

**“CHALLENGES AND OPPORTUNITIES
IN EMPOWERING HUMAN RESOURCES”**

**Paper presented during the
International Conference on
Training Centers for Prosecutors**

by

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I. Background

- Bureaucratic Reforms at the Indonesian Attorney General's Office (AGO) include organizational aspects, governance, and human resources
- The strategic function of the Training Center (Education and Training Institute) in the successful Bureaucratic Reform of the AGO.
- The importance of the functional task of the Training Center (Education and Training Institute)
- The demand for skilled prosecutors and the demand to prepare senior prosecutors to become candidates to hold structural positions.

II. Challenges

- The euphoria of democracy and the era of globalization
- The challenge to build a just and ethical law enforcement

III. Opportunity

- Commitment of the Government of the Republik of Indonesia RI (GOI)
- Bureaucratic Reform Program of the AGO
- The status changes from Training Center to Education and Training Institute (*Badan Diklat*)
- Cooperation among the law enforcement institutions in conducting one-roof Training among Indonesian Supreme Court, the Attorney General's Office, and Indonesian National Police.
- Participation of third party donor countries such as the US Department of Justice, USAID, the Asia Foundation and others in supporting the AGO's Training Center.

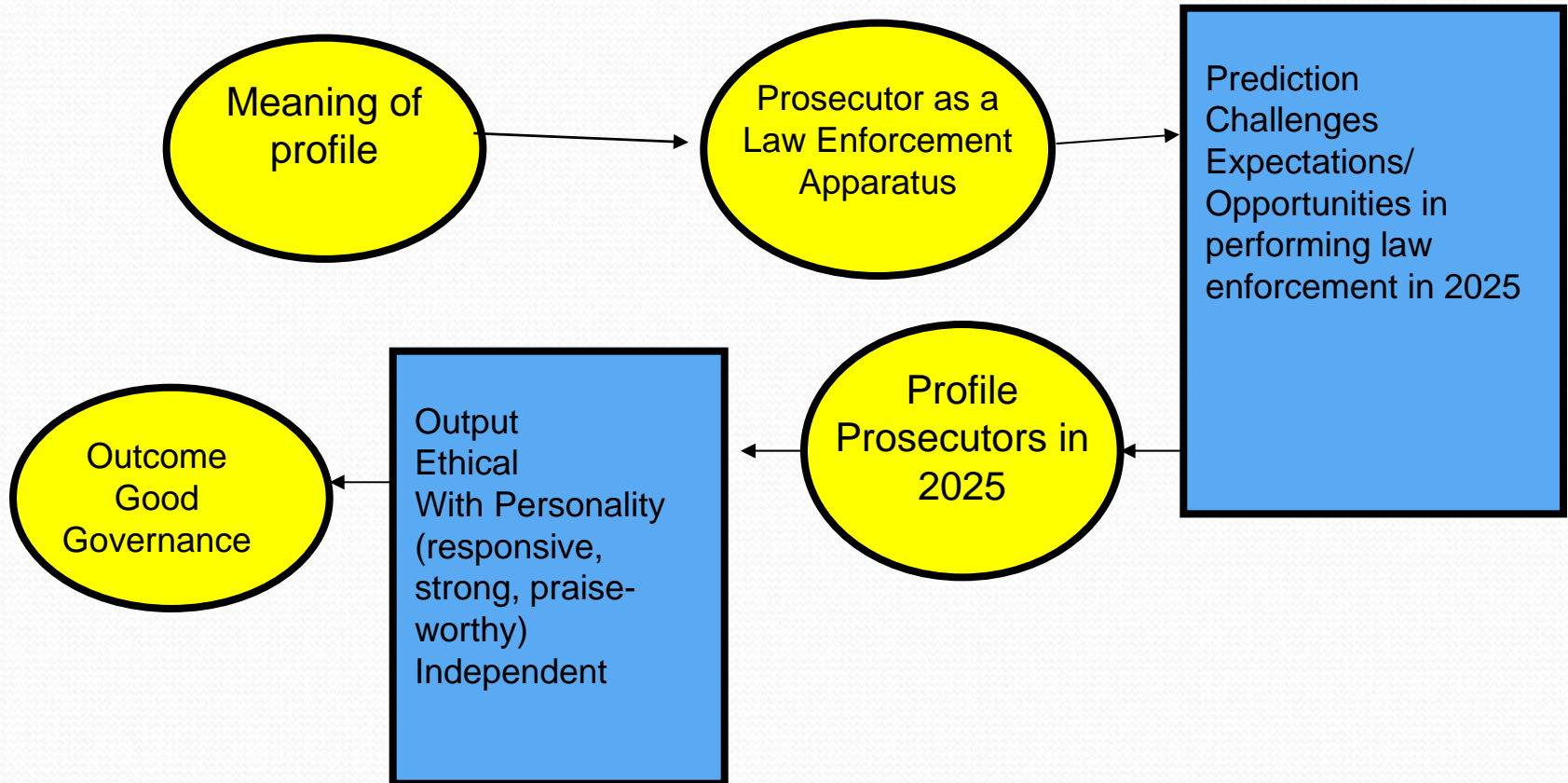
IV. The Success

- With strong commitment from the Government of Indonesia (GOI) to support better law enforcement and the start of Bureaucratic Reforms within the Indonesian AGO, have become an inspiration and strength for the Indonesian AGO's Training Center to implement fundamental changes in its education and training (E&T) system and programs for Prosecutors and administrative personnel throughout the country.
- In spite of all its limitations the Indonesian AGO's Training Center which is the one-an-only Prosecutor Education and Training institution has successfully educated and trained young Indonesian Prosecutors.
- Recruitment of young Indonesian Prosecutors was carried out in stages starting from the initial E&T to Develop Prosecutors providing basic education and training to become Indonesia's Junior Prosecutors.

- Fundamental changes in Education & Training (E&T) in the form of Self-reliant E&T, distant learning adopted from one of the Prosecutor E&T systems in the USA, implemented in-service during two months.
- Advanced E&T for senior Prosecutors for the purpose of equipping them continuously with knowledge in law and technical strategies such as education in Intelligence which a prosecutor will eventually need in the performance of his duties.
- The E&T Center also conducts Leadership Training in collaboration among others with the State Administration Institute (LAN), the National Resilience Institute (LEMHANAS) and performing comparative studies both domestically as well as internationally such as those sponsored by the US DOJ, and others.
- Indeed the success of the Indonesian AGO's E&T Center is not yet significant compared to the very dynamic dinamis and rapid development in the realm of law enforcement today, but almost 60% of the 8,000 junior prosecutors in Indonesia have completed their education and are now working among the people, and more are being prepared to be educated and trained to become professionals.

- The one-roof E&T program has become a strength in developing a collectivism and a similar perception among law enforcers (the Indonesian Supreme Court, the Indonesian AGO, and the Indonesian National Police).
- The principle of developing equality between a Prosecutor and his partners, in this case Judges, Police Investigators and Legal Councilors has become the parameter for the design of a system and form of E&T for Prosecutors in the future and if the status change of the Indonesian AGO's E&T Center into an AGO Education and Training Institute becomes reality, this will ensure the optimal success in empowering the AGO human resources in the future.

V. Prosecutor Profile in 2025



VI. Conclusion

- This year the E&T Center will be up-graded to become an Education and Training Institute of the Indonesian AGO. This will provide a positive effect in developing strategic education and training plans for future prosecutors.
- The commitment of the Indonesian Government in supporting law enforcement programs is of great importance to future E&Ts.
- The collaboration among the Indonesian Supreme Court, the Indonesian AGO, and Indonesian National Police in providing one-roof E&T will develop a similar perception of law enforcement.
- Participation of third party donor countries will be of great significance in supporting the AGO E&T.
- A greater expectation is that this conference will produce a commitment and strategic measures in prosecutor E&T on an international scale, at least in the Asia-Pacific region.
- Thank you and please accept my apologies if the paper has not yet met the honorable Participants' expectations. Indonesia is a beautiful country, a land with an abundance of diverse cultures. Welcome to Indonesia and we hope that all participants will have a wonderful experience during their stay.

Thank You

