

**ASEAN Judicial Dialogue**  
**“Judicial Education and Training in the Time of Pandemic:  
Challenges and Lessons”**

**CACJ’s Working Group of Judicial Education & Training (WG-JET)**

***Country: Indonesia***

- 1) Please provide explanation on bodies that formally responsible for judicial training and education to the court (Ministry of Justice, other ministry, Supreme Court, Judicial Council, and so forth). Please elaborate if possible the organizational structure and its function in implementing judicial education and training program.

The Judicial Training Center is a body under the Supreme Court that is responsible for developing and increasing the capacity of Judges, Registrars and Bailiffs. Judicial Training Center is under the coordination of the Agency of Research, Development and Training ,which has a line of responsibility to the Chief Justice.

The training program implemented by Judicial Training Center must be in line with the needs of the judiciary and in line with the vision and mission of the Supreme Court. Therefore the Judicial Training Center is always coordinated with each Directorate General who has data on the needs of the courts in 4 court jurisdictions, namely the General Courts, Religious Courts, State Administrative Court and Military Court.

Judicial Training Center is led by a senior officials, preferably with professional backgrounds as high judges, assisted by judges and staff who have various skills to support management of training.

- 2) Please provide information on judicial education training and program provided for judges and staff in your judiciary.

Each training program always provided with a curriculum and syllabus that serves as a guide to meet the indicators of competency achievement which written in the curriculum. However, the curriculum and syllabus can be changed or revised based on evaluation according to training needs.

There are three types of training program in the Judicial Training Center, namely certification training, judicial technical trainings and short trainings. In addition, there are special trainings for judge candidates, which is developed as an integrated program between training in the center and internship in the Court for a period of 2 years.

For the Registrar and Bailiffs, the training is directed at increasing competence as part of the case management system and increasing the expertise in making court minutes, as well as other judicial tasks. There is certification training for Registrars and Bailiffs, but only technical training and short training.

he form of certification training, but limited to Judicial Technical training and short training.

- 3) Please provide explanation of themes and methods of training prioritized by your judiciary, especially during the pandemic.

During the pandemic, adjustments and changes to training methods have been carried out. More online training have been done by implementing 3 steps, first studying modules on e-learning with the address <https://e-learning.mahkamahagung.go.id>; step 2, online classes using the Zoom platform, Step 3 is an online case study with group discussions in breakout rooms where participants are given the task of analysing case files, practicing quality legal reasoning.

In some trainings that require special skills, it is necessary to use a blended learning method, comprises of independent learning through E-learning, and then carried out online class and at lastly in the form of practicing special trial procedures, or role-play or mediation simulations, in classical training at the campus of Judicial Training Center or other representative venues.

All of the trainings in the Judicial Training Center are related to skills in resolving cases in court.

Among them are ie: Corruption crimes, Fisheries crimes, Juvenile crimes, Environmental Law enforcement Training, Commercial Law training, Mediation, Labour & Industrial Relations, Human Rights, Drugs, Sharia Economics, State Administration Disputes, Military Court Authority, etc.

- 4) Please provide explanation on the experiences of your judiciary in implementing judicial training and program in the time of pandemic. Please elaborate on the changes that you incorporated and the effects to the implementation of judicial education and training in your judiciary.

Reflecting on training methods and then evaluating, we conclude that the online training option is the best choice during a pandemic. If there is a need for training that must show increased skills, the training needs to apply blended learning methods between online and classical training. For this reason, a strict Health protocol must be applied. Besides that protocol, the number of participants in one class room is also limited.

With a distance learning, support for instructions and communication between participants and the training committee who are far apart is needed. The WhatsApp Group communication can be used and the provision of tutorials in the form of short videos that can be viewed on YouTube using account of the Judicial Training Center.

We also limits the number of participants, which a ratio of 1:4. If the training is carried out classically (in class) it will be a challenge for Indonesia, which has an thousands of archipelago.

- 5) Please provide ideas or innovations that your judiciary is currently implemented or will be implemented in the future in conducting training during pandemic and beyond.

Experience is the best teacher, therefore, by adjusting training during this pandemic period, it actually strengthens the pattern of recruitment, participant registration, learning through E-learning, evaluation and graduation systems, as well as the availability of a participant data base through alumni data which is integrated with the Supreme Court's staffing system (SIKEP).

This data is important for the development of technical apparatus, recruitment in other trainings and the regeneration of prospective teachers and training facilitators through the TOT program. In the future, it is hoped that the data for each Judge and Court apparatus, who have attended these trainings can also be integrated as a part to be considered in promotions.

- 6) Please provide explanation of what are the lessons learned of conducting judicial education in the time of pandemic and beyond.

Even though the pandemic will end later, the blended learning pattern will still be able to be applied because it is proven that learning at the beginning of the training through E-learning will be more effective in stimulating the trainees to understand the training material and focus more on online and classical discussions.

Online learning during a pandemic also raises creativity in making applications that support the recruitment system, online registration system, self-learning system through E-learning, assessment and graduation systems, and documentation systems for correspondence and training alumni database integrated with the Supreme Court's staffing system.