energy, agriculture, manufacturing, and digital services. These developments offer substantial opportunities for growth, job creation, and poverty reduction. However, they also raise serious and complex questions regarding corporate responsibility, environmental sustainability, labour rights, Indigenous peoples’ rights, and overall human rights compliance across business operations.

Amid this evolving economic landscape, Multinational Enterprises (MNEs) operating in or sourcing from Indonesia are facing growing expectations—from investors, governments, consumers, civil society, and women organizations—for responsible business conduct. These expectations have become more pronounced following the COVID-19 pandemic and the acceleration of Environmental, Social, and Governance (ESG) standards globally.

Women constitute a significant proportion of workers in export-oriented energy and mining, manufacturing, agriculture, care, services, and the digital platform economy. Despite this, their experiences remain largely invisible in BHR policy debates. Women often face gender-based violence and harassment, wage inequality, precarious contracts, unpaid care burdens, limited union representation, and barriers to remedy. Indigenous women, migrant women workers, women with disabilities intersecting discrimination. A feminist lens is therefore critical to ensure that OECD accession, NCP design and RBC implementation do not reproduce gender inequality, but instead advance substantive gender justice and economic empowerment.

The growing importance of ethical supply chains, sustainable resource use, and human rights due diligence cannot be overstated. The OECD Guidelines for RBC adopt the framework of the UN Guiding Principles on Business and Human Rights (UNGPs), and cover a broad range of areas including disclosure, human rights, employment and industrial relations, environment, combating bribery, consumer interests, science and technology, competition, and taxation. Together, the OECD Guidelines and the UNGPs form the foundation for responsible business practices that respect human dignity and promote sustainable development.

The OECD Guidelines on RBC are an integral part of OECD accession and include a requirement to establish an NCP – a mechanism for promotion of RBC, and for mediation of complaints of guideline breaches. The NCP complaints process is well established internationally with many different models developed over time. There are established processes within the OECD for the sharing of good NCP practices. Established good practice of NCPs includes the active engagement of informed civil society, WROs, NGOs and trade unions.

Indonesia's accession to the OECD offers the opportunity to learn from established NCPs, and good practices. As a long-established OECD member, Australia has considerable experience in relation to OECD governance and the OECD Guidelines on RBC. The Australian NCP, which has undergone considerable development and change since it was first established, offers one model.

The Indonesian government has expressed increasing interest in strengthening frameworks for responsible business conduct. Initiatives such as the National Strategy on Business and Human Rights (Strategi Nasional Bisnis dan HAM) and the Ministry of Law and Human Rights' commitment to integrating BHR into corporate governance are notable. The Ministry of Human Rights has initiated the development of a new Presidential Decree on Human Rights Due Diligence (HRDD). The drafting process is currently ongoing and involves engagement with civil society organizations, including INFID. INFID participates in the Gender Working Group and has contributed a policy brief on gender-responsive HRDD, developed through a series of consultations with CSOs and WROs and later synthesized into a consolidated policy paper alongside inputs from other working groups. The new Presidential Decree has not yet been enacted; the draft is now

with the Ministry of State Secretariat and is pending further progress, including Indonesia's accession process to the OECD, before it can be formally issued.

Understanding and operationalising these international standards remains a challenge for many stakeholders, including government agencies, private sector actors, state-owned enterprises, and civil society organisations. This program's primary focus on civil society recognises its role in promoting awareness, understanding and implementation of standards.

This program is also proposed in the context of shared priorities on building greater linkages between Australia and Indonesia, including between civil society, government officials and the private sector. Both Australia and Indonesia are committed to international standards integral to sustainable development. Australia is among Indonesia's top economic partners, with deep trade and investment linkages:

- **Bilateral trade** between Indonesia and Australia. In 2024, Indonesia was 9th largest two-way trading partner by value (\$35.38 billion) and the 10th largest export market (\$165.13 billion).
- Under the 2020 **Indonesia–Australia Comprehensive Economic Partnership Agreement (IA-CEPA)**, trade and investment flows have expanded significantly.
- Australia has large investment portfolios in sectors such as mining (nickel, gold, coal), agriculture and agribusiness, education services, renewable energy, financial services, and infrastructure.
- According to the **Australian Department of Foreign Affairs and Trade (DFAT)**, **Australian direct investment in Indonesia was valued at AUD 7.4 billion in 2023**, with ongoing growth projected through IA-CEPA mechanisms and Indonesia's infrastructure push.

Both Australia and Indonesia plan for Australian companies and investors to play a significant role in Indonesia's economic development. Australia's strong commitment to BHR and its experience in development of its own NCP, and history of engaging with stakeholders and handling of complaints offers valuable opportunities for shared learning, including on engagement with Indigenous Peoples Rights. Australia is well positioned to contribute to advancing responsible business practices in Indonesia.

Expected Outcomes

- Improved awareness and understanding of OECD Guidelines on RBC and BHR
- Increased awareness and understanding of gender-responsive NCP models
- Increased capacity among Indonesian NGOs and WROs to engage with government and business on the OECD Guidelines and development of Indonesia's NCP.
- Strengthened Australia–Indonesia cooperation on human rights and sustainable development
- Strengthening of stakeholder networks for ongoing dialogue and support
- A post-training report summarising lessons learned and next steps.

Program Participants:

The participants of this program will be NGO and WROs representatives, engaged academics, government officials, and representatives of the private sector. They will be selected through an open application process with advice from DTP alumni and partners.

Time and place:

The training will be held for 5 days in April/May 2026 in Jakarta, Indonesia.

Design and Methodology:

The workshop will use adult education methods, and participants will actively participate in learning during the training. Trainers and facilitators will include experienced practitioners and experts on BHR and the OECD from Indonesia and Australia.

Sessions will address gender-based violence in business contexts, unpaid care burden, and barriers women face in accessing remedy. The program will hear the voices of women human rights defenders and WROs.

An initial three-day program design will focus on knowledge and skills building with up to 25 representatives of Indonesian NGOs/Trade Unions. This will be followed by a one-day session of facilitated dialogues with representatives of government representatives under Chatham House rules. The final day of the program would include a half-day dialogue involving NGOs, government and business.

About The Partners:

[INFID](#) is a member-based civil society organization that has been working for Indonesia's development since 1985. The INFID movement's greatest strength is its network of 80 members across Indonesia and its commitment to advocating for evidence-based policies. INFID is accredited by the United Nations (UN) and holds Special Consultative Status with ECOSOC at the UN.

[DTP](#) is an award-winning independent NGO based in Sydney, Australia. DTP has developed and delivered human rights and advocacy training programs in the Asia-Pacific region and Indigenous Australia for over 35 years. Since 2006, DTP has given a priority focus to BHR, including the OECD Guidelines on RBC and has previously organized regional workshops on BHR in Indonesia with its partners. DTP has established an Indonesian alumni network from over 300 alumni of DTP's programs. DTP has established a regional BHR network based around its alumni. In 2024/5, DTP worked successfully with Australia's NCP to develop and deliver a series of three webinars focused on the OECD Guidelines and the role and function of the Australian NCP. In 2024/5 DTP organised successful regional capacity building programs on Indigenous Peoples, Climate Change and BHR.