

# CURRICULUM VITAE

## Ippei Tsuruga

CURRENT EMPLOYMENT: **International Labour Organization (ILO)**

DATE OF BIRTH: **18 June 1984**

NATIONALITY: **Japanese**

CAREER INTERESTS: **Management, Social Protection, Unemployment Insurance, Informal Economy**

GEOGRAPHICAL EXPERTISE: **South East Asia, Sub-Saharan Africa**

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### OVERVIEW

Ippei Tsuruga is Social Protection Programme Manager for Indonesia at International Labour Organization. He has been managing programmes and providing technical contributions to social security reforms at the country level in Indonesia, Viet Nam and Myanmar, and also contributing to research and knowledge management at the ASEAN regional and global levels. He has been involved in various policy discussions and research activities on unemployment benefit, old-age, invalidity and survivors' benefits, maternity benefit, sickness benefit, and the extension of social protection to workers in the informal economy. He has worked at the ILO Country Office for Indonesia and Timor-Leste, the Regional Office for Asia and the Pacific and the Social Protection Department; and JICA Washington D.C. Office, Research Department, Country Office for Kenya, and Africa Department for Kenya, Nigeria and Somalia. He obtained Master of Arts in Poverty and Development from the Institute of Development Studies, University of Sussex; and Bachelor of Arts in Law from Kagawa University.

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### EDUCATION

2008 - 2009 **MA in Poverty and Development** (specialisation: Development Economics; dissertation: *Social Protection and Chronic Poverty in Cambodia: A Quantitative Analysis*) Institute of Development Studies (IDS), University of Sussex, UK  
Supervisor: [Dr. Sarah Cook](#), [Dr. Martin Greeley](#)

2004 - 2008 **BA in Law** (specialisation: Law and Public Policy; thesis: *Implementing Human Security in Development Assistance*) Kagawa University, Japan  
Supervisor: [Prof. Kazuya Ishii](#)

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### Other Training (academic and professional)

2013 - 2014 **Microeconometrics, Econometrics, Statistics** (non-degree)  
Graduate School of Economics, Hosei University, Japan

2013 **Impact Evaluation** (statistical methodology), JICA

2012 **Academy on Social Security** (social protection design, finance)  
International Training Centre of International Labour Organisation (ILO), Italy

2012 **Financial Analysis, Macroeconomics, Debt Sustainability Analysis**, JICA

2010 **Project Cycle Management** (planning, monitoring, evaluation)  
Foundation for Advanced Studies on International Development, Japan

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### EMPLOYMENT

**01 Mar 2022 – 31 Aug 2023** **Social Protection Programme Manager (Adaptive Social Protection, Pension, Employment Injury Insurance, Unemployment Insurance), ILO Country Office for Indonesia and Timor-Leste, Jakarta**

Brief description of duties and responsibilities:

1. Manage and implement [the ILO/GIZ Project on Building Social Protection Floors for All](#) (Budget: USD 97,877; tentative period: March 2022 – August 2023).
2. Provide technical inputs to social protection policies especially on old-age, invalidity, survivors, unemployment,

and employment injury benefits.

3. Assess the role of social insurance in the framework of Adaptive Social Protection roadmap.

Key achievements:

1. Adopted a national strategy to integrate social insurance into the Adaptive Social Protection strategy in the draft Long-term National Development Plan 2025 – 2045.
2. Published a report '[Social insurance and climate change in Indonesia](#)'.
3. Facilitated a tripartite conference '[Adaptive Social Protection Forum](#)'.

**15 Mar 2021 - PRESENT      Social Protection Programme Manager (Pension, Informal Economy, Maternity Benefit, Unemployment Insurance), ILO Country Office for Indonesia and Timor-Leste, Jakarta**

Brief description of duties and responsibilities:

1. Manage and implement [the ILO/Japan Project on Promoting and Building Social Protection in Asia](#) that covers three components including Indonesia, Viet Nam and the Asia region (Budget: USD 2,756,659; tentative period: March 2021 – December 2024).
2. Provide technical inputs to social protection policies especially on old-age, invalidity, survivors, maternity, sickness, unemployment, employment injury benefits, extension to informal employment, public employment services and vocational training programmes.
3. Assess the social security legislation for the ratification of the Social Security (Minimum Standards) Convention, 1952 (No. 102) in Indonesia.
4. Conduct legal and actuarial studies to reform the pension system in Indonesia.
5. Conduct legal and actuarial studies to establish a new maternity benefit scheme and a new sickness benefit scheme in Indonesia.
6. Conduct a policy review for reforming the unemployment insurance scheme in Indonesia.
7. Facilitate social dialogue on social protection reforms in Indonesia.
8. Produce a regional compendium report on unemployment protection in Asia.
9. Facilitate a regional tripartite expert meeting on unemployment protection in Asia.
10. Publish research outputs.
11. Assume officer-in-charge in the absence of Country Director.
12. Monitor the progress of the project and report to the donor.
13. Formulate new social protection projects and negotiate with potential donors for funding.
14. Be promoted from 'Technical Officer' to 'Programme Manager' in June 2021 but the duties and responsibilities remained unchanged in practice.

Key achievements:

1. Adopted a policy orientation to extend pension coverage to workers in informal employment in the National Strategy on Ageing in September 2021 (President Regulation No. 88/2021).
2. Adopted a national strategy to achieve universal social protection coverage through a life cycle approach in the draft Long-term National Development Plan 2025 – 2045 in May 2023.
3. Contributed technical inputs to the Law on pension reforms in January 2023 (Law No. 4/2023).
4. Delivered a draft assessment report on the social security legislation for the ratification of the Social Security (Minimum Standards) Convention, 1952 (No. 102) in Indonesia.
5. Delivered an actuarial report on the social security pension schemes administered by BPJS Employment as of 31 December 2020 and costing of sickness and maternity benefits in Indonesia.
6. Delivered a policy review report on the unemployment insurance scheme in Indonesia.
7. Delivered 12 country reports on the policy designs of unemployment insurance schemes.
8. Delivered 46 major technical meetings and training workshops involving 1,731 tripartite participants, and 3 major knowledge products including 3 publications as of December 2022.
9. Supervised 3 full-time project officers and many part-time contractors, simultaneously.
10. Formulated 2 development cooperation projects including [the ILO/GIZ Project on Building Social Protection Floors for All](#) (Budget: USD 97,877), and a new component on decent work for platform workers added to [the ILO/Japan Project on Promoting and Building Social Protection in Asia](#) (Budget: USD 100,000).
11. Assumed officer-in-charge in the absence of Country Director for 1 month per year on average.

**17 Mar 2021 - PRESENT      Social Protection Programme Manager (Unemployment Insurance, ALMPs), ILO Liaison Office in Myanmar, Yangon**

Brief description of duties and responsibilities:

1. Manage and implement [the ILO/Japan Project on Bolstering Unemployment Insurance and Labour Market Policy Development in Myanmar](#) (Budget: USD 642,736).
2. Provide technical inputs to social protection policies especially on unemployment benefits, and public employment services and vocational training programmes.
3. Assume responsibility for the overall coordination and management of social protection programme in Myanmar.

4. Assess the social security legislation for the ratification of the Social Security (Minimum Standards) Convention, 1952 (No. 102).
5. Conduct a sampling survey on employment termination, severance pay and return to work in time of crisis.
6. Implement the project without stakeholder's engagements.
7. Publish research outputs.
8. Monitor the progress of the project and report to the donor.
9. Be promoted from 'Technical Officer' to 'Programme Manager' in June 2021 but the duties and responsibilities remained unchanged in practice.

Key achievements:

1. Delivered analysis and recommendations for the implementation of new unemployment insurance scheme.
2. Delivered a draft assessment report on the social security legislation for the ratification of the Social Security (Minimum Standards) Convention, 1952 (No. 102).
3. Completed a sampling survey of 1,500 unemployed workers across the country, analysed data and delivered a report on the impact of the pandemic and the coup on workers' experience on employment termination and employer liability schemes.
4. Delivered a draft report on institutional analysis for the implementation of unemployment insurance scheme.
5. Delivered 8 technical reports (incl. legal analysis, survey report etc.), 22 reproduced materials for training and consultations, and 1 communication material.
6. Supervised 3 full-time project officers and many part-time contractors, simultaneously.

**01 Jan 2021 – 31 Mar 2022      Social Protection Programme Manager (Financing, Unemployment Insurance, ALMPs), ILO Liaison Office in Myanmar, Yangon**

Brief description of duties and responsibilities:

1. Manage and implement [the ILO/EU Project on Building a Sustainable Social Protection Response to the COVID-19 Crisis in Myanmar](#) (Budget: USD 203,656).
2. Provide technical inputs to social protection policies especially on unemployment benefits, and public employment services and vocational training programmes.
3. Contribute to reforming an unemployment insurance scheme and aligning it to ALMPs.
4. Conduct background research on employer liability scheme, existing social protection schemes and ALMPs.
5. Assess financial, legal and institutional feasibility of implementing the new unemployment insurance scheme.
6. Implement the project without stakeholder's engagements.
7. Publish research outputs.
8. Monitor the progress of the project and report to the donor.
9. Be promoted from 'Technical Officer' to 'Programme Manager' in June 2021 but the duties and responsibilities remained unchanged in practice.

Key achievements:

1. Delivered analysis and recommendations on reform options for the unemployment insurance scheme.
2. Delivered a legal review on [rules of employment termination and an employers' liability scheme](#)
3. Delivered a legal review on [an unemployment insurance scheme](#) under the Social Security Law 2012.
4. Delivered an actuarial report on an unemployment insurance scheme in Myanmar as of 1 October 2022.
5. Published 7 technical reports (incl. actuarial study, legal review etc.) and 2 communication materials.
6. Supervised 3 full-time project officers and many part-time contractors, simultaneously.

**21 Sep 2020 – 31 Oct 2021      Social Protection Programme Manager (Wage Subsidy, Emergency Relief), ILO Country Office for Indonesia and Timor-Leste, Jakarta**

Brief description of duties and responsibilities:

1. Manage and implement [the ILO/BMZ Project on Protecting Garment Sector Workers: Occupational Safety and Health and Income Support in Response to the COVID-19 Pandemic in Indonesia](#) (Budget: USD 1,971,346).
2. Provide technical inputs to social protection policies especially on unemployment benefits and employment retention programmes.
3. Design a pilot wage subsidy scheme, including policies and operations, to provide employers with partial wage subsidies in Indonesia upon furlough in order to prevent employers from terminating employment in time of crisis.
4. Implement the scheme in collaboration with the Better Work Indonesia team.
5. Monitor the progress of the project and report to the donor.
6. Be promoted from 'Technical Officer' to 'Programme Manager' in June 2021 but the duties and responsibilities remained unchanged in practice.

Key achievements:

1. Developed an employment retention scheme including [policies](#), [registration](#) and [claim](#) mechanisms.

2. Led technical discussion and dissemination at a series of consultations with tripartite stakeholders.
3. Trained trainers of operational teams and provided with technical advice during the implementation.
4. Provided 28,588 workers at 205 factories with cash transfers (Round 1: Wage subsidy: IDR 15,000 per day of furlough; Round 2: Salary compensation fund: IDR 1,200,000 for one month).

**1 Aug 2019 – 30 Sep 2022      Social Protection Programme Manager (Unemployment Insurance, ALMPs), ILO Country Office for Indonesia and Timor-Leste, Jakarta**

Brief description of duties and responsibilities:

1. Manage and implement [the ILO/Fast Retailing Project on Unemployment Protection in Indonesia – Quality Assistance for Workers affected by Labour Adjustments](#) (Budget: USD 1,851,480).
2. Provide technical inputs to social protection policies especially on unemployment benefits, and public employment services and vocational training programmes.
3. Contribute to establishing a new unemployment insurance scheme and aligning it to ALMPs.
4. Conduct background research on employer liability scheme, existing social protection schemes and ALMPs.
5. Assess financial, legal and institutional feasibility of implementing the new unemployment insurance scheme.
6. Facilitate social dialogue and provide training on unemployment insurance and ALMPs.
7. Produce a training of trainer programme on public employment services and conduct pilot trainings.
8. Publish research outputs.
9. Monitor the progress of the project and report to the donor.
10. Formulate new social protection projects and negotiate with potential donors for funding.
11. Be promoted from 'Technical Officer' to 'Programme Manager' in June 2021 but the duties and responsibilities remained unchanged in practice.

Key achievements:

1. Established a new unemployment insurance scheme in November 2020 (Law No. 11/2020).
2. Implemented a new unemployment insurance scheme and a single window services of cash benefits, public employment services and vocational training programmes in February 2021 (Government Regulation No. 7/2021; Minister of Manpower Regulation No. 7/2021).
3. Covered 10,983,610 active participants by the unemployment insurance scheme in the initial year of 2021.
4. Established a single window service of unemployment cash benefit, public employment services and vocational services.
5. Paid unemployment benefits for the first time in the history in February 2022.
6. Delivered 83 major technical meetings and training workshops involving 2,665 tripartite participants, and 19 major knowledge products including 7 publications (incl. [actuarial study](#), legal review, sampling survey etc.).
7. Supervised 4 full-time project officers and 30 part-time contractors, simultaneously.
8. Formulated 3 development cooperation projects including [the ILO/BMZ Project on Protecting Garment Sector Workers: Occupational Safety and Health and Income Support in Response to the COVID-19 Pandemic in Indonesia](#) (USD 1,971,346), [the ILO/Japan Project on Promoting and Building Social Protection in Asia](#) (USD 2,756,659) and [the ILO/Japan Project on Bolstering Unemployment Insurance and Labour Market Policy Development in Myanmar](#) (USD 642,736).

**15 Mar 2018 – 31 Jan 2020      Senior Technical Officer on Social Protection (Pension, Unemployment Insurance, Informal Economy), ILO Regional Office for Asia and the Pacific, Bangkok**

Brief description of duties and responsibilities:

1. Manage and implement regional projects including [the ILO/Japan Project on Extending Social Security Coverage in ASEAN](#) and a social protection component of [the New Industrial Relations Framework in Respect of the ILO Declaration on Fundamental Principles & Rights at Work in Viet Nam \(NIRF-SP\)](#) (Budget: USD 1,552,611 in 2018 and 2019).
2. Guide and provide backstopping for the work of project staff based in Bangkok, Jakarta and Hanoi for the purpose of providing technical recommendations on selected topics including labour law reforms and social insurance reforms in Viet Nam (i.e. old-age pension, sickness, maternity) and Indonesia (i.e. unemployment insurance), and extending social security to workers in informal employment in the ASEAN region.
3. Hire and supervise consultants to develop policy-oriented research and publications related to social protection at the ASEAN and country levels.
4. Maintain effective relationships with and provide technical services to governments, social security institutions, employers' and workers' organizations, the ASEAN Secretariat, and other project stakeholders.
5. Monitor and coordinate policy-oriented research, awareness raising, capacity building and policy dialogue.
6. Formulate new social protection projects.

Key achievements:

1. Adopted the Communist Party Resolution 28 NQ/TW for the Master Plan on Social Insurance Reform (MPSIR)

and the Government Action Plan to establish a multi-pillar pension system for universal pension coverage in Viet Nam.

2. Delivered 40 major consultation and training workshops inviting 1,303 participants and 37 major knowledge products ((USD 688,102).
3. Produced a regional report consolidating findings and recommendations on extending social protection to workers in informal employment and had it endorsed by the ASEAN Member States, while producing 5 additional country studies in Viet Nam, Malaysia, the Philippines, Indonesia and Myanmar.
4. Produced 17 technical reports for discussing pension reform options in Viet Nam.
5. Produced 6 technical reports for national tripartite dialogues on the design of employment insurance system and comprehensive social protection reforms in Indonesia.
6. Produced 6 video clips for public service announcements to extend social security coverage in Viet Nam.
7. Published '[Summary note on options for the design of a multi-tier pension system in Viet Nam](#)'.
8. Published '[How to extend social protection to workers in informal employment in the ASEAN region](#)'.
9. Supervised directly 5 full-time project officers and 19 part-time consultants (excluding contractors supervised by my staff members).
10. Formulated 3 projects including [ILO/UNIQLQ Unemployment Protection in Indonesia: Quality Assistance for Workers Affected by Labour Adjustments](#) (USD 1,869,995), ILO/Japan NIRF-SP in Viet Nam (USD 330,000) and ILO/Japan Development of a Social Protection Outlook for Asia and the Pacific (USD 150,000).

## **02 Apr 2016 – 14 Mar 2018      Social Protection Policy Officer, ILO Social Protection Department, Switzerland**

Brief description of duties and responsibilities:

1. Develop strategies/policies for the extension of social protection to workers in the informal economy, including the poor and vulnerable.
2. Provide the ILO's social protection team in the ASEAN region with technical backstops.
3. Develop strategies/policies for the extension of social protection to persons with disabilities.
4. Compile and analyse relevant quantitative and qualitative information necessary for the assessment of the social protection policies at the national, regional and international level.
5. Analyse data for assessments and research studies of social security schemes and social protection systems, and in particular with regard to social protection floors.
6. Prepare research and background papers on various aspects of social protection policies.
7. Draft components of global, regional and country analyses for reports and publications on various aspects of social protection policies, in particular with respect to policy development, implementation, monitoring and impact analysis.
8. Contribute to the development of policy guidance and capacity-building material.
9. Assist in technical backstopping, project implementation and monitoring as a junior desk officer.
10. Participate in technical missions for research, training and fact finding.
11. Assist in organising workshops and seminars particularly in the ASEAN region.

Key achievements:

1. Published a chapter on 'Disability benefits' in the [World Social Protection Report 2017/19](#).
2. Published a chapter on 'Regional perspectives: Asia and the Pacific' in the [World Social Protection Report 2017/19](#).
3. Published a chapter on 'Regional perspectives: Africa' in the [World Social Protection Report 2017/19](#).
4. Published a report '[Extending social security to workers in the informal economy: Lessons from international experience](#)'.
5. Published a policy brief '[Extending social security to self-employed workers](#)'.
6. Published a policy brief '[Extending social security to workers in the informal economy: Information and awareness](#)'.
7. Published a policy brief '[Extending social security to workers in micro and small enterprises](#)'.
8. Published an unguided online training course on social protection.
9. Drafted a policy brief on poverty targeting.
10. Drafted a policy brief on apprenticeship and social protection.

## **01 Sep 2013 – 31 Mar 2016      Advisory Member, JICA Social Protection Network**

Social Security Network is one of knowledge management networks within JICA and holds internal resource persons on social protection, headed by Deputy Director General of Human Development Department (HDD) and Director of Social Security Division (SSD). The network aims to discuss various social protection issues and advise HDD and SSD at policy levels and project approaches/designs. I was one of 20 members and responsible to:

1. Advise SSD on social protection (particularly social transfers).
2. Comment on SSD's assistance strategy papers.
3. Advise SDD's survey teams on scopes, approaches and designs.
4. Update international discussion on social protection for SSD.

Key achievements:

1. Participated in and commented on the strategy paper on disability and social protection for the future assistance.
2. Conducted a seminar on designing social protection instruments particularly on cash transfers, using case studies of Kenyan CCT programme for Orphans and Vulnerable Children, and Cambodian programme for the poor households.
3. Commented several policy papers of social security division in distance.

**28 Jun 2014 – 31 Mar 2016      Representative, JICA USA Office**

Brief description of duties and responsibilities:

1. Responsible for office management (treasury, procurement, contract and staff management etc).
2. Various management tasks including staff management and recruitment.
3. External relations with UN agencies, US Government and research institutes, in particular on post-2015 agenda.
4. Manage procurement and coordination for Japan's emergency assistance for Latin American regions.
5. Develop strategies for organisational activities
6. Manage research projects in collaboration with Brookings, CSIS, Columbia University, and Georgetown University etc.
7. Research on chronic poverty in Cambodia, a contribution to the IDS-AFD-JICA joint publication on Quality of Growth.

Key achievements:

1. Recruited/Supervised staff members (Human Resource)
2. Headed/Managed legal/procurement/finance/administration sections (General Affairs and Finance).
3. Coordinated joint research projects (Brookings, CSIS, Columbia University etc.).
4. Launched several research products (The Last Mile, Brookings; Economic Transformation in Africa, Stiglitz).
5. Published a research paper on chronic poverty in Cambodia.
6. Liaised with USAID, US Government, research institutes, UN agencies etc.
7. Launched a research project on gender (Georgetown University) and innovation for poverty reduction (CSIS).
8. Coordinated emergency assistance for Chile and Dominica as part of JICA's disaster responses.

**01 Jul 2013 – 27 Jun 2014      Deputy Assistant Director, JICA Research Institute, Japan**

Brief description of duties and responsibilities:

1. Develop institutional strategies and involve in the decision-making process for the institute's activities.
2. Represent the institute on any matters of external relations.
3. Lead operations in terms of planning, budgeting, procuring, recruiting and contracting.
4. Lead external relations to explore further collaboration with international research institutes.
5. Manage and coordinate several research projects on poverty reduction and human development.
6. Organise international conferences, events and seminars to launch research products.
7. Conduct research on "Chronic Poverty in Cambodia: Quality of Growth for Whom", as a part of IDS-AFD-JICA joint research project on Quality of Growth (area of growth, poverty, and social development).
8. Recruit and supervise research assistants and consultants (Human Resource).
9. Manage legal/procurement/finance/administration tasks (General Affairs and Finance).
10. Manage and coordinate 7 research projects including joint research projects with Initiative for Policy Dialogue at Columbia University on Industrial Development.

Key achievements:

1. Contributed to papers, technical inputs, editing and project management as specified below.
2. Published a book chapter "Chronic Poverty in Cambodia: Quality of Growth for Whom", as a part of IDS-JICA joint research project.
3. Launched a book "Growth is Dead, Long Live Growth: The Quality of Economic Growth and Why it Matters" as a final product of the IDS-AFD-JICA joint research project.
4. Launched a book on African development "Africa 2050: Realizing the Continent's Full Potential" from Oxford University Press, while inviting All the African Presidents, Prime Ministers and Finance Ministers. I was responsible for concept, budget allocation, contract and edit on behalf of Director of JICA Research Institute.
5. Launched a new project on impact evaluation for the participatory agricultural project on Smallholder Horticulture Empowerment Project in Kenya.
6. Launched a new project on Impact evaluation for the technical assistance project for Improving Managerial Capital for Small and Medium-sized Enterprise in Latin America.

**01 May 2012 – 01 Jun 2013      Research Officer, JICA Research Institute, Japan**

Brief description of duties and responsibilities:

1. Develop institutional strategies, and involve in the decision-making process for the institute's activities.
2. Represent the institute on any matters of external relations.
3. Lead operations in terms of planning, budgeting, procuring, recruiting and contracting.
4. Lead external relations to explore further collaboration with international research institutes.
5. Manage and coordinate several research projects on poverty reduction and human development.
6. Organise international conferences, events and seminars to launch research products.

Key achievements:

1. Managed/Coordinated 10 research projects.
2. Published a book chapter "Policy Challenges for Infrastructure Development in Africa - The Way Forward for Japan's Official Development Assistance" and assisted in editing the whole book "Inclusive and Dynamic Development in Sub-Saharan Africa" published from JICA-RI.
3. Edited and published a book "Inclusive and Dynamic Development in Sub-Saharan Africa".
4. Organised an international conference at the fifth Tokyo International Conference on African Development (TICAD V) in 2012, and launched the above book while inviting African leaders and delegations.
5. Coordinated a joint research project on economic transformation in Africa with Columbia University, and launched at TICAD V.
6. Coordinated to publish bimonthly literature reviews of academic papers on development issues.
7. Advised on social protection to JICA's operation departments.

**01 Oct 2012 – 30 Sep 2013      Visiting Lecturer, Kagawa University, Japan**

Brief description of duties and responsibilities:

1. Teach an international cooperation course once a year for undergraduate students.

Key achievements:

1. Lectured an international cooperation course once a year for 200 undergraduate students.

**01 Jul 2010 – 31 Oct 2010      Representative, JICA Kenya Office**

Brief description of duties and responsibilities:

1. Assist in implementing a variety of projects at the country office.
2. Collect information for the future assistance on poverty reduction, human development and social protection.
3. Build network with key development partners on poverty reduction, human development and social protection.

Key achievements:

1. Built a network between JICA and development partners (World Bank, UNs, DFID, NGOs etc.) on social protection through meeting and attending workshop.
2. Collected information on the trend of Social Protection in Kenya to propose JICA's commitment to the sector, which has been practiced in seminar and research as mentioned above.

**01 Apr 2010 – 30 Apr 2012      Country Economist (Kenya, Nigeria, Somalia, Eritrea), JICA Africa Department, Japan**

Brief description of duties and responsibilities:

1. Develop institutional strategies, and involve in the decision-making process for the institute's activities.
2. Represent the institute on any matters of external relations.
3. Manage country assistance programmes and projects in operation together with regional offices and development partners.
4. Recruit and supervise project team members including consultants (Human Resource).
5. Represent the institution and participate in and lead policy dialogues with recipient governments.
6. Draft legal documents for grant aid.
7. Draft terms of reference for service contract with consultants.
8. Develop a country assistance strategy for Kenya.
9. Manage the assistance portfolio of various sectors (over 20 programmes, 45 projects, and US\$ 60 million per annum).
10. Develop legal documents (Grant Agreement etc.) for new projects.
11. Lead a series of internal seminar on social protection (mainly social transfers) in cooperation with the poverty reduction team.

Key achievements:

1. Established a new assistance strategy/programme on health and social protection in Kenya that aimed to increase access of poor households to the health system.
2. Conducted a stock-taking survey on health and social protection in Kenya to formulate a framework of mid- and long-term interventions. It resulted in a US\$ 40 million intervention in 2015 for universal health coverage (including health insurance).
3. Conducted a socioeconomic analysis for Kenya to develop a new country assistance strategy including macro economy, poverty, inequality, education, health, industry etc.
4. Developed an assistance framework on the 2011 drought response for the Horn of Africa and managed its operations (US\$ 20 million projects for Kenya) after leading a rapid assessment.
5. Restarted JICA's interventions to Somalia after 21 years, which provided purified water and sanitation in Mogadishu with IOM.

**01 Oct 2009 – 31 Mar 2010      Social Protection Child Labour Officer (paid-intern), ILO Cambodia**

At ILO's International Programme on the Elimination of Child Labour (IPEC),

1. Develop ILO proposals for a consultation workshop for the Cambodian National Social Protection Strategy (NSPS) in relation to child labour and social protection.
2. Assist programme officers in developing project documents on child labour.
3. Assist programme officers in operations and public relations.

Key achievements:

1. Drafted a concept note on social protection and child labour, which was presented at a technical consultation with Council for Agricultural and Rural Development, and integrated into the approved National Social Protection Strategy Framework in Cambodia.
2. Assisted in conducting seminars/consultations on child labour and social protection.
3. Assisted programme officers in developing action plans of IPEC's child labour interventions.
4. Assisted in documenting child labour literature and establishing the Child Labour Documentation Centre.

**01 Jul 2005 – 31 May 2008      Development Officer (part-time intern), Second Hand (NGO), Japan**

Brief description of duties and responsibilities:

1. Assist the NGO in operating projects on poverty reduction, livelihood, education and health in Cambodia.
2. Assist the NGO in raising funds in Japan.
3. Assist the NGO in public relations in Japan.
4. Participate in the NGO's management meeting for strategies and operations.

Key achievements:

1. Improved operations for a vocational training project for empowering women and a child protection project in Cambodia.
2. Drafted articles for seasonal newsletters/reports for donors, on Impact of a small scale Cash Transfer project to school pupils by interviewing beneficiaries in a Cambodian slum (Social Protection/Child Protection).
3. Reported to foster parents of Cambodian orphans on the result of interview to beneficiaries.
4. Assisted in managing charity shops for fundraising.

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**PUBLICATIONS (including ongoing works and partial contribution)**

Tsuruga and Quarina. Forthcoming. Who pays the price of unemployment? Job losses and income security in Myanmar.

Setyonaluri et al. Forthcoming. Managing motherhood: A survey on the maternity leave situation of women workers in metropolitan Indonesia.

Adioetomo and Tsuruga. Forthcoming. Old-age income security in Indonesia: A literature review.

Llano et al. Forthcoming. Republic of Indonesia: Report to the Government - Assessment of the social security legislation for the ratification of the Social Security (Minimum Standards) Convention, 1952 (No. 102).

Llano et al. Forthcoming. Myanmar: Report to the Government - Assessment of the social security legislation for the ratification of the Social Security (Minimum Standards) Convention, 1952 (No. 102).

Brimblecombe et al. Forthcoming. Cost assessment for an unemployment insurance scheme in Myanmar as at 1 October



2022.

- Tsuruga et al. 2023. Unemployment insurance in Indonesia: Challenges and recommendations.
- Brimblecombe et al. 2023. [Republic of Indonesia: Report to the Government - Financial assessment of the social security pension schemes administered by BPJS Employment as of 31 December 2020 and costing of sickness and maternity benefits.](#)
- Sengupta et al. 2023. [Social insurance and climate change in Indonesia: Implications for Adaptive Social Protection ambitions.](#)
- Ruck and Tsuruga. 2022. [The process leading to the establishment of an employment insurance scheme in Indonesia from an ILO perspective.](#)
- Tsuruga et al. 2021. [Policy design for unemployment benefits in Myanmar: The Social Security Law, 2012, and Social Security Rules, 2014.](#)
- Tsuruga et al. 2021. [Employment Termination in Myanmar: Rules and Payment on Separation.](#)
- Tsuruga. 2020. [Exploring policy options for an employment insurance scheme in Indonesia.](#)
- Bédard et al. 2020. [Legal, financial and administrative considerations for an employment insurance system in Indonesia.](#)
- Tsuruga. 2020. [Guidelines for the ILO wage subsidy programme in the garment sector in Indonesia.](#)
- Tsuruga and Wedarantia. 2020. [Rules and practices of severance pay in Indonesia - the Labour Law Number 13 of 2003.](#)
- Bédard et al. 2020. [International practices of income protection for unemployed persons: Implications for Indonesia.](#)
- Tsuruga et al. 2020. [Extending social security to self-employed workers.](#)
- Tsuruga et al. 2020. [Extending social security to workers in the informal economy: Information and awareness.](#)
- Tsuruga et al. 2020. [Extending social security to workers in micro and small enterprises.](#)
- De et al. 2020. [An assessment of the social protection needs and gaps for workers in informal employment in Myanmar.](#)
- Tsuruga. 2020. [Policy design of employment adjustment subsidy in Japan.](#)
- Nguyen et al. 2019. [How to extend social protection to workers in informal employment in the ASEAN region.](#)
- Tsuruga et al. 2019. [Summary note on options for the design of a multi-tier pension system in Viet Nam.](#)
- Behrendt et al. 2019. [Extending social security to workers in the informal economy: Lessons from international experience.](#)
- ILO. 2017. Disability benefits. In: [World Social Protection Report 2017/19.](#)
- ILO. 2017. Regional perspectives: Asia and the Pacific. In: [World Social Protection Report 2017/19.](#)
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- Tsuruga. 2015. [Chronic poverty in Cambodia: Quality of growth for whom?.](#) In: [Growth is dead, long live growth: The quality of economic growth and why it matters.](#)
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## OTHERS

### COMPUTER AND SOFTWARE SKILLS

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Microsoft Office Package, STATA, WordPress

### LANGUAGES

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Japanese (native), English (fluent)

### REFERENCES

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