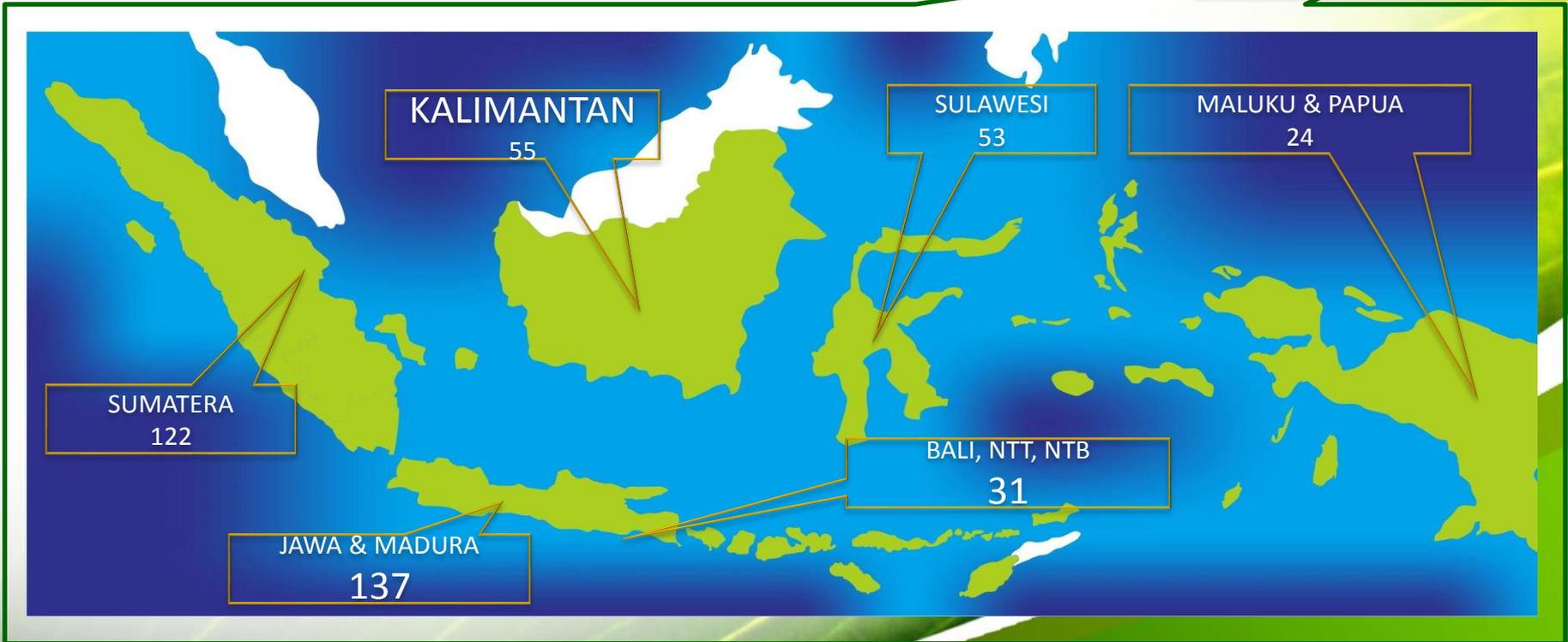# PERPAMSI

INDONESIAN WATER SUPPLY ASSOCIATION

TIRTA DHARMA

Human Resources Challenges In Water Utility
(PERPAMSI CASE STUDY)

By Rudie Kusmayadi

MAP OF WATER SUPPLY UTILITY IN INDONESIA

TIRTA DHARMA

KALIMANTAN
55

SULAWESI
53

MALUKU & PAPUA
24

SUMATERA
122

BALI, NTT, NTB
31

JAWA & MADURA
137

From Sabang to Merauke, from Talaud to Pulau Rote, from Natuna to Kepulauan Aru

PERPAMSI MEMBERS

Number of Indonesian water utilities (Dec 2013)

422

LEGAL ENTITY

391 — **Local govt. owned company**
PDAM/PDAB/PAM /PERUSDA

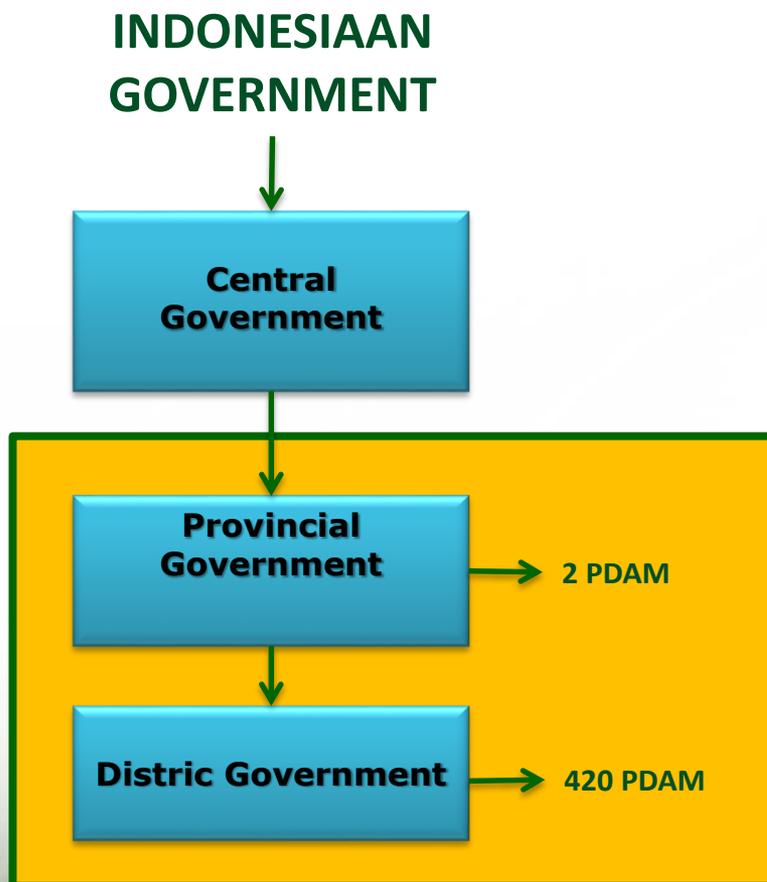**13** — **Operates under Public Work's responsibility**
BDAM/BPAM/BPAB/BLU/BLUD/UPT AM

18 — **Private company** (by concession from local govt.)
PT

FIGURES OF UTILITY EMPLOYES

INDONESIAAN GOVERNMENT

Central Government

Provincial Government → 2 PDAM

Distric Government → 420 PDAM

Total employees
50,840

Most without
- **adequate education and skill level**
- **professional certification**

WOPs → Global Agenda

❖ **The need for creating a mechanism for the collaboration of water utilities is highlighted in the "Hashimoto Action Plan" announced by the United Nations Secretary General's Advisory Board on Water and Sanitation (UNSGAB) during the 4th World Water Forum 2006 in Mexico.**

❖ **One of the recommendations of the Hashimoto Action Plan was the establishment of a global mechanism to promote Water Operators Partnerships (WOPs).**
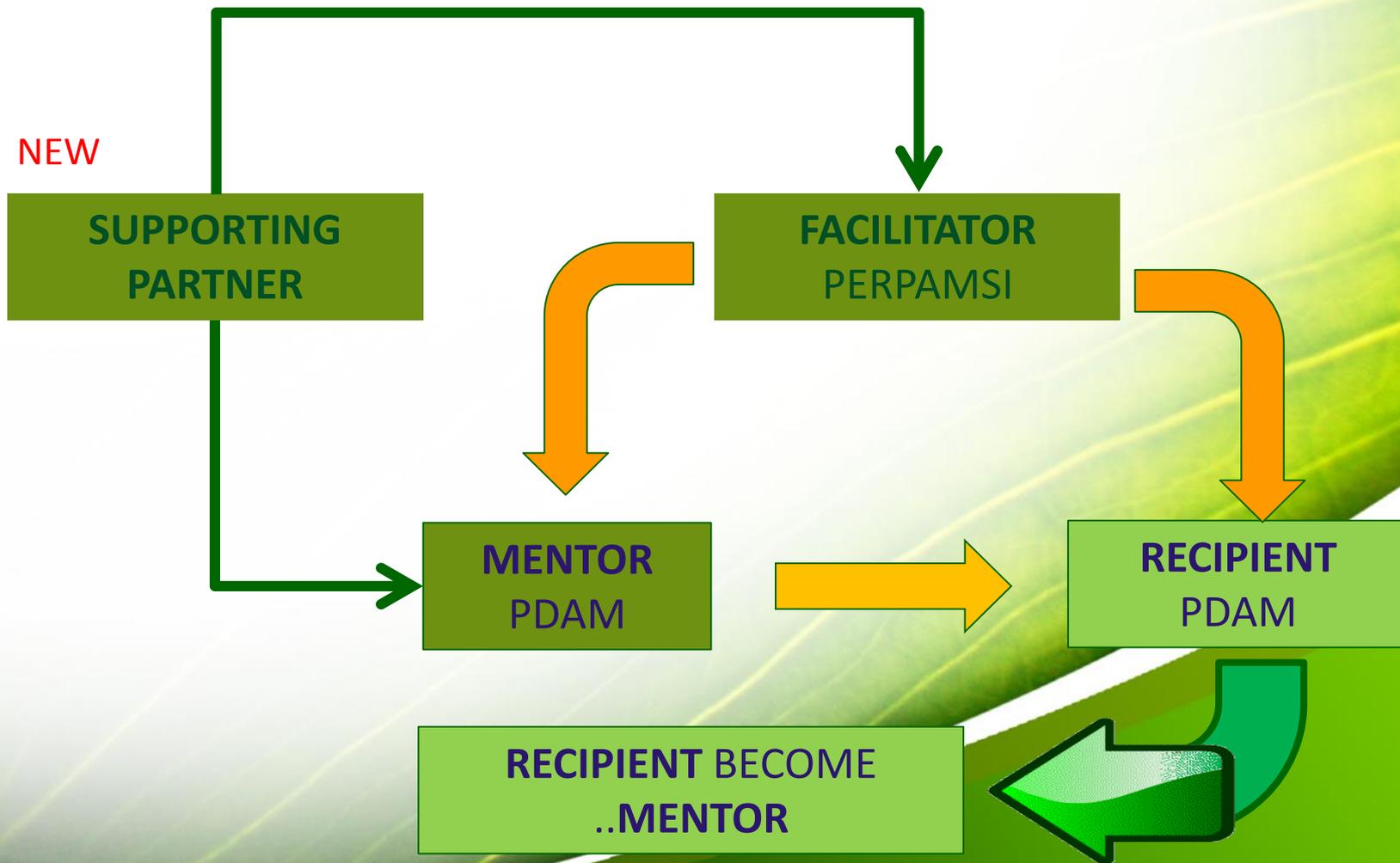

Foto Bersama Pasca Penutupan

PERPAMSI and JWWA Exchange Training Program: Capacity Building on Water Supply for Young Leaders
Jakarta, Indonesia – 31 A 20

PERPAMSI INITIATIVES

To facilitate partnerships among its members (PDAMs) in order to improve performances → national WOPs

SOLIDARITY PARTNERSHIPs → a concept of national WOPs developed by PERPAMSI based on the spirit of togetherness exists among PDAMs.

ACTIVITIES SCHEME

NEW

SUPPORTING PARTNER

FACILITATOR PERPAMSI

MENTOR PDAM

RECIPIENT PDAM

RECIPIENT BECOME ..**MENTOR**

THE PRINCIPLES

- **Focus on capacity building**
- **Non-profit**
- **Benefit and added-value for all**
- **Flexibility, can be adjusted based on the affordability of each partner**
- **Commitment of all partners**
- **Applicable, replicable and scale-up.**

OBJECTIVE

- **To boost performance improvement of PDAMs in all aspects**

- **To promote a model of sustainable partnership built on a not-for-profit basis, spirit of solidarity and togetherness.**

APPROACH & METHODE

Approach:
- **Learning community**
- **Transfer of knowledge, skills, experiences, values in a friendly and professional athmosphere.**

Method:
- **Pilot project**
- **On the job training**
- **Exchange of visits**
- **Mentoring and consultancy**
- **Formal/informal discussion, workshop**
- **Use of social media**

OUTPUT : CAPACITY BUILDING

- **SOP application**
- **Establishment of practicioners community**
- **Increase knowledge,skill level with certification**
- **Recipient to be mentor**

PERPAMSI
INDONESIAN WATER SUPPLY ASSOCIATION

TIRTA DHARMA

Thank You
Arigato Gozaimasu