



Hello,

Susah, Senang - Kita Tanggung Bersama!

«Difficult times, happy times - we will get through them together!»

This is our new team motto on the island.

We strongly believe in it and work every day towards our goal of welcoming guests again very soon to our unique island of Pef.



You may have wondered why we haven't laid off any employees yet and still have more than 50 people on the payroll, even though we need to keep our expenses to a minimum for financial reasons.

There are currently over 30 employees on the island, others work from home and still others are taking a long holiday.

Apart from social arguments, there are also economical reasons for this. We would like to point out a few of them to you:

- We consider it our duty not to lay off our employees, but to ensure that they and their families don't lose their livelihood.
- However, everyone has to accept massive salary cuts (up to 55%).
- As a result of everyone working part-time, the company is also deducting holidays from their salaries.
- However, all employees still receive enough money to feed themselves and their families (i.e. a total of over 200 people).

- As long as they are employed, the company can and does continue to pay health insurance to keep them covered. This would not be possible if they were not employed anymore.
- Building a strong team in Raja Ampat is a big investment that involves a substantial amount of time and money. Many of our employees have to be trained from scratch due to lack of education and experience. Our employees are therefore a big capital for our company, that we have built up over many years.
- 50% of our employees have been with Raja4Divers for more than five years. This type of loyalty is not very common here in Raja Ampat.
- In tropical areas, humidity and salty air heavily get to buildings, machines and boats. In order to preserve the resort, various cleaning, renovation and maintenance works are therefore necessary. This is why a certain number of employees is needed on site, helping us not to jeopardise the condition and thus the value of the resort.
- All employees receive board and lodging at the resort. This is not a matter of course in our area. In return, they show great flexibility and help wherever they are needed.

We are ready to receive guests as soon as travelling is possible again!

Preserve the existing and create something new

Among other things, we are enlarging our water pond, scrubbing the two whale skeletons, sanding down and oiling the furniture in all bungalows, renovating the barbecue area and cleaning up our storage.



At the house reef, our dive guides have created small new reefs using wiring fence and broken pieces of coral. Take a look at how it was done:



#TalkingWithMangroves - the blog is back!

Our marketing manager Monika is back on the island and taking up her regular blog again this week.

Every Friday, you can find her impressions of life in paradise [here](#).



«Raja4Rice» continues...

Many thanks to all who have already bought rice, who continue to support the project and also to those who would like to still make a contribution!

Take me to
Raja4Rice

Kind regards from the island!
Your Raja4Divers team

#TalkingWithMangroves
The blog on raja4divers.com

Follow us on social media!

We look forward to seeing your holiday pictures from Pulau Pef.
Please use the hashtags **#raja4divers** and **#pulaupef** to tag us.

