

INFO INVEST-DM

AUGUST 2020

Investing in Human Capital for Disaster Management



BNPB Prime Secretary Mr. Ir. Harmensyah, Dip. S.E., M.M. was on a meeting with USAID/BHA dan COP INVEST-DM (Style: Mercy Corps Indonesia)

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BNPB DEVELOPS A PUBLIC EDUCATION STRATEGY TO SUPPORT DISASTER RESILIENCE

The Indonesian National Disaster Management Agency's (BNPN) System and Strategy Department has developed disaster preparedness and mitigation public education strategy with INVEST DM support for community outreach. Developed and tested between May to August 2020, the strategy's institutionalization is an agency priority to promote disaster resilience at the village/sub-district and community levels. It promotes the disaster resilient village program launched by BNPB in 2012 and refers to Head of the BNPB Regulation No 01/2012 on General Guidelines for Disaster Resilient Village/Kelurahan. The strategy also incorporates the new Disaster Resilient Family (KATANA) program launched on December 8, 2019 in Pasie Jantang, Aceh Province.

The strategy has assisted BNPB to strengthen its Information, Education Communication (IEC) disaster mitigation initiatives, and promotes an inclusive approach by advocating KATANA's families centered on women. The strategy aims to reach and improve the disaster-resilience of 50 million households living in disaster-prone areas across Indonesia. Policy studies, interviews with the government, non-government, mass media, and other stakeholders informed the development of the strategy.

The strategy adopts the '*Pentahelix concept enshrined in the Sendai Framework for Disaster Risk Reduction 1*)', to promote collaboration among government, academia, researchers, private sector actors, and the media.

It aligns with Government of Indonesia's (GoI) commitment to implement the Sendai Framework, conveyed by President Joko Widodo at the national 2020 Disaster Management Coordination Meeting convened in Sentul, February 3-4, 2020.



Interview with BNPB Deputy of System and Strategy (Style: Mercy Corps Indonesia)

1) <https://www.undrr.org/publication/sendai-framework-disaster-risk-reduction-2015-2030>

CREATIVE TEAM SUPPORTS BNPB IN DEVELOPING COVID-19 PUBLIC COMMUNICATION

A Creative Team mobilized by INVEST-DM, comprising of four millennials studying multimedia and graphic design, has supported BNPB in developing communication media for Covid-19 public education. Working collaboratively under the leadership of the Directorate of Early Warning, the team has produced infographics, videos, and pocketbooks in support of the BNPB/National Covid-19 Taskforce efforts to mitigate the transmission of Covid-19.

Since April 2020, the creative team has worked tirelessly 'around-the-clock' translating daily Covid-19 Task Force briefings and messages into informative and infographic-rich communication media, which is accessible and broadcast by print, and social media to the general public. By the end of August, the creative team has produced twenty-five thematic infographic materials, videos, and animations, reaching an estimated audience of two million people.



Example of an infographic produced by the Creative Team Supporting the INVEST-DM Program for BNPB (Style: Mercy Corps Indonesia)



Creative Team Handbook for Public Communication in Handling the Covid-19 Pandemic (Style: Mercy Corps Indonesia)



Example of a Public Communication Guide for Organizing Idul Adha Celebrations under the Covid-19 Pandemic (Style: Mercy Corps Indonesia)



Example of Infographic on Covid-19 Protocol Guide in the Railways (Style: Mercy Corps Indonesia)

ASSESSMENT OF DISASTER EDUCATION AND TRAINING NEEDS AND GAPS IN INDONESIA

The Pusdiklat-DM, supported by INVEST-DM, commissioned a stocking-survey to inform a roadmap for the establishment and development of a national Disaster Management Polytechnic. This study aimed to identify gaps and needs for disaster management education and training in Indonesia. It will assist the BNPB to design, develop, and plan the delivery of disaster management training and education (in-service) to strengthen civil service competencies at both the national and subnational levels of government. The results also informed the DM Polytechnic curriculum development plan for the undergraduate (pre-service) entry-level civil servants.

The survey investigated three core issues: identification and strategy development of DM training and education, policy and regulatory aspects; teaching and learning materials (TLM); and pedagogy. Respondents came from nationally-accredited education and training providers (KLHK, BNPB, Basarnas, Ministry of Social Affairs, and BMKG), institutions requiring DM education and training services, and local government agencies from DKI Jakarta, Bali, West Java, and South Sulawesi.

The survey also involved lecturers and senior management from the Professional Certification Institutions (LSP), the private sector including Indonesia-X, and six universities with postgraduate disaster study programs, i.e., UGM, IPB, Unsyiah, ITB, UNHAN, and Islamic University of Indonesia (UII). Other respondents included higher education institutions, with which BNPB has signed a memorandum of understanding (MoU). By the end of July 2020, over 100 people surveyed had responded, mostly from the supply-side. A limited number of pre-selected demand-side agencies participated in the survey, with 11 respondents by the end of August 2020. The data collection period and sample size for these participants has been extended to reach more respondents.

INCLUSIVITY SURVEY IN DISASTER PROGRAM OF HIGHER EDUCATION IN INDONESIA

The establishment of a Disaster Management Polytechnic is a priority of BNPB to professionalize the disaster management (DM) workforce and to attract and retain talent. It targets entry-level civil servants and provides a formal pathway of pre-service education and training, as graduates are offered a career with BNPB, the BPBDs, or other government agencies with DRM programs. BNPB is at the final stage of obtaining the Ministry of Education and Culture license to establish this DM Polytechnic. INVEST-DM continues to support BNPB in securing this permit as well as laying the foundation to ensure the DM Polytechnic's expeditious establishment and operations. Preparatory support includes development of an institutional roadmap and the study programs.

Institutionalizing gender mainstreaming and social inclusion in the Polytechnic DM structures, systems, teaching and learning facilities, and curricula is essential. INVEST DM has actively supported this by commissioning a gender and disability-inclusive study. It included a survey to identify and investigate references and best practices to inform policy recommendations for this purpose. Five universities with disaster study programs were involved, as well as educational institutions managing disability study centers and services. It also surveyed gender and women's study centers and explored how gender and social inclusion mainstreaming was considered in curriculum development, student management, and educational facilities.

The lessons learned and best practices captured from this study are expected to be adopted by BNPB. It will ensure Polytechnic graduates' awareness of gender-sensitivity and social inclusion, and provide them with the knowledge and skills necessary to apply these in the workplace. The inclusivity survey was conducted online from July 14 to August 10, 2020, with 41 graduate students and alumni respondents. The survey covered four thematic areas: the relevance of inclusiveness content in disaster management curriculum development; compatibility/alignment of the curriculum with local disaster risks and potential hazards; accessibility and facilities for persons with disabilities; and challenges related to mainstreaming gender and disability inclusion. In-depth interviews of staff working in the academic and student affairs departments were conducted, too, to confirm findings and to gain a deeper appreciation of the realities on the ground.

STUDY OF GENDER INCLUSIVENESS AND DISABILITY IN HR MANAGEMENT

Human resources management (HRM) is mandated by national Law No. 24/2007 on Disaster Management at both the central and regional levels of government. Additionally, human capital development is a priority of the Jokowi Administration. It is articulated in the President's vision and mission for bureaucratic reform to improve the quality of public services. This includes gender equality and disability mainstreaming in HRM. To support BNPB's Human Resource and General Affairs (HGHR) Bureau in implementing this reform, INVEST DM commissioned a study on HRM-Gender and Disability Inclusion.

This study focused on two areas. First, structural conformity of the HRM system with the reform, and second, to identify the challenges associated with the mainstreaming of gender disability inclusion. The analysis focused on the seven dimensions of HRM. It assessed personnel information systems, enforcement of disciplinary rules/code of ethics/employee code of conduct, recruitment processes, competency-based development, determination of individual performance, open promotion of positions, and employee development planning according to organizational needs. The study targeted BNPB civil servants (ASN) and investigated existing gender mainstreaming and disability inclusion policies and practices of other GoI agencies.

By the end of July 2020, 41 respondents - 22 women (54%) and 19 men (46%) - from BNPB had participated in the online survey for this study. The results of the analysis highlight some critical shortcomings. These relate to the personnel information system, with 54% of the respondents stating the system did not allow employees to access personal information. In the process of hiring new employees, 58% of respondents said the principle of non-discrimination was consistently applied. A further 51% stated that the recruitment of new employees provided equal opportunities for prospective staff with disabilities and non-disabilities. On a more positive note, 63% of respondents said that BNPB accepted people with disabilities, which is an indicator of the agency's application of disability-inclusion policy and practice.

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About INVEST DM Program

INVEST DM, a USAID funded program, seeks to provide a holistic approach to support Indonesia's disaster management institutions, supporting BNPB's own 'people-centered' approach, with comprehensive inputs in the areas of: technical capacity in preparedness-response-recovery; policy and planning; governance; and organizational development. These areas are grounded in human capital, serving to capacitate and reinforce the people resources that contribute to disaster management. This means supporting GoI personnel at the national and sub-national levels alike.

With Mercy Corps as the prime implementer, INVEST DM takes a consortium approach and activities and outputs are jointly implemented by partners Mercy Corps Indonesia, University of Hawaii at Manoa, Asian Disaster Preparedness Centre and Arbeiter-Samariter-Bund.