

Improvement of Human Resources in Brebes Regency Through KOMPAK Partnership Program

Ahmad Taufiq
{ahmadtaufiqimron@gmail.com}

Universitas Diponegoro, Indonesia

Abstract. Brebes Regency is one of the regions in Central Java who is a partner with the Australian Government through Community Collaboration and Services for Welfare (KOMPAK). This study aims to analyze the policies of Brebes Regency government in partnership with KOMPAK in an effort to improve human resources. The research method used is qualitative approach with data collection techniques through in-depth interviews and research report data obtained through literature studies and from stakeholders related to KOMPAK program. Kompak partnership program with Brebes Regency Government in improving human resources consists of Back to School Movement program, an increase on the capacity of village apparatus operators to use village management information systems and Birth Certificate Ownership Program from birth. Brebes Regency government strategy in implementing the partnership program with KOMPAK starts with planning, planning, implementation to monitoring and evaluation involving all stakeholders. The partnership program built involves the Government across Regional Apparatus Organizations (OPD), community organizations such as Fatayat NU, Muhammadiyah, Community Care Education Forum (FMPP), PGRI, Dandim 0713 Brebes, Brebes Regional Police, Brebes Kejari, DPR Brebes, UNICEF, KOMPAK and Universities.

Keywords: Partnership, KOMPAK, Human Resources.

1 Introduction

Brebes Regency is one of the districts that has a poor population in Central Java (BPS Central Java, 2018). The percentage of the number of poor people in Brebes Regency is 17.17%, the amount depends on Wonosobo Regency (17.58%) and Kebumen Regency (17.47%). This percentage is much higher compared to the percentage of poor people in Central Java of 11.32%. Affordability of basic services is a problem in Brebes Regency because of its large area and large population, this is one of the accesses to education, health, population administration and government programs that are not yet reached.

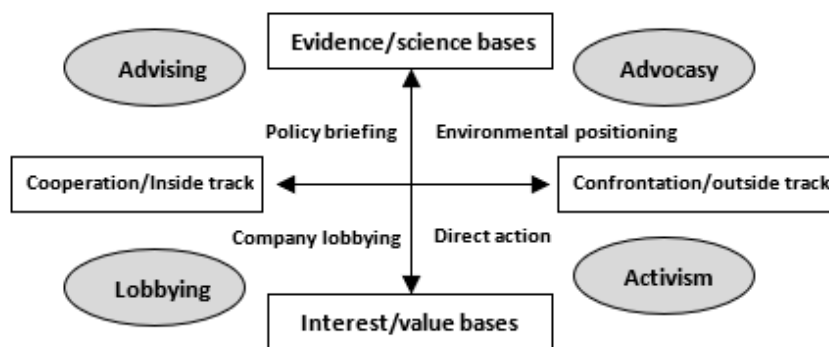
Of course, the government's programs have not not been able to all reach the remote areas, this is due to the insufficient posture of budgets. In addition, with the Village Fund which is a central government program, not all of them can be used for community capacity building activities in the fields of education, health and economy. One form of partnership implemented in Brebes Regency is a partnership with the Australian Government through Community Collaboration and Welfare Services (KOMPAK). KOMPAK is a partnership between the Australian Government and the Government of Indonesia to support the Government of Indonesia's efforts to reduce poverty. The existence of KOMPAK program in Brebes Regency

has contributed to the progress in increasing human resources (HR) in Brebes Regency. In 2017 through the Back to School Movement (GKB), 1,212 children have now returned to school, with 643 children going to informal schools and 569 children to Community Learning Centers (PKBM). Brebes Regency Population and Civil Registry Office has involved PEKKA (Female Head of Family) in their ball pick up service scheme.

2 Literature Review

Cohen and Arato [1] defined citizens as a social interaction area where inside includes all social groups whom are close to another (especially family), association (especially in nature of voluntary), social movements and various other public communication platforms created through forms of self-regulation and self-mobilization both in terms of institutions and activities. According to Hikam [2] that Tocqueville and Gramsci's [3] conceptions became the main reference of activists and experts in the latest discourse on civil society. Then enriched by various theoretical thoughts such as Hannah Arendt and Habermas who contributed their idea on free public sphere and citizenship).

Fig. 1. Strategy of Civil Society in Influencing Policies



Source: Daniel Start and Ingie Hovland [4].

The figure above explains that, civil society strategy in influencing policies with a number of instruments are: advising, advocacy, lobbying and activism. Respectively, these instruments have different movement characters. However, it can be done with situations and choices desired. Each of these instruments and choices of movement become a determination of civil social relationship colors with the government.

The table below describes four dimension of orientations that may become a determining factor of political relationship between NGOs with the government/ state, and the strategy of NGOs in each dimension, as well as the position of government/ state when faced with NGOs.

Table 1. Dimensions of Political Relationship of Civil Society and Local Government

Dimension of Political	Vis-avis NGOs Government / State Strategy	Government/State Vis-avis NGOs Strategy
Issue orientation	Influence the development agenda, criticize and propose alternative	Establish development agendas and priorities, and monitor acceptable

Dimension of Political	Vis-avis NGOs Government / State Strategy	Government/State Vis-avis NGOs Strategy
	policies	alternatives
Financial	Mobilize financial support, thus they become independent and free from government interference and supervision	Helping NGOs financial resources, organizing and approving their use for development
Organizational	Maintain independence, avoid government interference in administrative matters, decision making, and implementation in the field	Helping NGOs administration process, organizing their activities in the field activities
Policy	Influence dialogue in policy formation by advocating, in order to improve the quality of the policy making environment	Assist policy, dialogue, regulate access to decision making, and maintain control over the policy making environment.

Source: Gaffar [5]

The table above describes the four dimensions that may influence the relationship of civil society politics with the government. The dimension of issue orientation is defined as NGOs influencing development agenda, criticize and propose alternative policies. The financial dimension describes the steps of NGOs in mobilizing financial support, thus they become independent and independent of government interference and supervision. The policy dimension means that in carrying out its role as a balancing agent of NGOs governance power, it always influences dialogue in policy formation by conducting advocacy, in order to improve the quality of the policy making environment. While on the organizational dimension, NGOs strive to maintain independence, avoid government interference in administrative matters, decision making, and implementation in the field.

3 Methodology

This study uses qualitative approach with descriptive qualitative research type. This kind of research studies social issues, as well as procedures accepted in the society and particular situations, including the relationship of activities, attitudes, views, as well as processes underway and influences of an event [6][7][8]. The location of this research is in Brebes Regency with the sampling technique is non probability sampling. The sample in this study were speakers from the Regional Apparatus Organization (OPD) consisting of the Office of Education, the Office of Health, the Regional Development and Research Planning Agency, the Office of Population and Civil Registry and KOMPAK. In addition to conducting in-depth interviews, this study uses secondary data from the Central Statistics Agency (BPS) as well as secondary data from each agency. The collected data was then analyzed with data analysis techniques consisting of data analysis, data reduction, compilation into units, categorization, checking the validity of the data and then analyzing and interpreting the data based on the theories and concepts used.

4 Discussion

KOMPAK (Community Collaboration and Services for Welfare) is a development program involving the Australian Government and the Government of Indonesia. KOMPAK aims to support the implementation of the Medium-Term Development Plan (RPJMN) to improve the quality of life of the poor and vulnerable in Indonesia. A form of improving the quality of life is the delivery of basic services and greater economic opportunities through activities to realize the three main achievements at the end of the program.

The three main achievements are:

- a) Local governments and service units handle the needs of basic service users well.
- b) Poor and vulnerable people benefit from improving village governance.
- c) Poor and vulnerable people benefit from increased employment opportunities outside the agricultural sector and economic development.

The Australian Government has expressed a strong commitment to 'be at the forefront of efforts to empower women and girls and encourage gender equality in the Indo-Pacific region'. Gender equality and women's empowerment are one of the six investment priorities for Australian development grants and more than 80 percent of all programs, regardless of their objectives, are required to effectively pay attention to gender issues in their implementation. In addition, the Australian government has also committed to make a real contribution in improving the quality of life of the people with disabilities in developing countries to ensure that development programs leave no one behind, without exception.

Brebes Regency is one of the districts in Central Java Province that is targeted by the KOMPAK partnership program in Indonesia. The form of the KOMPAK partnership program with the Brebes Regency Government in increasing human resources can be explained as follows.

4.1 Back to School Movement Program (GKB)

The GKB program began in 2017 and was initiated by the Regent as a form of public-private initiative to actively identify and re-register children who have left the education system. To support the GKB, the district government has also created a Community Based Education Information System or SIPBM. Using this database as a starting point, district governments mobilize sub-district heads and education service providers to expand data and identify school-age children in the community who are still in school. The existence of this GKB program, as many as 7,722 in 2017 children dropping out of school returned to formal education which spread in various villages in Brebes Regency. The GKB was formed on July 10, 2017 and was formalized with a Decree of the Brebes Regent. The aim of the GKB is to help the government improve the Human Development Index (HDI) in education and break the intergenerational poverty chain. The GKB program in Brebes Regency is a cross-sectoral and cross-stakeholder movement. The sectors in question include cross-regional Organization Organizations (OPD) which include the Regional Development Research and Development Planning Agency (Baperlitbangda), Department of Education, representation of community organizations (LP Maarif NU, PC Fatayat NU, Muhammadiyah, Aisyiyah, Naisiyatul Aisyiyah, Board of Education, PGRI, Community Care Forum for Education/FMPP), Ministry of Religion Representative of Brebes Regency, Dandim 0713 Brebes, Brebes Police, Brebes District Attorney, Brebes District Court, Brebes Parliament, development agencies (UNICEF and KOMPAK) and educational institutions (Semarang State University/Unnes). The strategy

and support of the parties to the GKB program in Brebes Regency was carried out through the approach and data collection of out-of-school children carried out by villages and schools, coordinated by the Head of Subdistrict and UPT of the Department of Education in all Sub-districts to complete the SIPBM data. The Regent has issued Regent Regulation No. 115 of 2017 concerning 12 Years of Education Completion supported by the KOMPAK Program. The follow-up strategy undertaken is the establishment of GKB management at the district level consisting of cross-stakeholders and the Community Care Education Forum (FMPP) in all Sub-Districts and Villages/Sub-districts in Brebes Regency. In addition, community support, community organizations and the private sector (in the form of CSR) contributed more than 200 million rupiah in material and stationery packages worth 15 million rupiah. In 2018 the support for decreasing school dropouts by involving the APBD and APBDesa and CSR from the private sector.

4.2 Increasing the capacity of village apparatus officials

The background of the program to increase the capacity of village apparatus is Regent Regulation Number 51 Year 2015 concerning Transfer of Some Regents' Authorities in Licensing Services and Regent Regulation Number 32 Year 2013 concerning Delegation of Authority to the District in PATEN Implementation which includes 20 licensing services. The KOMPAK partnership program with Brebes Regency in increasing the capacity of village officials is training in the use of the Village Information System (SID). This is based on the regent's authority policy, which is partly delegated to the sub-district, and the sub-district assigns villages to basic services for the community. Village development is an effort in national development by involving all fields in the community in a sustainable means. Therefore villages become the main focus in development. The important role that villages have in development in this country is seen from their contributions in all aspects. The role carried by the village in the context of development has been regulated in Law No. 6 of 2014, which is then regulated in more detail in Government Regulation (PP) of the Republic of Indonesia No. 43 of 2014 concerning Regulations for Implementing Law No. 6 of 2014 concerning Villages. In its implementation the Government then through the Minister of Home Affairs has stipulated Minister of Home Affairs Regulation (Permendagri) No. 114 of 2014 governing in more detail the Village Development Guidelines. This is why the Government is aware of the importance of development at the village level. This partnership program involves the Village Community Empowerment Office. Some of the villages that became a pilot include Wanatirta Village, Kedungoleng Village, and Cipetung Village, Paguyangan Subdistrict, Sigambir Village, Brebes Subdistrict, Cigedog Village, and Cikandang Village, Kersana Subdistrict, Luwung Gede Subdistrict, Tanjung Subdistrict and Jatimakmur Subdistrict, Songgom Subdistrict and Brebes Subdistrict, Bulakamba Subdistrict.

4.3 Birth certificate ownership program since birth

The birth certificate ownership program was launched by the Brebes Regency Government through the Brebes Regent Regulation (Perbup) Number 116 Year 2017 concerning the Acceleration of Increasing the Coverage of Birth Certificate and Death Certificate, so that all communities, especially children in Brebes Regency, all have birth certificates. The involvement and partnership of non-governmental organizations consists of the Institute for Development Assessment and Development Resources (LPPSP) as well as Community Collaboration and Services for Welfare (KOMPAK) which have assisted in

achieving the birth certificate and birth of the deed Perbup. The role of the Population and Civil Registry Office in direct coordination with the Health Office to collect data on women giving birth through community health center or government-owned hospitals. The strategy of the Brebes Dukcapil Office is to involve the Women Head of Family (PEKKA) in their ball pick up service scheme. They involved PEKKA to collectively arrange the deeds in 27 villages. The birth certificate ownership program when giving birth in hospitals and health centers with the Baby Birth KK program and a direct certificate is issued (Bangkit). With this population legitimacy the right as a child to get access to education is guaranteed by the Brebes Regency government through the Jempol Kalih program. In order to launch the deed ownership program, Dasawisma Group in Brebes has held monthly social gathering meetings and filled cash for donations for sick people or mothers in childbirth. Residents have had a habit of visiting mothers giving birth in turns, by bringing deliveries in the form of food, soap, clothing and sometimes also carrying money to help the needs of residents who are giving birth. Every time someone is sick, all residents would take turns to come to the hospital by using transportation, bringing money in the amount of Rp. 20,000 - Rp. 50,000 thousand to give donations to the sick.

5 Conclusion

Brebes Regency in increasing human resources involves and partners with KOMPAK in various programs and activities. Partnership programs implemented by the Brebes Regency Government with KOMPAK include the Movement of Back to School (GKB) program, capacity building program for village officials and birth certificate ownership program since the baby is born. Of course, these programs are supported by various parties, including cross regional organization (OPD), community organizations, community organizations, non-government organizations, law enforcement agencies, and higher education institutions. The program implementation uses partnership funds between the State Budget, Regional Budget, Village Budget and Corporate Social Responsibility (CSR) funds).

References

- [1] J. L. Cohen and A. Arato, *Civil society and political theory*. MIT press, 1994.
- [2] M. A. S. Hikam, *Demokrasi dan civil society*. Lp3es, 1996.
- [3] A. Gramsci, *Routledge Critical Thinkers*, 1st ed. Routledge, 2006.
- [4] D. Start and I. Hovland, "Herramientas para el Impacto en las Políticas Públicas: Manual para Investigadores," *Londres Investig. y Política para Programas Desarro. Inst. Desarro. en Paisés Extranj.*, 2004.
- [5] A. A. Thaba and A. Gaffar, "Islam dan negara dalam politik Orde Baru (1966-1994)." [Yogyakarta]: Universitas Gadjah Mada, 1994.
- [6] R. T. Lapan, *Career development across the K-16 years: Bridging the present to satisfying and successful futures*. American Counseling Association, 2004.
- [7] N. LW, *Social Research Method: Qualitative & Quantitative Approach*. Boston: Allyn Bacon, 1997.
- [8] B. Schutz, B. Tapley, and G. H. Born, *Statistical orbit determination*. Elsevier, 2004.