



WORKSHOP REPORT

EMPLOYMENT DIAGNOSTIC ANALYSIS WORKSHOP IN TUBAN

Tuban, 8-10 October 2012

Prepared by:

PDPM-SBRC TEAM ITS

1. Background

Unemployment and poverty are common social problems. Productive employment creation program which are defined as employment that is capable of making the most of existing resources potency and on sustainable basis will be ultimately needed to cope with these problems. The government has made efforts to create program and facilitated employment program implementation. However, employment program are very complex. The government has limited knowledge and capacity to design, carry out, monitor and evaluate the program. Therefore contributions from stakeholders such as private entities and the community are imperative in employment activities. The major critical milestone will be the understanding and performing analysis of the existing employment issues and designing program and priorities to address the same.

The Employment Diagnostic Analysis Workshop is aimed at delivering assistance for better development planning process based on the principle of knowledge sharing among the stakeholders that have interests in employment issues at local level and encourage them to participate in the employment program planning and implementation.

The Workshop adopted the methodology that was introduced by ILO (International Labor Organization) which is continued to be developed through a collaboration between Pusat Potensi Daerah dan Pemberdayaan Masyarakat - Center for Local Potency and Community Empowerment (PDPM) of Institut Teknologi Sepuluh

Nopember (ITS) Surabaya Indonesia and the Stockholm School of Economics (SSE) of Sweden under the coordination of the National Development Planning Board (Bappenas) financed by the Swedish Government through the Swedish International Development Agency (SIDA).

2. Purpose and Outcomes

This Workshop is especially aimed to relevant stakeholders (government, private enterprises, and public) who have concerns in employment issues in order to:

- a. have better understanding of the issues, challenges and opportunities in developing inclusive and sustainable economic growth and job creation.
- b. conduct collective employment analysis to ensure reliable employment program planning process.
- c. facilitate dialogue to create discussion forum among stakeholders to further assess the problems and challenges in creating productive jobs and give recommendations to local government in drafting relevant policies.
- d. build strong foundation for local governments in the making of strategic policies for economic development and job creation in the area.
- e. share collective commitment to promote social dialogue between government and stakeholders in the area.

Whereas the benefits/outcomes of this Workshop are as follows:

- a. Better understanding of development direction and plans in the area, including related problems and challenges.
- b. Better understanding of the concept of joint employment program planning as effort to create inclusive and sustainable jobs.
- c. Understanding of contemporary condition (problems, challenges and opportunities) of productive resources development (human and natural resources) and equal opportunity for the people to get jobs in the area.
- d. Understanding of contemporary economic conditions, including identification of problems, challenges and opportunities to develop conducive economic growth in the area and fair and sustainable opportunities.
- e. Understanding of contemporary condition (problems, challenges and opportunities) of equality and sustainable socio-economic development in the area.
- f. Identification of potential leading sectors in the areas which can generate inclusive and sustainable productive jobs.
- g. Give recommendations of policy that is required to follow up opportunities and address the problems and challenges of job creation in the area through leading sectors.
- h. Recommendation for further studies to support the foregoing.

In the framework of supporting the realization of the Vision of Tuban Regency in the year 2011-2016: *"Realizing the people of Tuban regency to live in more civilized, religious,*

prosperous and virtuous society under a creative, clean and good governance”.

3. Definition

As described earlier, this Workshop is aimed at developing alternative policy direction and programs to create inclusive and sustainable and productive jobs. The terminology above is defined as follows:

Productive Job means employment that is capable of offering job opportunities so that one can earn decent income and able to support him/her and his/her family and move out from poverty line. Hence, productive job is closely related to the reduction of unemployment and working poor rates.

Inclusive means all people regardless of gender who live in cities or rural areas have equal opportunity to get productive jobs. This term is closely related to equality.

Sustainable means productive employment that concerns environmental protection not only for today's present generation but also for future generations.

4. Methodology

To achieve the purposes mentioned above, the Workshop consists of two phases:

- Pre Workshop activity, also called the preparatory phase, identify WHAT are the characteristics of jobs and relevant challenges faced by the area. This activity is carried out by ITS and SSE Team members by examining statistical data.

- Workshop, aims to present employment data and relevant challenges, confirm initial findings, and figure out WHAT causes employment and poverty problems and collect inputs HOW to address these challenges. This activity is carried out collectively facilitated by local Regional Development Planning Board (Bappeda) supported by speakers and facilitators from ITS.

The thinking framework of diagnostic analysis phase referred to the employment diagram (see Figure 4.1). Figure 4.1 Employment Diagnosis Framework features that inclusive and sustainable and productive job is fundamentally dependent on four factors, as follows:

- The availability of productive resources (Human Resources and Natural Resources).
- Support of economic driving factor.
- The implementation focuses on the aspect of equality.
- The implementation considers the aspect of sustainability.

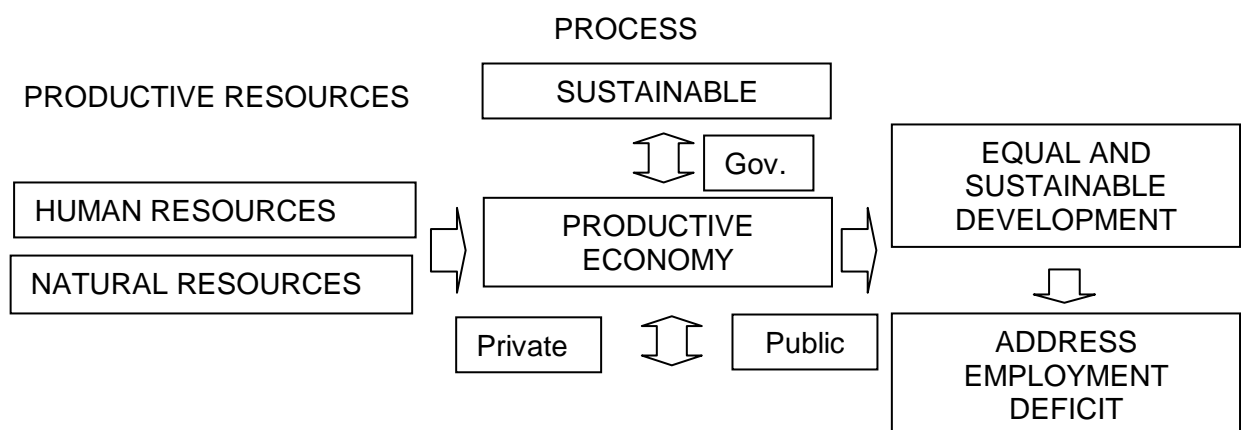


Figure 4.1. Employment Diagram

Employment Diagnosis Framework features that job creation is based on two productive resources, namely human resources and natural resources. Both need to be empowered in the framework of productive economy while consider equality and sustainability and involve three development elements, namely government, private enterprises and the public. If it works, the sustainable development base on equality will be able to address the deficit of productive jobs employment and poverty. Hence, the planning stage comes as early critical stage and this Workshop is aimed at facilitating a joint planning and discussion with reference to the concept mentioned above.

5. Agenda and Participants

The Workshop was held on 22-22 November 2012. Discussion results from one session were used as input materials for the next session, as follows:

Day 1: (a) Presentation of the Vision and Mission of Tuban Regency; (b) Explanation of methodology; (c) Employment dynamics in Tuban Regency, and (d) Analysis of economy and sustainability.

Day 2: (a) Analysis on economic diagnosis; (b) inequality

Day 3: (a) Continuity and discussion ; (b) Policy input

Workshop Framework is featured in Figure 5.1.

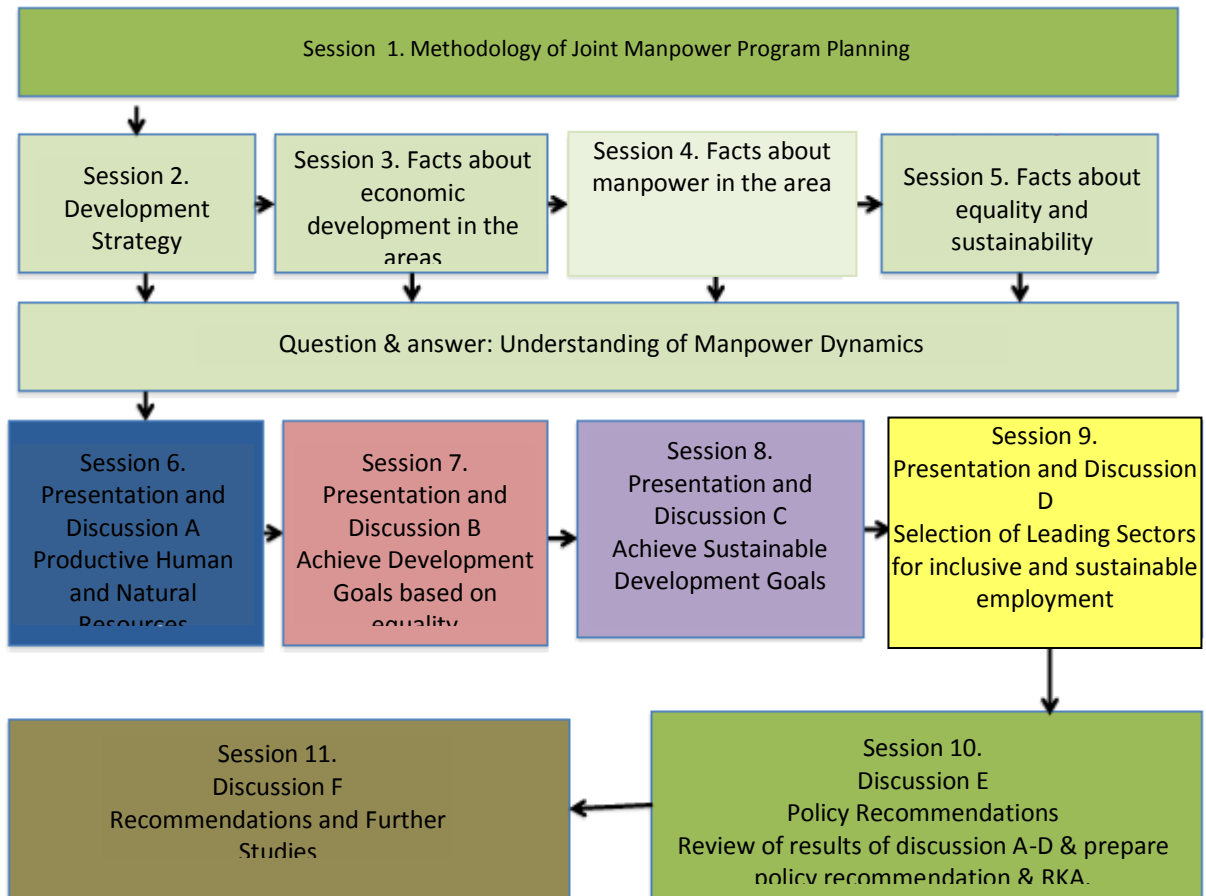


Figure 5.1. Workshop Framework

The Workshop was attended by 34 participants including 15 government officers, 3 private persons and 16 participants from the community. 82.35% (28 participants) are males and 17.65% (12 participants) are females. List of Workshop Participants is presented in Appendix B.

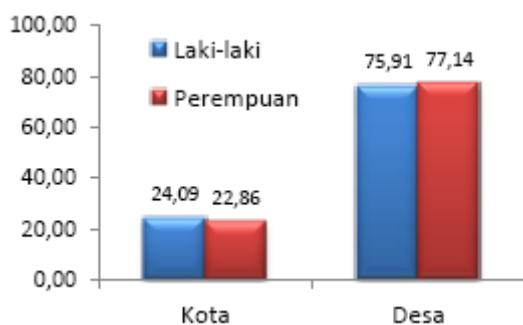
6. Workshop results

This report was prepared in accordance with the workshop process and consists of four parts: General Overview of Tuban Regency, followed by First Diagnostic Analysis of Human Resources and Other Productive Resources, Second Diagnostic

Analysis of Economic Aspects, Third Diagnostic Analysis of the Aspects of Equality and Fourth Diagnostic Analysis of Sustainability Aspects and concluded with Policy and Program Recommendations.

6.1 Demography

6.1.1 Population and distribution



Sources: Susenas Kab. Tuban, 2011

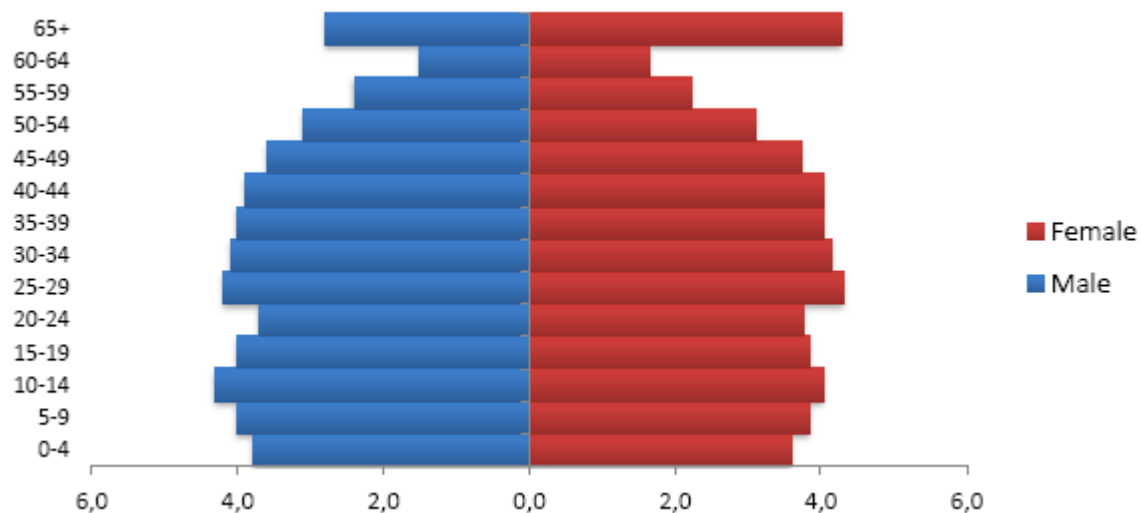
The area of Tuban regency is 1893.94 km² of land and 226,080 km² of sea area. The regency has 20 kecamatan (district) and 328 desa/kelurahan (village/ward). In 2011, the population of Tuban was

1,258,816 million persons with population density of 684 persons/km² with 77% of the population live in rural areas and 23% live in urban areas.

Figure 6.1 Distribution of Rural/Urban Population in Tuban regency

6.1.2 Distribution of Population by Age and Sex

Distribution of population by age and sex is shown in Figure 6.2. The population of Tuban regency comprises 50.59% women and 49.41% men. The majority of post-productive population is women aged +65. The number of male working age population especially aged 15-29 years is less than women.



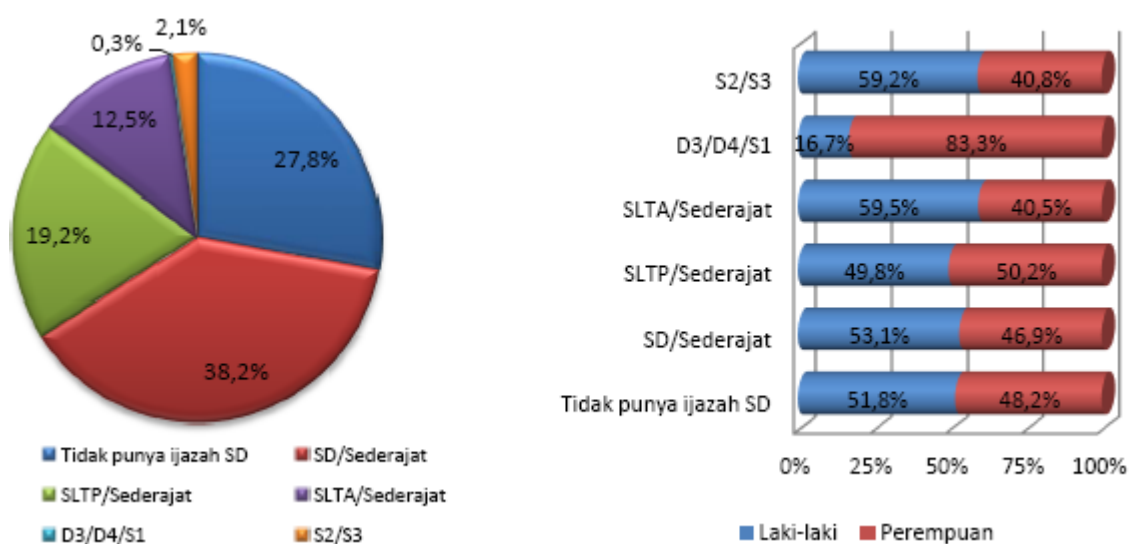
Sources: Population Census 2010

Figure 6.2. Pyramid Chart of Tuban Population

6.2 Employment Dynamics

6.2.1 Labor Force Population

By level of education, the majority of labor force population in Tuban are less educated i.e. 27.8% are elementary school dropouts, 38.2% are elementary school graduates and 19.2% are junior high school graduates (totally the number of people with education below junior high school account for 85.2%).



Sources: Susenas 2011

a) by education level

b) by Education and sex

Figure 6.3. Distribution of Labor Force Population by level of education and sex

The distribution of education level is imbalanced. The number of male labor force is always higher than female labor force in almost all educational levels except for higher education level (D3, D4 and S1) where 83% women.

6.2.2 Labor Force Participation and Deficits of Productive Employment

In general, employment participation rate is not distributed equally. It is measured from participation rate i.e. the ratio of labor force population to working population. Employment participation rate of working population in Tuban is 70.9%, which means 29.1% of the populations are unemployed or not working actively (housewives, students, etc.). If noted further, it turns out that male employment participation rate reaches almost 87% while female only 56%. While employment rate in Tuban regency i.e. the ratio of working population to labor force population is 68% (see Table 6.1).

Table 6.1. Prediction of Participation Rate of Employed, Workers and Unemployed Population.

Distribution of Working Age Population by Sex - 2010				
		Men	Women	Total
1	Population	552,593	565,871	1,118,464
2	Working Population Aged 15+	416,506	437,602	854,108
3	Labor force	361,907	243,719	605,626
4	Employed	349,727	230,781	580,508
5	Unemployed	10,848	10,463	21,311

6	Inactive (persons)	57,318	197,796	255,114
7	Actual Dependency Ratio (%)	0.58	1.45	0.93
8	Dependency ratio by age (%)	0.33	0.29	0.31
9	Activity rate (%) = [3] / [2] * 100	86.9%	55.7%	70.9%
10	Employment rate (%) = [4] / [2] * 100	84.0%	52.7%	68.0%
11	Unemployment rate (%) = [5] / [3] * 100	3.0%	4.3%	3.5%

Source: * Population Census 2010, ** Pusdatinaker 2010

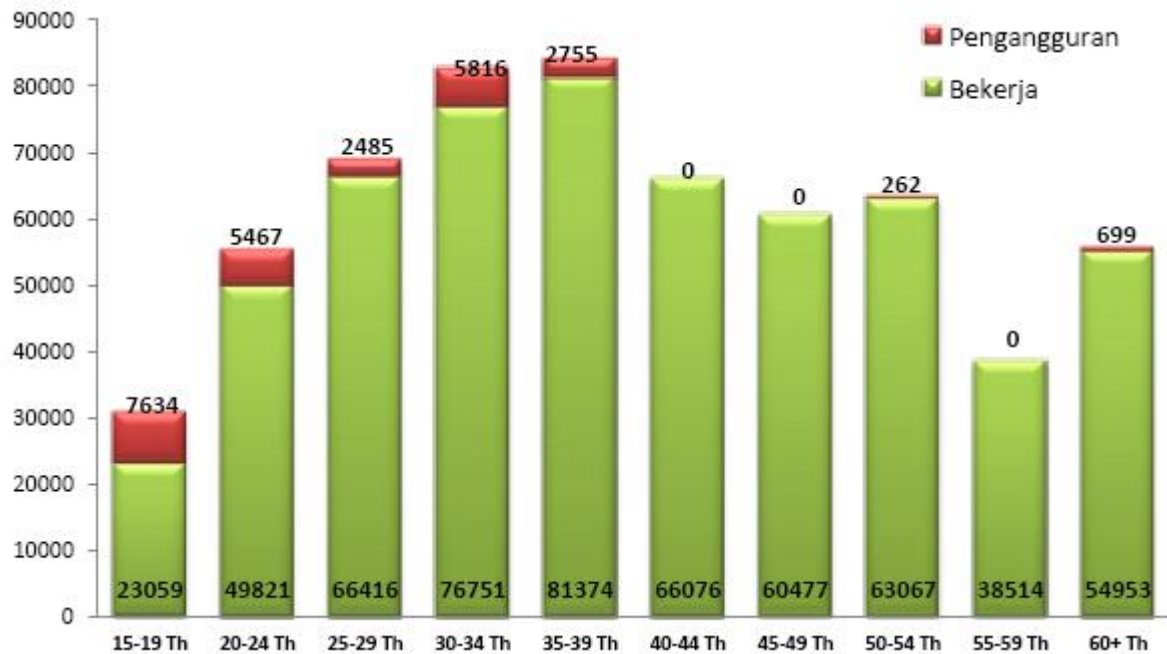
The population of labor force is 605,626 persons, 580,580 of which are employed population so that number of open unemployment is 21,311 persons (unemployment rate is 3.5%). Despite relatively low unemployment rate as compared to the average rate of East Java, the headcount poverty rate in Tuban remains high. In other word, unemployment rate cannot be used as sole indicator in the deficits of productive employment in Tuban. With headcount poverty rate of 36.84% in 2010, the estimated number of working poor is 213,859 persons which makes Tuban has faces the deficits of productive employment (decent job creation for unemployed and working poor) in a total of 235,171 persons.



Source: * Population Census, 2010, ** Pusdatinaker 2010

Figure 6.4. Prediction of the Deficit of Productive Employment in Tuban

In terms of age, unemployment rate in Tuban regency includes highly productive population aged < 40 years and less educated where more than 80% are elementary school graduates or dropouts.



Sources: <http://pusdatinaker.balitfo.depnakertrans.go.id/>

Figure 6.5. Distribution of Labor Force Population by Age in

6.2.3 Labor Absorption in Various Economic Sectors

Employment absorption in Tuban regency is still dominated by 3 main sectors, namely agriculture (accounts for 51.3% of total workers) followed by trade, hotel and restaurant (accounts for 18.8% of total workers) and then mining and services (accounts for 11.6%).

6.2.4 Employment challenges in Tuban

Shortly, Tuban regency has the deficit of productive employment of approximately 235,171 persons comprising 213,859 unemployed and 21,311 working poor.

Employment challenges in Tuban include:

- Labor forces' low education quality
- The majority of labor forces live in rural areas

- Only agricultural sector that can accommodate those labor forces.
- Women' participation rate is lower than men.
- Specific focus is required to address working poor in Tuban.

Meanwhile, discussions performed during the Workshop found that:

- The majority of the people of Tuban have less entrepreneurship, many of them seek to work as civil servants and not ready to leave their land but they are not ready either to develop agriculture (the youths are reluctant to work in agriculture).
- Human resources development still unable to accommodate the requirement of labor market (existing demands from industry), including lack of coordination among the regulator and actor of educational policy.
- Lack of work ethics and competitive advantage.
- Lack of job opportunities for women
- Seasonal job opportunities, such as industry building construction. The unavailability of yet sustainable employment.
- The unavailability of vocational training institute in rural areas and expensive cost of higher education.

6.3 Gap issues

There are three gap issues in Tuban regency that should be paid attention, namely: sector income gap, gender gap and rural-urban gap.

6.3.1 Income gap

In Tuban regency sectors that absorb employment do not grow properly. Mining and quarrying sector pay higher earning than trade and tourism, manufacture and agriculture sectors. Agriculture sector pay the lowest income while finance and insurance pay the highest income. In rural areas, high incomes come from mining and quarrying sector.

Table 6.2. Average Wage/Salary per Sector by Workers' Education Level.

Sectors	Region (IDR)		Average (Rp)
	Urban	Rural	
1. Agriculture	550,183	541.728	543.698
2. Mining and Quarrying	454,420	1,031.967	975,605
3. Manufacturing	845,645	705,045	729,066
4. Electricity, Gas and Water Supply	0	0	0
5. Construction	969,880	1,014,884	1,002.63
6. Trade, Hotel & Restaurant	402,126	625,992	549,243
7. Transportation, Warehousing & Communication	986,422	814,640	875,998
8. Finance, Insurance, Real Estate	1,650,000	1,877,491	1,855,019
9. Other Services	1,598,897	1,144,473	1,310,550

Sources: Pusdatinaker 2011

This happened because of low education level in people working in agricultural sector while the productivity of non-mining and quarrying construction has not yet commenced. For example, the majority of the population of Tuban live in rural areas,

however, many rural-based economic activities such as agro-processing are not carried out in villages because barely all villages have adequate infrastructure. It is also seen from the movement of villagers to urban area at age 15-29 years.

6.3.2 Gender Gap

Productive employment will be realized if women and men receive equal job opportunities. Participation rate between women and men is measured from activity level i.e. the ratio of employed population to labor force population. Women's participation rate in Tuban regency still lower than men's, as follows:

- 1) Women's activity level is 55.7% while men reach more than 86.9%.
- 2) Employment rate (the ratio of employed population and labor force population) men 84.0% and women 52.7%. (See Table 6.1).

The question now is why women have lower level of activity than men?

Discussions performed during the workshop found that

- The majority of women are stay-at-home mother and some of them help their husband, but helping husband is not deemed a job so it will be ignored here.
- The population of higher education level such as diploma degree and bachelor degree is dominated by women.
- Local custom suggest that people should stay on their land instead of moving and work outside the area. This reflects that economic development in rural areas is needed.

6.3.2 Rural-Urban Gap

The discussions found that income and gender gaps due to development gap between rural and urban also involves the following aspects:

- Limited job opportunities in non agricultural sector in rural areas.
- Limited job opportunities for women in rural areas.
- Less entrepreneurship in rural areas especially for women.

6.4 Economic Sector and Determination of Key Sector

Tuban's economic growth rate was 6.22% in 2010 and continues in the range of 6% since 2006 - 2010. The government of Tuban regency pursuant to its strategic planning has determined four (4) industrial zones covering an area of 12,832 hectares, namely:

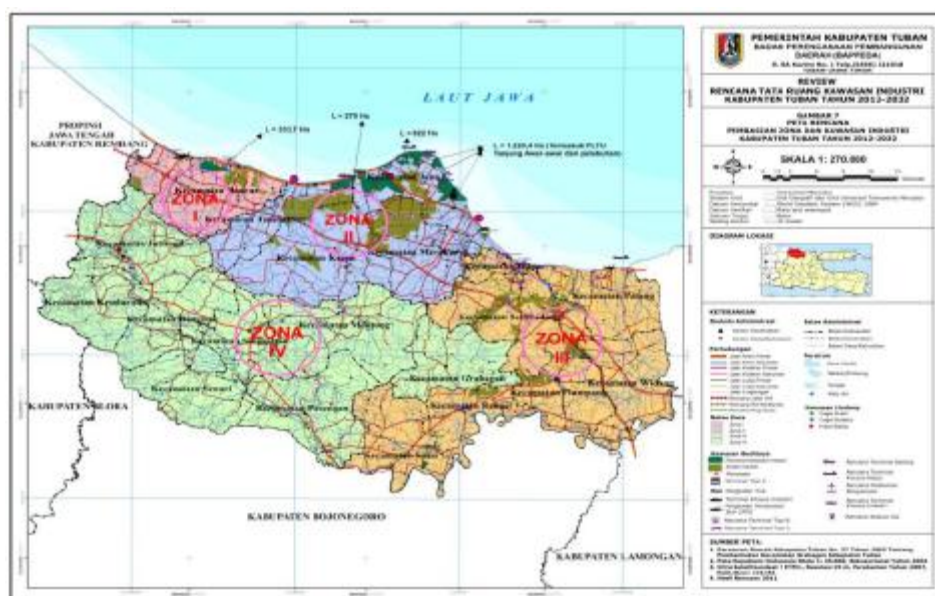
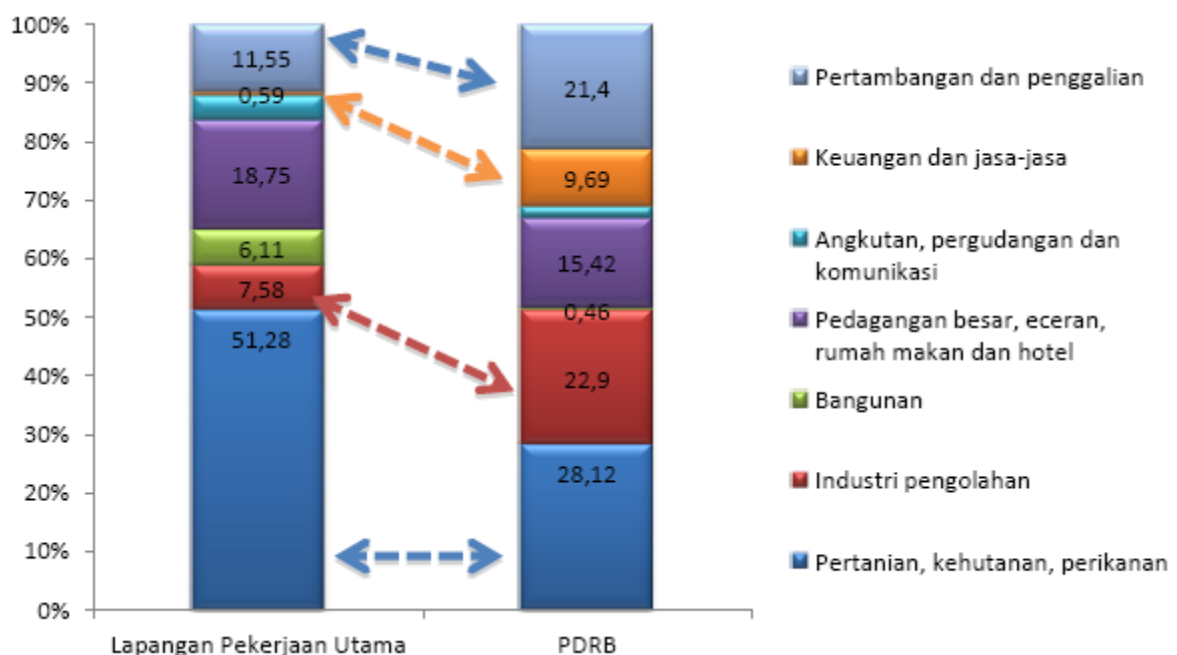


Figure 6.6. The Map of Tuban Area

- a. Zone I, centralized in Bancar District with total area of 1,212 hectares. Potencies to be developed: medium/small/micro industry, mining, tourism and agro-industry.

- b. Zone II, centralized in Tambakboyo, Jenu, Kerek and Merakurak Districts with total area of 8317 hectares. Potencies to be developed: heavy industry, mining, agro-industry (agriculture, fisheries and livestock), tourism, forestry and small industry.
- c. Zone III, centralized in Palang, Semanding, Widang, Plumpang, Rengel and Soko District with total area of 3,162 hectares. Potencies to be developed: minerals and rocks mining, tourism, agro-industry (fisheries and agriculture)
- d. Zone IV, centralized in Bangilan, Jatirogo, Kenduruan, Singgahan, Senori, Parengan, Montong and Grabagan District with total area of 141 hectares. Potencies to be developed: household industry, cigarettes, furniture, agriculture, livestock, brick and tile.



Sources: * RJPM 2010, ** Pusdatinaker 2010

Figure 6.6. Ratio of Job Opportunities to Per Sector Contribution to GRDP

The chart above reflects the ratio of sectors' contribution to GRDP and job creation. It is seen that in terms of economy, 28.1% of GRDP is contributed by agriculture followed by manufacturing (22.9%) and mining/quarrying (21.4%), however, the sectors' contribution to job opportunities are not proportional to the economic value. Agricultural sector absorbs labor up to 51.28% while manufacturing industry only 7.6%.

Hence, the selection of sectors that is able to provide sustainable job opportunities should be considered. Existing job opportunities in Tuban regency can be classified into two groups i.e. come from large scale industries and small industries. Large scale industries are capital intensive and mostly engaged in mining business. Sector development needs to consider the following matters:

- a. Linkages between large scale businesses and small scale businesses (multiplier effect)
- b. Not focused only on one sector but along the value chain to generate optimal value added.
- c. It is necessary to consider the availability of job opportunities in rural and urban areas.
- d. The relevant sector must grow continuously and sustainably and environmentally friendly.
- e. Uphold the values of the local culture.

Therefore mining and quarrying sector do not provided sustainable job opportunities for the people of Tuban because

this sector uses non-renewable natural resources for raw materials and energy consumption.

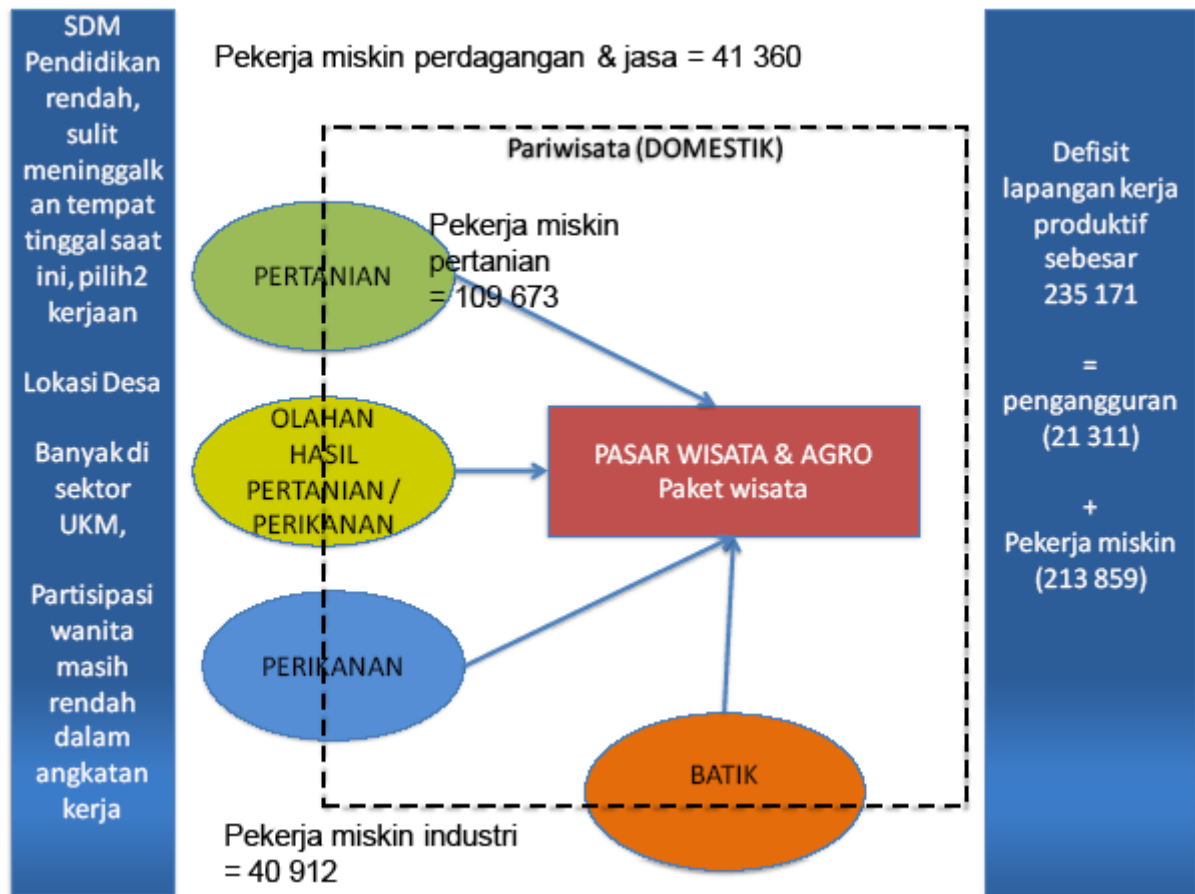


Figure 6.7. The Deficits of Productive Employment by Sectors

Participants were asked to review that Tuban regency has the deficit of productive employment (right) comprising unemployed and working poor. On the other hand (left), human resources are less educated and the lack of equal opportunities between men and women. Therefore the sector that is able to provide job opportunities for less educated workers and offer opportunities to women living in rural areas is the improvement of agricultural, small scale and trade, hotel and restaurant industries.

Discussions of sector understanding are aimed at identifying input, opportunity and challenges of the sectors (see Table 6.3) line one to three. The discussion followed by the identification of solutions for the existing problems.

Participants agreed to develop the existing sectors by creating integrated programs by utilizing tourism as binding sector given Tuban regency has potencies in agriculture, fisheries (beaches), natural (caves) and religion (the grave of Sunan Bonang and temples).

The following Market System Framework presented in Donut Chart is used to identify subjects need to be corrected in each sector by assessing:



- Value chain efficiency;
- Regulatory support to establish sound business climate
- The availability of complementary functions.

Table 6.3. Tables of Understanding the Sectors that create job opportunities in Tuban Regency

Sectors	Agriculture	Small Industry	Trade, Hotel & Restaurant
Value chain input	Agricultural land, irrigation, farmers' skill levels	Local raw material (batik from local products), inherited skills, unique	Business regulation and effort, capital investment, adequate resources

		motives	
Value Chain opportunities	Continuous market and people's awareness to consume local products, and the increased purchasing power because Tuban has become industrial area and many migrants	Batik is promoted to be key product to provide job opportunities in rural areas	Tuban as tourist and industrial city, investors can establish business and create job opportunities
Value chain challenges	The absence of professional management, long distribution chain, minimum facilities and infrastructure, inferior product quality, lack of support from financial institutions especially for fisheries	Traditional-based industry, limited marketing, labor regeneration has not been planned maturely	The need for security guarantee, facility and convenience, local human resources are still less qualified
Complementary functions required	Effective socialization through Family Welfare Movement (PKK) regular meetings and other social meetings. The establishment of agro product market and wholesale vendors of agricultural products with relevant product and market assurance agencies and financial institutions. Apprentice system to promote this sector.	Closer relationship between banks and small scale industries through regular socialization of soft loans for small scale industries and Facilitate group formation and foster parent system. Small scale industries are also introduced to waste water management installations (IPAL)	The existence of partnership networks and local trade and restaurant business associations to conduct joint tourism promotion and cooperation with other agencies.

		and receive regular mentoring.	
Regulations required	The need for simplification of procedures and regular inspections	Socialization of business license and tax classification based on business class. The adoption of standard wage in informal sectors.	Facilitation of tourism and trade business licenses, transparent fee and administration and business mentoring.

7. Discussion concerning Efforts to Reach Productive Employment

Target in various sectors

Discussions on the subject of sectors have identified the causes of problems and policy and program recommendations. This part aims to help design job creation target and assess its success.

Criteria used in proposing program recommendations:

- Labor intensive
- Offer high added value
- Has connection with other sectors (multiplier effect)
- Guaranteed sustainability (market)
- Provide equal Job Opportunities
- Effortless application
- Affordable Cost

Tables below present program recommendation and the success indicators of the program for three proposed sectors:

**Table 6.4. Recommended Program and Success Indicators of the
Program**

Sectors	Findings	Recommended Program /Policy	Indicators
Agriculture	Limited land, cost of living cannot met solely from this sector	Agro-tourism and agricultural products processing	Number of farmer groups fostered to be agro tourism group
			Number of agro-tourism business
			Number of farmer group cooperation farm product processing business
	Land use is not optimal due to limited understanding of commodity	Perform effective monitoring of land use Socialization of land potentials	Number of business licenses in accordance with regional spatial planning
			Number of studies of potential land being socialized
Small scale industries	Product quality is still inferior	Trainings to improve product quality	Number of training followed up with market access mentoring
		Introduction of industrial wastewater in small scale industry	Number of small scale industries with waste management
	limited marketing and product development	New product innovation competition	Number of product innovation competition held
		Training and	Number of business

		facilitation of market access	meeting facilitation held
		Facilitation for adopted child - foster father	Number of outstanding cooperation between small and large scale industries
	Business still informal and supports are not coordinated properly	Facilitation of business license	Formalization of informal sector to become formal sector
	Labor regeneration is not planned properly	Standardization of wages in informal sector and human resources management trainings	Number of meeting to determined wage standards and number of HR trainings
		Coordination of business activities	Number of across coordination meeting
Trade, hotel and restaurant	The need for security guarantee, facilities and convenience, local human resources are still less qualified	Promotion of police services for tourists	The existence of call centers for tourist and police
		Tourism promotion through tourist information center	The existence of tourist information center
		Create tour package in collaboration with travel agents	Number of tour packages that can be taken by the community

APPENDICES

Appendix A. Workshop Agenda

TIME	SESSION
Day 1,	
	Goal of day 1: Understand strategic direction, the condition of economic development in the area, identify key sectors and value-added strategy for sustainable economic growth
8:00 to 08:30	Registration
8:30 to 9:00	Opening
	Welcome Speech
	Workshop Committee Chairman
	Opening Speech
	Regional Secretary of Tuban Regency
	Photo Session
09:00 to 09:15	Coffee Break 1
09:15 to 09:45	Introduction
	Key facilitator - ITS Team (Lantip Trisunarno, MT)
09:45 to 10:00	Session 1. Introduction of the Methodology of Joint Manpower Program Planning
	Keynote Speaker: Dr. Janti G
10:00 to 11:00	Session 2. Development Strategy of Tuban regency

Keynote Speaker: Bappeda Chairman of Tuban Regency.

11:00 to 12:00	Session 3. Enhance Job Opportunities - Focus On the Level and Quality of Economic Development - understanding the facts on economic development in Tuban regency
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Keynote Speaker: Dr. Janti Gunawan

12:00 to 13:00	Lunch Break
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13:00 to 13:15	Energizer
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	Session 4. Enhance Job Opportunities - Focus On The Level and Quality of Economic Development (continued) - understanding of key sectors
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Group facilitator

2:30 p.m. to	Coffee Break
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15:00

15:00 to 16:30	Session 5. Enhancing Job Opportunities - Focus On The Level and Quality Economic Development (continued) - the value chain and value-added
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Facilitator

Day 2,

	Goal of day 2: Understand the condition of productive resources and challenges to resources-basis (human and natural resources) development and its implications. Review of existing policy and measures, how to achieve fairer and sustainable development - preparing policy recommendation and action plans
08:30 to 08:45	Opening of Day 2 Summary of Day 1, Introduction Day 2 and Ice Breaking <i>Key facilitator</i>
8:45 to 9:45	Session 7. Analysis of Employment Conditions in Tuban regency Presentation and questions and answer about the conditions, dynamics and unique characteristics of employment, economy and labor in the area. Keynote speaker: Dr. Agnes Tuti
09:45 to 10:00	Coffee Break
10:00 to 12:00	Session 8. Discussion on challenge to the aspects of productive resources in Tuban. Objective: Collect major challenges to the development of productive resources in Tuban

Group Discussion

12:00 to 13:00	Lunch Break
13:00 to 13:15	Energizer
13:15 to 15:15	Session 9. Achieve Development Goals based on Equality Keynote speaker: Dr.. Eddy Soedjono
15:15 to 15:45	Coffee Break
15:45 to 16:45	Session 10: Summary and Conclusions and Policy Implications and Further Study Group discussion and presentations to propose policy recommendations and further studies - if necessary - to follow up the results of discussions on Day 1, 2 and 3 by reviewing the identified problems, challenges and opportunities. Facilitator: Dr. Janti Gunawan
16:45 to 16:55	Evaluation
16:55 to 17:00	Closing

Appendix B. List of Workshop Participants

Company (Private)				
No.	Name	Sex	Entity	No. HP
1	IQBAL	M	BANK JATIM	8123247252
2	DARMAJI	M	PHRI	81335880000
3	SUPRAPTO	M	BRI	8123436740
Government Officer				
No.	Name		Agency	No. HP
4	YP. Puspita	F	BLKI	81332002945
5	Teguh Yuwono	M		81332002945
6	Bambang S.uprayitno	M	Agricultural Dept.	
7	M. Amena H.	M	Fishery Dept.	81335739554
8	Nurjanah	F	Social & Manpower Dept.	8123103513
9	Bambang Indarto	M	BPS Kab. Tuban	85230011576
10	Rahmawati T. Y.	F	BLH Kab. Tuban	81553159747
11	Amik Faldhori	M	Bapemas	81259847688
12	Danang Setyanawan F.	M	Bappeda	81231334877
13	Moch. Syarief	M	Education Dept.	83832006645
14	Christiawan	M	Economy & Tourism Dept.	85648757227
15	Harsono Tri Asworo	M	Social & Manpower Dept.	
16	Hymawan Zaldy	M	Manpower Dept.	
17	IR. M. AMENAH, MT.	M	Fishery	
19	M. Musha	M	DPRD	
Public				
No.	Name		Organization	No. HP
20	H. Ahmad Rahmat SH	M	PCNU	
21	Kusmen, S.pd	M	SPN Tuban	81330438951
22	IR. H. Asmajid	M	KTNA	8122664257
23	Yayuk	F	PKK	81390168800

24	Dwi S. Budiarti	F	PKK	81332475442
25	Khoirul	M	RPS	8121705721
26	Achmad Chairul Mizan	M	SMK TJP	85235048558
27	Sholihin	M	SMKN 1 Tuban	85850304227
28	Basuki	M	SMKN 1 Tuban	81359822044
29	Abdul Wahab	M	SMKN 2 Tuban	81330778243
30	Bambang K.	M	SMK TJP	8133193177
31	Nashirul Umam	M	KNPI	81357698999
32	Syaiful	M	KNPI	
33	Darkun	M	Muh/ PDM	81554716081
34	Nimiek	F	SMK 2 Tuban	8123441249
34	Edy Sukarno	M	SMK TJP Tuban	8121752997

Appendix C. Participants' Expectations, Concerns & Contribution of the Workshop

Prior to the Workshop, participants were asked to share their expectations, concerns, and contributions of the Workshop. This activity aims to ensure the same understanding for an effective Workshop and assess any ineffectiveness of past workshops (if any) to improve better and participants were invited to play active role since development planning stage. The following tables summarize participants' expectations:

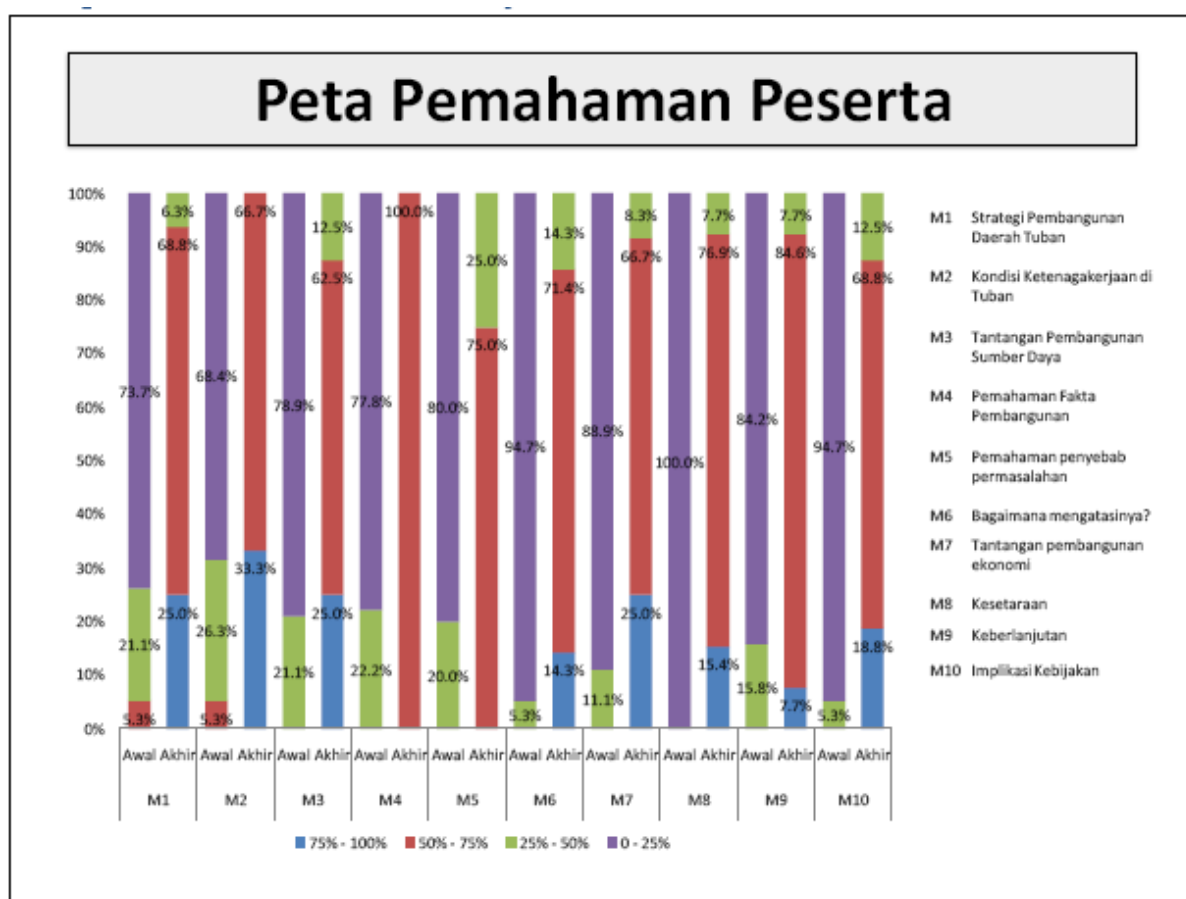
Expectation	Concerns	Contribution
During Workshop (outputs) <ul style="list-style-type: none"> • Share same understanding of development aims • Understand the concept of employment and productive employment from different stakeholders' points of view • Current overview of problems, challenges and opportunities in connection to HR, Employment, and job opportunities in the area • Understanding conducive economic growth • Encourage gender equality in job opportunities • Assist the government of Tuban regency to improve 	<ul style="list-style-type: none"> • Data presented in the report is not consistent with actual condition on the field. Data are made up while the reality unemployment rate is high. There is unidentified unemployment. • This workshop does not give any benefit as expected • Recommendations produced by this workshop are not accommodated in policy making in fact not implemented • Has no direct impact on business due to delayed implementation. 	<ul style="list-style-type: none"> • Contribute solutions for employment dispute resolutions in Tuban • Provide micro business information • Provide information of job opportunities especially in rural areas • Give actual data • Promote the need for employment in environmental field which has not been optimally explored • Share experiences • Inform business opportunities in agriculture and animal husbandry in

<p>the quality and quantity of its manpower responsibilities</p> <ul style="list-style-type: none"> • Workshop is conducted by way of discussion and active participation. • Participants are deemed having better understanding of the condition of Tuban while facilitator facilitates them • Duration and steps will be arrange in such a way to make the workshop more fun in the next 3 days • Real employment problems and solutions can be identified • Understand the outstanding problems in Tuban, find fundamental and urgent solutions • The existence of any follow up of the Workshop like local government policy • The existence of concept formulation to expand job opportunities which is beneficial to all parties (government, business, labors) 	<ul style="list-style-type: none"> • No follow-up of the workshop, just theory without implementation • Participants are not consistent that the workshop runs ineffectively • Just theory and difficult to follow up related to vast experience • Participants cannot fully attend the workshop due to other duties • Participants cannot attend all sessions so their cannot give optimum contribution • Employment problems cannot be resolved for inability to respond to the current circumstances and public demand • Workshop results cannot be applied in real life • lack togetherness among workshop participants due to each activities • Employment issues are not discussed completely due to limited duration of the Workshop despite complex employment issues. 	<p>Tuban.</p> <p>Socialization of agriculture department's programs</p> <ul style="list-style-type: none"> • Able to give information that: Tuban's UPT PK can cope with employment deficits before entering the real work through trainings • Actively participate in the discussion of employment issues • Set up a business that can accommodate employment in Tuban • Disseminate employment problems especially the youths • Give information to the stakeholders in connection with the role as government staff in order to address actual problems on the field.
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<ul style="list-style-type: none"> • Provide solutions and confidence to farmers and agricultural business that agriculture has promising potential to support the economy • Understand employment problems and at the same time identify any best solution of the problems. • Able to make and formulate favorable policies for workers, employers and local governments • Understand employment problems, identify effective solutions of the problems • The existence of solutions of local labor placement to work in companies • Understand labor development and relevant issues in Tuban regency • Identify employment solutions in Tuban regency • Formulated complete / sustainable designs for employment in Tuban • Understand employment problems, potency, and 		
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<p>solutions especially in Tuban regency which can be used for employment planning.</p> <ul style="list-style-type: none"> • Senior high school graduates in Tuban can be hired by companies to reduce unemployment in the area and alleviate poverty <p>Post-workshop (outcome)</p> <ul style="list-style-type: none"> • Able to develop economy in Tuban regency 		
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Appendix D. Workshop Evaluation



Workshop Evaluation:

1) Methodology

Description	Average score *
The methodology is useful to make decisions associated with policy.	4.26
The methodology is very helpful to make employment analysis.	4.21
I can use this methodology myself.	3.17
I might want to use this methodology in the future	3.58
Average score of methodology assessment	3.80

* Score: 1 (poor) 5 (excellent)

Participant wishes to use this methodology:

- In the meetings especially in solving problems related to employment, employment development planning and determining development priority as well as preparing further official duties.
- In participatory-based researches.

2) Instructions

Description	Average score *
The methodology is presented clearly	4.16
The Presenter possesses extensive knowledge.	4.47
Very interesting and practical presentation	4.33
Group discussion and interactions is very useful.	4.65
Average score of instruction assessment	4.40

* Score: 1 (poor) 5 (excellent)

Comments about the quality of instruction given:

- o Materials are presented too fast and some subjects are not presented in details and confusing
- o Can be understood clearly with good presentation method but need improvement.
- o Understand the importance of knowledge in program implementation

3) Materials

Description	Average score *
The materials presented are very useful.	4.58
The materials presented covers broad subjects	4.42

Average score of material assessment	4.50
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* Score: 1 (poor) 5 (excellent)

Other materials or information that may be useful to participants:

- o Method of material and data presentation
- o The applicability of policy
- o Employment information in Tuban, regional regulations of Tuban and manpower laws.
- o Can be used to explore program analysis and activities
- o The urgency to improve workers' skills.

4) Time

Description	Average score *
The duration of the Workshop is sufficient.	3.39
The assignments given are not too much	3.44
Time allocated for discussions is adequate	3.44
Average score of time assessment	3.43

* Score: 1 (poor) 5 (excellent)

Participants' comments about workshop time:

- o The duration is too short that made case understanding and exploration was performed too quickly.
- o Workshop room is too small.

5) Setting/Management

Description	Average score *
The workshop is announced properly and on time.	3.89

Our trip and place of stay is satisfactory.	3.59
Arrangement during workshop is very satisfactory	3.84
Average score of setting assessment	3.77

* Score: 1 (poor) 5 (excellent)

6) Translation

Description	Average score *
No information is missing during direct interpretation	4.41
No information is missing in textual translation	4.35
Average score of translation assessment	4.38

* Score: 1 (poor) 5 (excellent)

7) Overall

Description	Average score *
In overall, what is your opinion of this workshop in term of quality?	4.42
This Workshop will help me in my work.	4.42
Training in job analysis is very useful.	4.37
After this workshop, I gain better understanding of employment challenges in Tuban.	4.41
After this workshop, there is <u>common understanding</u> of the existing problems and policies needed to create productive jobs in Tuban.	4.53
Average score of translation assessment	4.43

* Score: 1 (poor) 5 (excellent)

Objectives and expectations of Workshop participants:

- Understand the root of employment problems so that they can give recommendation/opinion to solve poverty and unemployment issues.
- Recommendations generated from the Workshop should be followed up.
- Government should grant aids to the people
- Understand employment programs adopted by the government of Tuban including its strategy and realization
- The existence of detailed employment by sectors
- Learn participatory research methodology.
- Understand the process of effective planning for future planning

To what extent these expectations have been realized:

- The results of the workshop need comprehensive review by involving the government, community and private sector because the results generated from this workshop are discourse/planning in nature.
- Further follow-up process requires sound collaboration among the government, private and community
- Planning results should be evaluated

What materials you would like to add in this workshop:

- Sufficient time and adequate room
- Motivation to face future challenges

- Separation of sub-sectors to further explore understanding to identify job opportunities by sub sector
- In particular, poverty alleviation and unemployment reduction policy
- Materials concerning public policy and public interests as a whole
- Local government policies
- Methods of applications of the completed planning

What kind of assistance desired by participants after the workshop:

- Real policy to cope with employment the problem by mapping workers in accordance with their field/qualifications.
- Formulation of future programs in Tuban regency for further follow up by the local government
- Collective monitoring of employment programs
- Action Plan by SIDA to help employment issues in Tuban
- CSR support program
- Regulatory and stimulant funds for the development of SMEs and productive economy
- training and capital for the purpose of entrepreneurial development

The best aspects of the workshop:

- 1) Workshop Methodology: systematic discussion whether in terms of instruments and application
- 2) Materials: since the subject is employment problems it is expected to address labor gap and poverty problems.

3) Highly competent Presenters

The following matters should be further improved:

- Good communication among working unit in local government
- Follow up workshop results
- Facility and place of workshop
- The duration of workshop should not be too long yet adequate to conclude discussions

Other comments:

- This workshop is great and very important, it can be used as method to prepare development plan in Tuban regency.
- Another workshop can be held with more extensive materials.
- Hopefully follow up to this workshop be realized immediately.
- This workshop aims to run control function in policy implementation
- Continuous evaluation should be performed to the workshop results to identify its applicability to address employment problems in Tuban regency.

Appendix E. Workshop Photographs

Pembukaan Lokakarya



Proses Penyampaian Materi dan Diskusi



Proses Penyampaian Materi dan Diskusi



For further information please contact:
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