

To improve the capacity of Lembaga Adat Wehea (LAW)

The mission in improvement of management of customary organization is intended to support the capacity improvement of the LAW's Board of Management in managing organization in general.

Specifically, the mission are expected to help the Board of Management of LAW in completing organizational management tools

Historique

Wehea is one of sub-ethnics of "Dayak" (the indigenous people of Kalimantan Island, and currently there are six remaining villages of Wehea. The six Dayak Wehea villages with the population of about 2,000 people, have lived for generations for hundreds of years in this area. Wehea Dayak community traditionally lives depend on natural resources. Forests are home as well as their livelihood. In 1970s there was transmigration program from the central government in this area, so this area became open and as many people from outside started to come the area. Changes took place quickly in this area, and a lot of deforestation. These groups of local immigrants have been developing their lives very fast, and the local indigenous people remain the same.

Lembaga Adat Wehea (LAW) was formed some decades ago by the community leaders and traditional elders to preserve traditional culture of Dayak Wehea in the situation of plural society. It is cultural association which is not legally registered but respected by the community and the local governments. Initially, the organization works focused in the field of cultural preservation. As they found that the forest which is an important part of their lives is dramatically threatened by unsustainable logging activities and the extension of the palm oil plantation, they decided to work on the environmental conservation by declaring the wehea rainforest as the conserved forest. Wehea forest is one of the remaining primary tropical forests in East Kalimantan covers an area of 38,000 hectares. Lembaga Adat Wehea supported by some NGOs protected forest from illegal logging and forest encroacher. The forest now gain the status of "protected forest" from the government of Indonesia.

To support these activities, LAW built cooperation with other agencies (international and local NGOs) and the local Government to recruit and hire forest rangers to protect the forest from encroachment. LAW also manages eco-tourism program activities in the Wehea Forest as part of the income generation of the organization. Today the external supports are gradually decreased and the organization is struggling how to get support to pay the forest rangers in the future.

The main activities of the association are (1) preserving the culture and tradition of Dayak Wehea, (2) guarding the Wehea Protected Forest by hiring rangers, (3) Managing eco-tourism (there are about 200 guests in 2016, all are from abroad), (4) Managing cooperative (saving and loans, and crude palm oil transportation service), (5) Setting up the Wehea Forest as nursery centre of tropical forest. The only remaining source of income to sustain the organization comes from the eco-tourism program and the cooperative members.

The direct beneficiaries of the programmes are 5 staffs in the main office. However, the improvement of organization management will give indirect benefit for the whole dayak community in the 6 villages or about 2000 people.

Objectif

Though it was created since decades ago, the association of LAW still needs an assistance to sustain its organization.

This is due to the low capacity of the staffs members on the organization management. Except for the head of the association and the secretary, most of the staff's members graduated from elementary to senior high schools. The indigenous marginalization in the area has the impact of low access to the formal education. The association consisted of Board of trustees and members. The Board assigns 5 members to be the executive of to manage the daily activities of the organization. But in fact not all of the assigned staffs work properly. Only 2 staffs work full time, while the other only comes when they are called for meeting or other purposes. Job division is not effective, and almost all administration done by one person (the secretary as well as treasures).

The mission is expected to help the association in developing instrument of organization in order to improve the organization management.

Intervention du volontaire

There are three main activities to be conducted during the mission which are:

- To assist the staff of LAW to conduct an assessment of the current organization practice. It will identify the current practice of the daily management, the current practice of the HR, finance, and admin management, as well as to identify the existing admin, HR, and finance document.
- To assist the staffs of LAW in developing the more effective management tools (recommendation for new regulation, procedure, etc)
- To deliver a group training for the staff on the organizational management.

La mission

Aéroport Berau

Transfert sur le lieu de mission

The volunteer will be picked up by the LAW staff if he/she arrives in the day time. If the volunteer arrives in the afternoon, they should stay overnight in Berau (Mitra Hotel in Tanjung Redeb, Berau) near the airport. The next day, the LAW staff will pick up in the hotel to proceed to Muara Wahau. The travel time from Berau to Muara Wahau is between 5 to 6 hours by car.

Condition d'hébergement et d'intendance

In Tanjung Redeb (capital city of Berau District), Mitra Hotel, Tanjung Redeb

In Muara Wahau village, the volunteer will stay in the guest house of LAW. It is very basic but has a private room, electricity, shared toilet, and kitchen. The office is next to the guest house. There is internet at the office of the association.

Moyens mis en oeuvre

In the main office in Muara Wahau: whiteboard and board marker, electricity, internet connection (by internet using SIM Card), LCD projector

Organisation

The training will be done in the LAW office in Muara Wahau village. In general there will two types of intervention during the missions which are general training and intensive training.

- The first week of the mission will be dedicated for the intensive training attended by certain key person on the operational management (chief, secretary, treasure). The participant will be depended on the topic of the training. There will be more in depth interview with the staffs to enable the volunteer to assess the organization situation on the HR, administration, and finance management. The volunteer will also assist the management team to evaluate their

procedure and practices.

- The second week will be for group training to all staffs and then the schedule should be conducted upon the availability of the participants because they have to manage their time between their economic activity and organizational activity. The training hours will be 3 hours per day, however, the schedule should be fixed at the beginning of the mission. A translator will be provided during the formal training because most of the participants do not speak English fluently. The training will be done to transfer the general knowledge and skills to most of the staff members.

Remarques

The volunteer should have background in project management and speaks English.

Besides the required technical capacity and related education background, the volunteer should be physically healthy for long land trips by vehicle and bumpy road and quite hot climate.

Les bénéficiaires

Nombre de participants 5

Niveau des participants

Participants are 3 men and 2 women, with the age between 30 to 60 years old. Two are graduated from college/university, the others are graduated from Secondary school and High School

Formation des participants

The trainees never received a training on that particular field.

Motivation des participants

LAW's Board of Management is motivated to capacitate themselves with various knowledge and skill to develop the organization. This time is very much relevant for them to improve their capacity as a long partner of the organization (TNC - the Nature Conservancy) have already ended their formal support.

Any help and assistant from of the parties are welcome.