

# Salasika

**INDONESIAN JOURNAL OF GENDER, WOMEN,  
CHILD, AND SOCIAL INCLUSION'S STUDIES**



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# Standardized Certification for Indonesian Female Migrant Workers: Towards Qualified Domestic Workers

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## **ABSTRACT**

This research focused on how migrant workers empower themselves in terms of knowledge, skill, and character building through certified programs given by Labor Training Center. The research problems can be identified as follows: (1) to what extent can the certified programs given by Labor Training Center upgrade migrant worker's knowledge, (2) to what extent can the certified programs given by Labor Training Center increase migrant worker's skill, and (3) to what extent can the certified programs given by Labor Training Center improve migrant workers' character. The objectives of the research are: (1) to find out the map of the knowledge development of migrant workers taking the certified programs in Labor Training Center; (2) to know the improvement of migrant workers' skills, and (3) to find out the improvement of migrant workers' characters. The research used descriptive qualitative method. The data were gathered from previous research, in form of journals, documents and participant observation.

From the data gathered, it was found out that the initiation programs organized by Labor Training Center was the dissemination of information about working abroad. This was aimed to give information to those who wanted to work outside Indonesia legally, securely, and appropriately, and to give information on opportunities to find some jobs overseas along with the advantages and disadvantages. This is one way to prepare Indonesian migrant workers to be ready to work outside Indonesia. This means that migrant workers are given some knowledge to be well-prepared workers.

The findings of the research showed that the knowledge of the migrant workers increased after they took part in the programs conducted by Labor Training Center. They knew that they needed to have legal contract when they worked overseas so that they could work safely, securely and appropriately. They would not be kicked out from a certain country any more. In terms of skill, the migrant workers could increase their social and technology skill to equip them to work overseas, whereas in terms of character building, the migrant workers could have positive mind and strong confidence to work overseas.

**KEYWORDS:** *empowerment, knowledge, skill, character, migrant workers, certified program*

## INTRODUCTION

Indonesia is the country sending the highest number of female migrant workers among eleven

countries in the world, as can be seen in Table 1.

Table 1  
 10 Countries with the Highest Placement from 1 January 2016 to 31 July 2016

No	Host countries	Male		Female		Total Number	
		Informal	Formal	Informal	Formal	Informal	Formal
1	Taiwan	28	1.555	11.166	397	11.194	1.952
2	Malaysia	4	809	2.487	1.080	2.491	1.889
3	Saudi Arabia	80	1.784	973	871	1.053	2.655
4	Singapura	1	0	3.092	8	3	8
5	Hong Kong	1	0	1.427	0	093	0
6	Brunei Darussalam	14	489	392	118	1.428	607
7	United Emirate Arab (UEA)	11	30	678	269	406	299
8	Oman	1	7	350	2	689	9
9	Kuwait	0	11	10	273	351	284
10		6	23	219	9	10	32
11	Total	146	4.708	20.794	3.027	20.940	7.735

The huge number of Indonesian female migrant workers taking jobs in informal sector is due to the fact that Indonesian migrant workers have no competitiveness in labor markets. According to Eny Haryati and Janess Eudes Wawa (2005), Indonesian migrant workers are relatively unqualified as shown by these indicators: (1) lack of knowledge and skill needed in job types; (2) lack of strong personality that makes them unable to be self-standing; (3) insufficient knowledge of laws and rules, at least laws on and rules of their position as migrant workers; (4) lack of understanding of the culture where they work; (5) inability to use technology to support their work - supporting device and information access; and (6) lack of language used with their partners, etc.

With focus on standardized certification for Indonesian female migrant workers to prepare qualified domestic workers, this research is aimed to: (1) find out the map of knowledge development of migrant workers participating in

certification programs organized by Center of Work Training; (2) know the migrant workers' skill improvement; and (3) find out personal character improvement of the migrant workers.

The research result of Muna Siva Ananda et al. entitled "The Capacity Improvement of Indonesian Human Resources in MEA" showed that the problematic situation of Indonesian domestic workers was caused by Indonesian government's lack of attention to the protection and placement of Indonesian domestic workers in Malaysia. Therefore, Indonesian domestic workers are required to enrich their competencies and skills to meet standardized job competencies for domestic workers. The main problem frequently found among domestic workers is their inability or incompetence in employer's house. This indicates the low level of competency of Indonesian domestic workers. In the future, Indonesian government needs to put up concise rules and regulations to make job certificate as one of the

requirements for migrant workers to work abroad.

The research of Muna Silva Ananda et al. offers The House Model, a model to improve the competitiveness of Indonesian domestic workers for five years ahead (2016-2021). This becomes the vision described to achieve work performance target. There are four main factors in improving competitiveness: human resource quality, individual competence, government policy, and market demand. Supporting actions used as operational strategies are escalating the relevance of central government's authority, improving domestic workers' individual reputation, and establishing cooperation, which is needed to plan the vision for 5 years ahead, between government and worker agency.

To facilitate workers' competencies to be skilled workers, especially in facing Asian Economic Community, some efforts need to be made, those efforts are: 1) government must be completely clear in determining policies connected with domestic workers, 2) execution of the program must be directive and the implementation must be in accordance with the instruction of the Minister of Manpower of Republic of Indonesia, 3) the institution for professional certifications must focus more on improving the competence of migrant worker candidates. The allotment of the competency certification is required to get through the process of competency assessment, which will be the requirement for migrant workers to work abroad, 4) future research needs to conduct evaluation to formulate determined strategy to

improve the competencies of Indonesian domestic workers to work in Malaysia.

This research presented the map of knowledge development, skill improvement, and the improvement of personal character of migrant workers participating in the certification programs organized by Center of Work Training.

Indonesian migrant worker candidates have positive self-perception of migrant workers. However, the work quality of Indonesian migrant workers in informal sector is in fact still unsatisfactory. Realizing those problems, government facilitates trainings for labors who are going abroad to develop competencies and expand opportunities to get jobs. The trainings were offered for 21 days with competency and non – competency materials. The competencies consist of occupational health and safety, language of the host country, information technology, social culture of the host country, and communication technique. Meanwhile, the non-competency materials consist of achievement motivation and financial management training (Union Migrant Indonesia, 2016).

Those trainings were the solutions to the low qualification of migrant workers' skill that was in line with their formal education and the high rate of dropouts that had to get into job market. The trainings were followed up by competency test.

Using documentary method, which are the published results of some research concerning

Indonesian Migrant workers conducted by both students and lecturers, the research intensely and comprehensively studied how the empowerment programs conducted by government could improve the quality of Indonesian female migrant workers. Besides, the published research used were the rules related to Indonesian migrant workers, data of Indonesian migrant workers published by survey institutions, and data from communities that cared about Indonesian migrant workers.

### **THE MAP OF KNOWLEDGE DEVELOPMENT OF MIGRANT WORKERS PARTICIPATING IN CERTIFICATION PROGRAMS**

Prospective migrant workers have positive perceptions of migrant workers, whereas the quality of Indonesian migrant workers in the informal sector is poor. Suparno et al.'s (2012) study of the perception of prospective workers working abroad shows a public's strong impression that working abroad is easy with relatively high wages. The study also reports that success stories of post-employment overseas workers have shaped the perception that working overseas can change fate and lead to a more successful life than working inside the country. These perceptions stimulate prospective personnel to strive to be employed abroad without thinking and preparing themselves to be qualified migrant workers with certain competencies proven by certificates. The certificates of competence also have legal power associated with the rights and obligations of migrant workers and employers.

Concerning migrant worker cases, the data at the end of 2014 showed 1,503 cases of rights violations experienced by domestic workers (domestic servants) overseas, such as unpaid wages, exploitation, and physical, psychological and sexual violence. These forms of violations were often experienced by migrant domestic workers, especially in Middle Eastern countries, such as Saudi Arabia. Among 281 people threatened with death penalty in 2015, 59 were sentenced to death, 219 were waiting for the process and 2 people, Siti Zaenab and Karni, were executed. The deadly execution of two migrant domestic workers in Saudi Arabia eventually prompted government of Indonesia to re-issue a moratorium policy

The unpreparedness of migrant workers in terms of knowledge and skills breeds national problems and affects the bilateral relations between Indonesian government and governments of the host countries. Prospective migrant workers do not know that working abroad is not only their personal affairs, but also the affairs of the sending and host countries. Indonesian government, through a diplomatic representative, must be responsible for and solve the problems related to Indonesian workers.

According to Mike Verawati's report (Migrant Care, 2017) the moratorium policy that is aimed at reviewing the sending of migrant workers to a country as a safeguard, has not been effective. This is due to the weak supervision and government's initial commitment to protect and improve the fate of migrant workers. Termination of

migrant worker shipments, especially migrant domestic workers shipment to 21 countries in the Middle East, came into force on 1 July 2015 through the Decree of the Minister of Manpower No. 260 of 2015. Previously, government had also issued a similar moratorium for Malaysia (2009) and Saudi Arabia (2011) due to the large number of cases of violence experienced by migrant workers. It can be concluded that moratorium was issued to protect migrant workers in countries that are often problematic and degrading humanity and Indonesia's dignity.

Migrant CARE research on female migrant worker's communication access found that after the moratorium was enacted, there were still many female migrant domestic workers who went to Middle East countries to work. From March 2015 to May 2016, the research team conducted an interview process at Soekarno Hatta Airport. From 2,644 domestic workers (housemaids) interviewed, it was found that 1,020 migrant domestic workers were of new departure status and 1,624 were migrant domestic workers with re-entry or re-employed status. The largest destination countries were Saudi Arabia, United Arab Emirates, Bahrain, Oman, Qatar, Kuwait, and Malaysia.

Prospective domestic migrant workers' lack of knowledge about working abroad and social culture of the destination country is related to their formal Education. Singgih Susilo's study of the revenue and spreading rate of Indonesian workers based on destination country showed that Indonesian workers with Primary Education

preferred Saudi Arabia as the destination country. Meanwhile, those who were Junior high school graduates chose Taiwan, Hong Kong, and High School graduates chose to work in Korea. The choice of destination country shows the revenue they earn. Education breeds bargaining power to earn income by selecting the destination country. Compared to Taiwan and Saudi Arabia, Korea gives the highest payment to migrant workers.

Education demonstrates one's knowledge. Wilbur Schramm in Jalaluddin Rakhmat (2009, p. 223) describes information as everything "which reduces uncertainty or reduces the number of possible alternatives in situations". This means that the higher migrant domestic workers' knowledge about their work and social culture of the destination country is, the lower is their uncertainty about them. Migrant domestic workers' knowledge about their work and social culture of the destination country has structured or organized reality. The reality of work and everything related to it appears as a meaningful picture. The picture of reality is called image. Image is migrant workers' picture of jobs. Without an image, they will always be in an uncertain mood. Image is the world according to people's perception. Walter Lippman in Rakhmat (2009, p. 223) mentions image as a picture in people's minds.

Knowledge can cause prosocial effects. One of the prosocial behaviors is to have skills that benefit both oneself and others. Such skills are usually obtained from formal education or training as a medium that performs skill internalization and externalization.



Sri Sunarti's research (2016) states that graduates' achievement of competency test continues increasing. This means that prospective migrant workers are aware of the importance of following competency test.

Respondents gave positive responses to the implementation of competency test. This was because prospective migrant workers mastered exam materials, so prospective workers could answer the test questions properly. Graduation percentage of competency test was good as it reached above 90 % per month although in August 2013 the graduation rate was below 90%. It meant that the training given was in line with the tested materials and that more prospective migrant workers were declared competent after competency test.

Education and training program followed by prospective domestic workers must be followed up with competency test. Competency certificates will be issued by formal Indonesian government institutions, BNSP (National Agency for Professional Certification). Larasati Budiyani's study (2014) entitled *The Role of LPK in Improving the Quality and Accessibility of Migrant Workers in Cilacap Regency* figured out that prospective Indonesian workers must have a competency certificate. This relates to the quality of human resources that refers to knowledge, skills and abilities, loyalty, discipline, cooperation and responsibility. Based on that, the training conducted by Labor Training Center does not only improve knowledge and skill, but also discipline, cooperation and responsibility.

## **IMPROVING THE SKILLS OF MIGRANT WORKERS BY TAKING CERTIFICATION PROGRAMS.**

Indonesian government facilitates training for prospective workers who will work abroad to boost their competence and expand work opportunities. Government facilitates the workers with competency and non-competency units in 21 days of training. The competency training includes occupational safety and health, destination country language, information technology, destination country's social culture, and communication techniques. Meanwhile, the non-competency training includes achievement motivation and financial management (Union Migrant Indonesia, 2016). The training is conducted as a solution to the low skill qualification that is in line with formal education level and the drop-outs who are forced to get into job market. The training is followed by competency test.

Comprehensive education and training for migrant workers before being sent to destination countries is very important. This is due to Permenakertrans No PER.23 / MEN / IX / 2009 on Education and Job Training for Prospective Indonesian Workers. To prevent abuse, since May 1, 2012, the education and training program has used online system in every management activity of migrant workers.

Government Regulation No. 4 of 2013 article 12 - 15 regulates the selection of Indonesian migrant workers that specifies the provision of a competency test without explaining the need for a

professional certificate ownership. The institutions that assesses migrant workers' competence before employment is Profession Certification Bodies (LSP) supervised by National Agency for Certification of Professions (BNSP). If the workers do not meet the required competency standard, they cannot be sent abroad. Supervision of job training center, which provides education and training for prospective migrant workers, is the authority of the Board of Migrant Workers. If there are training institutions that do not comply with applicable regulations, they may be closed. The competency test conducted by Institution for Standardized Certification for the Profession of Domestic Workers consists of several competency test units. Prospective domestic workers must graduate from each unit of competence. The graduates are then recommended to get a certificate by the institution to National Board of Profession Certification.

Research conducted by Muna Siva Ananda, et al. (n.d.) stated that the increase of Indonesian Manpower competence was a very important governmental task because superior and competent human resources was one of the main factors that would make Indonesia win the opportunity of globalization, such as the ASEAN Economic Community (MEA). In addition, Indonesia's good infrastructure, connectivity and governance were also critical factors. MEA does not open the market for unskilled labor, so every individual is expected to always upgrade his/her ability.

Human beings will always learn from others. The way human beings

understand a thing can be seen from the theory of social learning. In Social Learning and Clinical Psychology (1954), Julian Rotter states that behavior effect can affect a person's motivation to do the same. Individuals tend to avoid something that give negative impacts and to pursue positive results. If one expects a positive outcome of a behavior, or thinks that there is a possibility of getting a positive reward, he/she is likely to behave in that particular way. This behavior is reinforced, with positive output, making individuals tend to repeat the behavior to get reward. The process of improving the skills of migrant workers by taking certified programs can be done with the high frequency of practices and observations on housemaid model, which shows a high quality of work.

Psychological theories help explain prosocial effects. Education and training are Bandura's social learning theory. According to Bandura, we learn not only from direct experience, but also from imitation or modeling. Behavior is the result of cognitive and environmental factors. That is, we are able to have certain skills when there is a positive relationship between the models we observe and our own characteristics.

The education and training program offered to prospective domestic migrant workers is important in showing successful migrant domestic worker models. These models can be used as ideal behavior references for prospective domestic migrant workers. Prospective domestic migrant workers learn to practice with the model. Social learning theory

explains that human beings learn by observing others. This theory is based on the fact that human knowledge is derived from other human beings. In other words, what we know is based on the explanations and facts that others give to us.

### **IMPROVING THE CHARACTER OF MIGRANT WORKERS ATTENDING EMPLOYMENT TRAINING CENTER PROGRAM.**

Research conducted by Abdul Zahir, Andi Srirahayu and Baso Ali showed that students' character developed in terms of trustworthiness (93%), respect (87%), fairness (83%), care (88%), sincerity (honesty) (88%), courage (93%), diligence (93%), team work (93%), and integrity (93%). Other studies showed that character education could be fostered through fieldwork experience. Sidiq Triwibowo's thesis (n.d.) showed that there was a positive influence of character education on work readiness of Grade XII Students of Engineering Study Program of SMK Negeri 1 Seyegan. Both studies show that character education in prospective domestic workers can be grown through fieldwork experience. Character education conducted through fieldwork experience exposes prospective domestic workers to the workplace. Work environment requires domestic workers to uphold honesty, responsibility, discipline, a high curiosity about something new, more effective and efficient way of working, and good communication skill. Fieldwork experience that can be offered to prospective domestic workers is to place them in

expatriate families coming from countries the workers want to work in. However, fieldwork experience should also be able to find solutions to obstacles in technical internships.

The research conducted by Villy Eriza Putri, Arbaiyah Prantiasih, and A. Rosyid Al Atok (n.d.) reported several barriers to character education in the implementation of fieldwork experience. First, students were lack of discipline. Another obstacle was that students objected to the given responsibility because it was a great mandate to be properly implemented to achieve maximum results. There were students who objected to hard work. Second, the supervisor found it difficult to instill the character that should be implemented in fieldwork experience. The efforts made to minimize these obstacles were to familiarize students with the workplace and discipline habit that must be implanted. In addition, to familiarize themselves with the company's discipline required hard work, such as to throw away laziness. When they got used to it, they would become normal and feel no objection. Similarly, in carrying out the responsibility, they must learn to be responsible in terms of being open-minded about criticism. Open-mindedness also reflects honesty in a person. The practice also reflects prospective domestic workers when they are doing observational study. This means that an individual develops his/her knowledge by observing others. Prospective domestic workers will recognize others' behavior, adjust it for themselves, and imitate the behavior in society. Everything they know comes from people's behavior around them. Prospective domestic

workers can reinforce or weaken a behavior by referring to the response given by people at the workplace. Character education is not just an understanding of the character of job but the practice to grow and develop a good character at work.

## **CONCLUSION**

### **The Map of Knowledge Development of Migrant Workers Participating in Certification Programs**

Prospective workers' perception of working abroad demonstrates the strong impression that working abroad is easy with relatively high wages. The success stories of Indonesian workers overseas have shaped community's perception that working overseas will change their destiny and lead to a more successful life than working inside the country. These perceptions stimulate prospective workers to strive to be employed abroad without thinking and preparing themselves to be qualified migrant workers with certain competencies proven by certificates. The certificates of competence also have legal power associated with the rights and obligations of migrant workers and employers. Education level of prospective domestic workers reflects their knowledge. The higher migrant domestic workers' knowledge of the destination country is, the lower is their uncertainty about them. Migrant domestic workers' knowledge of their work and the social culture of the destination country has structured or organized reality. The reality of work and everything related to it appears as a meaningful

picture. The picture of reality is called image. Image is migrant workers' picture of jobs. Without an image, they will always be in an uncertain mood. Image is the world according to one's perception.

Knowledge can cause prosocial effects. One of the prosocial behaviors is to have skills that benefit both oneself and others. Such skills are usually obtained from formal education or training as a medium that performs skill internalization and externalization.

The prospective Indonesian migrant workers are required to have competency certificate. This relates to the quality of human resources that refers to knowledge, skills and abilities, loyalty, discipline, cooperation and responsibility. Based on this, the training conducted by Labor Training Center does not only improve quality but also the requirement for migrant workers to be employed. The process that mostly requires various parties' contribution is the pre-placement process of prospective migrant workers. The pre-placement process is the first step in determining migrant workers' accessibility and is highly vulnerable to possible violations of prospective migrant workers' rights. In addition, the work of sending labor abroad also requires other actors to create protection for migrant workers during pre-placement, placement and post-placement periods.

Pre-placement is a very important period. In this phase, prospective domestic workers' cognitive ability, attitudes and skills are prepared so that they are truly competent in their profession as domestic workers. In addition to

demonstrating migrant workers' competence, competency certificates also have power over workers' rights. Competency certificates also connect them with their profession agencies that link them with other workers and employers as clients. Clients do not only deal with domestic workers but also law of their professional institution.

Graduates' achievement of competency test continues to increase. This means that prospective migrant workers are aware of the importance of following competency test. The training provided by PT.AF as one of Labor Training Centers was in line with the tested materials, so more prospective workers were declared competent after competency test.

Education and Training program followed by prospective domestic workers must include competency test. Competency test as a series of candidate activities will result in competency certificates issued by National Agency for Professional Certification.

### **Improving the Skills of Migrant Workers by Taking Certification Programs.**

The 21 day- training facilitated by Labor Training Center consists of competency and non-competency units. The competency training includes occupational safety and health, destination country language, information technology, destination country's social culture, and communication techniques. Meanwhile, the non-competency training includes achievement motivation and financial management. The legal basis of the implementation of Education and

Job Training for Prospective Migrant Workers is Permenakertrans No PER.23 / MEN / IX / 2009. Government Regulation No. 4 of 2013, article 12 - 15 regulates the selection of Indonesian migrant workers. The institution that assesses migrant workers' competence before employment is Profession Certification Bodies (LSP) supervised by National Agency for Certification of Professions (BNSP). The competency test conducted by Profession Certification Institution for the Profession of Domestic Workers consists of several competency test snits. Prospective domestic workers must graduate from each unit of competencies. The graduates are then recommended to get certificate by Profession Certification Institution to BNSP. Superior and competent human resources are the main factors that will make Indonesia win the opportunity of globalization, such as ASEAN Economic Community (MEA). In addition, Indonesia's good infrastructure, connectivity and governance are also critical factors. MEA does not open the market for unskilled labor, so every individual is expected to always upgrade his/her ability.

The process of improving the skills of migrant workers by taking certification programs can be done with the high frequency of practices and observations on housemaid model which shows a high quality of work. Psychological theories help explain prosocial effects. Education and training is Bandura's social learning theory. According to Bandura, human beings learn not only from direct experience, but also from imitation or modeling. The education and training program

offered to prospective migrant domestic workers is important in showing successful migrant domestic worker models. These models can be used as ideal behavior references for prospective domestic migrant workers. Prospective domestic migrant workers learn to practice with the model.

### Improving the Character of Migrant Workers Attending Employment Training Center Program.

Prospective domestic workers' character education can be done through fieldwork experience. Character education conducted through fieldwork experience exposes prospective domestic workers to the workplace. Work environment requires domestic workers to uphold honesty, responsibility, discipline, a high curiosity about something new, more effective and efficient way of working, and good communication skill. Fieldwork experience that can be offered to prospective domestic workers is to place them in expatriate families coming from countries the workers want to work in. However, fieldwork experience should also be able to find solutions to obstacles in technical internships.

The fieldwork experience reflects the observational study undergone by prospective domestic workers. This means that an individual develops his/her knowledge by observing others. Prospective domestic workers will recognize others' behavior, adjust it to themselves, and imitate the

behavior in society. Everything they know comes from people's behavior around them.

Prospective domestic workers can reinforce or weaken a behavior by referring to the response given by people at the workplace. Character education is not just an understanding of the character of job but the practice to grow and develop a good character at work.

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## ABOUT

SALASIKA etymologically derived from Javanese language meaning 'brave woman'. SALASIKA JOURNAL (SJ) is founded in July 2019 as an international open access, scholarly, peer-reviewed, interdisciplinary journal publishing theoretically innovative and methodologically diverse research in the fields of gender studies, sexualities and feminism. Our conception of both theory and method is broad and encompassing, and we welcome contributions from scholars around the world.

SJ is inspired by the need to put into visibility the Indonesian and South East Asian women to ensure a dissemination of knowledge to a wider general audience.

SJ selects at least several outstanding articles by scholars in the early stages of a career in academic research for each issue, thereby providing support for new voices and emerging scholarship.

## AUDIENCE

SJ aims to provide academic literature which is accessible across disciplines, but also to a wider 'non-academic' audience interested and engaged with social justice, ecofeminism, human rights, policy/advocacy, gender, sexualities, concepts of equality, social change, migration and social mobilisation, inter-religious and international relations and development.

There are other journals which address those topics, but SJ approaches the broad areas of gender, sexuality and feminism in an integrated fashion. It further addresses the issue of international collaboration and inclusion as existing gaps in the area of academic publishing by (a) crossing language boundaries and creating a space for publishing and (b) providing an opportunity for innovative emerging scholars to engage in the academic dialogue with established researchers.

## STRUCTURE OF THE JOURNAL

All articles will be preceded by an abstract (150-200 words), keywords, main text introduction, materials and methods, results, discussion; acknowledgments; declaration of interest statement; references; appendices (as appropriate); table(s) with caption(s) (on individual pages); figures; figure captions (as a list); and a contributor biography (150 words). Word length is 4,000-10,000 words, including all previous elements.

## TIMELINE AND SCHEDULE

Twice a year: February and July.

## PUBLISHING AND COPYRIGHT APPROACH

All articles must not have been published or be under consideration elsewhere. We are unable to pay for permissions to publish pieces whose copyright is not held by the author. Contributors will be responsible for clearing all copyright permissions before submitting translations, illustrations or long quotes. The views expressed in papers are those of the authors and not necessarily those of the journal or its editors.

## CONTENT ASSESSMENT

All articles will be peer-reviewed double-blind and will be submitted electronically to the journal ([journal@salasika.org](mailto:journal@salasika.org)). The editors ensure that all submissions are refereed anonymously by two readers in the relevant field. In the event of widely divergent opinion during this process a third referee will be asked to comment, and the decision to publish taken on that recommendation. We expect that the editorial process will take up to four months. We will allow up to four weeks for contributors to send in revised manuscripts with corrections.



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