

③ PDM (案)

インドネシアノンロ身障者リハビリセンタープロジェクトデザインマニフエスタス (P D M) 1994. 6. 1. 国際協力財団社会開発協力1課
 [前編(調査後改訂版)]

プロジェクトの要約(Narrative Summary)	指標 (Indicator)	指標入手手段(Means of Verification)	外部条件 (Assumption)
上位目標 (Overall Goal) (ノンロ地域における障者者の職業を通じた社会参加が促進される)	<ul style="list-style-type: none"> 障者者の企業、自営等での就業がはかれる状態になっている 就業した障者者の所得が向上する 社会生活、労働者の生活環境、企業組織、地域組織等のネットワークが構築されている 企業、自営等で就業する訓練生が増える 	<ul style="list-style-type: none"> 企業雇用調査データ 訓練生生活訓練データ 	<ul style="list-style-type: none"> 障者者の就業、社会参加に対する事業者の理解 障者者の就業、社会参加に対する障者者の理解 障者者の就業促進のための制度、非営利の協働 (国務省の移住、就業支援のネットワーク、資金の提供、交通アクセスの改善等)
プロジェクト目標 (Project Purpose) ソロRCにおける放物障者職業リハビリテーションシステムが開発される	<ul style="list-style-type: none"> 職業リハビリテーションセンターが効果的、効果的に行われるようになる 技能及びコミュニケーション指導員による運営される インドネシア訓練指導員によって運営される 	<ul style="list-style-type: none"> 定員数調査 訓練生アンケート調査 C/P 配属表 (分野別人数) 訓練生生活訓練データ 訓練指導員生活調査 教材作成状況表 	<ul style="list-style-type: none"> 職業訓練指導員 (C/P) の確保 施設運営予算の確保 入所生の確保及び職業訓練終了後の就職の確保
成果 (Outputs) 1. ソロRC職員の職業指導、職業評価に関する資質の向上が図られ、職員が独自に職業リハビリシステムを運営できるようになる 2. ソロRC職業訓練コース職員 (指導員) の資質の向上が図られる	<ul style="list-style-type: none"> 職業評価、職業指導に関する技術移転が完了する 技能及びコミュニケーションに関する技術移転が完了する 	<ul style="list-style-type: none"> ソロRC業務記録 (技術移転進捗状況: 年度別、人数) C/P 業務移転チェックリスト (以下の項目によるチェック) <ul style="list-style-type: none"> 1. 職業評価・職業指導 (2. 職業訓練) 現況分析の業務 評価の作成 新職員の育成 新職員の評価 金活動の評価 	<ul style="list-style-type: none"> 職業紹介に関する労働省の協力 職業訓練に関する労働省の協力 C/P の権限防止
活動 (Activities) 1. 職業指導・職業評価に係る技術移転の実施 1-1 新職員の職業リハビリシステムの調査・分析 1-2 新職員の職業リハビリシステムの作成と試行 1-3 新職員の職業リハビリシステムの評価と改定 1-4 上記金活動の評価 2. 職業訓練に係る技術移転 2-1 職業訓練計画作成 2-2 カリキュラムの作成と改善 2-3 訓練教材の作成 2-4 指導員・指導員・指導員の方法の移転 2-5 指導員生活訓練の移転 2-6 訓練評価法の移転	インドネシア側 1. プロジェクト用建物、用品 2. カウンタートパート (日本人専門家1人に2人) 3. 運営多面手 4. 運営多面手 5. 運営多面手 6. 運営多面手	入 日本側: 協力期間3年 1. 長期専門家 5人 チーフアドバイザー 業務指導員 (指導員) 職業訓練 (指導員) 職業訓練 (コミュニケーション) 2. 短期専門家 3. 取組員 3人/年 4. 教材執筆 5. ローカルコスト負担	<ul style="list-style-type: none"> 職業訓練に関する労働省の協力 C/P の権限防止
前提条件 (Pre-Condition) ・職業紹介に関する労働省の協力 ・職業訓練に関する労働省の協力			

④ 社会省からの調査団に対する説明資料（インドネシア語）

BUTIR-BUTIR JAWABAN ATAS PERTANYAAN DELEGASI JICA/TOKYO

(11 April 1994)

I. APA YANG DAPAT DIBANTU OLEH PIHAK JEPANG, KAITAN ANTARA RC SOLO DENGAN PJP-II DAN PELITA-VI.

1. PJP-I (1965-1994) merupakan periode mempersiapkan kemantapan dasar bagi pembangunan nasional di segala bidang, agar pada saat akhir PJP-II seluruh sektor pembangunan telah siap untuk "tinggal landas" atau mengembangkan dan mempercepat proses pembangunan secara sungguh-sungguh.

2. PJP-II (1994-2009) merupakan periode tinggal landas, dimana seluruh sektor atau bidang pembangunan berupaya untuk dipercepat proses pengembangannya agar mampu mengejar ketinggalannya.

3. Sasaran utama PJP-II secara ringkas adalah membentuk kualitas manusia dan masyarakat Indonesia yang lebih maju dan mampu berdiri pada kaki sendiri (mandiri), disegala aspek kehidupannya, melalui berbagai upaya pembangunan disegala bidang.

4. Pembangunan nasional ini merupakan pembangunan disegala bidang, yang mencakup: bidang kesejahteraan rakyat umumnya (kesehatan, pendidikan, kebudayaan, ketenaga kerjaan, perumahan, kesejahteraan sosial, keagamaan); bidang kestabilan kehidupan politik dan keamanan rakyat (pertahanan, keamanan, ketenteraman dalam negeri, hubungan luar negeri yang serasi); bidang industri, ekonomi, perdagangan, dan sebagainya.

5. Dengan demikian nampak bahwa pembangunan bidang kesejahteraan sosial yang menjadi tanggung jawab Depsos, tercakup dalam kelompok pembangunan kesejahteraan rakyat secara menyeluruh.

6. Sasaran pembangunan kelompok bidang kesejahteraan rakyat, dimana tercakup pembangunan bidang kesejahteraan sosial, selama Repelita-VI, secara ringkas antara lain mencakup: peningkatan kesejahteraan rakyat, melalui peningkatan pelayanan umum yang makin adil dan merata menjangkau seluruh lapisan masyarakat.

7. Dalam GBHN 1993, ditentukan pesan pokok yang merupakan acuan bagi setiap penyusunan kebijaksanaan program-program pembangunan, yang secara ringkas adalah bahwa:

- a. Manusia sebagai titik sentral dalam usaha pembangunan.
- b. Sasaran pembangunan adalah kualitas manusia yang maju dan mandiri.
- c. Pembangunan harus mampu mewujudkan keadilan dan pemerataan.

d. Pembangunan mengikut sertakan peranserta rakyat.

8. Atas dasar diatas, maka kebijaksanaan pokok Depsos dalam bidang pembangunan kesejahteraan sosial, khususnya pada Repelita-VI secara ringkas adalah:

a. Meningkatkan kualitas dan efektifitas pelayanan kesejahteraan sosial, sehingga dapat meningkatkan kualitas Sumber Daya Manusia (SDM).

b. Memperluas jangkauan pencapaian target sasaran garapan, agar lebih adil dan merata.

c. Meningkatkan peran serta masyarakat.

d. Meningkatkan profesionalisme pelayanan.

9. Pembangunan bidang kesejahteraan sosial yang menjadi porsi Depsos, meliputi upaya peningkatan kesejahteraan sosial bagi kelompok masyarakat yang menyandang masalah sosial:

a. Kelompok masyarakat yang memerlukan peningkatan kesejahteraan sosialnya (kesejahteraan sosial dalam artian yang lebih sempit): masyarakat miskin/ kumuh, fakir miskin, masyarakat terasing, kesejahteraan keluarga, kesejahteraan anak, kesejahteraan manula, kesejahteraan wanita, anak yatim/piatu, para pahlawan dan perintis kemerdekaan.

b. Kelompok masyarakat yang memerlukan rehabilitasi sosial: para penyandang cacat, gelandangan /pengemis dan orang terlantar, prostitut, ex-narapidana, anak nakal dan korban narkotika.

c. Kelompok masyarakat yang terkena musibah akibat: bencana alam, bencana banjir, bencana kebakaran dan bencana alam lainnya.

10. Depsos juga melakukan pembinaan terhadap berbagai perangkat yang mendukung kegiatan-kegiatan diatas: pembinaan orsos/ NGO yang bergerak dibidang kesejahteraan sosial, membina personil atau tenaga sosial, membina fasilitas sosial, membina berbagai perangkat lunak/ software kegiatan kesejahteraan sosial, dan mempersiapkan dana /budget untuk kegiatan tersebut diatas.

11. Telah dikemukakan bahwa Pembangunan Nasional pada Repelita-VI, terutama di fokuskan pada peningkatan kemampuan Sumber Daya Manusia (SDM) bagi pembangunan nasional.

12. Pembangunan bidang kesejahteraan sosial mengikuti kebijaksanaan diatas, dimana pembangunan sumber daya manusia akan lebih memperoleh penekanan. Dengan demikian kelompok masyarakat yang kurang beruntung, termasuk kelompok penyandang cacat akan lebih ditingkatkan kemampuannya untuk menjadi SDM yang dapat ikut meningkatkan dan mempercepat pembangunan nasional.

13. Upaya peningkatan kemampuan para penyandang cacat tersebut diatas, terhambat oleh berbagai faktor, khususnya kemampuan sumber-dana anggaran, akan tetapi juga oleh lainnya, antara lain kemampuan personil rehabilitasi sosial yang belum memadai, sarana untuk penanganan/ pelayanan/ rehabilitasi yang masih terbatas (baik kuantitas maupun kualitas).

14. Sebagian besar fasilitas rehabilitasi, yang juga mempunyai tugas vocational training, nampaknya masih bersifat pre-vocational training. Dengan demikian perlu adanya fasilitas-fasilitas yang lebih maju (advance), sebagai advance vocational training centre.

15. Disamping itu jumlah dan jenis fasilitas rehabilitasi masih sangat kurang, dan masih tercentralisir di Indonesia bagian barat, khususnya di pulau Jawa dan Sumatra, sedangkan di Indonesia bagian timur, disamping memang jumlah penduduknya masih kecil, distribusinya cukup tersebar, serta luas daerahnya cukup luas dan tersebar pada pulau-pulau.

16. Sebagai contoh masih ada provinsi yang belum memiliki panti, antara lain di provinsi Sulawesi Tenggara.

17. Untuk hal diatas adanya bantuan dari pihak lain, tentunya diperlukan sekali, yang secara prinsip mencakup:

a. Penyiapan berbagai fasilitas /sarana fisik bagi pelayanan rehabilitasi penyandang cacat:

- 1) Adanya pusat vocational rehabilitation centre;
- 2) Adanya panti di beberapa provinsi misal saat ini diperlukan panti tuna runguwicara di Sulawesi Tenggara, Panti ex-penderita psikotik di Kalimantan Barat, Panti Cacat Ganda di Jambi, dan sebagainya (termasuk panti anak nakal di Riau)
- 3) Adanya fasilitas untuk pelatihan personil/ staf rehabilitasi.
- 4) Adanya fasilitas R & D bagi masalah kecacatan dan sebagainya.

b. Penyiapan personil rehabilitation yang lebih profesional, melalui perbantuan experts, dalam rangka alih teknologi.

c. Penyiapan software, bagi kegiatan rehabilitasi, termasuk vocational training dan sebagainya, termasuk berbagai prosedur kegiatan.

d. Penggalan anggaran bagi pembangunan fasilitas dan operasionalnya, baik dari pemerintah, non-pemerintah, termasuk berbagai bantuan yang tidak mengikat.

18. Upaya Kesejahteraan Sosial (UKS) bagi penyandang cacat

selama Pelita-VI, diharapkan akan mampu menghasilkan sumber daya manusia penyandang cacat yang mempunyai ketrampilan kerja sesuai dengan tuntutan pasaran kerja.

19. UKS Penyandang Cacat selama Repelita-VI, tidak terlepas dari program-program Upaya Kesejahteraan Sosial secara umum. UKS Penyandang Cacat ini antara lain mencakup peningkatan dan pengembangan kemampuan pelayanan:

- a. Panti/ Pusat Rehabilitasi.
- b. LBK (Loka Bina Karya).
- c. KUP (Kelompok Usaha Produktif).
- d. PBK (Praktek Belajar Kerja).
- e. URSK atau MRU (Mobile Rehabilitation Unit).
- f. Liposos (Lingkungan Pondok Sosial), khususnya bagi ex-penderita kusta.
- g. BPBI (Balai Percetakan Braille Indonesia).
- h. CBR (Community Based Rehabilitation).
- i. Bantuan pada SDLB.
- j. Program-program lainnya antara lain: pemberian bantuan Peralatan Usaha produktif, upaya penyaluran kerja, pengembangan sistem bahasa isyarat nasional, kampanye kesadaran aksesibilitas penyandang cacat, bimbingan dan penyuluhan masalah penyandang cacat termasuk pencegahan kecacatan, kerjasama dengan instansi/lembaga lain yang terkait baik dalam negeri maupun dengan pihak luar negeri, kerjasama dengan APINDO (Asosiasi Pengusaha Indonesia), pembinaan organisasi sosial/ NGO, termasuk pembinaan personil rehabilitasi, fasilitas rehabilitasi, software yang terkait, pengupayaan penggalian sumber dana, dan pengetrapan sistem pengumpulan dan pengolahan data.

20. Secara konsepsional rehabilitasi medik yang dilakukan dilingkungan pelayanan Depsos, bersifat terbatas, karena kegiatan rehabilitasi medik yang secara penuh, dilakukan di rumah sakit ortopedi atau departemen ortopedi rumah sakit umum. RC Solo hanya melakukan rehabilitasi medis terbatas, disamping rehabilitasi vocational dan rehabilitasi sosial. Secara konsepsional panti rehabilitasi sosial di Indonesia melakukan 3 fungsi, yakni rehabilitasi vokasional, rehabilitasi sosial dan rehabilitasi medis terbatas.

21. Persentasi keberhasilan rehabilitasi penyandang cacat secara nasional belum mempunyai data yang akurat secara nasional, akan tetapi sebagai ilustrasi dapat disimak dari hasil yang dicapai

oleh RC. Solo, yang secara detail dapat dibicarakan di RC. Solo nanti.

22. Penyandang cacat yang direhabilitir, masih diorientasikan kepada kemampuan diri untuk menolong dirinya dalam kehidupan sosial keluarga, masyarakat lingkungan terdekat, dan mampu bekerja di lingkungan self-employment, dan belum banyak berorientasi pada pasaran kerja, terlebih pasaran kerja yang ada pada saat ini yang menuntut persyaratan ketrampilan yang lebih canggih (advance skill).

23. Adanya konsepsi pre-vocational training dalam fasilitas rehabilitasi, nampaknya memerlukan pengembangan lebih lanjut untuk menjadi advance vocational training; untuk ini diperlukan peningkatan atau adanya fasilitas dengan kemampuan untuk memberikan pendidikan /pelatihan yang lebih maju, atau advance vocational training.

24. Dengan demikian prioritas pengembangan akan dititik beratkan kepada:

- a. segera dimilikinya suatu fasilitas advance vocational training;
- b. disusul dengan kemampuan peningkatan personil/ staf rehabilitasi yang handal;
- c. disusul dengan pengembangan kemampuan R & D, untuk mengantisipasi perencanaan pengembangan lebih lanjut.
- d. disusul dengan pengembangan kemampuan fasilitas rehabilitasi lainnya diseluruh Indonesia, khususnya bagi fasilitas rehabilitasi dari masing-masing jenis kecacatan, di daerah-daerah yang belum memiliki fasilitas ini, dengan memperhatikan distribusi fasilitas secara seimbang; dengan memperhatikan bahwa fasilitas yang setingkat pusat/ nasional (RC. Solo dan NVTC) akan merupakan referal tertinggi tingkat nasional, bagi upaya pengembangan fasilitas rehabilitasi secara nasional.

II. KAITANNYA SISTEM DI RC SOLO DENGAN NVTC CIBINONG.

1. Situasi kegiatan MRU, LBK, KUP dikaji dan kaitannya dengan program di RC Solo:

a. Secara umum maka kegiatan diatas seperti yang tercantum pada Konsep Buku Repelita-VI bidang Binrehsos:

1) Bahwa MRU (Mobile Rehabilitation Unit):

a) Tampaknya kegiatan URSK yang selama ini merupakan salah satu perangkat kegiatan peningkatan Rehabilitasi Berbasis Masyarakat (RBM) telah menunjukkan hasil-hasil yang cukup menggembirakan,

dan untuk ini diharapkan kegiatan URSK tersebut dapat lebih ditingkatkan dan dikembangkan lebih lanjut.

b) Pelaksanaan kegiatan MRU ternyata telah menjangkau pelayanan yang lebih luas kepada para penyandang cacat dilihat dari aspek jangkauan terhadap sasaran pelayanan maupun penyebaran / lokasinya. Dalam kurun waktu PJP - II khususnya Repelita VI, MRU ini akan dikembangkan lebih lanjut, baik secara kuantitatif, kualitatif serta penyebarannya sesuai dengan tingkat kebutuhan riil dan kondisi daerah. Karena keberhasilan MRU dalam usaha rehabilitasi maka akan dikembangkan untuk pelayanan penyandang masalah sosial lainnya yaitu anak nakal, korban narkotika, pengemis, gelandangan, tuna susila penyuluhan pencegahan .

c) Kemampuan pelatihan personil/ staf rehabilitasi RC Solo dan NVTC Cibinong, maka personil MRU akan ditingkatkan kemampuan profesionalnya.

d) Kemampuan R & D dari RC Solo dan NVTC Cibinong dimanfaatkan untuk mengkaji kegiatan yang telah dilakukan MRU, dan hasil pengkajian (R & D) ini digunakan untuk menyusun rencana kegiatan yang lebih baik dimasa datang.

2) Bahwa Loka Bina Karya (LBK):

a) LBK sebagai fasilitas fungsional pembinaan para penyandang cacat, yang umumnya berada di kecamatan, dan mempunyai fungsi memberikan pelayanan kepada penyandang cacat di sekitarnya untuk memperoleh pelatihan ketrampilan singkat, ternyata mampu menampung kegiatan para penyandang cacat tersebut sesuai dengan yang diharapkan, namun dalam pelaksanaannya masih terdapat LBK yang belum berfungsi sesuai dengan ketentuan yang berlaku, dimana kegiatan-kegiatan ketrampilannya kurang profesional dan belum cukup bernilai ekonomis produktif.

b) Untuk lebih mengefektifkan fungsi-fungsi LBK, maka dalam Repelita VI akan dilaksanakan usaha-usaha untuk meningkatkan kegiatan-kegiatan LBK sehingga LBK mampu secara mantap berfungsi sebagai :

(1) Sebagai Pusat Informasi Kesejahteraan Sosial.

(2) Sebagai pengembangan usaha produktif dan pemasarannya serta fungsi pemantapan ketrampilan.

c) Untuk selanjutnya LBK dapat berfungsi pula sebagai Pusat Kegiatan RBM dan sarana kegiatan-kegiatan

lainnya diantaranya kegiatan Karang Taruna, Pramuka Penyandang Cacat, tempat bimbingan dan penyuluhan, kegiatan PKK, pertemuan PSM dan pelatihan-pelatihan lain yang diselenggarakan oleh masyarakat sekitarnya, khususnya dalam rangka pembinaan penyandang cacat.

- (1) sarana peningkatan dan pemantapan ketrampilan kerja para penyandang cacat.
- (2) shelter workshop yang produktif.
- (3) sarana penampungan dan pemasaran hasil kerajinan penca.
- (4) sarana untuk penyebaran informasi kesejahteraan sosial.

d) Kemampuan pelatihan personil/ staf rehabilitasi RC Solo dan NVTC Cibinong, maka personil rehabilitasi yang terkait dengan kegiatan LKB, antara lain adalah petugas pekerja sosial (PSK/PSM), tenaga sukarela masyarakat yang terkait dengan kegiatan LKB, akan memperoleh peningkatan pengetahuan atau ketrampilan untuk mengelola LKB, memperikan pelayanan rehabilitasi kepada penyandang cacat.

e) Kemampuan R & D dari RC Solo dan NVTC Cibinong dimanfaatkan untuk mengkaji kegiatan yang telah dilakukan LKB, dan hasil pengkajian (R & D) ini digunakan untuk menyusun rencana kegiatan yang lebih baik dimasa datang.

3) Bahwa Kelompok Usaha Produktif (KUP) Para Cacat.

- a) Salah satu upaya penyaluran penyandang cacat adalah melalui pembinaan kemampuan produktif untuk mandiri secara ekonomis bagi para penyandang cacat yang dikelompokkan dalam suatu unit usaha yang disebut Kelompok Usaha Produktif (KUP). KUP merupakan sarana yang kita anggap akan mampu mendukung kemandirian usaha produktif para cacat.
- b) Untuk mendorong dan mendukung kemandirian penyandang cacat, maka dalam Repelita-VI KUP akan ditingkatkan pembinaannya secara kualitatif dan kuantitatif.
- c) Selanjutnya dalam PJP-II KUP diarahkan menjadi embrio koperasi yang akan dikembangkan melalui sistem bapak angkat, yang akan mampu memberikan dukungan pada pegoperasian KUP.
- d) Kemampuan pelatihan personil dan pengkajian atau

R & D, dari RC Solo dan NVTC Cibinong akan dimanfaatkan seperti yang diuraikan pada uraian tentang MRU dan LBK diatas.

b. Dengan berkembangnya kemampuan RC Solo (termasuk kemampuan NCTC Cibinong) maka:

1) RC Solo menjadi tempat pelatihan personil MRU, LBK, dan KUP, dimana telah dilakukan beberapa pelatihan/kursus, bahkan pelatihan bagi para voluntir (Karang Taruna, para pemuka desa, PKK, LKMD dan lainnya) dalam membantu kegiatan operasional LBK, KUP, MRU tersebut.

2) Kegiatan bengkel kerja, merupakan sarana pula untuk memberikan pelatihan/kursus kepada personil tersebut.

3) RC Solo melakukan pengkajian hasil kegiatan MRU, termasuk pengkajian tata kerja Tim MRU, dalam rangka peningkatan kemampuan kerja MRU. Tim MRU diberi briefing di RC Solo, tatalaksana MRU dibicarakan di RC Solo, dan mempelajari perangkat kegiatan pelatihan kerja yang kiranya bisa dikerjakan atau diangkut oleh kendaraan MRU dan sebagainya.

2. Pendidikan/Latihan/Vocational Training.

a. Diskusi mengenai pendidikan/ latihan vocational, yang menyangkut teknis program tentang mialnya: berapa lama pendidikan, peralatan apa yang dipakai dan yang dibutuhkan, dan sebagainya, sebaiknya dibicarakan di RC Solo. Secara umum sudah ada ketentuan bahwa lamanya pendidikan antara 6-12 bulan, perangkat yang ada juga telah ada daftar (inventarisasi), dan kebutuhan bantuan telah didaftar.

b. Pada saat ini kemungkinan pasaran kerja yang bersifat pabrik/perusahaan, yang membutuhkan tenaga trampil nampaknya pada bidang menjahit/garmen, elektronik, las dan bubut; akan tetapi dengan kemajuan tekologi maka bidang ketrampilan komputer juga nampaknya cukup meningkat.

3. Bimbingan Vokasional.

a. Bimbingan vocational training, sistem rehabilitasi vocational di Indonesia, khususnya bagi penyandang cacat dalam panti, seperti yang diuraikan terdahulu, masih bersifat basic vocational training atau pre-vocational training, dalam artian kualitas ketrampilan penyandang cacat, masih memerlukan tambahan waktu untuk penyesuaian, misal melalui PBK (Praktek Belajar Kerja) yang relatif akan memerlukan penambahan waktu dan sering sebagian penyandang cacat gagal; peran pre-vocational training masih menekankan pada memberikan kemampuan pada self-employment, atau membantu mencari penghasilan dilingkungan keluarga atau masyarakat desanya/ terbatas.

b. Dengan demikian kerjasama pengembangan RC Solo, diarahkan pada pengembangan jenis perbengkelan latihan kerja, yang sesuai dengan pasaran kerja, baik bantuan peralatannya, maupun bantuan alih teknologinya melalui perbantuan experts.

c. Alih teknologi ini, berkaitan dengan peningkatan dan pengembangan kualitas personil pelatihan rehabilitasi RC Solo khususnya, maupun personil staf rehabilitasi lainnya.

d. Secara prinsip, maka cara pemberian pelatihan kepada penyandang cacat yang diinginkan di Indonesia, nampaknya sama dengan yang dilakukan di Jepang, yakni memberikan ketrampilan pada penyandang cacat untuk dapat diterima di pasaran kerja yang ada di Indonesia, khususnya disekitar dimana penyandang cacat itu berada.

e. Akan tetapi permasalahannya adalah, diperlukannya upaya untuk mengetahui pasaran kerja apa yang ada di Indoensia yang bisa dimasuki pekerja penyandang cacat. Upaya ini sudah dimulai dengan menyusun jenis pekerjaan yang bisa dilakukan oleh penyandang cacat, akan tetapi belum secara rinci mencari data mengenai pabrik atau perusahaan apa, dimana dan berapa buah yang bisa menerima peyandang cacat.

f. Dengan demikian upaya untuk memperoleh data dan informasi yang akurat atau R & D khususnya bagi pasaran kerja bagi penyandang cacat, perlu dilakukan dengan suatu program yang konsisten dan berkelanjutan, dan dilakukan secara sungguh-sungguh; mungkin ini memerlukan bantuan pihak lain yang lebih ahli.

g. Upaya untuk membuat ketentuan perundang-undangan bagi kesempatan kerja penyandang cacat maupun kesejahteraan penyandang cacat secara menyeluruh, sedang digarap baik oleg Staf Depnaker maupun Staf Depsos, dimana akan ditentukan jumlah penyandang cacat yang harus diterima oleh suatu perusahaan/ pabrik.

4. Vocational assesment.

a. Vocational Assesment yang merupakan bagian kegiatan rehabilitasi penyandang cacat, memang merupakan bagian penting, sehingga sektor ini perlu dikembangkan lebih lanjut, walaupun nampaknya sektor yang paling sulit adalah penyaluran kerja dan follow-up; mengingat kesempatan kerja di Indonesia memang sulit.

b. Keterbatasan penyelenggaraan follow-up, selain adanya keterbatasan dana, dan adanya keterbatasan sarana mobilitas petugas, juga yang penting adalah kemampuan profesional teknis untuk melakukan kegiatan-kegiatan follow-up dari personil rehabilitasi nampakny belum memadai; dengan demikian Depsos Pusat sedang dan akan memotivasi setiap panti untuk meningkatkan kemampuan pendataan bagi klien yang sedang dan telah dilepas ke masyarakat, untuk mengetahui sejauh mana

mereka memperoleh pekerjaan yang memadai.

c. Adanya kemampuan RC Solo (dan NVTC Cibinong) untuk menyelenggarakan staff training, termasuk kemampuan dibidang follow-up tentunya perlu diperhatikan untuk dikembangkan; bantuan experts yang akan membantu pekerjaan dibidang ini tentu diharapkan dapat mempercepat alih teknologi kemampuan staff training ini.

5. Penempatan tenaga kerja, dan pendidikan instruktur.

Penempatan tenaga kerja, dan pendidikan instruktur, memang ada keterkaitannya dengan tugas Depnaker. Pada dasarnya maka:

a. Masalah penempatan kerja dan pelatihan instruktur secara umum, diselenggarakan oleh Depnaker.

b. Penanganan kesejahteraan penyandang cacat secara sosial, baik pada tingkat awal (deteksi awal), rehabilitasi, penyaluran dan bimbingan lanjut, termasuk pemantauan penyaluran kerjanya menjadi kewenangan jajaran Depsos.

c. Nampaknya seolah-olah ada tumpang tindih atau "gray area" pada pembinaan penyandang cacat, khususnya dalam penempatan kerja (termasuk kebutuhan pelatih /instruktur di panti), akan tetapi hal ini tidak menimbulkan masalah yang menghambat, dan dapat ditanggulangi melalui suatu kerjasama dalam Tim Koordinasi Kesejahteraan Penyandang Cacat yang ada di Depsos. Hal ini dilakukan secara koordinatif, karena bukan hanya masalah ketenaga kerjaan saja yang akan terkait dengan pembinaan penandang cacat, akan tetapi juga masalah kesehatan, pendidikan, keagamaan, transmigrasi, pemerintahan dalam negeri dan sebagainya, termasuk ketenaga kerjaan.

d. Perlu diketahui bahwa dalam sistem pemerintahan di Indonesia maka sistem kesejahteraan sosial, sistem kesehatan, sistem ketenaga kerjaan, dipisahkan kedalam tugas dan fungsi Departemen/Kementerian yang terpisah.

e. Penanganan penyandang cacat akan mengkait beberapa disiplin ilmu, dengan demikian fasilitas pelayanannya harus mempunyai beberapa sektor dari beberapa disiplin ilmu yang terkait. Dalam fasilitas rehabilitasi/ latihan kerja penyandang cacat di jajaran Depsos, secara struktural organisatoris ada posisi-posisi bagi berbagai personil dengan disiplin keilmuan lain, baik bagi pekerjaan sosial, bagi tenaga psikologis, bagi tenaga kesehatan, bagi tenaga penempatan kerja dan sebagainya. Sedangkan pada fasilitas latihan kerja Depnaker, posisi struktur pengorganisasiannya tidak memberikan tempat bagi tenaga dari disiplin ilmu tersebut diatas, baik secara struktural maupun fungsional. Disamping itu beban kerja jajaran Depnaker sudah cukup berat dalam memberikan pelatihan kerja bagi tenaga non-cacat.

f. Tentunya dalam penyaluran tenaga penyandang cacat, unsur

Depnaker banyak membantu, khususnya dalam menentukan penempatan kerja penyandang cacat secara umum, dimana tenaga kerja penyandang cacat ikut diperhitungkan.

g. Fasilitas Depnaker atau sistem Depnaker di daerah, cukup membantu dalam ikut membina penyelenggaraan rehabilitasi, baik di RC Solo, maupun di panti-panti daerah lainnya. Pada waktu-waktu tertentu, terutama pada saat akhir pelatihan/rehabilitasi, personil RC Solo mengadakan koordinasi dengan jajaran Depnaker setempat (bahkan dengan pihak-pihak perusahaan/APINDO dan lainnya), dalam upaya penyaluran dan penempatan kerja penyandang cacat hasil rehabilitasi RC Solo.

6. Pendidikan dan Pelatihan Instruktur.

Bagi kebutuhan instruktur RC Solo, jajaran Depnaker memperbantukan beberapa pelatihnya, dan instruktur RC Solo sesewaktu ikut "meninjau" perkembangan pelatihan di Depnaker, walaupun hal ini dilakukan hanya secara kerjasama bertetangga yang baik, dan belum merupakan standard operational.

7. Penelitian tentang perusahaan yang membutuhkan tenaga kerja penyandang cacat.

Penelitian tentang perusahaan yang membutuhkan tenaga kerja penyandang cacat, pada dasarnya dilakukan secara rutin, tetapi belum merupakan upaya penelitian yang di programkan secara utuh. Kemampuan R & D dibidang ini memang perlu pengembangan.

8. Prestasi kerjasama Jepang dengan Indonesia.

Prestasi kerjasama Jepang dengan Indonesia, memang perlu dievaluasi secara menyeluruh, rinci dan objektif. Memang dalam pelaksanaan kerjasama ini, dalam beberapa hal belum memuaskan, akan tetapi yang penting adalah mendokumentir secara rinci apa yang menjadi kendala hingga kita dapat mengantisipasi perencanaan yang akan datang, agar tidak mengulangi kelemahan-kelemahan yang lalu.

9. Bantuan lembaga lain.

Memang telah ada kerjasama bantuan dengan ILO dan UNDP, yang pernah dikemukakan kepada pihak JICA/Jepang (periksa dokumen lain). tentunya diupayakan untuk tidak terjadi adanya tumpang tindih kegiatan.

III. SISTIM REHABILITASI INDONESIA DI RC SOLO.

1. Nama Proyek.

Setuju penamaan proyek menjadi "Proyek Pengembangan Rehabilitasi Kerja". Semula nama proyek "Proyek Pengembangan RC Solo", sehingga terkesan keseluruhan RC Solo akan dikembangkan,

sedangkan yang dimaksudkan adalah pengembangan kemampuan vocational trainingnya.

2. Tujuan Projek.

a. Tujuan projek, sesuai dengan kesepakatan akan mencakup: (1) bantuan peralatan vocational training; (2) bantuan experts; dan, (3) bantuan fellowship.

b. Tujuan proyek secara menyeluruh adalah mengupayakan adanya penyesuaian agar jenis-jenis pelatihan vocational dapat dikembangkan kearah ketrampilan yang akan sesuai dengan pasaran kerja, baik secara kualitas, maupun kuantitasnya. Untuk tahap ini/ awal, maka diperkirakan ketrampilan menjahit/garmen, komputer, las, elektronik dan bubut, akan banyak diminta pasaran kerja.

c. Di RC Solo memang dikhususkan untuk penyandang cacat tubuh, demikian pula pada awalnya di NYTC Cibinong hanya untuk penyandang cacat tubuh, akan tetapi selanjutnya akan menerima penyandang cacat lain, antaranya penyandang cacat runguwicara dan tuna netra.

d. Rehabilitasi medis di RC Solo bersifat terbatas, mencakup kegiatan fisioterapi dan rehabilitasi medis yang dapat dilakukan di luar rumah sakit. Dengan demikian klien yang sedang latihan kerja dapat tetap melaukan pelatihan kerjanya, sedangkn rehabilitasi medis tertentu dilakukannya di saat-saat tertentu agar tidak mengganggu proses pelatihannya.

e. Penyaluran kerja penyandang cacat, yang merupakan proses resosialisasi yang menjadi tugas jajaran Depsos, pada dasarnya dilakukan oleh jajaran Depsos sendiri, walaupun dalam kesempatan yang sekiranya dianggap akan menguntungkan penyandang cacat, maka melalui kerja koordinatif dengan jajaran Depnaker, penyandang cacat ini disalurkan kepasaran kerja umum. Sedangkan didalam projek ini, dimana juga akan berupaya meningkatkan sistem penyaluran kerja, maka upaya pengembangan ini ditujukan pada pengembangan kesempatan kerja yang menjadi porsi jajaran Depsos. Perlu ditegaskan kembali bahwa fungsi pembinaan kesejahteraan sosial, pembinaan tenaga kerja dan pembinaan kesehatan di Indonesia terpisah di masing-masing Departemen/ Kementerian tersendiri.

3. Manfaat yang diharapkan dari projek mencakup:

a. Sektor peningkatan peralatan bengkel kerja, khususnya bila diarahkan pada bengkel kerja bagi ketrampilan yang banyak diminta pasaran kerja, tentunya akan menambah jumlah penyandang cacat yang memperoleh pekerjaan.

b. Sektor perbantuan experts, tentunya diharapkan merupakan upaya dalam rangka alih teknologi, baik untuk bidang kemampuan asesment, kemampuan pelatihan tenaga instruktur, kemampuan persiapan rehabilitasi, proses pelaksanaan

vocational training, proses penyaluran kerja, dan kemampuan R & D.

c. Sektor fellowship, akan menambah wawasan petugas khususnya para pelatih dan staff RC Solo/ NVTC (calon personil) Cibinong, yang tentunya diarahkan untuk mempunyai pengetahuan dan ketrampilan dibidang pekerjaan rehabilitasi khususnya vocational training, staff training dan kemampuan pengkajian (R & D).

d. Diakui memang beberapa pelatihan kerja/ bengkel kerja memerlukan pengembangan atau sebaliknya penghapusan/pengurangan penyelenggaraannya, karena tidak lagi sesuai dengan pasaran kerja. Upaya perubahan ini tidak dapat dilakukan secara sewaktu/ mendadak, tetapi memerlukan pentahapan, karena akan menyangkut sistem yang sudah dilekatkan pada sistem perpantian yang ada. Diharapkan proyek yang akan dilaksanakan ini akan mempercepat perubahan atau penyesuaian ini.

e. Pengembangan suatu sistem pre-vocational training menjadi sistem advance vocational training, termasuk kemampuan staf training dan R & D, akan mengalami hambatan bila dilakukan di RC Solo, untuk masa-masa mendatang.

f. Dengan demikian di kemukakan suatu alternatif lain, adalah untuk fungsi advance vocational training, staff training serta R & D, pada pengembangan selanjutnya akan dialihkan dan ditransfer ke NVTC di Cibinong.

g. Dengan demikian pada tahap permulaan pengembangan fungsi diatas, akan dilakukan di RC Solo (dengan kemampuan fasilitas, personil, metoda dan dana yang ada di RC Solo) dalam kurun waktu 2 tahun, dan setelah berkembang secara mantap, maka fungsi diatas dialihkan ke NVTC Cibinong). Dengan demikian pembangunan NVTC Cibinongpun tidak boleh terlambat, dan diharapkan selesai sekitar 2-3 tahun; periksa transparan /bagan mengenai hal ini.

h. Di RC Solo, diharapkan tetap mempunyai kemampuan rehabilitasi vocational, akan tetapi yang lebih maju, yang sesuai dengan ketrampilan yang ada dilingkungannya, sehingga mereka dapat hidup aktif dan berperan serta dalam kehidupan sosial masyarakatnya. Untuk ini maka jumlah dan jenis latihan kerja perlu disesuaikan dengan kebutuhan kehidupan dalam masyarakat sekarang ini/ secara up-to-date.

4. Kondisi organisasi pelaksanaan proyek.

a. Kondisi organisasi pelaksanaan proyek, baik untuk dilingkungan RC Solo maupun di tingkat Depsos Pusat. lihat transparan /bagan yang sudah disiapkan.

b. Anggaran belanja RC Solo untuk 5 tahun terakhir, lihat transparan /bagan.

5. Berita Acara

Berita acara atau dokumen notulen, atau minutes mengenai hal-hal yang dibicarakan delegasi Jepang dengan Depsos akan ditandatangani Dirjen Binrehsos dan ketua delegasi Jepang.

6. Hubungan antara instansi pemerintah/ Depsos dengan sistem bantuan.

Hubungan antara instansi pemerintah/ Depsos dengan sistem bantuan, dimana penjabaran tanggung jawab masing-masing pihak, baik Staf Ditjen Binrehsos, RC Solo dan JICA/Jepang, secara prinsip tergambar pada transparan/ bagan, dan yang lebih rinci sebagai tugas masing-masing sektor akan dibuat sesegera mungkin. Hal ini perlu untuk menghindari adanya kesenjangan atau sebaliknya overlapping kegiatan.

7. Instrumen Anggaran Belanja Proyek.

Instrumen Anggaran Belanja Proyek; dari pihak Indonesia memang belum jelas counter budgetnya ; akan tetapi BAPPENAS menjanjikan akan menyediakannya; dalam waktu tidak terlalu lama akan ada penjelasan tentang budget ini.

8. Tempat pelaksanaa proyek.

Tempat pelaksanaa proyek yang akan digunakan, secara rinci akan dijelaskan di RC Solo; termasuk luas ruangan, dimana tempatnya, apa saja perbaikan tersebut, bagaimana caranya dan dananya.

9. Rencana penempatan Counterpart.

a. Rencana penempatan Counterpart, secara rinci akan dijelaskan di RC Solo, tetapi secara prinsip akan ditunjuk senior officer dari masing-masing departemen di RC Solo, yang memahami betul kegiatan yang dihadapinya nanti, yang akan secara bersama dihadapi bersama dengan experts Jepang/JICA.

b. Secara prinsip "jumlah counterpart" akan sama dengan jumlah experts dan team leader, atau mungkin ada beberapa personil lain yang bila diperkirakan akan diperlukan maka akan ditambahkan.

c. Agar personil ini dapat secara full time membantu expert, maka personil counterpart ditunjuk senior officer dari bagian/departemen RC Solo, dimana expert akan ditempatkan. Sebaiknya secara rinci hal ini dibicarakan di RC Solo

10. Pemikiran yang berkaitan dengan Cibinong (Phase-II Project).

a. Pemikiran yang berkaitan dengan Cibinong (Phase-II Project), khususnya mengenai pemikiran penggunaan vocational training secara integratif, dimana kemungkinan para tuna

netra dan tuna runguwicara dapat di latih di NVTC ini bersama penyandang cacat tubuh, memang pada pengembangan bantuan technical cooperation di RC Solo (Phase-I Project) tidak dikembangkan.

b. Akan tetapi gagasan pelayanan vocational training di NVTC Cibinong secara integratif, bila NVTC telah operasional tentu tidak begitu sukar. Diharapkan dalam 1-2 tahun setelah NVTC Cibinong operasional, sistem integratif dapat dikembangkan. Tentunya ini memerlukan pemikiran tersendiri, mengingat vocational training untuk tuna netra dan tuna runguwicara akan mempunyai kekhususan sendiri.

IV. RANCANGAN DASAR YANG ADA KAITANNYA DENGAN PENGGABUKNGAN FUNGSI RC SOLO DAN NVTC CIBINONG.

1. Tujuan, prinsip dan kebijaksanaan kerjasama, dapat di uraikan dengan menguraikan butiran-butiran sebagai berikut:

a. Dengan dirasakannya bahwa kerjasama yang telah lalu nampaknya menunjukkan hasil yang relatif baik, dimana pihak Jepang sendiri pada dasarnya mengakui hal ini, maka adanya proposal atau usulan peningkatan dan pengembangan kerjasama untuk masa mendatang tampaknya cukup relevan.

b. Hal ini tentunya memerlukan diskusi yang lebih teknis dan rinci, dan ini tentunya dapat dilakukan pada saat delegasi Jepang tiba pada hari-hari sekarang ini.

c. Phase-I Project, Technical Cooperation di RC Solo, bertujuan untuk pengembangan kemampuan vocational training di RC Solo, yang pada dasarnya akan meningkatkan dan mengembangkan kemampuan pre-vocational training yang ada di RC Solo saat ini, agar lebih maju dan sesuai dengan tuntutan kebutuhan ketrampilan yang harus dimiliki peyandang cacat secara mutakhir.

d. Mengingat pengembangan kemampuan pelatihan yang lebih maju atau "more advance vocational training", sulit dan tidak pada porsinya bila dikembangkan di RC Solo, maka dengan demikian fungsi pelatihan yang bersifat "more advance vocational training" akan dilakukan di NVTC Cibinong, sebagai Pahse-II dari Projek sejenis ini.

2. Batas lingkup dan isi dari kerjasama, antaranya menyatakan bahwa:

a. Pihak Indonesia/Depsos mengusulkan 5 jenis latihan kerja: las, menjahit, komputer, elektronik dan bubut; sedangkan pihak Jepang hanya akan dapat membantu mengembangkan 2 jenis latihan kerja; pada dasarnya kelima jenis latihan kerja itulah yang akan memberikan kesempatan kepada penyandang cacat yang trampil, untuk dapat diterima di pasaran kerja saat ini; dengan demikian diharapkan kelima jenis latihan

kerja tersebut dapat dikembangkan; akan tetapi bila pihak Jepang hanya membantu 2 jenis latihan kerja, maka prioritasnya akan pada latihan kerja untuk menjahit/garmen dan komputer.

b. Persiapan untuk pengisian personil /staf rehabilitasi atau pelatihan vokasional di panti-panti lain, termasuk di NVTC Cibinong semula memang tidak diharapkan untuk dilakukan di RC Solo; akan tetapi alternatif yang paling memungkinkan untuk mengisi personil rehabilitasi ini, tentunya bersumber dari apa yang ada di RC Solo; untuk hal ini sudah akan segera dimulai persiapan pengembangan personil yang akan mengisi panti lain, khususnya NVTC Cibinong, yang dilaksanakan oleh RC Solo; hal ini akan berkaitan dengan pengembangan fungsi Staff Training yang akan dikembangkan di RC Solo melalui proyek Technical Cooperation.

3. Jangka waktu kerjasama.

Jangka waktu kerjasama sesuai TOR adalah 5 tahun, akan tetapi pihak Jepang mengusulkan untuk Phase-I Technical Cooperation ini berlangsung 3 tahun saja. Hal ini cukup baik, mengingat penjadwalan keseluruhan kegiatan untuk memiliki kemampuan advance vocational training ini diharapkan dapat terlaksana pada tahun ke tiga atau keempat Repelita-VI (1997-1998); periksa transparan penjadwalan.

4. Jadwal Pelatihan.

Mengenai Staff Training, maka jadwal pelatihan, tujuan pelatihan, jenis peserta, kualifikasi peserta, persyaratan dan jumlah peserta, secara prinsip terdapat dalam TOR, akan tetapi tentunya memerlukan pembicaraan teknis lebih lanjut, khususnya dengan Staf Dit RPC dan RC Solo.

5. Pengiriman expert dari Jepang.

a. Pengiriman expert dari Jepang, yang akan bekerja dalam jangka panjang, nampaknya hanya akan dipenuhi 5 orang experts, sedangkan permintaan pihak Indonesia adalah 10 orang; bila hal ini demikian adanya, maka pihak Indonesia masih dapat menerimanya; menurut informasi akan terdiri dari: (1) Chief Advisor; (2) Coordinator Administration; (3) Vocational Assesment and Guidance Counseling; (4) Vocatioal Training for Sewing; (5) Expert for Computer.

b. Beberapa expert Jepang yang diperbantukan untuk periode jangka pendek, bila diperlukan bisa dimintakan, khususnya untuk bidang menjahit dan komputer (expert tambahan untuk jangka pendek), termasuk untuk reseach development, staff training bagi ketrampilan elektronika, las dan bubut.

6. Rancangan penerimaan trainee - fellowship programme.

Rancangan penerimaan trainee - fellowship programme, pihak

Jepang hanya bisa memberikan 3 orang untuk tiap tahun sesuai dengan bidang yang dikembangkan oleh proyek/program; nampaknya pihak Indonesia dapat menerimanya. Sebenarnya pihak Indonesia memintakan jatah 10 orang per tahun untuk 5 tahun.

7. Rancangan usulan pemberian peralatan.

Rancangan usulan pemberian peralatan RC Solo, pihak Indonesia memintakan bantuan dana sebesar Rp. 360.000.000,- untuk berbagai jenis peralatan; hal ini perlu dibicarakan dengan delegasi Jepang ini; sebenarnya daftar yang agak rinci sudah ada, akan tetapi spesifikasi merek dan kemampuan alat belum jelas benar; pihak Jepang memintakan kejelasannya yang rinci; mengenai jumlah dana yang dimintakan akan dipertimbangkan kemudian.

8. Dana yang dibebankan pada pihak Indonesia.

Dana yang dibebankan pada pihak Indonesia belum jelas; memang hal ini sedang diajukan kembali kepada pihak Bappenas, dan pihak Bapenas menyatakan bersedia untuk mendukungnya; demikian pula adanya berbagai rencana kegiatan yang mendukung proyek, misalnya seminar, penyediaan buku dan lainnya, agar juga diajukan; pihak Indonesia belum secara konkrit mengajukannya, dan hal ini akan segera digarap pada waktu dekat mendatang.

V. PCM & PDM.

"Pengertian PCM dan PDM" yang diajukan dalam surat dari pihak Jepang, nampaknya pihak Indonesia belum memahami benar; dimintakan dalam kesempatan bertemu dengan delegasi Jepang ini, hal ini memperoleh kejelasan yang rinci.

⑤ 社会省からの調査団に対する説明資料（英語）

POINTERS TO BE PRESENTED TO THE JAPANESE DELEGATION ON THE PROJECT OF RC SOLO, 11th APRIL 1994.

I. COOPERATION BETWEEN THE GOVERNMENT OF INDONESIA AND THE JAPANESE GOVERNMENT, RELATED TO THE RC SOLO PROJECT, AND THE PJP-II AND REPELITA-VI.

1. PJP-I (1965-1994) is a period for a preparation for the confirmation of the basic for the national development in all sectors, as at the end of PJP-I, all sectors of the development will be ready to "take-off" or to develop and to accelerate the process of the development seriously.

2. PJP-II (1994-2009) is a period for take-off, where all sectors of national development will be accelerated to pursue its negligent.

3. General target of PJP-II is to create a quality of Indonesian human being and community, which will be more advanced and self-reliance in all aspects of living, through a national development in all aspects of development.

4. This national development is a development in all aspects, which includes: aspects of general people welfare (health, education, culture, manpower, housing, social welfare, religion); aspects of political and security of people living (defence, security, peace of internal affairs, equilibrium of foreign relation); aspects of industry, economy, trade, etc.

5. So it seems that the development of social welfare, as a responsibility of the Department of Social Affairs, is included in the group of the aspects of the development of people welfare as a whole.

6. The target of the programme of people welfare, where it is included the development of social welfare, during Repelita-VI, basically among others are: an enhancement of people welfare, through enhancement of public services which will be fairer and more equal, and will cover all levels of community living.

7. In GBHN 1993, it is decided basically, that in every establishment of policy of development programmes, it should be that:

a. Human being should be a central point in the development effort.

b. The target of the development is a human being quality for being more advanced and self-reliance living.

c. The development should be able to create a fair and equal living.

d. The development should be able to give the community to participate

8. According to the above statement, so the main policy of the Department of Social Affairs in the development of social welfare, especially during Repelita-VI, basically are as follows:

a. To enhance the quality and the effectiveness of social welfare services, so that it can enhance the quality of manpower resource.

b. To enlarge the coverage the achievement of the quantity of target of the rehabilitation programme.

c. To increase the role of the participation of the community.

d. To increase the professionalism of the services.

9. The development of social welfare, as a function of Department of Social Affairs, includes the efforts to increase the social welfare of a group of a community which suffers from social disability, such as:

a. A group of a community which need an effort for increasing their social welfare (social welfare as a narrower sense): such as poor community or slum dwelling community, isolated people, family welfare, children welfare, elderly welfare, woman welfare, orphan children, heroes and freedom pioneers.

b. A group of a community, which need social rehabilitation, such as: the disabled, vagrants, beggars, prostitutes, ex-convicts, delinquent children and drug abusers /ex-narcotic.

c. Other groups in a community, which suffer from disasters, such as: nature disasters, flood, fire, and other nature and man-made disasters.

10. Departemenet of Social Affairs is also doing the development for others sectors or instruments which will support the above mention activities, such as: the development of the role of NGO's related to the development of social affairs, the development of the social work personnel, the development of the software for social welfare activities, and preparing the budget for social welfare activities/programmes.

11. National Development during Repelita-VI, especially is focused to the enhancement of the capability of manpower resources for national development.

12. The development of social welfare, will be paralel to the government policy mention above, where the development of manpower resource will be more stressed. So a disadvantage group of the community, included disabled persons, their capability

✓ will be more increased to be members of profesional manpower resource for the national development.

13. The efforts for the enhancement of the profesionalism of the disabled, is suffered by several factors, especially due to the scarcity of the budget resources, and others factors, among others are the lack of the profesionalism of the rehabilitation personnel, lack of rehabilitation facilities (quantitatively and qualitatively).

14. Most of the rehabilitation facilities, which are also have function for vocational training, seem to have just for a pre-vocational training capabilities. So it need to have some facilities that have advance capabilities, as a centre for advance vocational training.

15. Beside the above conditions, that the total numbers and types of rehabilitation facilities are still not enough, and they are still centralized in western part of Indonesia, especially in Java and Sumatra islands, and in the eastern part of Indonesia, beside the total number of the population is still samll, its distribution is scattered in a large area and in sacttered islands.

16. As an example, it is still a province that has not a rehabilitation facility yet, like it happens at Sulawesi Tenggara Province.

✓ 17. For that purpose, a project aids from other governments, is sure to be needed, basically for the:

a. The preparation for the development of several facilities or physical buildings for rehabilitation services for the people with disabilities, such as:

1) For vocational training centres;

2) For rehabilitation facilities at several provinces, for instance: a rehabilitation facility for the deaf in Sulawesi Tenggara Province, a rehabilitation facility for ex-psychotics at Kalimantan Barat Province, a rehabilitation facility for muntiple disabled at Jambi Province, and a rehabilitation facility for delinquent children at Riau Province.

3) For facilities for the rehabilitation staff training.

4) For facilities for R & D, for the problems of disability etc.

b. The preparation for the provision of more profesional rehabilitation personnel, through an expert assistance etc., in the frame of technological transfer.

c. The preparation of softwares for rehabilitation procedures and activities, included for vocational training services, and other procedures in rehabilitation services.

d. Budget /fund rising for the development of rehabilitation facilities and their operational cost, wether by the government instiututions, or non-government, included the possibility to have other assistances or aids from others resources.

18. The Efforts for the Social Welfare of the disabled, during Repelita-VI, will be able to give the people with disabilities, to have professional skill which will be suitable to the labour market.

19. The efforts for the social welfare for the disabled during Repelita-VI, will not be seperated from the programmes for the efforts of social welfare as a whole. The efforts for the social welfare for the disabled, among others are included the enhancement and the development of the ability to give sevices in:

a. Rehabilitation facilities.

b. LBK (Loka Bina Karya), or workshops for disabled persons in districts.

c. KUP (Kelompok Usaha Produktif), or Groups of Productive Efforts of the Disabled.

d. PBK (Praktek Belajar Kerja), or on the job training.

e. URSK (Usaha Rehabilitasi Sosial Keliling), or MRU (Mobile Rehabilitation Unit).

f. Liposos (Lingkungan Pondok Sosial), or Koloni for ex-leprocy Patients.

g. BPBI (Balai Percetakan Braille Indonesia), or Institution for Braille Printing, Indonesia.

h. CBR (Community Based Rehabilitation).

i. Support for Special Elementary Schools for Disabled Children.

j. Other programmes, among others: giving supports of Productive Effort Equipments for the disabled, effort for giving jobs for the disabled, the development of nasional sign language for the deaf, awareness campaign for the accessibility for the disabled, guidance and giving information on the problem of disability, cooperation with other institutions /organizations related to the disability efforts, nationally or internationally, cooperation with APINDO (the Association of the Employees of Indonesia), the

development of NGO's, include the development of rehabilitation personnel, disabled efforts, budget rising/ collection, and the implementation of data collection and processing system.

20. Medical rehabilitation in the system of Department of Social Welfare services, is limited, in the sense that in every rehabilitation centre there will be 3 function, which are social rehabilitation, vocational rehabilitation and a limited medical rehabilitation. A full medical rehabilitation services will be done at the Orthopedic Hospitals or in the Division of Medical Rehabilitation of General Hospitals. But the cooperation between medical rehabilitation services at rehabilitation facilities and orthopedic hospitals are good enough and very smooth.

21. The percentage of the result of rehabilitation services for the disabled, nationally, is not recorded as a good and accurate data yet, but as an illustration, it can be seen from the result that has been achieved by RC Solo, that can be discussed as a detail information, later at RC Solo.

✓ 22. The rehabilitation services given to the disabled in rehabilitation facilities, is still focused to the rehabilitation for having just to be able to live in the familiar surrounding or close community, and to be able to work in self-employment jobs, and it does not stressed for the labour market in larger community yet, especially to the present or modern labour market, which as asked for an advance skill professionalism.

23. So, the present concept of pre-vocational training in a rehabilitation facility, should be further developed to be an advance vocational training; for this purpose, it is needed an enhancement or establishment facility with an ability to give advance vocational training.

24. So, the priority to develop a rehabilitation services, will be focused to:

a. have a facility with an advance vocational training;

b. followed by an ability to enhance the quality and quantity of rehabilitation personnel;

c. followed by the development of ability for R & D, to be able to anticipate a further good planning for the rehabilitation programmes.

d. followed by the development of rehabilitation services in the whole country, especially for the rehabilitation facilities of each type of disability, in the regions, which have no such facility yet, and by looking for the well-balance distribution of the facilities; and by looking to the concept that national level rehabilitation facilities (such as RC Solo and NVTC Cibinong) will be highest national referral facilities for the efforts of social welfare for the

disabled.

II. THE RELATION BETWEEN THE SYTEMS OF RC SOLO AND NVTC CIBINONG WITH THE SYSTEMS OF MRU, LBK, AND KUP.

1. The condition of the activities of MRU, LBK, KUP with the system of the operation of RC Solo:

a. Generally, the activities of MRU, LBK, KUP, as said in the Concept of Repelita-VI of the development of Social rehabilitation:

1) That MRU (Mobile Rehabilitation Unit):

a) It seems that MRU operations at present will be one of the priority unit for the development of CBR programmes, for enlarging the coverage of target for rehabilitating the disabled. The MRU operations have given a good result, and for this purpose, that the MRU operation of MRU's will be further enhanced and developed.

b) The xecution of MRU operations, in fact, have covered larger rehabilitation services to the disabled, it the sense that the disabled in rural and isolated village can be covered by the mobility of MRU's. During the PJP-II period, especially Repelita-VI, MRU's will be further developed, quantitatively, qualitatively, and their distribution, according to the real need and the condition of the regions. Doe to a good result of MRU operations in the effort of rehabilitation, so the MRU operations will be further developed, not only for the services to the disabled, but also for other people with other social disability, such as the services to the delinquent children, drug abuser, vragrant, destitue, prostitute problems etc.

c) The profesionalism of the personnel of MRU's will be enhanced through a personnel training at RC Solo and NVTC Cibinong,

d) The capability for R & D of RC Solo and NVTC Cibonong will be used for evaluating efforts which have been done by the MRU operations, and the result of R & D on MRU, will be used for the further organization of planning for the next MRU operations.

2) That LBK (Workshop at Dostrict for the Disabled).

a) LBK as a facility for handling the disabled in surrounding villages of a district, may be able to give rehabilitation services to the disabled in

that villages.

b) For having more effective operation of a LBK, so during Repelita-VI, there will be executed some efforts to enhance the LBK activities, where LBK will be able gradually to operate more functions, such as:

- 1) As a centre for information on social welfare of the disabled in surrounding villages.
- 2) As a better facility for the development of more productive efforts and better marketing of the products, and better skill training for the disabled.

c) And the LBK will be hoped to be able to do its function: as a centre for the CBR activities at its surrounding villages with the support of other community members such as members of Karang Taruna (Youth Organization at the Village), members of local boyscout, members of PKK or family welfare organization at village; as a place for guidance and giving information on disabled matters; as a meeting facility for community social workers; as a practical skill training for the disabled; and etc. concerning the disabled persons rehabilitation.

- 1) Facility for enhancement and strengtning the skill of disabled persons.
- 2) Productive sheltered workshop.
- 3) Facility for collection and marketing of the product of skilled disabled persons.
- 4) Facility for distribution of information on social welfare of disabled persons.

✓ d) The ability to train rehabilitation personil/ staff personnel at RC Solo and NVTC Cibinong, so the personnel that related to the activities of LBK, among others are community social workers and district social workers, community volunteers related to the LBK activities, will have an enhancement of knowledge or skill for managing LBK, giving rehabilitation services to the disabled

e) The capability to do R & D at RC Solo and NVTC Cibinong, will has an advantage in evaluating activities done by LBK

3) That KUP (Productive Efforts Group) of disabled persons.

a) One of the effort for channeling the disabled to

have job opportunity, is to development their productive capability, for creating self-supporting economically, such as in organizing a group of several persons with disability, to have a productive effort group or KUP. KUP is a facility which suppose to be able to support their self supporting in a productive effort.

b) For pushing and supporting self-supporting capability of the disabled, during Repelita-VI, KUP's will be developed quantitatively and qualitatively.

c) The next step in the PJP-II, KUP will be directed to be an embryo of a cooperative unit, through a "father company system", which will be able to support the operation of LBK's.

d) The capability of staff training and evaluation or (R & D) of RC Solo and NVTC Cibinong, will be used for enhancement of the knowledge and skill of personnel who manage the KUP, and to find a new and better method for operating the LBK.

✓ b. With the development of better services at RC Solo (included NVTC Cibinong), so:

1) RC Solo will be a facility for better staff training of personnel of MRU, LBK, and KUP, even for training of personnel of volunteers, such as members of Karang Taruna (Youth Organization at the villages), prominaece persons at village, members of PKK/ LKMD, etc. in supporting the activities of the operations of LBK, KUP, and MRU.

2) The operation of workshops in the rehabilitation facility, may be used as an instrument for training/ courses for those personnel.

3) RC Solo is doing evaluation on the result of MRU operations, included the procedure of a MRU operation, in the frame of an enhancement of the operation of MRU. MRU Team is briefed at RC Solo, procedure of MRU operation is discussed at RC Solo, and also the equipment of MRU is studies and evaluated at RC Solo.

2. Education/Training for vocational.

a. Discussions on vocational training, which related to the programme technically, such as: how long is the best training period, what kind of curriculum is the best, what kind of equipments needed for training, etc., are done at RC Solo. Generally threere is already a decision that the period for a training is between 6-12 months, and the training equipments have been listed, and other supporting facilities have been also listed.

b. At present, the labour market at factories or companies, which need skill labour, seems to be tailoring/ garment factories, electronics factories, welding and other metal work factories; and according to the advantage of sciences and technologies, so some sectors of skilled job market such as computer operator will be needed increasingly.

3. Vocational Guidance.

a. Guidance for vocational training, vocational rehabilitation system in Indonesia, especially for disabled persons in rehabilitation institute, as it is written above, is still in the form of basic vocational training or pre-vocational training, in the sense that the quality of the skill of the disabled, still need more time for further adaptation in the open labour market, for instant through PBK (Prakek Belajar Kerja) or on the job training, which may relatively need more time. So, some disabled persons are fail to have the jobs by this way. In the pre-vocational rehabilitation, done by a rehabilitation facility, it is still focused to give only for self-supported skill, or just to help the disabled to be able to get some money in the family living or in a limited surrounding at the village community.

b. So, a cooperation for the development of RC Solo, is directed for the development of the types of workshop of vocational training, which will be suitable with labour market, wether for the assistance of the equipments or the assistance of the technological transfer, through the assistance of experts.

c. The transfer of technology, will be related to the enhancement and development of the quality of the rehabilitation personnel especially for RC Solo, beside for other staff personnel of other rehabilitation institutes.

d. Principally, the procedure for vocational training for the disabled, which is done by Indonesian, seems to be similar with the procedure that is done in Japan, that is to try to give profesional skill to the disabled for being able to enter the labour market in the community of companies or factories or as such job opportunity.

e. But the problem itself is that, it is needed an effort to know what kind of labour market that exists in Indonesia, which can receive employers with disability. This effort has been started, by organizing a list of job opportunity which can be done by persons with disability, but it is not as a detail list of data which may show what kind of factories or companies, where and how many of them that can requit persons with disability.

f. So, the effort to collect accurate data and information using R & D system, especially for the condition and

situation of labour market for the disabled employers, need to be done through a programme which will be more consistence dan continuously, and it should be done seriously; it might need an assistance from other side that is more profesional.

g. The effort to organize a law for the job opportunity for the disabled, or for social welfare of the disabled as a whole, is being in the process, and it is done coordinatively between Department of Social Affairs, Department of Labour, and other institution related to the disabled persons problems, included the percentage of job opportunity for the disabled in the companies or factories in receiving disabled employers.

4. Vocational Assesment.

a. Vocational assesment which is a part of the process of rehabilitating the disabled, is an important part, so this sector is need more attantion in the programme of developing a more advace process of rehabilitation. But it seems that the most difficult part in the process of rehabilitation is a process of channeling or giving follow-up for job opportunity for the disabled.

b. The scarcity for doing follow-up after rehabilitation process, is the scarcity of budget for doing follow-up, beside the scarcity of the mobility of the rehabilitation personnel in serving the disabled who live in the community, and also the importance one is that, the technical skill in doing follow-up of the rehabilitation personnel, is still to be enhanced; so Department of Social Affairs is doing and will be doing motivation to all rehabilitation facilities, to be able to enhance the capabiliy to collect and up-date data of clients wether who are still in the process of rehabilitation or who has been living in the community, so we will have information on those disabled, how far those disabled has been in the job market.

c. The ability of RC Solo (and also NVTC Cibinong) for doing staff training, especially in the field of follow-up, should be taken into account to be developed; an assistance of experts who can help to develop this sector of the process of rehabilitation, will be appreciated, in accelerating the process of the transfer of technology of staff training in Indonesia.

5. Job Placement and training for the instructors.

Placement of manpower, and training of instructors, are the functions of Department of Manpower. Basically that:

a. The problems of placement of man power and training of instructors generally, are organized by Department of Manpower.

b. The handling of social welfare of the disabled, whether in the early stage (early detection), in the rehabilitation process, and in channeling and further guidance, include further steady job positioning, is an authority of the Department of Social Affairs system.

c. It seems there may be "a gray area" in handling the disabled, especially in channeling and giving job opportunity to the disabled, and in the recruitment of instructors in rehabilitation facilities. But this problems can be handled through a good neighborhood cooperation of the Coordinating Team for the Development of Social Welfare for the Disabled, which is organized in the Department of Social Affairs. The process of coordination is not only done for the problem of giving an opportunity for having job for the disabled, but also in the other problems, such as in the field of health, education, religious, transmigration, internal affairs etc., include manpower problem.

d. It is to be understood that in the system of Indonesian Government administration, the social welfare system, health system and manpower system, they are separated to each others into each Department.

e. The handling of the disabled may be related to several disciplines of sciences, so the facilities that serve the disabled, should have several sectors of disciplines that related to the problems of disability. In rehabilitation facilities or vocational training facilities for the disabled in the Department of Social Affairs system, their organizatinal structure have positions for several personnel from several different disciplines of sciences, whether for social workers, psychologists, medical personnel, manpower personnels, etc. While in facilities for vocational training in the Department of Manpower system, the organizational structure of their facilities have no palces for so many personnel from other disciplines of sciences. On the other hand, the burden in giving vocational training to the non-disabled in the Department of Manpower system for handling the manpower problems in the whole country is already too heavy

f. In the channeling the disabled menpower, the role of Department of Manpower is very much needed, especially in deciding wether a group of rehabilitated disabled persons can be placed in labour market, together with other non-disabled menpower placement system.

g. Facilities of regional Department of Menpower system, do help very much to the job.placement for the disabled of the regional Department of Social Affairs system, such as to the RC Solo and other rehabilitation facilities in the regions. At several opportunity, especially at the end of rehabilitation process in the rehabilitation facilities; personnel such as of RC Solo do the cooperation with

Department of Manpower system (even with the APPINDO/ Association of Indonesian Employees, and others) in the efforts for channeling and placement the disabled who have been rehabilitated at RC Solo.

6. Education and Training for Instructors.

For the requirement of instructors at RC Solo the Department of Manpower system gives assistance for several instructors to RC Solo, and on the other occasions the personnel or instructors from RC Solo do observation to the process of training of instructors in the Department of Manpower system, although this cooperation is done through a process of just good neighborhood policy, and it is not formally programmable yet.

7. Research on the companies which need disabled employer.

Research on the companies which need disabled employers, basically has been done, but it does not as an good and programmable effort. The ability to do R & D in fact, need its further development.

8. The result of Cooperation between Indonesian Government and Japanese Government.

The present cooperation between Indonesia and Japan, should be evaluated as a whole, detailed and objectively, in the frame that we have to know the efektifive and the efficiency of the whole projects; especially we have to find the disadvantages and obstacles, and we have to make a dokument of all that we have done. So we can avoid and we will not make the same mistakes, and to anticipate the next cooperation to be a better cooperation.

9. Aids from other institutions.

It fact we have also a coopertion with other institutions, such as ILO and UNDP, which we have informed to Japan/JICA (see other document). It is sure that we try not to have duplication of the subject of the cooperation.

III. SYSTEM OF REHABILITATION IN INDONESIA AT RC SOLO.

1. The title of the project.

We agree that the title of the project will be "The Development of Vocational Rehabilitation". The initial name of the project is "Project of the Development of RC Solo", so it make an impression that all situation of RC Solo will be developed, while the aim of the project is to develop the capability of vocational training of RC Solo.

2. The Objective of the Projects.

a. The targets of the project, according to the agreement, are included: (1) the assistance of the vocational training equipment; (2) the assistance of experts from Japan/JICA; (3) the assistance of fellowship.

b. The target of the project as a whole, is to enhance the quantity and the quality of the types of vocational trainings, that can be developed to be a facilities to train the disabled to have skills that will be match and suitable with the labour market, whether qualitatively or quantitatively. For the beginning, it has been anticipated that the skill of tailoring or garment products, computer operation, welding, electronic will be much needed by the labour market.

c. The rehabilitation done at RC Solo, it fact, is specifically only for the physically disabled persons (so it will be done in the beginning at NCTV Cibinong, although in the later period, the training done in NVTC Cibinong will be for other types of disabilities too).

d. Medical rehabilitation at RC Solo is in the limited form, it only covered as such physiotherapeutic services and other medical rehabilitation treatment that can be done outside the hospital, so the client can still do their vocational training, and the medical rehabilitation treatment which is needed, can be done in spare time and it will not disturb the process of rehabilitation.

e. The channeling for having job for the disabled, which is a part of the process of rehabilitation, which is as a fuction and task of Department of Social Affairs system, basically is done by the institutions of Department of Social Affairs system itself, although in several occasions, if it will be more beneficial to the disabled, the disabled will be treated through the Department of Manpower system, through a good neighborhood cooperation with Department of Manpower system. It this case it will be reminded again, that the functions of the development of social welfare services, the development of manpower, and the development of health services, are seperated in each Department related.

3. The advantages that are targeted from this projects, are:

a. That the sector of the development of the equipment of workshops of RC Solo, will be directed to the types of skill trainings which will be needed by labour market, and of course it will enhance the numbers of the disabled that received job opportunity.

b. That the sector of assistance of experts, it is hoped that in the frame of transfer of technology, it will enhance the capabilities of doing assesment, training for

instructors, preparation of rehabilitation process, process of vocational training, process of channeling for jobs, and the capability for doing R & D.

c. That the sector of fellowship, will enhance the knowledge of the rehabilitation personnel, especially the instructors and staff personnel of RC Solo and recruitment of personnel of NVTC Cibinong, and it is sure that it will be directed to have personnel with the knowledge and skill in the field of rehabilitation services, especially for vocational training, staff training and R & D.

d. In the reality, several vocational trainings or workshops need a further development, but in some cases some vocational trainings need reductions of their functions. This process of adaptation or changes can not be done in a short time, it need a step by step process, because this process will related and need other modification of other systems, which has been put into the system of the rehabilitation facilities that is exist at present.

e. The further development of a rehabilitation system at RC Solo, from a pre-vocational training situation to become as a facility that can execute advance vocational training, staff traing and R & D, will face many obstacles, if it is done at RC Solo, especially for a long future period, due to the situation and the condition of the location, building and others of RC Solo.

f. So it is given several alternatives, that the development of functions of advance vocational training, staff training and R & D, will be transferred from RC Solo to NVTC Cibinong.

g. So at the beginning step, the development of above functions, will be done at RC Solo (with the present capability of facility, personnel, methode, budget and other systems that is present at RC Solo now) during around 2 years period; and after these funstions relatively in good operable situation, these functions will be transferred to NVTC Cibinong. So the construction of NVTC Cibinong is not allowed to be too late, and it is hoped that it will be finished during 2-3 years; see schame of the project.

h. At RC Solo, it is hoped that there will sill have a capability to do vocational rehabilitation for disabled in some extend to give skill to disabled persons, and to give the disabled to be able to participate in social life of their community, and participate in the daily avtivities of the community.

4. The Condition of the Organization of the Implementation of the projects.

a. The organization of the implementation of this project, related to the RC Solo organization or in the Department of

Social Affairs head quarter, see related scheme transparency at annex.

b. Operational budget of RC Solo for the last 5 years, see at annex transparency.

5. Document of the Projects.

Documents or minutes on the matters of what have been discussed together between Japanese Delegation and Staff Officer of the Department of Social Affairs, will be signed by the Director General for the Development of Social Rehabilitation and the Chairman of the Japanese Delegation.

6. The relation between Department of Social Affairs system with the Project System.

The relation between Department of Social Affairs system with the Project System, where the detail responsibilities of each side, whether from the Staff Officers of Directorate for the Development of Social Rehabilitation, RC Solo and Japan Government/JICA, basically can be seen from the transparency of the scheme at the annex. A more detailed information on the tasks of each side will be organized in next near future.

7. Instrument of budget for the project.

Instrument of budget for the project, as a counter budget from the Indonesian Government is not clear enough; but the BAPPENAS have given a promise to find this budget; and in a relatively short time, it should be a clarification for this matter.

8. The situation of the location for the implementation of the project.

The situation of the location for the implementation of the project, will be detailed briefed at RC Solo; included the area of the site/ rooms, the need for the renovation, the procedure of the implementation and the budget.

9. The planning for placement of counterpart personnel.

The planning for placement of counterpart personnel of RC Solo, will be detailed briefed at RC Solo, but basically it will be appointed from each related division at RC Solo, who have the most knowledge on the matter that will be faced by both sides, Japanese experts and RC Solo personnel.

a. Basically, the number of counterparts will be at the same number with the Japanese experts and team leader, or it might be some persons, if it is needed, they will be added to the counterparts. To be able to work as a full timer in supporting the experts, these counterpart personnel will be appointed from the senior officers from the related divisions

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at RC Solo, where Japanese experts will be posted. It is better if this case will be detailed discussed at RC Solo.

10. The idea related to the Phase-II Project (NVTC Cibinong Project).

a. The idea related to the Phase-II Pproject, or NVTC Cibinong Project, especially on the idea of integrative vocational training services, where there will be the possibility to train the low vision disabled persons and the deaf together with the physically disabled, is possible to be implemented. But for the project of RC Solo, this idea is not developed yet.

b. But the idea on the development of an integrated vocational training services at NVTC Cibinong, it looks like not so difficult to be implemented. It is expected that after 1-2 years of its operationalization, integrated system can be implemented and further developed. It is really to be a seperated discussion, because the training for the low vision disabled person and the deaf, need a special specification.

IV. BASIC PLANNING, RELATED TO THE IDEA OF JOINING THE PROJECTS OF RC SOLO AND NVTC CIBINONG.

1. The purpose, the princip and the policy of coopretaiion, can be briefed as pointers below:

a. The last projects on the disability problem (among others on MRU project), are evaluated as being relatively running well, where the Japanese side itself basically agree with this conclusion. So by the present proposal for the projects of the development of RC Solo and NVTC Cibinong, it is said to be proporsional and relevant to the plan of the development on disability services in Indonesia.

b. This case, of course, need further technical and detailed discussion, and this will be done at the time where Japanese Delegation visit Indonesia.

c. Phase-I of the Project, Technical Cooperation for RC Solo, are targeted to enhance the capability of vocational training of RC Solo, which is basically will enhance and develop the ability of its pre-vocational training, which is exist at RC Solo resently. So the RC Solo will be able to do better vocational training and giving profesional skill to the disabled to have better job opportunity in the modern labour market.

d. Although it seems that the further development of vocational training capability at RC Solo for an advance vocational training is difficult, because the condition of the present unfavourable fasility, but for the beginning,

this capability may be tried to be developed in RC Solo, but for further development, it should be done in other facility, such as at NVTC Cibinong, as a Phase-II of the Porject.

2. The Scope and Subject of Cooperation.

The scope and subject of the Cooperation, among others are:

a. Indonesian side /Department of Social Affairs, propose for 5 types of vocational training, such as: welding, tailoring, computer, electronic, and metal work; while the Japanese side propose only for 2 types of vocational trainings; basically the five type of vocational trainings mention above will have much possibility for the disabled to have job opportunity in the labour market. But if Japanese side only give 2 types of vocational trainings, so the priority will be for tailoring/ garment production, and computer trainings.

b. The preparation for filling the personnel for rehabilitation facilities or vocational training facilities, basically is not taken from the personnel of RC Solo, but as a practical action, so the several personnel from RC Solo will be trained to be the profesional personnel to manage NVTC Cibinong, beside we have to regruite new additional personnel for the whole activity of the projects. This is related with the development of the capability of the RC Solo/ NVTC Cibinong in doing staff training.

3. The Period of Cooperation.

The period for the implementation of cooperation, according to the TOR is 5 years, but Japanese side has a proposal taht for the Phase-I of the Project will only take place 3 years. This information is good, because the schedule of the projects to have the facility for an advance vocational training, staff training and R & D, will be acomplished at the 3rd year or 4th year of Repelita-VI (around the fiscal year of 1997/1998); see annex of transparency on scheduling, related.

4. Schedule for the Training.

The planning on the process of staff training, basically has been written in the TOR, which include the schedule of training, types of trainings, qualification for the trainees, terms for the trainees, and the number of the trainees, but it should be discussed technically further in the meeting between Staf of RC Solo /Departmet of Social Affairs and Japanese delegetaion.

5. Experts Assitance from Japan/JICA.

a. The assistance of Japanese expets, who will work in a long-term basis, will only consist of 5 experts, while Indonesian request is for 10 experts; if this condition can not be changed, the Indonesian side will accept that

programme, and it will consist of: (1) Chief Adviser; (2) Coordinator Administration; (3) Vocational Assesment and Guidance Counseling; (4) Vocatioal Training for Sewing; (5) Expert for Computer.

b. Several Japanese experts, who will be assited for a shot-term period to the projects, if it is needed, can be requisited, especially for sewing and computer training (additional experts for short-term programme), include for electronic, welding and metal work, and if possible also for the development of reseach, and staff training.

6. The Plan for Fellowship Programme.

The plan for fellowship programme, the Japanese side can only received 3 persons per year; the Indonesian side may accept this programme. Initially the Indonesian side would like to have 10 persons to be trained in Japan per year for the period of 5 years.

7. The Plan to give Equipmment Aid to RC Solo

The plan to give equipmment aid for RC Solo, Indonesian Government have asked to the Japanese Government a budget at amount of Rp. 360,000,000.- for several groups of workshop equipments; it should be discussed with the Japanese Delegation; in fact, this detailed list of equipments is already made, but the more detailed specification of the trade mark and the capacity and quality of the equipment are not clear enough yet; the total budget which is requested will be delaited, discussed later.

8. The budget from the Indonesian Government.

The budget from the Indonesian Government, is not so clear yet; it is still in the process of requisitioing to BAPPENASS, and the BAPPENAS are ready to find the solving prosedure of this needed budget; other complementary activities, such as seminars, books etc to support the projects, it should pe proposed too; this problem will be solved in the near future with the support of BAPPENAS.

V. PCM & PDM.

The meaning of PCM and PDM which are proposed by the Japanese delegation, are not understandable by Indosenian side; it is expected that the Japanese Delegation will explain this words at the meeting.

⑥ ソロRCからの調査団に対する説明資料

CHECK LIST ANSWER OF
PROF. DR. SUHARSO REHABILITATION CENTRE "SOLO"
AS INFORMATION TO THE JAPAN MISSION

1. a. (1) In 6 th FIVE DEVELOPMENT PLAN it is necessary to promote the effectivity of social rehabilitation services and the quality of social welfare efforts for disabled people.
- (2) Social welfare efforts for disabled people have been conducted since 1 st long term development period (FIVE YEAR DEVELOPMENT PLAN 1-5); however, there are still many things that we cannot finish yet.
- (3) Education for disabled people are conducted in Special Elementary School (SDLB) and giving rehabilitation services conducted in the social institutions.
- (4) Prof. Dr. Suharso Rehabilitation Centre (Solo RC) is a kind of institutionally social rehabilitation service which is expected to be very successful in its programmes implementation.
- (5) Bicause of the limited facilities and infra-structures available Solo RC cannot develop as the development of age, like tiday.
- (6) To rise the manpower resources Indonesian government has planned to promote and to fasten the development is expected that through Solo RC programmes disabled people will become potential manpower resources at the end of 6 th FIVE YEAR DEVELOPMENT PLAN.
- b. (1) To rise the quality of manpower resources effectivity and quality of social rehabilitation services, as well as effectivity and quality of social welfare efforts must be promoted.
- (2) To broaden the reach of social services and social welfare efforts
- (3) To promote the professionalism of social services and social welfare efforts.
- (4) To broaden and to deepen the rising efforts of data and information fulfilment.
- c. Growing and developing of the disabled manpower resource potential is a positive thing that can improve the disabled people life condition, their family life and community surrounding. They can work in economic, school and culture fields or in companies/factories.
- d. Although there isn't a formal act on disabled manpower, but, it has already been a plan to work disabled people in variousse companies/factories through quota system, (one percent from total workers/employees working in the company). As additional information that at this time there are 1511 disabled people who have worked in 239 companies.

- e. Technical trainings will refer to Solo RC. Training for staffs, for example, is one of the efforts to educate, to train and to promote staffs/instructures skill through advanced training. To rise the professionalism of staffs/instructures other institutions through out Indonesia are suggested to send their personals to take part the advanced training in Solo RC. This advanced training will also be developed through out Indonesia.
- f. The advantages of this project :
- (1) To promote the ability and skill of disabled people through rising instructures, professionalism, developing methods and facilities available.
 - (2) To make disabled people able to fulfil their economic and social needs. In other words, they can help themselves and community surrounding.
 - (3) The disabled people can live independently. They do not depend on their family and community surrounding anymore.
 - (4) Solo RC will become the main reference for other social institutions.
- g. The efficiency and effectivity of rehabilitation services for disabled people, especially for vocational training, will be promoted from pre-vocational to advanced vocational. This is also related to the following services which will be held in National Training Centre (NUTC) Cibinong. Thus, it is hoped that disabled people will get appropriate social rehabilitation services and it means that the efficiency of social rehabilitation services for disabled people can be reached.
- h. Disabled people can manage their knowledge and their skill to create life resources for themselves independently. Their dependence on the community will be smaller.
- i. Results of this project will strengthen and support social welfare efforts for the disabled, and it can be an example. This will be related closely to the technical/operational policy of handling disabled people.

2. Present Condition of the Project

- a. Population of disabled people in Indonesia are around 3.11% of total population or + 5.6 million people.
The disabled number of disabled people are :

1) Physically disabled people	: 27.3 %
2) Visually disabled people	: 28.9 %
3) Mentally disabled people	: 12.8 %
4) The Deaf and Mute	: 10.0 %
5) Ex Chronical diseases	: 21.0 %

- b. Policy programmes for rehabilitation of Disabled People are as follows :

- 1) Improvement, enhancement and spread out sufficiently the whole social welfare efforts :
- 2) Improvement, enhancement and more spreading out of all facilities to the disabled people :
- 3) Improvement community participation to assist the whole undertaking programmes for disabled people.

- c. Employment efforts of disabled people in Indonesia are done in two ways, i.e :

- 1) They create a job in line with kind of their skills and capital they have :
- 2) Being employee of commercial institutions or others.

In the course of Repelita V (1989/1990 - 1993/1994) the distribution of disabled people in Indonesia are illustrated below.:

NO.	PROVINCES	QUANTITY	REMARK
1.	Jakarta (Special territory)	4.392	
2.	West Java	17.037	
3.	Central Java	51.493	
4.	Yogyakarta, Special area	9.042	
5.	East Java	7.635	
6.	Aceh, Special Area	3.255	
7.	North Sumatera	5.475	
8.	West Sumatera	3.320	
9.	R i a u	3.540	
10.	J a m b i	2.873	
11.	South Sumatera	4.435	
12.	Lampung	2.705	
13.	West Kalimantan	4.433	
14.	Central Kalimantan	1.555	
15.	South Kalimantan	3.948	
16.	East Kalimantan	2.999	
17.	North Sulawesi	3.948	
18.	Central Sulawesi	1.780	
19.	South Sulawesi	2.904	
20.	South-east Sulawesi	1.873	
21.	Maluku	2.498	
22.	B a l i	1.884	
23.	West Nusa Tenggara	2.671	
24.	East Nusa Tenggara	2.115	
25.	Irian Java	1.390	
26.	Bengkulu	1.319	
27.	East Timor	1.370	
T o t a l :		151.889	

d. Assistance that have been received were come from UNDP/ILO according to document project no. INS/88/20.

TASK AND FUNCTION OF PRO. DR. SOEHARSO REHABILITATION CENTER FOR THE PHYSICALLY HANDICAPPED

	TASK OF THE CENTER, DIVISION, SUB DIVISION ETC.	FUNCTION OF THE CENTER, DIVISION, SUB DIVISION ETC.
1. The Center	To carry out ondvours in social and the vocational rehabilitation for the orthopaedically handicapped to enable them to take part in the community to earn a living and a satisfying life	<ul style="list-style-type: none"> a. to register, observe, identify and to take care of the physically handicapped b. to make social diagnosis and diagnosis for care c. to provide vocational training-and to increase general knowledge d. to implement placements, into the employment market in community. e. to provide follow-up guidance and social protection f. to design the program, administration and public relations of the Rehabilitation Center
2. General Division	To arrange the programme, reporting, public relations, administration, personnel, household, finance and equipment	<ul style="list-style-type: none"> a. implementing program organization, reporting and public relations b. implementing administration c. implementing personnel affairs, household affairs and equipment d. implementing financial affairs
(1) Sub Division of the organization of the program and reporting	To make preparations for the organization of the program, monitoring the implementation of the program, to prepare the report and carry out public relations	
(2) Sub Division for Administration	Correspondence, expedition, filing and library activities	
(3) Sub Division for Personnel and Household affairs	To organize personnel affairs, to arrange household affairs and office equipment	
(4) Sub Div. Finance	To implement financial and treasurers affairs	

<p>3. Division for Preparation for Rehabilitation</p>	<p>Registration, observation, identification, diagnosis and revalidation, guidance and planning the rehabilitation service, and accommodation</p>	<p>a. to register, observe and identify b. to organize the dormitory and accommodation c. to select and plan the rehabilitation services d. to provide for the physical well being of the patient e. to provide guidance and training to prepare the patient both physically and spiritually to approach the rehabilitation program</p>
<p>(1) Registration, Observation and Identification Section</p>	<p>Registration, observation, identification selection and organization of the dormitory and accommodation</p>	<p>a. performing psychotests, achievement tests, and selection of vocation b. carrying out many kinds of vocational training c. carrying out mental and physical guidance d. providing guidance in community activities and sport</p>
<p>(2) Diagnostic and Revalidation Section</p>	<p>Preparation for rehabilitation which includes the social diagnosis and diagnosis of the disability, health care, physical training, carried out by paramedics and occupational therapy</p>	<p>a. performing psychotests, achievement tests, and selection of vocation b. carrying out many kinds of vocational training c. carrying out mental and physical guidance d. providing guidance in community activities and sport</p>
<p>(3) Guidance and Planning for Rehabilitation Section</p>	<p>Preparing the general educational activities which are needed by the handicapped to participate in the rehabilitation program and to occupy free time and to prepare the plan for the rehabilitation program</p>	<p>a. performing psychotests, achievement tests, and selection of vocation b. carrying out many kinds of vocational training c. carrying out mental and physical guidance d. providing guidance in community activities and sport</p>
<p>4. Rehabilitation Service Division</p>	<p>Selecting vocation, vocational training and physical and spiritual guidance of the physically handicapped</p>	<p>a. performing psychotests, achievement tests, and selection of vocation b. carrying out many kinds of vocational training c. carrying out mental and physical guidance d. providing guidance in community activities and sport</p>
<p>(1) Section for selection of vocation</p>	<p>Carrying out psychotest and assessment tests and to give information on the choice of vocations to the physically handicapped</p>	<p>a. performing psychotests, achievement tests, and selection of vocation b. carrying out many kinds of vocational training c. carrying out mental and physical guidance d. providing guidance in community activities and sport</p>
<p>(2) Section for vocational training</p>	<p>Organizing vocational training and repetitive training</p>	<p>a. performing psychotests, achievement tests, and selection of vocation b. carrying out many kinds of vocational training c. carrying out mental and physical guidance d. providing guidance in community activities and sport</p>
<p>(3) Section for Mental and Physical Guidance</p>	<p>Organizing and implementing of mental and physical guidance of the handicapped</p>	<p>a. performing psychotests, achievement tests, and selection of vocation b. carrying out many kinds of vocational training c. carrying out mental and physical guidance d. providing guidance in community activities and sport</p>

<p>5. Division of Placement and Protection</p> <p>(1) Section for Placement</p> <p>(2) Section for Social Assistance</p> <p>(3) Section for Social Protection</p>	<p>Placement and giving assistance and social protection to the handicapped</p> <p>Preparing and implementing placements in accordance with the skill and ability of the handicapped</p> <p>Planning and implementing family welfare assistance, providing capital and equipment for work, assistance for repairs to prostheses and orthoses equipment</p> <p>Providing follow-up and protection in employment to the handicapped who have been placed and to organize workshop activities for the handicapped</p>	<p>a. to place the handicapped in work</p> <p>b. to give social assistance to the handicapped</p> <p>c. to provide follow-up and social protection for the handicapped</p>
<p>6. Sections</p> <p>(1) Workshop for Prostheses and Orthoses</p>	<p>Producing and repairing prosthetic and orthotic equipment, for aesthetic purposes as well as to enable the handicapped person to work, and conducting experiments to increase the quality and functioning of the prostheses and orthoses</p>	
<p>(2) Department for Rehabilitation Care</p>	<p>Carrying out post-operative treatment for the physically handicapped, as well as orthopaedic care and examination of the health of the handicapped at the Rehabilitation Center</p>	
<p>(3) Department for General Education</p>	<p>Providing basic education and additional education so that the handicapped can acquire the minimal education needed for the acquisition of skills</p>	

CONTENTS OF ACTIVITIES OF THE PROJECT FOR PROF. DR. SOEHARSO, REHABILITATION CENTER FOR THE PHYSICALLY HANDICAPPED

CONTENT	FUNCTION	PERSONNEL	EQUIPMENTS	SCHEDULE OF ACTIVITIES		PREPARATION
				1st year	2nd year	
Vocational Rehabilitation Service for the Physically Handicapped	<ol style="list-style-type: none"> To establish vocational rehabilitation system <div style="border: 1px solid black; padding: 2px; display: inline-block;"> Vocational Rehabilitation Social Rehabilitation </div> To train counterpart To serve vocational rehabilitation for the disabled through counterpart. 	<ol style="list-style-type: none"> Director General-Deasos / Team leader-Project Director of RC Solo Experts (long & short) <ul style="list-style-type: none"> Vocational Assessment / Guidance Vocational Training Computer Sewing etc. Counterpart / Working Group <ul style="list-style-type: none"> Vocational Assessment / Guidance Vocational Instructor 	<ol style="list-style-type: none"> Furniture & Stationary for the team for Assessment for Training <ul style="list-style-type: none"> Computer Sewing etc. for Guidance <ul style="list-style-type: none"> Computer Sewing etc. 	1st year: Preparation 2nd year: Counterpart Training 3rd year: Implementation of Voc. Rehabilitation Service Evaluation	Japan: Leader, Coordinator or Experts, Equipments Indonesia: Counterpart Working Group, Budget for Proj. etc, Fellowship in prog.	
Staff Training	<ol style="list-style-type: none"> To organize staff training To implement group To train staff of group To systematize staff training plan To form curricula To put them into practice 	<ol style="list-style-type: none"> Director G./Team leader Director of RC Solo Experts (long & short) <ul style="list-style-type: none"> Assessment/Guidance Vocational Training Counterpart/Working Group <ul style="list-style-type: none"> Staff training samples Team group 	<ol style="list-style-type: none"> Audio visual equip. Teaching materials & teaching aids 	Preparation (Group, Training) Forming Curricula Implementation Kena. Personnel Budget for S/I for impl. Activity	Staff of S/I Group Budget for impl. Activity	
Research & Development	<ol style="list-style-type: none"> To organize research & development in group To train staff of group To systematize research & development plan To form contents, methods of activity To launch its activity 	<ol style="list-style-type: none"> Director G./Team leader Director of RC Solo Experts (long & short) <ul style="list-style-type: none"> Assessment/Guidance Vocational Training Counterpart/Working Group <ul style="list-style-type: none"> Research & development implement group 	<ol style="list-style-type: none"> Computer (hard, soft) Materials, Data Books concerned 	Observation Preparation Survey Analysis Evaluation	Staff of R/D Group Budget for R/D Activity Budget for impl. Activity	
Others	<ol style="list-style-type: none"> To hold seminar concerning vocational rehabilitation To assist and contribute to make future plan concerning the rehabilitation policy (RC Cibinone) 	<ol style="list-style-type: none"> Director G./Team leader Director of RC Solo Experts (long & short) Counterpart/Working Group <ul style="list-style-type: none"> Organizing Committee for seminar 	<ol style="list-style-type: none"> 1st 2nd 3rd Regular Meetings/Discussion	Lecturer Budget for Seminar Budget for R/D Activity	Committee Budget for Seminar, Com. Budget for C/P	

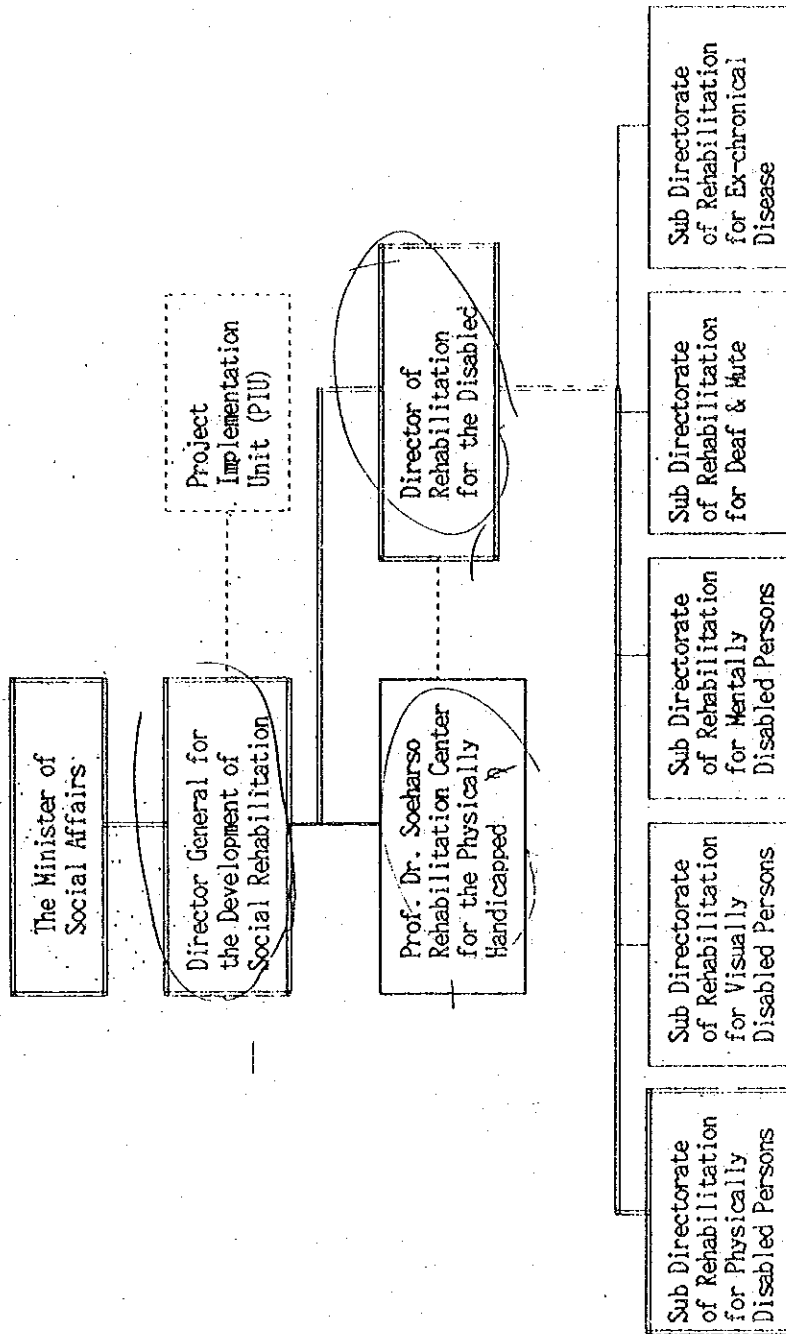
TRAINING COURSE IN RC PEROF.DR. SOEHARSO

NO	PRESENT TRAINING COURSE			CLIENTS			EXPECTED VOCATIONAL TRAINING		
	NAME OF COURSE	DURATION	CAP.	'89	'90	'91	NAME OF COURSE	DURATION	CAP.
1	Men Tailoring	6 months	40	-	39	41	Machine Sewing	6 months	15
2	Women Tailoring	6	30	2	33	23	- 1 year		
3	Photography	3	25	19	15	22			
4	Radio Repair	6	25	23	25	23	Home Electronics	6 months	10
5	TV Repair	6	15	-	-	-	- 1 year		
6	Barber	6	15	-	-	-			
7	Wave Salon	6	15	13	8	10			
8	Watch Repair	3	5	3	1	2			
9	Silver Handicraft	3	5	1	-	-			
10	Houlage Rope	6	5	2	1	-			
11	Welding	3	5	5	5	-	Welding	6 months	10
12	Bike-cycle Repair	6	5	2	1	3	(Metal Work)	- 1 year	
13	Motorcycle Repair	6	10	8	1	6			
14	Wheelchair Repair	6	5	-	-	-			
15	Printing Service	6	5	4	1	4			
16	Carpenter	3	5	1	-	1			
17	Furniture	3	10	2	3	6			
18	Wood Carving	6	10	6	2	7			
19	Shoes Making	6	5	-	-	-			
20	Prosthetic & Ortho- tic Repair	6	5	3	-	4			
21	Knitting	3	5	2	5	4			
22	Embroidery	3	5	-	-	-			
23	Plaiting	3	15	11	12	13			
24	Car Repair	6	10	-	-	-			
25	Car Drive	3	10	-	-	-			
26	Cast Aluminium	3	5	-	-	-			
27	Design Interior	6	5	-	-	-			
28	Administration & Se- cretary	6	15	13	11	15	Computer (Clerical Work)	6 months - 1 year	15
TOTAL			315	120	163	184			50

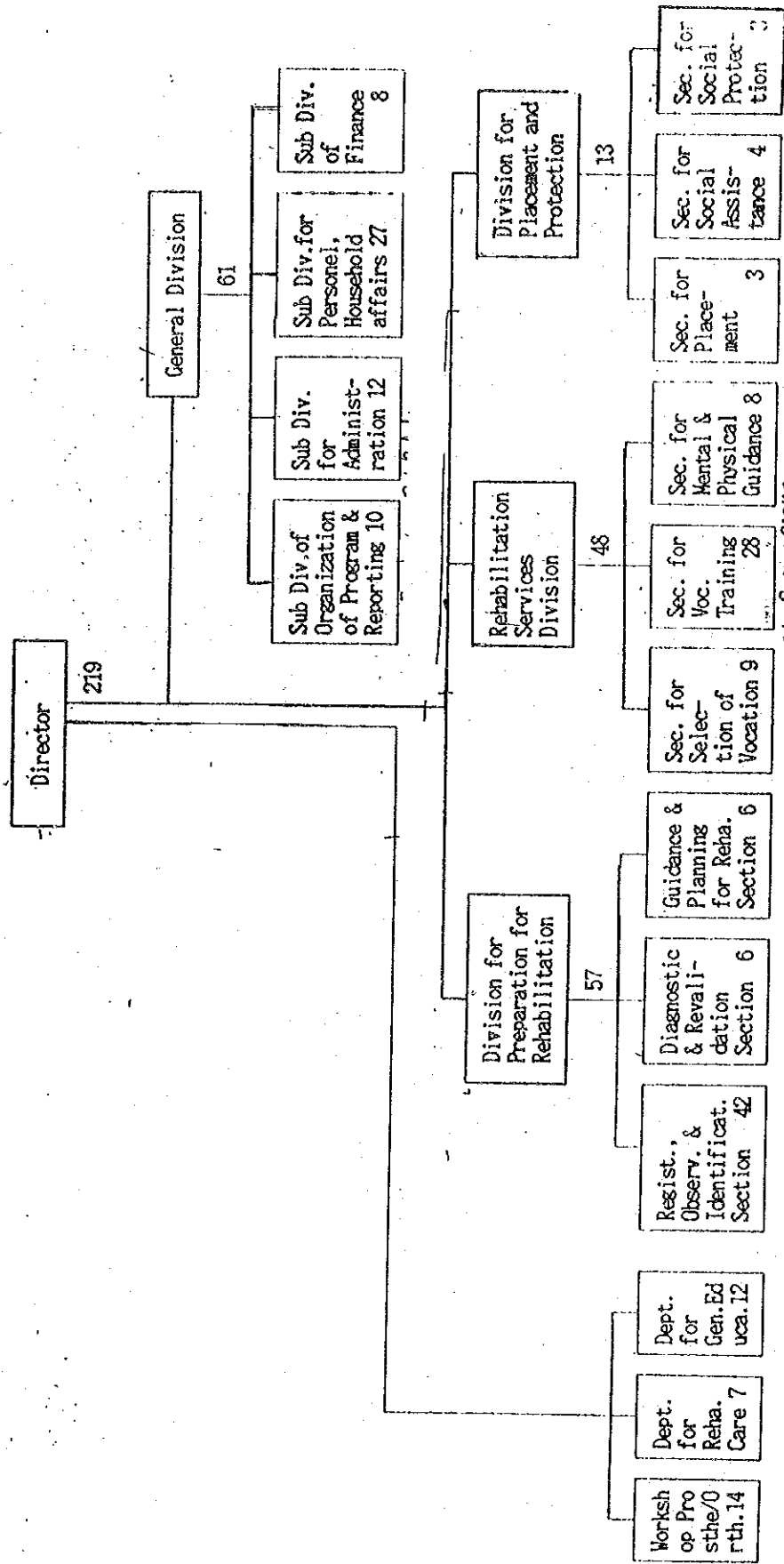
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5	TV Repair	6	15	-	-	-	- 1 year		
6	Barber	6	15	-	-	-			
7	Wave Salon	6	15	13	8	10			
8	Watch Repair	3	5	3	1	2			
9	Silver Handicraft	3	5	1	-	-			
10	Houlage Rope	6	5	2	1	-			
11	Welding	3	5	5	5	-	Welding	6 months	10
12	Bike-cycle Repair	6	5	2	1	3	(Metal Work)	- 1 year	
13	Motorcycle Repair	6	10	8	1	6			
14	Wheelchair Repair	6	5	-	-	-			
15	Printing Service	6	5	4	1	4			
16	Carpenter	3	5	1	-	1			
17	Furniture	3	10	2	3	6			
18	Wood Carving	6	10	6	2	7			
19	Shoes Making	6	5	-	-	-			
20	Prosthetic & Ortho- tic Repair	6	5	3	-	4			
21	Knitting	3	5	2	5	4			
22	Embroidery	3	5	-	-	-			
23	Plaiting	3	15	11	12	13			
24	Car Repair	6	10	-	-	-			
25	Car Drive	3	10	-	-	-			
26	Cast Aluminium	3	5	-	-	-			
27	Design Interior	6	5	-	-	-			
28	Administration & Se- cretary	6	15	13	11	15	Computer (Clerical Work)	6 months - 1 year	15
TOTAL			315	120	163	184			50

INSTITUTIONAL FRAME-WORK



FUNCTIONAL STRUCTURE OF PRO. DR. SOEHARSO REHABILITATION CENTER FOR THE PHYSICALLY HANDICAPPED



Mr. Soemadipno.

DATA AND INFORMATION OF DISABLED PEOPLE IN REPELITA VI

I. GENERAL INFORMATION

A. Activities that will be carried out :

1. Information and social guidance
2. Physically, mentally and socially rehabilitation.
3. Vocational training followed by economically productive aid.
4. Conducting of on the job training (PBK) in the companies/factories.
5. Resocialization programme activities.
6. Placement the skillful and readiness to work of disabled people.
7. After care programme activities.
8. Monitoring, evaluation and termination.
9. Dormitory for Special Elementary School pupil.

The whole activities are implemented through both institutional and non-institutional type of care and attended by active roles of family and community at large.

During the first long term development period, disabled people that had been rehabilitated were 384,600 persons.

In 1970, the number of Indonesian people who lived in under poverty line were 70,000,000 or 60 % of the whole people in Indonesia, but in 1990 this number was decreased being 27,000,000 persons.

At the present time, the estimation people especially disabled person who live in under poverty line are around 2,100,000.

II. Planning Activities

To rise the quality and coverage of services for disabled people, various activities will be carried out in Repelita VI are :

1. Training for technical / operational officers.
2. Procurement and providing equipment both for institution and vocational training.
3. Set up new institution (panti), sheltered workshop (LBK), Mobile Rehabilitation Unit (MRU) and its equipments.
4. In Repelita VI, physically activities that will be carried out are:
 - a. Set up and rehabilitate 52 institutions (panti) either governmental or private.
 - b. Set up 120 sheltered workshops.
 - c. To rehabilitate 150 sheltered workshops.
 - d. Procurement 54 MRU's.

III. TARGET OF REPELITA VI

A. National target of Repelita VI (1994/1995 - 1998/1999) are 1.290.720 people, consisting of :

1. Services for social welfare of the elderly people	:	225.000	prs.
2. Rehabilitation and services for disabled people	:	230.000	prs.
3. Social welfare development of neglected children	:	450.000	prs.
4. Karang Taruna youth organization	:	23.000	org.
5. Social organization development	:	4.100	org.
6. Social welfare personnels	:	62.000	prs.
7. Social welfare development for poverty people	:	202.270	prs.
8. Social welfare development of the tribe	:	18.530	fml.
9. Rehabilitation and services for delinquent and drug abuse victim.	:	15.000	prs.
10. Rehabilitation and services for socially handicapped people.	:	31.000	prs.

B. The main development programmes

1. Social welfare development covers the programme of :

- a. Social welfare development of the tribe community.
- b. Social welfare of poverty people.
- c. Development of heroism pioneerism and patriotism values.
- d. Social welfare development of the elderly people.
- e. Social welfare development for the neglected children.
- f. Development and guidance of the welfare family.
- g. Studies, tryout and evaluation of the development for gotong royong social welfare insurance.

2. Social rehabilitation and services programme consisting of :

- a. Social rehabilitation and services for the disabled people.
- b. Social rehabilitation and services for delinquent and drug abuse victim.
- c. Rehabilitation and services for socially handicapped people (vagrancy, prostitute and ex convict people).
- d. Studies, tryout and evaluation of social welfare protection.

3. Promotion of social participation of the community, consisting of :

- a. Information and social guidance.
- b. Social organization development.
- c. Social welfare personnel development of the community.
- d. Development of social community chest.
- e. Studies, tryout and evaluation of social insurance.

4. Assistance Programmes

- a. Social and rehabilitation services for victims of disasters.
- b. Children and youth programme development.
 - 1) Development of day care centre.
 - 2) Development of play group.
- c. Development of youth programme

d. Programme of women's roles

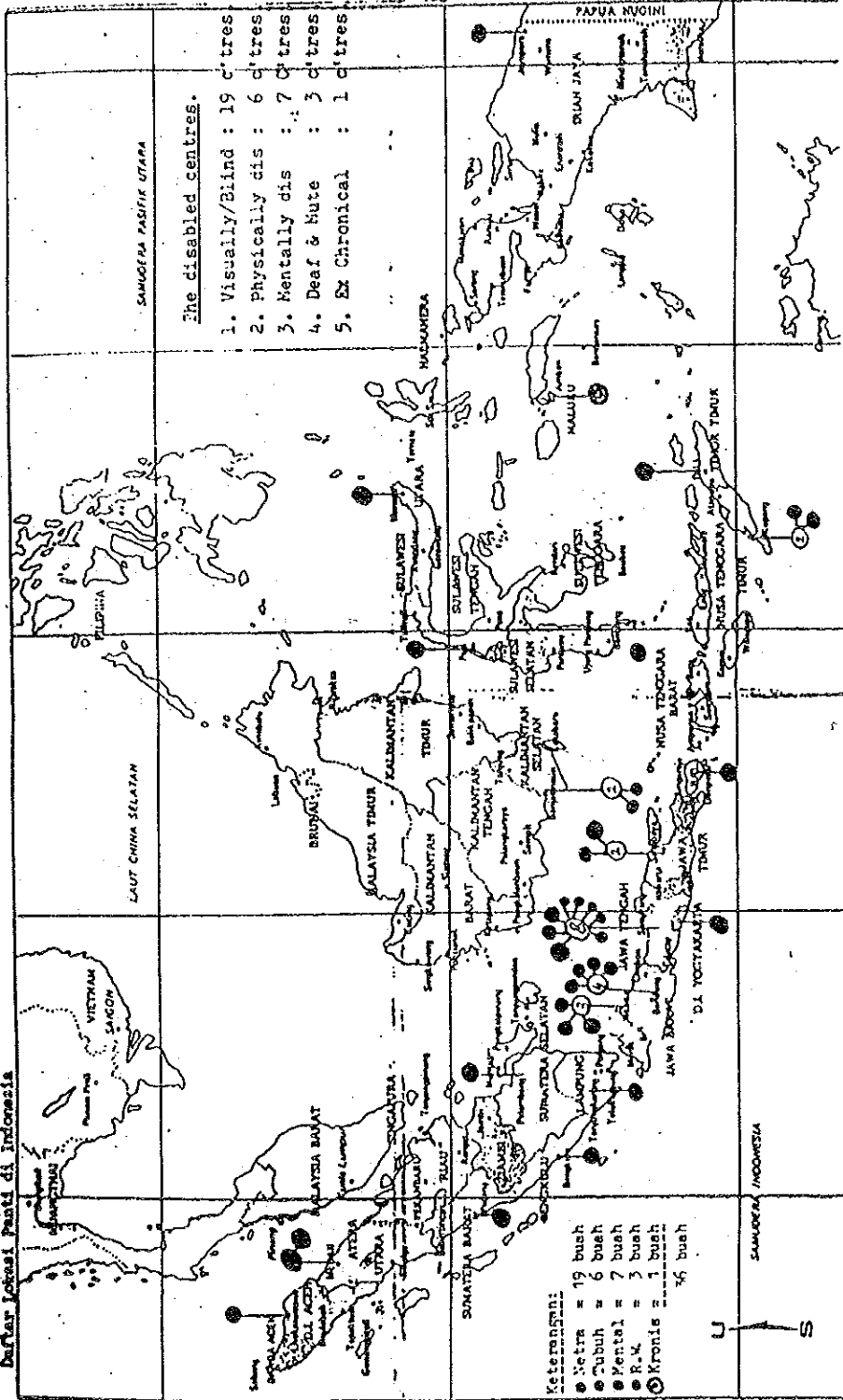
- 1) Development of women's leadership in social welfare area.
- 2) Development of women's social welfare.

e. Research and social development programme.

f. Education and social training programme.

PETA REPUBLIK INDONESIA

Daftar Lokasi Panti di Indonesia



SAMOEPA PASIFIK UTARA

The disabled centres.

1. Visually/Blind : 19 centres
2. Physically dis : 6 centres
3. Mentally dis : 7 centres
4. Deaf & Mute : 3 centres
5. Ex Chronical : 1 centres

Keterangan:

- Netra = 19 bush
- ◌ Tubuh = 6 bush
- ◌ Mental = 7 bush
- ◌ R.M. = 3 bush
- ⊗ Kronis = 1 bush

U
S

SAMOEPA INDONESIA

⑦ 社会省大臣へのソロ・チビノンプロジェクト説明資料

COVER/C:\JICA

DEPARTMENT OF SOCIAL AFFAIRS OF REPUBLIC OF INDONESIA
DIRECTORATE GENERAL FOR THE DEVELOPMENT OF SOCIAL REHABILITATION

T H E D E V E L O P M E N T O F
THE REHABILITATION CENTRE FOR THE PHYSICALLY DIASABLED
PROF. DR. SOEHARSO, SURAKARTA
AND
NATIONAL VOCATIONAL TRAINING CENTRE, CIBINONG.

To be exposed at the meeting with the Minister
of Social Affairs, and Echelon-I/II of Depsos,
on 24th March 1994.

LAMPIRAN-B SRT DJBRS
NOMER: B/ /BRS-1/III/1994
TANGGAL: 24 Maret 1994.

DEPARTMENT OF SOCIAL AFFAIRS OF THE REPUBLIC OF INDONESIA
DIRECTORATE GENERAL FOR THE DEVELOPMENT OF SOCIAL REHABILITATION

PROJECT OF THE DEVELOPMENT OF REHABILITATION OF THE PHYSICALLY DISABLED PROF. DR. SOEHARSO, SURABAYA, AND THE DEVELOPMENT OF NATIONAL VOCATIONAL TRAINING CENTRE, CIBINONG.

I. PREFACE.

1. According to the proposal approved by HAPPIENAS and agreed by Japanese Government, Department of Social Affairs/ Directorate General for the Development of Social Rehabilitation (Depsos/ Ditjen Binrehsos), has been agreed to obtain aids from Japan, in the form of:

a. Project Type Technical Cooperation for the Development of Rehabilitation Centre for the Physically Disabled Prof. Dr. Soeharso Surakarta/Solo (RC Solo).

✓ b. Grant Aid for the Development of National Vocational Training Centre (NVTC), Prof. Dr. Soeharso, Cibinong; Project Proposal yang bersangkutan terlampir.

2. Both projects, Technical Cooperation for RC Solo and Grand Aid for NVTC Cibinong, are projects which are in connection each other, so in discussing both aids, the explanation on the Technical Cooperation for RC Solo will be connected to the grant aid for NVTC.

II. BACKGROUND OF THE PROJECT.

A. PROJECT OF TECHNICAL COOPERATION FOR RC SOLO.

1. Present Situation of RC Solo.

a. RC Solo is the only one national wide RC for the physically disabled.

b. Basically rehabilitation services implemented in RC Solo are directed at awakening the ability of the disabled to lead a self sufficient life and their capability to fulfill their social function in the society in an adequate way.

* c. RC Solo owns the mission of not merely dissimulation services that are directly aimed at the disabled, but also functions as a training centre for rehabilitation personnel for disabled people, as well as a centre for information and research.

- d. The state of requisites and pre-requisites of RC Solo are still too limited to attain these objective.
- ✓ e. The functions of RC Solo, vocational training, staff training and research and development (R & D) are not developed yet.
- f. Although the capacity of RC Solo is ²⁰⁰ ~~315~~ clients per year, actually around ³¹⁵ ~~200~~ clients be served because of lack of facilities, professional personnel, equipments, materials etc.
- g. Vocational training in the process of rehabilitation is still in pre-vocational level, and the type of vocational training are not suitable with the labor market so much.
- h. The speciality of rehabilitation personnel is not enough to serve clients, because of lack of their knowledge and skills.
- i. Development concerning rehabilitation for the disabled, rehabilitation technology, accessibility in the society is behind the times, because research activity is scarcely done.
- ✶ j. So, RC Solo should be developed as a centre of advance vocational training, staff training and R & D.
- k. These development should start at RC Solo, based on its monumental, memorial and historical background.
- l. But, RC Solo as a national level institution, are not able to increase these demand anymore, because, facilities, buildings and land are very limited and location is not adequate relatively.
- m. For further development, another facility should be prepared in near future, and it should be National Vocational training Centre (NVTC).
- n. Unit of Technical Services of NVTC will be an affiliated facilities to RC Solo, at the beginning, later it will be a self-sustain facility.
- o. So the name of NVTC is "Prof. Dr. Soeharso National Vocational Training Centre."
2. The effort to give capability to the disabled in RC Solo, has been done but at the level of pre-vocational, just to be able to live modestly and socially accepted, but through the development of present technology and science, that condition in RC Solo relatively is become not suitable anymore for the modern labour market.
3. At the latest years, it is felt that vocational training for the disabled in a rehabilitative modul. seems to be only as a basic vocational training or pre vocational training. So it seems

that it should a new facility which will be a real centre for advance vocational training

4. In fact, RC Solo does not only execute function of rehabilitation, but also it is executing training for rehabilitation personnel, and collecting information and research in a special sense.

5. The increasing demand for rehabilitation/training and scarcity of facilities, causes functions mentioned above, cannot be increased and developed. So it seems that it is a time to plan a program to develop RC Solo programatically.

6. Several years ago, in this contact, Department of Social Affairs (Depsos) in cooperation with Government of Japan has gradually made efforts to overcome these constrains mention above. For this purpose Depsos has issued a proposal agreed by BAPPENAS, and it was referred by Government of Japan in 1993.

7. This project is as an effort to develop a qualitative and quantitative of the condition of RC Solo:

(1) The enhancement of vocational training rehabilitation services: among others are vocational assesment, vocational training, vocational guidance (placement).

(2) Support for the enhancement of the ability of personnel: among other is connected with enhancement of the ability of instructors rehabilitation personnel.

(3) Support for the enhancement for surveying and researching: among other is connected with enhancement of the ability of R & D is special sense.

8. Some alternatives for the development and enhancement of rehabilitation/vocational training facilities, had been exposed in the form of a proposal document "Improvement of Social Rehabilitation Services for the Disabled in R.C. Prof. Dr. Soeharso, Surakarta".

a. Alternative-I. That RC Solo will be decided as an facility that will be able to execute not only for vocational rehabilitation, but also an advance vocational training, and the ability for staff training and R & D.

b. Alternative-II. But later, it had been decided that the location and the area of present RC Solo is not able to support the development, so the development plan should be connected with the development of R.C. for Physically Disabled at Bangil, Surabaya.

c. Alternative-III. At last, Japan agreed to start Technical Cooperation Aid for the development in RC Solo for a period interval, and then those activities (vocational training, staff training and R & D) will be transferred to

NVTC Cibinong, after construction, through Japanese grand aid project.

9. Aid in the form of Project Type Technical Cooperation, in its implementation will be as:

- a. Dispatched of Experts.
- b. Equipments supply concerning to project actions.
- c. Fellowship.

10. Organization of RC Solo.

a. RC Solo will be consisted of (see a Tabel of Organization Structure):

1) Divisions of Technical Services Activities:

a) Divisions of Vocational Training:

- (1) Division of Vocational Preparation.
- (2) Division of Vocational Process.
- (3) Division of Resocialization.

b) Division of Staff Training.

c) Division of R & D.

6) Division of Administration and Logistic.

B. PROYEK: GRANT AID FOR NATIONAL VOCATIONAL TRAINING CENTRE (NVTC), CIBINONG.

1. General InformationP.

a. Concerning the project and problems at RC Solo mention above, a project called "National Vocational Training Centre for the Disabled, Prof. Dr. Soeharsu" (NVTC) Cibinong is going to develop, through Japanese Grant Aid.

b. Strategically, this project has a background and objective as follows:

1) In the effort to enhance the social welfare of the disabled, it is surely needed to have a vocational training centre, which is appropriately equipped with facilities for the disabled, which will be able to give opportunity to have an advance vocational training, which will be adequately with the condition of the disability and capability of the disabled themselves.

2) Such a project will be expected to have more capability to enhance the quality of the skill of the disabled, so they will be easier and smoother to enter the labour market.

c. This aids will include the aids for:

- 1) Buildings and other supportive facilities.
- 2) Equipment and other supporting logistics needed.

d. This grant aid project will be added by other supporting aids through Japan Technical Cooperation, and other Japan project type technical cooperation (among other which is given to project for the development of RC Solo, at point-II.A. mentioned above).

e. For having such objective of the project, mentioned at point-II.B.2), so NVTC need the capabilities as follows:

- 1) Advance Vocational Training.
- 2) Staff Training.
- 3) Research and Development (R & D).

f. To request Japanese Grant Aid, a project proposal in the form of a document of "Term of Reference for National Vocational Training Centre (NVTC) for the Disabled People, Prof Dr. Soeharso", Cibinong, has been issued.

g. Background.

- 1) Project of NVTC Cibinong is published, due to an urgent need to have an advance vocational training facility.
- 2) An information to have an aids was received from the Government of Japan.
- 3) Possibility to have an aid from the Government of Japan based on the survey done by JICA/Japan, and it was decided that the development of RC Solo and NVTC Cibinong should be supported.
- 4) The background of an urgent needed facility of NVTC, among other is to have an ability for having "advance vocational training".
- 5) The opportunity to have a job in the labor market for the disabled is one of the most difficult problem; the discrepancy between labor market and quality of the disabled capability is not fit appropriately.
- 6) Low level capability to evaluate/ research and to plan a development on the problem of the quality and opportunity for having a job, has push us to develop an ability to do a practical R & D.

6) So NVTC should be an installation which has a better quality for having capability for doing advance vocational training, staff training for rehabilitation personnel, and R & D of related problems.

7) Beside RC Solo, which basically has had those abilities mentioned above, is not so suitable; and for that purpose it is expected that RC Solo will become a facility as an early trial/experiment for the development of the three functions mentioned above of NVTC.

8) The information on the condition of RC Solo, is found at point-II.A. mentioned above.

2. The Objective of the Project.

(1) As a development project for a Technical Executing Unit (UPT).

(2) Consisted of:

1) Short-term project: the establishment of a facility (buildings, equipment, personnel, operational cost).

2) Long-term project: UPT can be operated smoothly for:

a) Advance vocational training.

b) Staff training for rehabilitation personnel.

c) R & D on the rehabilitation activities.

(3) Strategically, this project has a background and an objective as mentioned at point-B.1.b. above.

(4) NVTC will be able to operate immediately, because the three functions "advance vocational training, staff training, and R & D", have been developed before in RC Solo, and they will be transferred to NVTC Cibinong. NVTC will become a highest referral facility for the three function mentioned.

3. Tasks and Functions.

a. The Functions of NVTC.

1) Main Function: for giving an advance vocational training, so the skill and knowledge of the disabled will be more qualified and more suitable to the job market.

2) Others Functions.

a) Staff/rehabilitation personnel training

b) Research and Development of disability problems.

b. Advance vocational training for the disabled.

- 1) More stressed for the advance vocational training
- 2) Training curriculum will be matched with the need of labour market.
- 3) The process and procedure of vocational training will be consisted of several phases, which is basically the same with the procedure in other rehabilitation facilities.
- 4) The number of cliens, for the 1st year will be 100 persons, 2nd year will be 150 persons, and 3rd year will be 200 persons.
- 5) The duration of the training will be 6-12 months.

c. Staff Training.

- 1) For the enhancement of knowledge and skill of the rehabilitation personnel.
- 2) Basically for:
 - a) Staff personnel of administration, logistic, and other supporting activities.
 - b) Technical personnel of instructors, registration officers, identification officers, etc.
 - c) Others.
- 3) Training participants should past a certain criterias.

d. Research and development.

- 1) R & D, means for monitoring, evaluation and processing of data/ informations on disability, related to the research for having better method.
- 2) It is focused to the practical and applied problems, wether on the field of personnel, facilities, methods and budgeting for rehabilitation activities.

4. Organization of NVTC.

NVTC will be consisted of (see a Tabel of Organization Structure).

5. The Provisions of Personnel of NVTC.

- a. To equipt all the Divisions mentioned above, it is needed

154 personnel, structural and functional.

- b. Tabel for the requirement of personnel is attached.
6. Tabel for the process of services to the disabled in NVTC (see Tabel attached), which are included:
 - a. The target of services are the people with physical, visual, hearing disability.
 - b. The ultimate goal of the program is that the disabled will be able to have jobs in the labour market.
 - c. The resources of the referral facilities.
 - d. The process of recruitment to the NVTC:
 - 1) Administration, selection, registration.
 - 2) Identification, motivation.
 - 3) Counseling/ physical, mental, social, working ability examinations.
 - 4) Vocational evaluation.
 - 5) Case Conference.
 - 6) Other preparations.
 - 7) Vocational training.
 - 8) Resocialization.
 - 9) Social assistance.
 - 10) Self employment, sheltered workshop, and others.
 - 11) Follow-up.
 - 12) Coordination with: APINDO, Provincial/regional Offices of Depart. of Social Affairs, and others.
7. The map of the distribution or rehabilitation facilities of the disabled (see map attached).
8. The map of the location of NVTC Cibinong Bogor-Jakarta (see map attached).
9. The map of the location of NVTC and Cibinong (see map attached).
10. Data on NVTC:
 - a. Area : 3,5 Ha.
 - b. Floor area of buildings : 10.500 m2.
 - c. Open working area : 20.000 m2.
 - d. All working area : 30.500 m2.
 - e. Building Structure : concrete, partly bricks, 1-2 floors building.

f. Capacity : 200 disabled clients.
32 training participants.

11. Distribution of buildings, are matched with the composition of functional/technical Divisions. (see site picture attached).

12. The Budget of the Project of NVTC.

(1) Grant Aid from JICA/Japan (as proposed to the Japan Government);

1) Construction of the building	Rp.	28.032.000.000,-
2) Workshop Equipment	Rp.	9.168.000.000,-
T o t a l		Rp. 37.200.000.000,-

(2) Counter budget from the GOI (as proposed to BAPPENAS):

1) Site preparation	Rp.	1.724.140.000,-
2) Infrastructure	Rp.	275.260.000,-
3) Office equipment	Rp.	69.000.000,-
T o t a l		Rp. 2.068.040.000,-

13. Estimated Operational Budget per year.

(1) Personnel salary	Rp.	924.000.000,-
(2) Workshop material	Rp.	124.000.000,-
(3) Office material	Rp.	48.000.000,-
(4) Accomodation for cliens	Rp.	400.000.000,-
(5) Water, electricity, etc	Rp.	150.000.000,-
(6) Maintenance	Rp.	75.000.000,-
(7) Others	Rp.	35.000.000,-
T o t a l		Rp. 1.756.000.000,-

14. The factors that give an urgent need to develop for a National Centre for Vocational Training in Indonesia.

a. 1994/1995, in the 1st year of Repelita-VI, it is to be prepared for the development of manpower resource; include the disabled.

b. The facilities for developing the quality of general manpower resource has been prepared nationally; it is needed also for the development of the disabled manpower resource; especially for a such national centre for vocational training.

c. In the period of Repelita-VI, 1994-1999, it is expected that there will be the operation of NVTC, and it has been able to produce qualified manpower of disable persons, and

around the last two years before the end of Repelita-VI (1997/1998) NVTC has been able to be operated.

d. The development of NVTC will take place around 2 years, so it should be started in 1995/1996; the preparation for administration and preparation of the site is expected to be in 1994/1995.

e. So, in the period of the present position of Minister of Social Affairs of the 6th Development Cabinet of GOI (1993/1994-1997/1998) the project will be finished, and has been operated for about 1 year.

15. The schedule for the project of the Development of RC Solo and NVTC Cibinong.

a. According to project plan mentioned above, and its urgency, so the schedule for the planning of execution of the project will be as follows (see Tabel attached):

1) 1994/1995 - 1997/1998:

a) October/ November 1994, Project of Technical Cooperation at RC Solo is started, as an early trial of the development of the ability of having advance vocational training, staff training and R & D;

b) Accompanied by the preparation of personnel requirment for NVTC.

c) And the preparation for issuing softwares.

d) And preparation for other supporting administrations.

e) Those activities will be accomplished around October/November 1997 (3 years).

2) 1995/1996 - 1997/1998:

a) October/November 1995, it will start a constuctional building of NVTC.

b) Until October/November 1997, it will be accomplished (2 years).

c) At that moment, the activities of early trial/experiment (for advance vocational training, staff training and R & D) in RC Solo has been confirmed, and it can be transfered to NVTC Cibinong.

3) 1996/1997 - 1998/1999:

a) October/November 1997, it is started an

operationalization of NVTC Cibinong.

b) And at the end of Repelita-VI (1998/1999), NVTC will be able to produce persons with disability with qualified skill and matched with the labour market.

16. The Structure of the process of the Project and its Relation with the Structure of Activities of RC Solo.

a. To be able to smoothen the implementation of the Technical Cooperation, it has been organized tables of cooperation between the activity of the project type aid, with the activity of Ditjen Binrehsos, RC Solo - NVTC Project Cibinong (see tables attached).

b. In those cooperation, of the functional structure at RC Solo, this included the supporting personnel from JICA experts and Ditjen Binrehsos:

1) Supporting personnel/experts JICA, which will be posted in: (1) Division of Rehabilitation Preparation; (2) Division of Rehabilitation Services; (3) Division of Placement and Protection at RC Solo.

2) It will be a Team leader of experts, which has coordination with the Director of RC Solo.

3) It will be Coordinator of Experts, which will be assist Team Leader.

4) JICA Experts and Counterpart Staff Officers of RC Solo, organize an Expert Team, for routine duties of RC Solo project.

5) There will be two groups of implementation:

a) Staff Training Implementation Group.

b) R & D Implement Group.

c. Institutional frame-work of Ditjen Binrehsos and JICA in the Project of Technical Cooperation of RC Solo and Grant Aid NVTC Cibinong, in Depsos c.q. Ditjen Binrehsos:

1) In the level Ditjen Binrehsos, it is organized a PIU (Project Implementation Unit), as a staff unit to assist Ditjen Binrehsos in the implementation of the project.

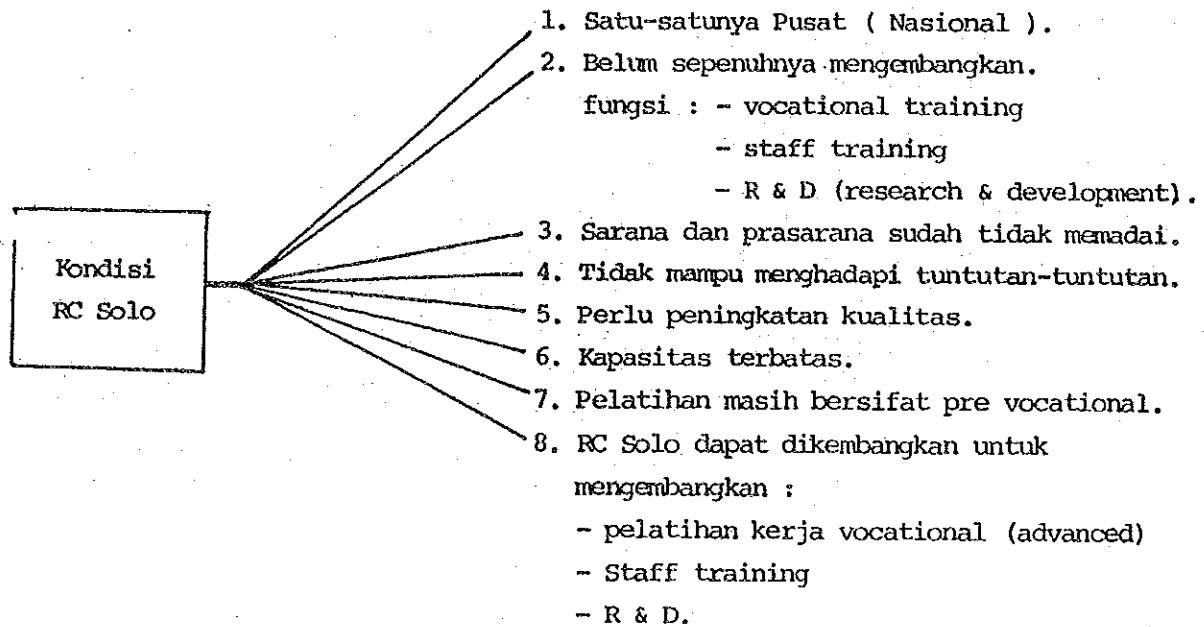
2) Director of RPC is a staff officer for Ditjen Binrehsos, assists Ditjen Binrehsos to execute technical /functional coordination continuously with RC Solo, for the process of the project.

DEPARTEMEN SOSIAL REPUBLIK INDONESIA
DIREKTORAT JENNERAL BINA REHABILITASI SOSIAL

HENCANA PENGEMBANGAN PUSAT REHABILITASI SOSIAL
BINA DAKSA PROF. DR. SOEHARSO, SURAKARTA DAN
PEMBANGUNAN NATIONAL VOCATIONAL TRAINING CENTRE, CIBINONG

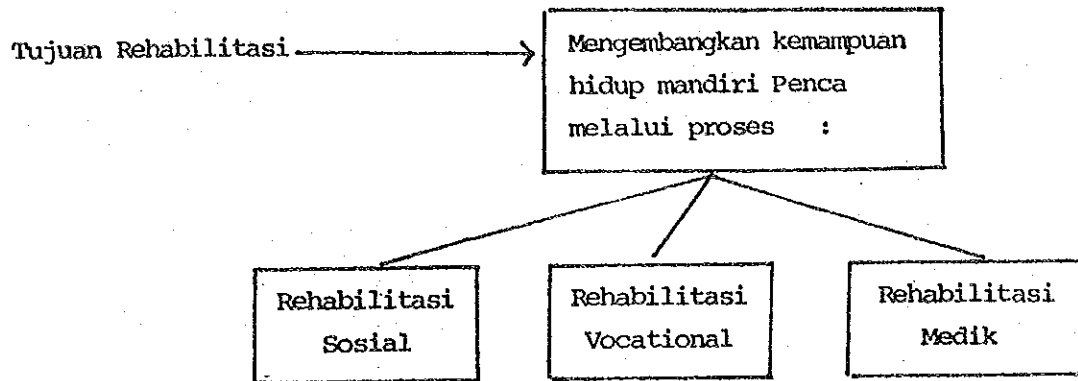
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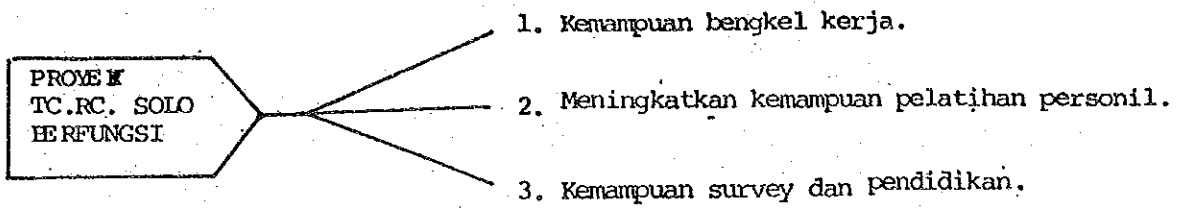
TR I/94

TUGAS DAN FUNGSI UTAMA
PUSAT REHABILITASI SOSIAL BINA DAKSA
PROF. DR. SCEHARSO, SURAKARTA

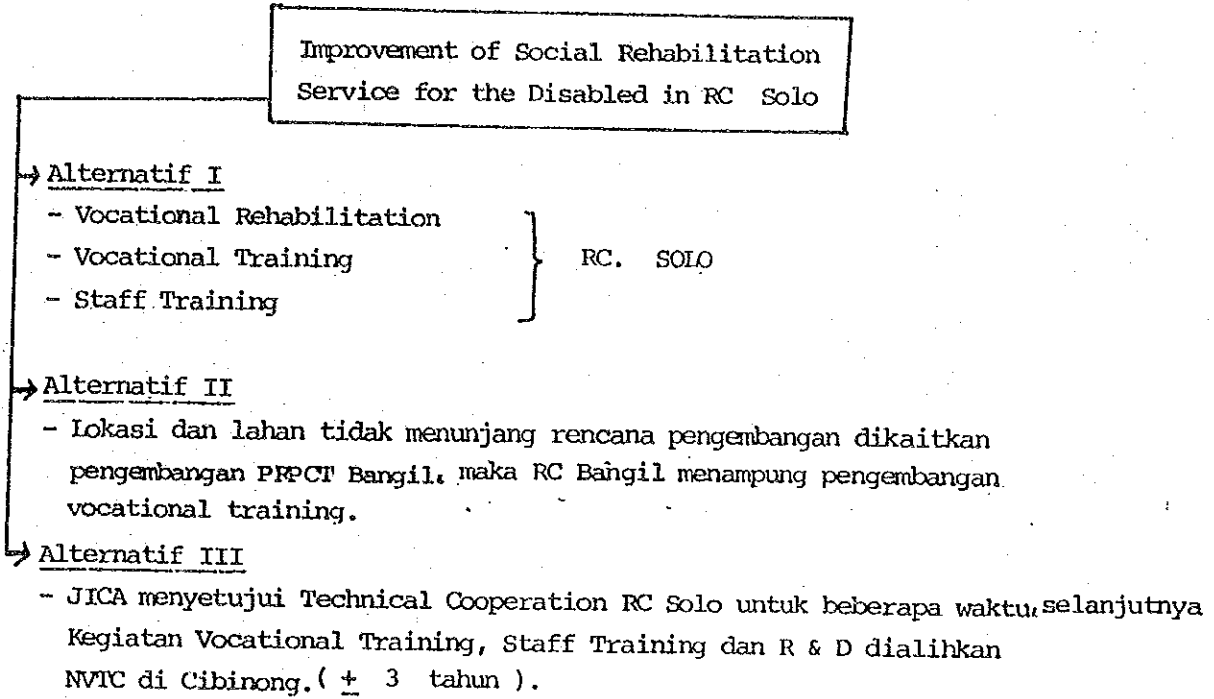


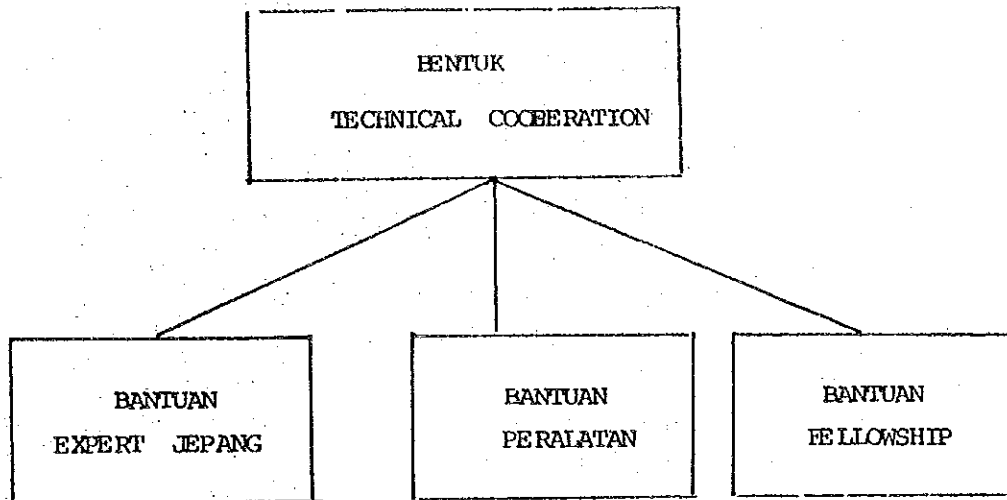
INFORMASI
RC. SOLO

1. Awalnya "sekedarnya" menghasilkan kemandirian, kurang memenuhi tuntutan pasaran kerja.
2. Pelatihan bersifat rehabilitatif atau dasar (basic vocational training) atau Pre-Vocational Training.
3. Pelatihan dilaksanakan tidak hanya untuk rehabilitasi tetapi juga bagi pelatihan personil dan pengumpulan informasi dan penelitian.
4. RC Solo sudah waktunya dikembangkan, kerana keterbatasan sarana menyebabkan fungsi tidak dapat ditingkatkan.
5. Dana diupayakan melalui Pemerintah Jepang/JICA.



ALTERNATIF PENGEMBANGAN
YANG MENGALAMI PERUBAHAN-PERUBAHAN





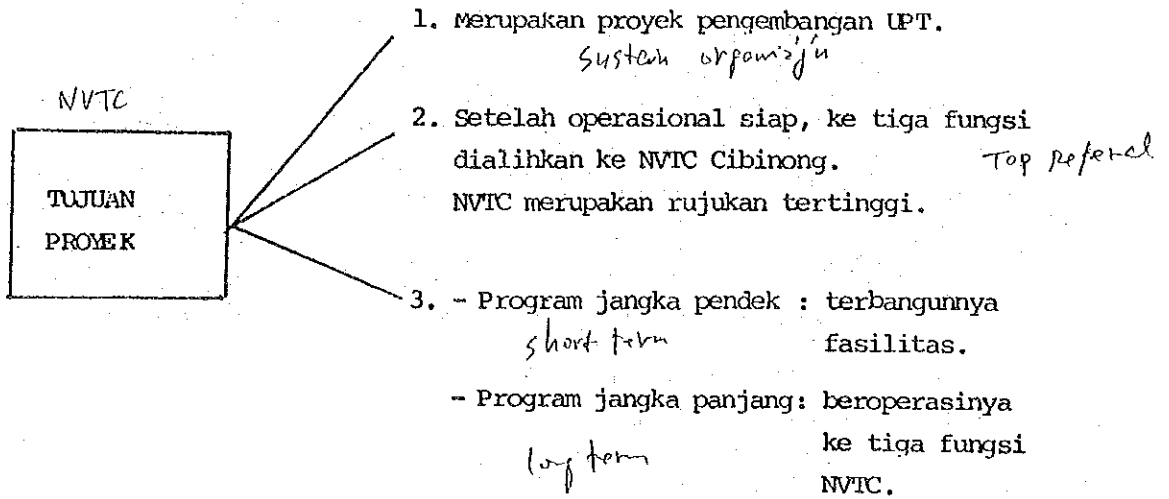
GRANT AID UNTUK NVTC CIBINONG

PENJELASAN
UMUM

1. Terkait dengan proyek RC Solo.
2. Mempunyai latar belakang dan sasaran yang strategis :
 - a. Kebutuhan mendesak adanya vocational training center dengan fasilitas yang memadai.
 - b. Meningkatkan kemampuan kerja guna memenuhi pasaran kerja.
3. Bentuk Grant Aid :
 - a. Bangunan dan fasilitas pendukungnya.
 - b. Peralatan dan pendukung logistik.
4. Diperoleh tambahan bantuan technical cooperation lainnya.
5. Untuk meningkatkan kemampuan kerja diperlukan :
 - a. Advance vocational training.
 - b. Staff training.
 - c. R & D.
6. Menyusun term of reference for vocational training center (TOR - NVTC) for Disabled People Prof. Dr. Soeharso Cibinong.

LATAR BELAKANG

- . Proyek NVTC Cibinong disusun sehubungan dengan kebutuhan mendesak
- . Perolehan bantuan dari Pemerintah Jepang/JICA
- . Bantuan diperoleh karena hasil visibiliti study pemerintah Jepang, memungkinkan pembangunan NVTC ;
- . Mendesaknya kebutuhan fasilitas NVTC yang mempunyai kemampuan " Advance Vocational Training "
- . Kesempatan kerja yang sulit
- . Adanya kesenjangan antara pasaran kerja dengan kualitas keterampilan.
- . Kurangnya kemampuan R & D dalam mengantisipasi permasalahan
- . NVTS merupakan instalasi berkualitas bagi pelatihan kerja, pelatihan personil rehabilitasi dan R & D .
- . RC Solo merupakan uji awal bagi pengembangan ketiga fungsi NVTC.



TUGAS DAN FUNGSI N V T C

1. Fungsi NVTC.
 - a. Fungsi utama : - pelatihan kerja/advance vocational training.
 - b. Fungsi lain-lain : - pelatihan personil.
- R & D.
2. Latihan kerja bagi Penyandang Cacat
 - a. Lebih advance.
 - b. Kurikulum disesuaikan kebutuhan pasar.
 - c. Proses dan prosedur latihan sesuai dengan Panti.
 - d. Jumlah Klien,
 - tahun ke 1 : 100 Orang.
 - tahun ke 2 : 150 Orang.
 - tahun ke 3 : 200 Orang.
 - e. Lama pelatihan 6 - 12 bulan.
3. Pelatihan personil (staff training)

Meningkatkan pengetahuan :

 - a. Personil rehabilitasi.
 - b. Personil staf administrasi.
 - c. Personil teknis/instruktur.
4. NVTC membutuhkan tenaga 154 orang.

DATA LOKASI NVIC	
1.	Luas : 3,5 Ha
2.	Luas lantai bangunan : 10.500 M ²
3.	Luas lokasi kerja terbuka : 20.000 M ²
4.	Luas seluruh areal kerja : 30.500 M ²
5.	Struktur Bangunan : baton bertulang sebagian batu bata bangunan. 1 - 2 lantai.
6.	Kapasitas pelayanan : - 200 klien Paca. - 32 peserta latihan personal

BIAYA PROYEK NVTC

1. Grant Aid JICA/Jepang :	
a. Konstruksi Bangunan	Rp. 28.032.000.000,-
b. Peralatan Bengkel	Rp. 9.168.000.000,-
Jumlah	Rp. 37.200.000.000,-
2. Dana Pendamping Indonesia :	
a. Penyiapan tanah	Rp. 1.724.140.000,-
b. Infrastruktur	Rp. 275.260.000,-
c. Peralatan Kantor	Rp. 69.000.000,-
Jumlah	Rp. 2.068.000.000,-

(19)

PERKIRAAN BIAYA OPERASIONAL

1. Gaji Pegawai	Rp. 924.000.000,-
2. Material Bengkel	Rp. 124.000.000,-
3. Material Perkantoran	Rp. 48.000.000,-
4. Akomodasi Klien	Rp. 400.000.000,-
5. Air, listrik, dll	Rp. 150.000.000,-
6. Biaya Pemeliharaan	Rp. 75.000.000,-
7. Lain - lain	Rp. 35.000.000,-
J u m l a h	Rp. 1.756.000.000,-

TR. XV/94

FAKTOR - FAKTOR PENDUKUNG
PEMBANGUNAN PUSAT PELATIHAN KERJA NASIONAL
DI INDONESIA

- . Tahun ke I - Repelita VI (1994/95)
 - periode pembangunan SDM/SDM Penca.
- ; Pengembangan SDM secara umum, siap.
- . Dalam Repelita - VI (1994/95)
 - NVIC sudah beroperasi.
 - Sudah menghasilkan tenaga kerja Penca yang handal (Sekitar tahun 1997/98).
- . Tahun 1994/95 pengurusan administrasi dan tanah lokasi.
 - Tahun 1995/96; dimulainya pembangunan
 - Tahun 1997/98; Pembangunan selesai.



- ⑧ 社会省、労働省、内務省、事業家協会の企業・
社会における障害者勤労者配置・活用に関する
協力合意書（1989年）（インドネシア語）

KESEPAKATAN KERJASAMA
A N T A R A
MENTERI SOSIAL, MENTERI TENAGA KERJA, MENTERI DALAM NEGERI REPUBLIK INDONESIA
D A N
KETUA UMUM DPP ASOSIASI PENGUSAHA INDONESIA (APINDO)
T E N T A N G
PENYALURAN/PENDAYAGUNAAN TENAGA KERJA PENYANDANG CACAT
DI PERUSAHAAN/MASYARAKAT

1989

KESEPAKATAN KERJASAMA
A N T A R A
MENTERI SOSIAL, MENTERI TENAGA KERJA, MENTERI DALAM NEGERI REPUBLIK INDONESIA
D A N
KETUA UMUM DPP ASOSIASI PENGUSAHA INDONESIA (APINDO)
T E N T A N G
PENYALURAN/PENDAYAGUNAAN TENAGA KERJA PENYANDANG CACAT
DI PERUSAHAAN/MASYARAKAT

" DENGAN RAHMAT TUHAN YANG MAHA ESA "

Pada hari ini Senin, tanggal 23 Bulan Januari Tahun Seribu Sembilan Ratus Delapan Puluh Sembilan, yang bertanda tangan di bawah ini :

Menteri Sosial Republik Indonesia

Menteri Tenaga Kerja Republik Indonesia

Menteri Dalam Negeri Republik Indonesia

Ketua Umum DPP Asosiasi Pengusaha Indonesia ,

sepakat mengadakan kerjasama dalam upaya peningkatan penyaluran/pendayagunaan tenaga kerja penyandang cacat di perusahaan/masyarakat dengan ketentuan sebagai berikut :

Pasal 1

Departemen Sosial melaksanakan proses rehabilitasi penyandang cacat dan mempersiapkannya menjadi tenaga kerja yang berkemampuan kerja sesuai dengan sifat, jenis dan tingkat kecacatannya melalui perangkat pelayanan usaha kesejahteraan sosial bagi penyandang cacat di seluruh Indonesia, baik di dalam Panti maupun di Luar Panti serta melaksanakan pembinaan usaha wiraswasta penyandang cacat dalam masyarakat .

Pasal 2

Departemen Tenaga Kerja melaksanakan proses penyaluran/pendayagunaan tenaga kerja penyandang cacat yang telah direhabilitasi dan siap kerja ke dalam lapangan kerja yang sesuai melalui pelayanan Bursa Kerja di seluruh Indonesia, sesuai dengan perkembangan kesempatan dan lapangan kerja yang ada dalam masyarakat .

Pasal 3

Departemen Dalam Negeri membantu kemudahan dan pembinaan para penyandang cacat, yang dalam pelaksanaan di daerah dilakukan oleh Gubernur Kepala Daerah Tingkat I, Bupati/Walikota/madya Kepala Daerah Tingkat II dan Camat, sedang di Tingkat Desa/Kelurahan terpadu dalam wadah Lembaga Ketahanan Masyarakat Desa (LKMD)

Pasal 4

Asosiasi Pengusaha Indonesia melaksanakan proses pengumpulan dan penyajian data serta informasi tentang jumlah, jenis maupun tingkat ketrampilan tenaga kerja penyandang cacat yang dibutuhkan dalam pasar kerja pada umumnya terutama dalam lingkungan perusahaan-perusahaan anggota Asosiasi Pengusaha Indonesia serta membantu menyalurkan/mendayagunakan tenaga kerja penyandang cacat yang siap kerja sesuai dengan kondisi, potensi, kemampuan, bakat, minat serta ketrampilannya berdasarkan atas kesempatan kerja yang ada di perusahaan-perusahaan.

Pasal 5

- (1). Pelaksanaan lebih lanjut Kesepakatan Kerjasama ini, diatur bersama melalui perangkat organisasi masing-masing pihak secara koordinasi fungsional baik di Tingkat Pusat maupun di Tingkat Daerah.
- (2). Hal-hal yang belum cukup diatur dalam Kesepakatan Kerjasama ini akan diatur baik secara bersama-sama maupun sendiri-sendiri sesuai dengan lingkup tugas dan wewenangnya.
- (3). Kesepakatan Kerjasama ini mulai berlaku sejak tanggal ditanda tangani.

DITANDA TANGANI DI J A K A R T A
PADA TANGGAL 23 JANUARI 1989

MENTERI TENAGA KERJA R.I.

t.t.d.

Drs. COSMAS BATUBARA

DPP ASOSIASI PENGUSAHA INDONESIA

t.t.d.

M. H A T T A

KETUA UMUM

MENTERI SOSIAL R.I.

t.t.d.

HARYATI SOEBADIO

MENTERI DALAM NEGERI R.I.

t.t.d.

R U Q I N I

**KESEPAKATAN KERJASAMA MENTERI SOSIAL RI,
MENTERI TENAGAKERJA RI, MENTERI DALAM
NEGERI DAN ASOSIASI PENGUSAHA INDONESIA**

Nomor : A/B-05-I-89/MS
Nomor : Skep-85/Men/89
Nomor : 560/471/SJ
Nomor : 003/KPTS/DPP/II/89
tanggal 24 Januari 1989

Tentang:

Penyaluran / pendayagunaan Tenaga Kerja Penyandang
Cacat di - Perusahaan / masyarakat

"DENGAN RAHMAT TUHAN YANG MAHA ESA"

Pada hari ini, Senin, tanggal 23 Bulan Januari tahun Seribu
Sembilan Ratus Delapan Puluh Sembilan, yang bertanda tangan
dibawah ini:

Menteri Sosial Republik Indonesia
Menteri Tenaga Kerja Republik Indonesia
Menteri Dalam Negeri Republik Indonesia
Ketua Umum DPP Asosiasi Pengusaha Indonesia

sepakat mengadakan kerjasama dalam upaya peningkatan
penyaluran / pendayagunaan tenaga kerja penyandang cacat
diperusahaan / masyarakat dengan ketentuan sebagai berikut :

Pasal 1

Departemen Sosial melaksanakan proses rehabilitasi
penyandang cacat dan mempersiapkan menjadi tenaga kerja
yang berkemampuan kerja sesuai dengan sifat, jenis dan tingkat
kecacatannya melalui perangkat pelayanan usaha kesejah-
teraan sosial bagi penyandang cacat diseluruh Indonesia, baik
didalam panti maupun diluar panti serta melaksanakan pem-
binaan usaha wiraswasta penyandang cacat dalam masyarakat.

Pasal 2

Departemen Tenaga Kerja melaksanakan proses penyalur
an/pendayagunaan tenaga kerja penyandang cacat yang telah
direhabilitasi dan siap kerja kedalam lapangan yang sesuai
melalui pelayanan bursa kerja diseluruh Indonesia, sesuai den-
gan perkembangan kesempatan dan lapangan kerja yang ada
dalam masyarakat.

Pasal 3

Departemen Dalam Negeri membantu kemudahan dan
pembinaan para penyandang cacat yang dalam pelaksanaan

di daerah dilakukan oleh Gubernur Kepala Daerah Tingkat I,
Bupati/Walikota/madua Kepala Daerah Tingkat II dan Camat,
sedang ditingkat desa/Kelurahan terpadu dalam wadah Lem-
baga Ketahanan Masyarakat Desa (LKMD)

Pasal 4

Asosiasi Pengusaha Indonesia melaksanakan proses pen-
gumpulan dan penyajian data serta informasi tentang jumlah,
jenis maupun tingkat ketrampilan tenaga kerja penyandang
cacat yang dibutuhkan dalam pasar kerja pada umumnya
terutama dalam lingkungan perusahaan-perusahaan Anggota
Asosiasi Pengusaha Indonesia serta membantu menyatur-
kan/mendayagunakan tenaga kerja penyandang cacat yang siap
kerja sesuai dengan kondisi, potensi, kemampuan, bakat, minat
serta ketrampilannya berdasarkan atas kesempatan kerja yang
ada diperusahaan-perusahaan.

Pasal 5

(1) Pelaksanaan lebih lanjut Kesepakatan Kerjasama ini,
diatur bersama melalui perangkat organisasi masing-
masing pihak secara koordinasi fungsional baik ditingkat
pusat maupun di tingkat daerah.

(2) Hal-hal yang belum cukup diatur dalam Kesepakatan
kerjasama ini akan diatur baik secara bersama-sama
maupun sendiri-sendiri sesuai dengan lingkup tugas dan
wewenangnya.

(3) Kesepakatan Kerjasama ini mulai berlaku sejak tanggal
ditandatangani.

**DITANDATANGANI DI JAKARTA
PADA TANGGAL 23 JANUARI 1989**

Menteri Tenaga Kerja RI Menteri Sosial RI

dto
Drs. Cosmas Batubara Haryati Soebadio

DPP Asosiasi Pengusaha
Indonesia Menteri Dalam Negeri,

M. Hatta Rudini
Ketua Umum

- ⑨ 社会省、労働省、内務省、事業家協会の企業・
社会における障害者勤労者配置・活用に関する
協力合意書（1989年）（日本語）

インドネシア共和国 社会福祉大臣・労働大臣・内務大臣と

インドネシア事業家協会会長との

企業・社会における障害者勤労者配置・活用に関する

協力合意書

1989年

インドネシア共和国社会福祉大臣・労働大臣・内務大臣とインドネシア事業家協会会長との企業・社会における障害者勤労者配置・活用に関する協力合意書

唯一なる神様の慈悲をもって

本日、1989年1月23日にて、下記の通りサインした者一同は、インドネシア共和国の社会福祉大臣、労働大臣、内務大臣およびインドネシア事業家協会会長であり、企業・社会における障害者勤労者配置・活用の向上をはかるため、下記の記載事項をもって協力することに合意した。

第1条

社会福祉省は障害者のリハビリ事業を実施して、パンティ施設・非パンティ施設を問わずインドネシア全国の障害者福祉施設を活用して、障害の質・種類及び程度に応じ、労働能力の持っている人間に準備するものであり、かつ障害者の企業家育成を行なうのである。

第2条

労働省インドネシア全国にある職業安定・斡旋所のサービスを通じて、リハビリを修了済みで相応しい職種に就労準備のできた障害者を社会における職業機会・職種の変化に沿って、就労先に配置・活用する事業を実施する。

第3条

内務省は便宜をはかり障害者の指導に支援するが地方では第一等区州知事、第二等区県知事・市長及び郡長がその実施にあたる。村または区の場合では当の村社会防衛機構(LKMD)の任務に統合される。

第4条

インドネシア事業家協会は、特に当協会のメンバーなる会社・事業所の間における、職業市場一般に必要とされる障害者（に相応しい職）の数、種類、技能基準に関するデータ・情報を収集し提示する。そして、その内の会社・事業所にあった職業機会に応じ、当人の状況、能力、素質、興味・趣味及び技能に適する所に配置・活用するのに支援をする。

第5条

- (1)この協力合意の実施について互いの組織に沿って、中央・本部あるいは各地方のそれぞれのレベルにおいて、機能的な調整をもって合同に行う。
- (2)この協力合意書の中に、まだ規定していない諸事項については、合同にまたあるいはそれぞれ任務・権限範囲内に調整・規定するものとする。
- (3)この協力合意はサイン調印式の時点より効力をもつものとする。

ジャカルタで、1989年1月23日にて、
サイン調印式を行なった。

インドネシア共和国

労働大臣、	社会福祉大臣、	内務大臣
コスマス バトゥバラ	ハルヤティ スバディヨ	ルディニ

インドネシア事業家協会会長

M. ハッタ

