



PAIR PROJECT AGREEMENT – AUSTRALIA INDONESIA CENTRE

THIS AGREEMENT is made on the 19th of May 2022 **BETWEEN**

MONASH UNIVERSITY (ABN 12 377 614 012) a body corporate established under the *Monash University Act 2009 (Vic)*, of Wellington Road, Clayton, Victoria, 3800 (“**Monash**”)

AND

Universitas Hasanuddin, a Legal Entity State University (PTN BH) as stated in Government Regulation Number 53 of 2015, at Makassar, South Sulawesi, Indonesia.

(collectively referred to as “Collaborators”).

RECITALS

- A. Monash is a party to the Australia-Indonesia Centre Collaboration Agreement (“**AIC Collaboration Agreement**”) dated 06 December 2019.
- B. A Memorandum of Agreement (MoA) between the Ministry of Research and Technology/ National Research and Innovation Agency (RISTEK-BRIN) and Monash University (on behalf of the AIC) was signed on 1st April 2021. The Indonesian Collaborators will collaborate with the Australia-Indonesia Centre under the terms of this MoA.
- C. Monash and the Collaborators wish to undertake the Project together under the auspices of the Australia-Indonesia Centre (**AIC**) and enter this Agreement to describe the terms and conditions under which the Project is to be conducted.

THE PARTIES AGREE:

1.1 Definitions

In this Agreement:

Agreement means this agreement including any schedules or annexures and any amendment to it in writing;

AIC Mission means to advance Australia-Indonesia people-to-people links in science, technology, education and innovation.

Background Intellectual Property means pre-existing or independently developed Intellectual Property, owned or controlled by a Party which it determines, in its discretion, to make available for the carrying out of the Project. This includes but is not limited to any Intellectual Property outlined in the Project Plan;

Commencement Date means the commencement date as set out in the Schedule;

Completion Date means the completion date as set out in the Schedule;

Contributions means the in-kind contributions which each Party has agreed to make to the Project and which are identified in the Project Plan or which are agreed and made at a later time;

Confidential Information means all know-how, financial information and other commercially valuable information in whatever form including unpatented inventions, trade secrets, formulae, graphs, drawings, designs, biological materials, samples, devices, models and other materials of whatever description which a Party claims is confidential to itself and over which it has full control and includes all other such information that may be in the possession of a

Party's employees or management. Information is not confidential if:

- (a) it is or becomes part of the public domain unless it came into the public domain by a breach of confidentiality;
- (b) it is obtained lawfully from a third party without any breach of confidentiality;
- (c) it is already known by the recipient Party (as shown by its written record) before the date of disclosure to it;
- (d) it is independently developed by an employee of the recipient Party who has no knowledge of the disclosure under this Agreement; or
- (e) required to be disclosed by a court, rule or governmental law or regulation, or the rules of any stock exchange, provided that the party making the disclosure provides prompt notice to the other party of any such requirement.

Commonwealth Funding Agreement means the grant agreement between Monash and the Commonwealth of Australia through its Department of Foreign Affairs and Trade;

Funding Agreement means any other agreement through which Monash or any of the Collaborators is provided with funding for the Project

GST means a goods and services tax imposed on the supply of goods or services (including, without limitation, the supply of intellectual property) under Commonwealth or State law (including, without limitation, *A New Tax System (Goods and Services Tax) Act 1999 (Cth)*);

Indonesian Head Agreement means the Memorandum of Agreement (MoA) between Monash University (on behalf of the AIC) and RISTEK-BRIN dated 01/04/2021.

Intellectual Property means all rights resulting from intellectual activity whether capable of protection by statute, common law or in equity and including copyright, discoveries, inventions, patent rights, registered and unregistered trade marks, design rights, circuit layouts and plant varieties and all rights and interests of a like nature, together with any and all documentation relating to such rights and interests;

Parties mean the parties to this Agreement and their respective successors and permitted assigns, and **"Party"** means any one of them;

Project means the project named in the Schedule which is more fully described in the Project Plan;

Project Intellectual Property means Intellectual Property which is created, developed or discovered in the conduct of the Project excluding copyright in a Student's thesis;

Project Plan means the project plan in the Schedule;

Student means any student of any of the Collaborators engaged in the Project.

2. Term of Agreement

This Agreement will begin on the Commencement Date and, subject to earlier termination in accordance with this Agreement, will terminate on the Completion Date.

3. The Project

3.1 Each Party must carry out their role on the Project as outlined in the Project Plan.

3.2 Monash and the AU Collaborator must comply with the AIC Collaboration Agreement in the course of the Project.

3.3 Monash and Indonesian Partner University must comply with the Indonesian Head Agreement.

3.4 Any Party receiving funding under a Funding Agreement must comply with that Funding Agreement to the extent relevant in the course of the Project. Any Party distributing funding received under a Funding Agreement may give directions to the recipient of the funding to the extent required to comply with the Funding Agreement, including but not limited to compliance with funder policies, acknowledgment of funding support, use of the funding strictly for the purposes permitted by the relevant Funding Agreement, and repayment of funding if required.

3.5 Each Party must conduct the Project in accordance with generally accepted professional, scientific, ethical, business and financial principles and standards and exercise all due care and skill.

3.6 The Parties acknowledge that research work is of its nature uncertain and that particular outcomes and results from the Project cannot be guaranteed.

3.7 Each Party must provide its Contributions to the Project at the time, location and in the manner as set out in the Project Plan and the AIC Collaboration Agreement.

4. Background Intellectual Property

4.1 The Parties agree that the Background Intellectual Property which a Party makes available for the conduct of the Project will remain the property of that Party.

4.2 Each Party grants to each other a royalty-free, non-exclusive licence to use its Background Intellectual Property to the extent necessary to carry out the Project but for no other purpose.

4.3 No representations or warranties are made or given in relation to Background Intellectual Property, however each Party making available Background Intellectual Property acknowledges that to the best of its knowledge at the time of entering into this Agreement, such Background Intellectual Property when used in accordance with this Agreement will not infringe any third party Intellectual Property rights.

5. Project Intellectual Property

5.1 Project Intellectual Property will be jointly owned by the Parties, and the Parties shall be allowed to use such Project Intellectual Property for non-commercial purposes free of royalty. Should Project Intellectual Property be used for commercial purposes by one Party, the other Parties shall be entitled to royalties on the principle of equitable contribution, based on (i) the contribution of the party and (ii) materials that include genetic resources and traditional knowledge of the country of origin or contribution of The Parties representing their country of origin (iii) any income arising from the research activity.

5.2 Project Intellectual Property related to data and information which include, but are not limited to, photographic images, video and recording shall be jointly owned by the Parties and the Parties shall be allowed to use such properties for non-commercial purposes free of royalty and shall put credit of source of photo/video.

5.3 The utilization of Project Intellectual Property outside the territories of the Republic of Indonesia and the Commonwealth of Australia by one of the Parties requires prior written approval from the other Party on a case-by-case basis.

5.4 The Collaborators acknowledge that Monash must grant to the Commonwealth of Australia the following rights to the Project Intellectual Property:

- (a) a perpetual, irrevocable, worldwide, royalty-free non-exclusive licence (including the right of sublicense) to use, reproduce, adapt, modify, distribute and communicate it; and
- (b) the same rights to use any Background Intellectual Property of the Parties required to receive the full benefit of the above licence;

This licence expressly excludes a right to exploit the Project Intellectual Property and Background Intellectual Property for commercial purposes.

5.5 Subject to the licence granted under clause 5.4, Monash grants to the Collaborators an indefinite, irrevocable, royalty-free, non-exclusive worldwide licence to use the Project Intellectual Property for the purpose of the Project and for further non-commercial research, academic and teaching use which aligns with the AIC Mission. The Collaborators must obtain the consent of Monash (which shall not unreasonably be withheld) for any use of the Project Intellectual Property for research which does not involve the AIC.

5.6 Notwithstanding clause 5.1, any Student involved in the Project as part of a postgraduate degree will own copyright in their thesis or other material produced by them as part of their assessment towards their degree.

5A. Special Requirements in relation to Collection and Transfer of Samples

5A.1 Collection of samples will fully adhere to relevant treaties related to the International Biodiversity Convention (IBC). Should there be any transfer of material and/or sample from within the territory of the Republic of Indonesia to outside, such material and/or sample shall be transferred using a suitable Material Transfer Agreement (MTA).

5A.2 Detailed description of any special requirements in relation to the collection and transfer of samples will be defined in the MTA and constitute as an integral part of that Agreement.

5B. Genetic Resources and Traditional Knowledge

5B.1 The Parties will recognise the existence and promote the effective protection of Genetic Resources and Traditional Knowledge (GRTK) and prevent any exploitation and misuse of GRTK in the conduct of the Project.

5B.2 Any utilisation of GRTK under this Agreement will be carried out through specific arrangements to be concluded by the Parties.

6. Confidential Information and Personal Information

6.1 Confidential Information disclosed during the Project must only be used for the express purpose for which it was disclosed.

6.2 Each Party must treat all Confidential Information owned by another Party as confidential and must not, without the prior written consent of the other Party, disclose or permit the same to be disclosed to any third person.

6.3 Each Party must ensure that its employees, officers and agents comply with the obligations of confidentiality imposed upon it by this clause.

6.4 Each Party acknowledges that it will comply with all relevant privacy laws in Australia and Indonesia in the use, collection, storage or disclosure of any personal and/or health information collected or used during the Project.

6.5 Each Party's obligations under this clause survive termination of this Agreement.

7. Publication

7.1 The Parties agree to collaborate with each other and with AIC management to maximise effectiveness of research outputs.

7.2 Any Party (“Publishing Party”) proposing to publish or publicly present material arising from the Project or the Project Intellectual Property that has not already been published (“**AIC-related Publication**”), shall submit the proposed publication or abstract of the presentation to Monash (in its capacity as the administering institution of the AIC) for approval at least fifteen (15) days prior to the date of proposed submission for publication or presentation.

7.3 The Parties acknowledge that as a condition of approval under clause 7.2, Monash may require an AIC-related Publication to be amended to remove Confidential Information.

7.4 The Parties acknowledge that as a condition of approval under clause 7.2, Monash may require an AIC-related Publication to be amended to include the acknowledgement required by a Funding Agreement and/or an acknowledgment of the AIC’s support.

7.5 The Parties acknowledge and agree that all other Project outputs besides AIC-related publications should also be branded as Australia-Indonesia Centre alongside the Parties’ brands in accordance with the branding guidelines set by Monash (in its capacity as the administering institution of the AIC) from time to time.

7.6 The Parties acknowledge that they each have obligations under their internal statutes, regulations and policies to ensure that a Student is able to complete the requirements of his or her candidature, and that this obligation extends to submitting the Student’s thesis for examination and depositing in the library a copy of the Student’s completed thesis or work submitted for a higher degree. Nothing in this Agreement affects the operation of a Party’s relevant statutes, regulations or policies or creates any obligations contrary to those statutes, regulations or policies.

7.7 Any publication will recognize the authors according to the appropriate scientific contribution to such publication and in respect to good scientific practice. The publication initiating party shall inform the other party about the intended publication in accordance with clause 7.2 above, in order to give the other party, the opportunity to contribute to the draft publication jointly.

8. Warranties

8.1 Subject to clause 4.3 and (in the case of Monash and the AU Collaborator) to any obligation arising under the AIC Collaboration Agreement, each Party excludes all warranties, terms, conditions, representations or undertakings, whether statutory or otherwise, to the full extent permitted by the laws of the Republic of Indonesia or the Commonwealth of Australia or of any State or Territory of Australia having jurisdiction, including:

- (a) any warranty of merchantability of or fitness for a particular purpose in respect of the Background Intellectual Property and Project Intellectual Property; and
- (b) any warranty that the Background Intellectual Property and Project Intellectual Property does not infringe any third party’s Intellectual Property rights.

8.2 To the extent that any warranties, terms, conditions, representations or undertakings cannot be excluded at law, liability should be limited to:

- (a) re-performing its Contribution to the Project; or

(b) at its election, payment of the cost of having its Contribution to the Project re-performed.

9. Termination

9.1 The Parties may immediately terminate this Agreement by mutual consent in writing.

9.2 A Party may terminate this Agreement immediately upon the giving of written notice to the other Party if:

- (a) that Party is in breach of a material obligation of this Agreement and has failed to rectify that breach within twenty-one (21) days of written notice;
- (b) that Party is insolvent within the meaning of the Corporations Act, or a court is required under the Corporations Act to presume that that Party is insolvent;
- (c) an application or order is made, proceedings are commenced, a resolution is passed or proposed in a notice of meeting or an application to a court or other steps are taken for that Party's winding up or dissolution, or that Party enters into an arrangement, compromise or composition with or assignment for the benefit of its creditors or any of them; or
- (d) an administrator is appointed over all or any of that Party's assets or undertaking, any step preliminary to the appointment of an administrator is taken, or a controller within the meaning of the Corporations Act or similar officer is appointed to all of that Party's assets or undertaking.

9.3 If this Agreement is terminated by Monash under clause 9.2 Monash may independently continue the Project with any Collaborator which was not in breach of the Agreement, and access the Background Intellectual Property and Confidential Information of the Collaborator which was in breach of clause 9.2 to the extent necessary for any Student involved in the Project to complete the Student's course work and the Student's thesis.

9.4 Termination of this Agreement for whatever cause is without prejudice to any rights or obligations that have accrued and are owing prior to such termination.

10. Dispute Resolution

10.1 The Parties must co-operate with each other and use their best endeavours to resolve by mutual agreement any disputes between them and all other difficulties which may arise from time to time relating to this Agreement, failing which:

Any dispute relating to this Agreement (**Dispute**) must, prior to a Party initiating litigation (other than for equitable or interlocutory relief) be dealt with as follows:

- (a) the affected Party will notify the other Parties with details of the Dispute (**Dispute Notice**) and, within 7 days of receiving the Dispute Notice, the AIC Director will meet with the affected Parties and attempt to resolve the Dispute;

- (b) if unresolved within 30 days of the Dispute Notice, nominated senior representative of each Party (**Nominated Person**) will negotiate and attempt to resolve the Dispute;
- (c) if unresolved within 30 days of the commencement of the negotiations between the Nominated Persons, any of the affected Parties may refer the Dispute to mediation;
- (d) if the affected Parties cannot agree on a mediator within a further 14 days, the Dispute will be referred by those Parties to the President of the Law Institute of Victoria to nominate a suitably qualified mediator and the Parties will accept that nomination;
- (e) the affected Parties will cooperate to enable the mediator to mediate the Dispute within 30 days of the mediator's appointment;
- (f) the fees of the mediator will be paid by the affected Parties in equal proportions; and
- (g) Any discussions or negotiations which are part of the process under this clause are conducted on a confidential basis and cannot be disclosed in any subsequent litigation, action or court proceeding.

10.2 Despite the existence of a dispute, each Party must continue to perform its obligations under this Agreement.

10.3 The Parties agree not to commence any legal proceedings in respect of any dispute arising under this Agreement until the procedure provided by this clause 10 has been used.

11. General

11.1 A Party to this Agreement shall not be responsible or liable for any non-performance or delay in performance of any of its obligations under this Agreement that is caused by an act or event that is beyond the reasonable control of that Party ("Force Majeure Event"), provided that it promptly notifies the other parties (with appropriate details); and takes all reasonable steps to work around or reduce the effects of the Force Majeure Event.

11.2 This Agreement does not create a partnership, agency, fiduciary or other relationship, except the relationship of contracting parties. No Party is liable for the acts or omission of any other Party, save as set out in this Agreement.

11.3 A Party must not assign, sub-contract, or transfer any of its rights or obligations under this Agreement to any person without the prior written consent of the other Parties. Such consent must not be unreasonably withheld.

11.4 If a clause or part of a clause can be read in a way that makes it illegal, unenforceable or invalid, but can also be read in a way that makes it legal, enforceable and valid, it must be read in the latter way. If any clause or part of a clause is illegal, unenforceable or invalid, that clause or part is to be treated

as removed from this Agreement, but the rest of this Agreement is not affected and all other provisions will remain in full force and effect.

11.5 This Agreement shall be governed by the laws of the State of Victoria, Australia. Each Party submits to the non-exclusive jurisdiction of the courts of that place.

11.6 If under GST Law any supply under this Agreement is taxable, the supplier will be entitled to recover from the recipient an amount equal to the GST payable by the supplier. If GST is payable, the supplier will provide the recipient with a tax invoice or other document adequate to claim an input tax credit. The expressions "GST", "input tax credit," "recipient", "supplier", "supply", "tax invoice" and "taxable supply" have the meaning given in the A New Tax System (Goods and Services Tax) Act 1999.

11.7 Each Party's obligations and liabilities under this Agreement are several and not joint or joint and several.

11.8 Any failure by a Party to compel performance by the other Party of any of the terms and conditions of this Agreement will not constitute a waiver of those terms or conditions or diminish the rights arising from their breach.

11.9 This Agreement may be executed in any number of counterparts. All counterparts taken together will be taken to constitute one agreement.

11.10 The signatories to this Agreement warrant that they have the authority to enter into this agreement on behalf of the party they are stated to represent.

11.11 This Agreement may only be varied in writing, signed by all Parties.

11.12 A Party shall not represent that another Party or any of their staff in any way endorse, support or approve of, any products, services, Intellectual Property or business of the representing party unless that other Party has given its express written consent to such representation.

11.13 The Parties acknowledge that under Australia's Foreign Relations (State and Territory Arrangements) Act 2020 (Cth) (**Act**) an Australian Party to this Agreement may be required to give details of this Agreement and any subsidiary arrangement to the Australian Minister for Foreign Affairs and that the Minister may declare an arrangement with a foreign entity to be invalid and unenforceable, required to be varied or terminated if the Minister believes the arrangement may adversely affect Australia's foreign relations or be inconsistent with Australia's foreign policy. Notwithstanding any other clause in this Agreement, an Australian Party to this Agreement shall not be liable to the Indonesian partner university/ies in respect of any loss or damage arising directly or indirectly from a decision of the Minister under the Act or anything done or not done by that Australian Party to comply with the Act, and shall be released from compliance with its obligations under this Agreement to the extent that such compliance would be inconsistent with the Act or the Minister's decision.

EXECUTED BY THE PARTIES AS AN AGREEMENT

<p>SIGNED for and on behalf of Monash University in the presence of:</p>  <p>.....</p> <p>Dated: 19 May 2022</p>		<p>Professor Abid Khan Deputy Vice-Chancellor (Global Engagement) Monash University</p>
<p>SIGNED for and on behalf of Universitas Hasanuddin in the presence of:</p>  <p>.....</p> <p>Dated: 17 April 2022</p>		<p>Professor Dwia Aries Tina Pulubuhu Rector of Universitas Hasanuddin</p>

SCHEDULE

COMMENCEMENT DATE

On the date this Agreement has been signed by all Parties.

COMPLETION DATE

Five months from when the Agreement has been signed by all parties.

PROJECT REFERENCE NUMBER

AICPAIRTWP9

PAYMENT MILESTONES

Payment will be made within 30 days of receipt of a correctly-rendered invoice issued after completion of Milestones.

Milestones	Invoicing and/or report	Amount to be invoiced	Required	Comment
Project Initiation	Commencement date	80% Project Budget	Project Agreement signed with approved TWP project proposal included	Project Agreement must be signed by all parties to receive payment. Project Co-leads are encouraged to keep the AIC informed of Project progress.
Project Final	Completion date	20% Project Budget	Submission of Project Final Report (template to be provided by AIC) and Final Financial Acquittal (template to be provided by AIC).	End of project activities. The AIC will not accept the submission of the Final Report prior to the completion of the Project. Any unspent funds to be returned to the AIC.

TOTAL PAYABLE TO AUSTRALIAN PARTNER	AUD74,958
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BACKGROUND IP REQUIRED TO BE MADE AVAILABLE BY PROJECT PARTIES OR ANY THIRD PARTIES (including restrictions on usage).

Insert if any:

APPROVED PROJECT PLAN ATTACHED

Approved Project Plan

AICPAIRTWP9

A. PROJECT DETAILS

Area of Focus: Commodities (Seaweed)

Proposal Title: Review of Vocational Education and Training Programs in Informing the Future Seaweed Industry in South Sulawesi

Project Summary:

Indonesia has an ambition to be the world leader in the seaweed industry. It has strived to develop a sustainable and competitive seaweed industry as declared in Presidential Regulation No. 33/2019 on The Roadmap of National Seaweed Industry Development. The country is currently only second to China in seaweed production.

With over seventeen thousand islands, tropical climate and abundant labours (especially youth labour), Indonesia possesses an incredible opportunity to boost its seaweed sector and establish a robust source of income based on these versatile marine algae. Seaweed is used as food, feed for cattle, biofuel, ingredients for pharmaceutical products, and alternative material to plastics, to name a few. A green economy based on seaweed can thus be capitalised to boost economic growth, help alleviate poverty, provide jobs to the Indonesian workforce - especially those who live in the coastal areas who are often poverty-stricken despite the abundant natural resources - and take care of the environment.

However, most of the seaweed production in Indonesia is marketed as raw materials. This is particularly prevalent in South Sulawesi, regarded as the leader of seaweed production in Indonesia. There is therefore a need to develop downstream seaweed-based products. To address this issue, it is important to determine a way to provide sufficient skilled human resources as the brain and operators of this industry. It is hoped that the knowledge produced from this project will support South Sulawesi, and eventually the wider Indonesian, aspirations to become a global leader in the seaweed processing industry.

The Australia Indonesia Centre through Partnership for Australia Indonesia Research (PAIR) commissioned Dr Anne Suryani (Monash University, Melbourne) and Dr Nita Rukminasari (Universitas Hasanuddin, Makassar) to conduct a skills gap analysis needed by the seaweed processing industry in South Sulawesi.

Project Team

No	Role	Full Name	Email address
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1	Co- lead	Dr Anne Suryani	anne.suryani@monash.edu
2	Co-lead	Dr Nita Rukminasari	nita.r@unhas.ac.id
3	Partner investigator	Prof. Dr. Yushinta Fujaya	yushinta.fujaya@unhas.ac.id
4	Partner investigator	Dr Andi Aliah Hidayani	aliah@fikip.unhas.ac.id

Project Stakeholders

Organisation	Nature of engagement
Seaweed processing industry	
<p>Four largest seaweed processing companies in South Sulawesi:</p> <ul style="list-style-type: none"> ● PT. Wahyu, Makassar ● UD. Alfred, Makassar ● PT. Batimurung Indah, Maros ● PT. Cahaya Cemerlang, Takalar <p>Two small companies located in Palopo will be selected and included.</p>	<p>Conduct semi-structured interviews with key representatives from each company (e.g., managers)</p>
<p>Note: The Ministry of Industry and Trade's website listed 28 seaweed processing industries with 17 of them located in Palopo. Please note that the list has not yet been updated. We will include two small companies in Palopo regency. However, we will need to check and confirm whether the companies in Palopo still exist.</p>	
VET providers	
<p>Work Training Centre (<i>Balai Latihan Kerja</i>; BLK):</p> <p>BLK in Makassar</p> <p>BLK in Takalar</p> <p>BLK in Pangkep</p>	<p>Collect secondary data (e.g., type of trainings and target training participants relating to seaweed processing)</p>
<p>One Fisheries Vocational Senior Secondary School in Makassar, South Sulawesi</p> <p>(<i>Sekolah Menengah Kejuruan/SMK Negeri Perikanan 9</i>)</p>	<p>Conduct semi-structured interviews with five SMK teachers</p> <p>Collect curriculum documents (incl. lesson plans, list of subjects taught, assessment methods, internship</p>

	programs)
One Fisheries Polytechnic (<i>Politeknik Perikanan</i>) in Bone Regency One Agriculture Polytechnic (<i>Politeknik Pertanian</i>) in Pangkep Regency	Conduct semi-structured interviews with five lecturers in each polytechnic Collect curriculum documents (incl. lesson plan, list of subjects taught, assessment method)
Provincial-level government	
Marine and Fisheries Office (<i>Dinas Kelautan dan Perikanan</i>) in South Sulawesi	Collect secondary data (i.e., seaweed production data) Findings dissemination
Provincial Research and Development Agency (<i>Badan Penelitian dan Pengembangan Daerah/BAPPELITBANGDA</i>)	Investigate current government policies in relation to the seaweed processing industry (number of/prior research on seaweed processing industry, etc.) Findings dissemination
Governor's Team for the Acceleration and Development of Manpower and Fisheries (<i>Tim Gubernur Untuk Percepatan Pembangunan, Bidang Tenaga Kerja, Perikanan</i>)	Findings dissemination
Manpower Office (<i>Dinas Tenaga Kerja</i>) in South Sulawesi	Findings dissemination

B. PROJECT DESCRIPTION

B1. Project Title

Review of Vocational Education and Training Programs in Informing the Future Seaweed Industry in South Sulawesi

B2. Aims and Background

The aims of this review are to:

- (i) gain an accurate and independent understanding of the scope, quality, strengths, and any weaknesses of the current Vocational Education and Training (VET) programs offered by vocational senior secondary schools (*Sekolah Menengah Kejuruan/SMK*) and polytechnics in South Sulawesi that prepare students to enter the seaweed processing industry.
- (ii) identify the skills needed by the seaweed processing industry in South Sulawesi.
- (iii) map the programs delivered by VET providers (i.e., SMK and polytechnics) against industry needs focusing on the required skills and competencies.
- (iv) develop recommendations for improving, where necessary, the current VET programs and offerings across SMK and polytechnics in South Sulawesi to demonstrably align them with “best possible practice”, including recommendations for any additional data collection and analysis processes that can inform the development of VET models into the future.
- (v) offer a comprehensive list of relevant references and all relevant data (and the sources of those data and dates of access), including secondary data from the Marine and Fisheries Office (*Dinas Kelautan dan Perikanan*), Industry and Fisheries Office (*Dinas Perindustrian and Perikanan*), Work Training Centre (*Balai Latihan Kerja dan Industri*) in South Sulawesi.

The Indonesian seaweed industry has grown sharply over the last 20 years. Indonesia ranks second in the world for seaweed production and first in the world for red seaweed farming – with the latter experiencing significant growth over the last decade. While Sulawesi is the current seaweed production centre in Indonesia, there are significant production increases in other regions. Data shows large variability in production year-to-year across most provinces, which is concerning for sustainable livelihoods (Waters et al., 2019). The seaweed industry currently supports the livelihoods of more than 35,000 coastal households in South Sulawesi (Statistic Indonesia, 2020).

A key problem for the seaweed sector in Indonesia, especially in South Sulawesi, is the low technical skill of seaweed farmers and seaweed processing workers. Therefore, seaweed farmers and small seaweed companies only sell raw material to the seaweed industry. To increase seaweed quality and add value to seaweed products, it is crucial to improve the skill of farmers and labourers in the seaweed processing industry. This necessitates a training needs analysis to map the skills required by labourers in the seaweed processing industry.

B3. Research Plan

This qualitative study consists of four main research activities:

1. Identifying skills needed by seaweed processing industries.
2. Mapping the curriculum related to seaweed processing provided by
 - (a) fisheries vocational senior secondary schools
 - (b) fisheries polytechnics
 - (c) agricultural and fisheries polytechnics.
3. Investigating whether there are gaps in skills demand versus supply based on in-depth interviews with key participants in the industry and VET providers.
4. Providing recommendations for educators, employers, and policy makers to address the problems identified by this study.

Data Collection Activities

(1) The researchers will collect data from Batimurung Indah and three other seaweed processing companies, the largest seaweed processing companies in South Sulawesi, to get relevant **information** regarding their **workforce** (e.g., number of workers, their educational background, previous training).

(2) The researchers will collect **curriculum documents** (e.g., lesson plans, number of enrolments, number of graduates/program completions, list of general and specialist subjects offered, the proportion of theoretical and practical components, internship programs, assessment methods used in specialist subjects) of fisheries-specific vocational senior secondary schools and polytechnics in South Sulawesi.

Note: SMKs offer three-year programs in Aquaculture, Fisheries Processing, and Fisheries Utilisation. Students must undertake general subjects in their first year, followed by specialised subjects in their second and third years. Polytechnics offer 1- to 4- year Diploma programs focusing on specific skills. Based on discussion and clarification of the scope of the research and questions with the AIC team, we propose the following broad approach to the study:

Stage 1

Scope and planning

The researchers have discussed with the AIC-PAIR team to finalise the scope of the research and questions and a research plan.

Key Outcomes of Stage 1: An approved research plan.

Stage 2

Ethics application submission, literature review, mapping SMK and polytechnic curriculum documents focusing on Aquaculture, Fisheries Processing, and Fisheries Utilisation.

A literature review and document analysis will be undertaken to identify key issues in VET provision within selected SMK and polytechnics, find examples of innovative and successful models, and highlight aspects of good practice in VET delivery and programs (e.g., in the Philippines).

The source materials will include, but are not limited to, books, journal articles, and other publications. The literature review will inform the development of data collection in Stage 3.

Key Outcomes of Stage 2:

- A review of current practice and discussion of alternative models used in South Sulawesi and elsewhere (e.g., in the Philippines).

Stage 3

Data collection and analyses

The document analysis and literature review will inform the development of instruments used for data collection.

We will gather and analyse data on the current practice in selected major seaweed processing companies, including

- qualification, prior training, level and background characteristics of the labourers
- skills needed by the industry/employer
- processes used to assure and maintain quality.

The report will include items that are mapped against the curriculum document identified in Stage 2.

The researchers will conduct semi-structured individual interviews with key representatives from selected major seaweed processing companies, seaweed-related SMK subject teachers and polytechnic lecturers to

- identify current strengths and limitations of VET programs
- explore perceptions of quality, relevance and value of the programs
- explore perceptions of the viability and feasibility of alternative model/s that emerged from the literature reviews
- provide feedback on the implications of alternative model/s.

The stakeholder groups to be represented could include:

- Industry (e.g., major employers of VET graduates, seaweed processing industry associations/bodies)
- Providers (e.g., SMK, Polytechnic)
- Government Educational Organisations (e.g., Education office (*Dinas Pendidikan*))
- SMK and polytechnics (i.e., teachers/lecturers delivering VET programs)

Note that synthesis of all data collected will be undertaken concurrently with the above activities and will involve analysing the issues raised in the literature review, which in turn will inform the interviews to identify key knowledge for the final report.

Key Outcomes of Stage 3

- Analysis of the quality and purpose of VET seaweed processing-related programs, as well as recommendations for workforce capabilities and capacity building requirements.

Stage 4

Interim and draft final report

An interim written report will be provided that combines findings from the literature review, document analysis and data analysis.

Stage 5

Final written report and presentations

Following feedback from the AIC, the report will be refined and finalised, and presentations will be negotiated as required.

Risks

A possible risk to this project is sourcing relevant and appropriate VET data to allow appropriate recommendations.

Risk mitigation strategy: The research team, through the extensive experience and the significant knowledge base of its personnel, has a deep understanding of all the relevant data sources, access to key custodians of the data sources and established protocols for requesting, analysing and synthesising the data.

The COVID-19 situation in South Sulawesi is currently under control and we expect to be able to travel to collect data. In case the local government announces travel restrictions between regencies, the researchers will conduct individual interviews with representatives from the VET providers and companies via zoom.

Data collection in South Sulawesi will be conducted in accordance with all local COVID-19 regulations. The research team will follow health and safety protocols including mask wearing, rapid tests before interacting with people during fieldwork, regularly sanitising hands, up-to-date vaccination, and social distancing.

Letter of supports from government agencies/key stakeholders are currently being discussed with AIC Makassar .

Timeline and Staffing Cost

Phase and Task	Tentative dates	Number of days					
		Dr Anne Suryani (Co-Lead)	Dr Nita Rukminasari (Co-Lead)	Prof. Dr. Yushinta Fujaya (PI)	Dr Andi Aliah Hidayani (PI)	RA at UnHas	RA Australia
Stage 1: Scope and planning	April 2022	5	5	0	0	0	0
Stage 2: Literature review and collecting curriculum document Ethics application submission, instruments development, data collection preparation, research assistant training	April-May 2022	20	15	10	10	20	5
Stage 3: Data collection and analyses	May - June 2022	20	30	20	20	60	5
Stage 4: Interim and draft final written report	July – August 2022	15	10	0	0	0	2
Stage 5: Final written report and presentations	September 2022	5	5	0	0	0	2
Verbal updates as requested	Throughout						

Personnel

Name	Dr Anne Suryani
Role	<ul style="list-style-type: none"> ● lead ethics application and approval at Monash ● lead literature review ● design the methodology ● lead data analyses ● develop and finalise the draft and final reports.
Qualifications	BSocSci, MSc, MEd by Research, PhD
Expertise and Experience	Teacher education, teacher professional development, life and career skills, comparative studies, educational policy
Name	Dr Nita Rukminasari
Role	<ul style="list-style-type: none"> ● lead ethics application and approval at UnHas ● lead data collection activities in South Sulawesi ● main contact for communication with key stakeholders (e.g., seaweed processing companies, polytechnics, and SMK) ● contribute to data analyses ● contribute to the summary of findings, drafts ● finalise final reports.
Qualifications	Ir, MP, PhD
Expertise and Experience	Aquatic resources management, seaweed cultivation and processing
Name	Prof. Dr. Yushinta Fujaya
Role	<ul style="list-style-type: none"> ● contact target participants ● collect data ● contribute to the analysis, confirmation of findings, and reporting ● work in collaboration with the project team.
Qualifications	Ir, MSi, Dr
Expertise and Experience	Aquaculture, reproduction of aquatic animals
Name	Dr Andi Aliah Hidayani
Role	<ul style="list-style-type: none"> ● collect data, check interview transcripts ● manage research assistants ● contribute to the analysis, confirmation of findings, and reporting ● work in collaboration with the project team.
Qualifications	SSi, MSi, Dr
Expertise and Experience	Fish genetics, aquaculture

B4. Outputs

- submit a final report (approx. 10,000 words) as per AIC PAIR template
- provide recommendations to guide provincial government investment in skills & training in the downstream seaweed processing industry
- to work with the AIC communication team to publish a summary of findings in the *Conversation Indonesia*.

C. Project Budget Forecast

Expenditure category	Description	Total (AUD)
Personnel		
Co-Lead at Monash	Salary for co-lead at Monash University (Level C step 5) 0.2356 FTE Approx. 53 days	\$44,698
Co-Lead at Unhas	Salary for co-lead at Unhas based on AIC rates Senior Researcher/Co-lead: \$ 750 for 0.2 FTE per month Approx. 65 days. 0.4 FTE Apr, 0.4 FTE May, 0.4 FTE June, 0.4 FTE July, 0.2 FTE Aug, 0.2 FTE Sep	\$7,500
Two partner investigators	Salaries for partner investigators based on AIC rates Partner Investigator: \$ 700 for 0.2 FTE per month approx. 30 days per person (0.3 FTE Apr, 0.2 FTE May, 0.2 FTE June) x 2 persons	\$4,900
Two Junior Research Assistants based at UnHas	0.5 FTE x 4 months (April, May, June, July; to assist with data collection and administration) \$1,000/month plus 15% overhead cost as per AIC guidelines	\$3,680
Casual Research assistant with PhD based at Monash	72 hours (To assist with ethics application, literature search, report formatting, references check) + proofread	\$4,980
Data collection		
Interview with seaweed processing industry key personnel	5 key personnel x 6 seaweed processing companies \$20 for junior participant or \$25 for senior participant as per AIC guidelines	\$750
Interview with SMK teachers	4 teachers (2 expert teachers on seaweed cultivation and 2 expert teachers on fish processing) x 1 SMK \$20 for junior participant or \$25 for senior participant as per AIC guidelines	\$100
Interview with Polytechnics lecturers	5 lecturers x 2 polytechnics (fisheries and seaweed) \$20 for junior participant or \$25 for senior participant as per AIC guidelines	\$250
Transport and per diem	Transports and per diem for research team (2 investigators and 2 research assistants) to locations of 6 seaweed processing companies, 1 SMK, and 2 polytechnics	\$4,500
Universitas Hasanuddin overhead cost	Institutional fee (10% of total amount received by Universitas Hasanuddin)	\$2,000
Ethics clearance	Ethics clearance at Universitas Hasanuddin	\$200
Translation in Indonesia	Curriculum documents (Universitas Hasanuddin has confirmed to manage)	\$1,400
Total		\$74,958


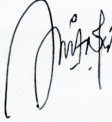


D. BUDGET JUSTIFICATION

- Transport and per diem. The proposed project will be conducted across several regencies within South Sulawesi where the seaweed processing companies and VET providers are located.
- Overhead cost. Universitas Hasanuddin requires an overhead cost for research collaboration with other institutions/universities which is 10% of the total amount received by the University.

E. SUBMISSION CERTIFICATION:

I certify that:

- To the best of my knowledge, all the details on this application form are true and complete.
- This project complies with, and will be conducted in accordance with these funding rules.
- To the best of my knowledge this project will be conducted in accordance with all relevant DFAT policies and procedures (including but not limited to avoiding any perceived or actual Conflict of Interest, complying with the Child Protection Policy and complying with the Statement of International Development Practice Principles and in line with the policy Partnerships for Recovery – Australia’s COVID-19 Development Response available on the DFAT website.

Name	Project role	Signature	Date
Anne Suryani, PhD	Co-lead Monash		31/03/2022
Nita Rukminasari, PhD	Co-lead Universitas Hasanuddin		31/03/2022
Prof. Dr. Yushinta Fujaya	Partner investigator at Universitas Hasanuddin		31/03/2022
Dr. Andi Aliah Hidayani	Partner investigator at Universitas Hasanuddin		31/03/2022

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