

USAID MITRA KUNCI INITIATIVE QUARTERLY REPORT APRIL – JUNE 2021

Task Order No. AID-497-TO-17-00001



This publication was produced by the USAID MITRA KUNCI INITIATIVE under Youth Power: Implementation IDIQ Contract AID-OAA-I-15-00014 at the request of the United States Agency for International Development. This document is made possible by the support of the American people through the United States Agency for International Development. Its contents are the sole responsibility of the author or authors and do not necessarily reflect the views of USAID or the U.S. Government.

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Prof. Nizam, Ministry of Education, Culture, Research, and Technology (MOECRT)'s Director General of Higher Education, appreciated the Student Community Service on Entrepreneurship Program (KKN-TKWU) and its relevance to Merdeka Belajar, Kampus Merdeka (Freedom to Learn, Independent Campus) Policy in front of Peter Novak, USAID Indonesia's Deputy Director of the Office of Human Capacity and Partnership, during Mitra Kunci's Media Gathering titled Entrepreneurship and Youth Development for Inclusive Workforce on June 16.

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ACRONYMS AND ABBREVIATIONS

APINDO	Asosiasi Pengusaha Indonesia, the Indonesian Employers Association
BAPPENAS	Ministry of National Development Planning/National Development Planning Agency
BBPLK	Center for Work Training Development (Balai Besar Pengembangan Latihan Kerja)
BIDIKMISI	Tuition assistance program for poor and vulnerable students with high potential
BLK	Vocational Training Center (Balai Latihan Kerja)
BPS	Indonesian Bureau of Statistics (Badan Pusat Statistik)
BUMDES	Village-Owned Enterprises
BUMN	State-Owned Enterprise
BNSP	National Professional Certification Board (Badan Nasional Sertifikasi Profesi)
CCFI	Coca-Cola Foundation Indonesia
CDCS	Country Development Cooperation Strategy
CCLA	Communicating, Collaborating, Learning, Adapting
Co-Ag	Cooperative Agreement; refers to Project Implementers directly managed by USAID
DAI	DAI Global, LLC
DINAS	Local government department
DPL	Field Supervisors for Student Community Service (KKN)
FAA	Fixed Award Agreement
GESI	Gender Equality and Social Inclusion
GerkatIn	Movement for Indonesia Blind Person's Welfare (Gerakan untuk Kesejahteraan Tunarungu Indonesia)
GOI	Government of Indonesia
GUC	Grants Under Contract
IDIQ	Indefinite Delivery/Indefinite Quantity Contract
IWD	Inclusive Workforce Development
J2SR	Journey to Self-Reliance
JPIP	The Jawa Pos Institute of Pro-Otonomi
KABUPATEN	District
KOTA	Municipality
KKN	Student Community Service Program (Kuliah Kerja Nyata)
KKN-TKWU	Student Community Service Program on Entrepreneurship (Kuliah Kerja Nyata Tematik Kewirausahaan/KKN-TKWU)
LKP	Private courses and training institutions (Lembaga Kursus dan Pelatihan)
LMA	Labor Market Assessment/Analysis
LPK/LKP	Vocational training institutes (Lembaga Pelatihan Kerja)
LP2M	University Community Service and Research Agency (Lembaga Penelitian Pengabdian Masyarakat)
MOECRT	Ministry of Education, Culture, Research and Technology
MOM	Ministry of Manpower
MORHE	Ministry of Research, Technology, and Higher Education (Kemenristekdikti)
MOU	Memorandum of Understanding
MOVD	Ministry of Village Development (Kemendesa)
DPO	Disabled People's Organization (DPO)/Organisasi Penyandang Disabilitas (OPD)
P&V	Poor and Vulnerable
PHRD	Perhimpunan HRD (Association of Human Resource Development)
PI	Project Implementer (grant recipients)
PIRS	Performance Indicator Reference Sheets
PKL-TWKU	On-the-job training/vocational student service on entrepreneurship (PKL/Praktik Kerja Lapangan)
PPDI	Indonesia Association of PWD (Persatuan Penyandang Disabilitas Indonesia)
PPDiS	Pioneers Concern for People with Disabilities (Pelopor Peduli Disabilitas) Situbondo
PERTUNI	Indonesia Association of Blind Person (Persatuan Tunanetra Indonesia)
PYD	Positive Youth Development
RF	Rajawali Foundation
RWAP	Ready-to-Work Accelerator Program (USAID/RTI)

SINERGI	Strengthening Coordination for Inclusive Workforce Development in Indonesia
SKPD	Local government work unit (Satuan Kerja Perangkat Daerah)
SMK	Vocational high schools (Sekolah Menengah Kejuruan)
STTA	Short-Term Technical Assistance
TAMIS	Technical and Administrative Management Information System (DAI)
TVET	Technical and Vocational Education and Training
UMKM	Micro, Small and Medium Enterprises (Usaha Micro, Kecil dan Menengah)
UMM	Muhammadiyah University, Malang (Universitas Muhammadiyah Malang)
UNEJ	State University of Jember (Universitas Negeri Jember)
UNESA	State University of Surabaya (Universitas Negeri Surabaya)
UNIKU	Kuningan University (Universitas Kuningan)
UNPAD	Padjajaran University (Universitas Padjajaran)
UNSIL	Siliwangi University (Universitas Siliwangi)
UNSUR	Suryakencana University (Universitas Suryakencana)

EXECUTIVE SUMMARY

This Mitra Kunci Quarterly Progress Report covers activities implemented during the third quarter of Year Five of the project (April 1 to June 30, 2021).

As the project moves into its final months, Mitra Kunci has surpassed many of its targets, with scale out initiatives already showing results. This quarter we can highlight an additional:

- 1,135 individuals gained new or better employment as a result of following USG-assisted workforce development programs (44 percent above the total target).
- 4,782 accessed program activities, with an additional 3,075 completing programs and 6,317 with increased skills as a result and 3,075 have been trained in social or leadership skills.
- 557 service providers who serve vulnerable people have been trained and 114 higher education institutions have received capacity development support.
- 250 vulnerable people benefited from USG-supported social services.
- 18 institutions have adopted improved workforce development training, all H&M factory production units and 59 new private sector partners have participated in activities.
- IDR 353.3 million was leveraged related to private sector and EEE-PWD activities.
- 10 new workforce development partnerships were established and 26 Gender and Social Inclusion initiatives implemented by partners.

Deepening engagement with Government partners at all levels means that Mitra Kunci's legacy will sustain. At the national level, the project is working closely with the Ministry of Education, Culture, Research and Technology on building community service entrepreneurship (KKN-TKWU) teaching and learning materials into its online learning system for all universities. It is also making good progress on supporting the development of Community Vocational Education Centers (BLK) with the Ministry of Manpower taking on the development of a national online platform to support BLKs. The project's activities have also attracted the attention of the Office of the President, with one of his staff joining a youth-led event on inclusive workforce development policies. In the provinces, Mitra Kunci is working with Central Java to finalize its e-makaryo job matching app for vulnerable youth by providing assistance on psychometric profiling within the app, and in East Java, the EEE-PWD has collaborated with provincial and seven district governments to promote inclusive workforce development, linking people with disabilities (PWD) with opportunities for work, business and learning.

Partnership with two youth-led NGOs has led to a burst of energy around Jarum Kayu, a new youth network for decent and inclusive work. Through its support to EMANCIPATE and KONEKIN, Mitra Kunci has co-sponsored a new youth network which brings together young activists from across Java to advocate for decent and inclusive work. Following a selection process, 15 young people from a diverse range of backgrounds are now able to connect, share ideas and push for changes. They are now working on a policy brief to influence inclusive workforce development based on data they have collected through the network, and have had chance to share ideas with APINDO and the Ministry of Manpower with Mitra Kunci support at a workshop in June.

In East Java, the EEE-PWD team moved quickly and creatively to make connections for PWD across Disabled People's Organizations (DPOs), local government agencies and private sector partners. Building on previous work done by the project, EEE-PWD has been able to use Mitra Kunci products and approaches to connect DPOs, BLKs, Social Services and other government agencies and training centers, private sector partners and Special Schools to open up training opportunities for youth with disabilities. Access to start up funding for PWD is in the works after the EEE team assisted proposal development from various sources, meanwhile new PWD-owned

small businesses are already popping up, with the BISA welding workshop in Jember and a planned Café Sahabat in Banyuwangi, both of which have already leveraged additional local support.

Collaboration with APINDO both nationally and in the provinces now has a high level of momentum and is adding value across the project's activities. APINDO and its member companies are demonstrating their commitment to inclusive workforce development by participating and contributing to Mitra Kunci-led activities and through their own activities to move the agenda forward with the government. H&M in particular has scaled inclusive initiatives through its factories and shared the findings of its inclusion survey. The GESI Guideline has now been shared and discussed in all three partner provinces, and 30 APINDO member company representatives have now been trained in inclusive workforce development so that they can help private sector partners take steps to improve inclusion in line with their own policies and plans. The EEE program is benefitting from private sector support to PWDs, with local minimart Alfamart open to new employees with disabilities and hiring in two locations.

The results of the tracer study which followed university students who participated in KKN-TKWU activities is showing strong results. All seven universities have now shared the results, with 4,049 student responses to the tracer surveys (out of a total of 24,728 students completing KKN-TKWU activities, or a response rate of approximately 16 percent). Of those students, 15 percent have since gained employment (note, the survey includes graduates and current students), 13 percent have started their own businesses and a total of 28 percent have therefore already gained employment or started a business since following the KKN-TKWU activities, and of these, 52 percent are female. Both graduates and current students alike are more likely to start new businesses than to enter employment, and 87 percent have small or micro enterprises with assets below IDR 10 million, with only three percent having assets of over IDR 50 million. Those who have found jobs have mainly gone into the education sector, services and trade, and a third have permanent jobs, with two thirds on contract or part time jobs. One percent of those who have started businesses or found work are PWD.

The recent COVID-19 surge has been a blow to the team and its partners, but the show must go on. This most recent wave of infections is overwhelming the health system particularly in Jakarta and other cities in Java, affecting staff, their families and neighbors and all partners. It has added delays to activities and prevented several activities from being held in person, such as the training of GESI facilitators. In spite of this the team has continued to press forward. At this point it is likely that the project will reach all its targets and make a significant difference in the lives of young and vulnerable people in Java, who are now better trained and better placed to find work and start their own businesses, through a more conducive environment in government, training centers and private sector companies.

RINGKASAN EKSEKUTIF

Laporan Kemajuan Kuartal Mitra Kunci ini mencakup kegiatan-kegiatan yang diimplementasikan dalam kuartal ke tiga di Tahun Ke lima proyek (1 April - 30 Juni 2021).

Ketika proyek memasuki bulan-bulan terakhirnya, Mitra Kunci telah melampaui banyak target, dan upaya perluasan inisiatif juga sudah menunjukkan hasil. Kuartal ini tambahan capaian yang dihasilkan adalah:

- 1.135 orang memperoleh pekerjaan baru atau pekerjaan yang lebih baik sebagai hasil dari mengikuti program pengembangan tenaga kerja (44 persen di atas target total).
- 4.782 orang mengakses kegiatan program, dengan tambahan 3.075 mengikuti program sampai selesai dan terdapat 6.317 yang meningkat keterampilannya serta 3.075 telah dilatih dalam *soft skill* atau kepemimpinan.
- 557 pihak yang melayani orang-orang rentan telah dilatih dan 114 lembaga pendidikan tinggi telah menerima dukungan pengembangan kapasitas.
- 250 orang yang rentan telah menerima manfaat.
- 18 institusi telah mengadopsi pelatihan pengembangan tenaga kerja yang lebih baik, semua unit produksi pabrik H & M dan 59 mitra sektor swasta baru juga telah berpartisipasi dalam kegiatan.
- Rp 353,3 juta dikontribusikan oleh sektor swasta dan dalam kegiatan EEE-PWD.
- 10 Kemitraan pengembangan tenaga kerja inklusif yang baru didirikan dan 26 inisiatif inklusi gender dan sosial dilaksanakan oleh mitra.

Meningkatkan keterlibatan mitra pemerintah di semua tingkatan berarti bahwa inisiatif yang dibawa Mitra Kunci akan berlanjut. Di tingkat nasional, proyek ini bekerja sama dengan Kementerian Pendidikan, Kebudayaan, Penelitian dan Teknologi memasukkan materi pembelajaran KKN-TKWU ke dalam sistem pembelajaran daring untuk semua universitas. Mitra Kunci juga mendapatkan kemajuan yang baik dalam mendukung pengembangan BLK Komunitas di mana Kementerian Tenaga Kerja melanjutkan pengembangan platform daring nasional untuk mendukung BLK Komunitas. Kegiatan proyek juga menarik perhatian Kantor Presiden, dengan salah satu stafnya bergabung dalam acara pemuda tentang kebijakan pengembangan tenaga kerja inklusif. Di provinsi, Mitra Kunci bekerja sama dengan pemerintah Jawa Tengah untuk menyelesaikan aplikasi informasi dan penyaluran pekerjaan E-Makaryo untuk pemuda rentan dengan memberikan bantuan pada pengembangan aspek profil psikometrik dalam aplikasi tersebut, dan di Jawa Timur, EEE-PWD telah berkolaborasi dengan pemerintah provinsi dan tujuh wilayah kabupaten untuk mempromosikan pengembangan tenaga kerja inklusif, menghubungkan penyandang disabilitas (PWD) pada peluang untuk pekerjaan, usaha, dan pembelajaran.

Kemitraan dengan dua LSM pemuda telah menghasilkan kegiatan Jarum Kayu, sebuah jaringan pemuda baru untuk pekerjaan yang layak dan inklusif. Melalui dukungannya untuk Emancipate dan Konekin, Mitra Kunci telah mendukung jaringan pemuda baru yang menyatukan aktivis muda dari seluruh Jawa untuk mengadvokasi pekerjaan yang layak dan inklusif. Setelah proses seleksi, 15 orang muda dari beragam latar belakang sekarang dapat saling terhubung, berbagi ide, dan mendorong perubahan. Mereka sekarang sedang mengerjakan advokasi kebijakan untuk mempengaruhi pengembangan tenaga kerja inklusif berdasarkan data yang telah mereka kumpulkan melalui jejaring, dan mereka juga berbagi ide dengan APINDO dan Kementerian Tenaga Kerja dengan dukungan Mitra Kunci di sebuah lokakarya pada bulan Juni.

Di Jawa Timur, tim EEE-PWD bergerak cepat dan kreatif untuk membangun jejaring dengan penyandang disabilitas di seluruh organisasi penyandang disabilitas (DPO), lembaga pemerintah daerah dan mitra sektor swasta. EEE-PWD menggunakan produk dan pendekatan Mitra Kunci untuk menghubungkan DPO, BLK, layanan sosial dan lembaga pemerintah lainnya dan pusat pelatihan, mitra sektor swasta dan

sekolah khusus untuk membuka pelatihan untuk pemuda dengan disabilitas. Akses pada modal untuk memulai usaha bagi PWD sedang dalam proses etelah tim EEE membantu pengembangan proposal dari berbagai sumber, sementara itu usaha kecil yang dimiliki PWD sudah bermunculan, misalnya bengkel pengelasan BISA di Jember dan Kafe Sahabat di Banyuwangi, keduanya yang telah memanfaatkan dukungan tambahan dari mitra setempat.

Kolaborasi dengan APINDO baik secara nasional maupun di provinsi telah memiliki tingkat momentum yang tinggi dan memberikan tambahan nilai di seluruh aspek kegiatan proyek. APINDO dan perusahaan anggotanya menunjukkan komitmen mereka terhadap pengembangan tenaga kerja inklusif dengan berpartisipasi dan berkontribusi pada kegiatan Mitra Kunci dan melalui kegiatan mereka sendiri untuk melanjutkan agenda inisiatif dengan pemerintah. H & M khususnya telah mengadopsi dan memperluas inisiatif inklusif melalui unit produksinya dan juga telah melakukan survei penerapan inklusivitas di tempat kerja. Pedoman GESI sekarang telah dibagikan dan dibahas di ketiga provinsi mitra, dan 30 perwakilan perusahaan anggota APINDO sekarang telah dilatih dalam pengembangan tenaga kerja inklusif sehingga mereka dapat membantu mitra sektor swasta mengambil langkah-langkah untuk meningkatkan inklusivitas di tempat kerja sejalan dengan kebijakan dan rencana mereka. Program EEE mendapat manfaat dari dukungan sektor swasta atas PWD, dengan Alfamart minimart lokal membuka lowongan untuk karyawan baru dengan disabilitas dan mempekerjakan di dua lokasi.

Hasil studi tracer study yang dilakukan pasca kegiatan KKN-TKWU menunjukkan hasil yang kuta. Seluruh perguruan tinggi yang terlibat telah memberikan hasilnya. Terdapat 4.049 respon dari 24.728 mahasiswa yang mengikuti KKN-TKWU atau rata-rata 16 persen. Dari yang merespon, 15 persen telah mendapatkan pekerjaan baik yang sudah lulus kuliah maupun yang belum. 13 persen telah memulai usaha mereka sendiri setelah mengikuti KKN-TKWU. 52 persen di antara mereka adalah perempuan. Dari hasil yang ada nampak, baik yang sudah lulus maupun yang belum, cenderung untuk melakukan kewirausahaan, 87% diantara mereka telah memiliki usaha mikro dengan aset di bawah 10 juta rupiah, 3 persen memiliki aset di atas Rp 50 juta. Bagi mereka yang bekerja, kebanyakan masuk ke sektor pendidikan, jasa dan perdagangan. Sepertiganya memiliki pekerjaan teteap dan dua pertiganya adalah kontrak atau paruh waktu. Satu persen dari mereka yang bekerja atau berusaha ini merupakan orang dengan disabilitas.

Situasi COVID terus memberikan tantangannya, baik pada tim Mitra Kunci maupun pada para mitra, namun demikian kegiatan harus terus berlanjut. Gelombang baru infeksi sangatlah tinggi dan membuat sistem kesehatan di Jakarta dan kota lain di Pulau Jawa menjadi kewalahan, dan ini berpengaruh pada staf mereka, keluarganya dan komunitasnya. Hal ini pada beberapa kegiatan mengakibatkan pengunduran waktu atau membuat kegiatan dilakukan secara daring misalnya pelatihan fasilitator GESI. Namun demikian, tim Mitra Kunci tetap melanjutkan terus kegiatan tersebut. Di titik ini nampak, proyek akan dapat memenuhi target-targetnya dan memuat perubahan yang bermakna pada kehidupan orang muda rentan dan disabilitas di Pulau Jawa, yang mana mereka sekarang telah secara lebih baik terlatih, mendapatkan pekerjaan atau memulai usahanya dalam situasi yang pemerintahan, iklim pelatihan dan iklim swasta yang kondusif.

I. PROJECT OVERVIEW

I.1. KUNCI/MITRA KUNCI OVERVIEW

The USAID/Indonesia Kunci Initiative was developed based on a USAID Broad Agency Agreement (BAA) co-design, co-creation process. Several U.S. and Indonesian organizations participated in the co-creation process and prepared concept notes which were submitted to USAID/Indonesia and accepted by the end of 2016. Through the co-design process USAID identified and selected six Project Implementers (PIs) whose concepts would be piloted and tested in the priority Indonesian provinces of West Java, Central Java and East Java. Each project implementer is a consortium made up of several organizations working together to implement their pilot concepts. Each PI is required to prove that their concepts can be scaled up and those projects or project activities that are considered scalable will be selected for continuation in a subsequent full implementation phase.

USAID selected and directly funded three of these Project Implementer (PI) consortia led by U.S. organizations through Cooperative Agreements (Co-Ags). Below is a summary of these projects:

- YOUTH WIN THROUGH ECONOMIC PARTICIPATION (YEP) improves work-readiness and economic decision making by equipping youth with critical thinking skills and the attitudes and behaviors needed to obtain and maintain employment, set goals and manage income wisely.
- JADI PENGUSAHA MANDIRI (JAPRI) addresses youth unemployment by cultivating entrepreneurs and facilitating improved training quality.
- THE READY-TO-WORK ACCELERATOR PROGRAM (RWAP) enhances the capacity and quality of training centers and links them together through the creation of Learning and Innovation Networks.

USAID also selected three Project Implementers (PI) led by Indonesian organizations that were funded by grants under contract from the Mitra Kunci Initiative:

- SINERGI establishes a coordination model for stakeholder collaboration, matching poor and vulnerable youth to relevant job skills.
- AYO INKLUSIF! strengthens the capacity of young leaders and journalists to raise public awareness about inclusive workforce development issues and highlight best practices.
- EQUAL OPPORTUNITY FOR EMPLOYMENT-SAKU (EOE) improves youth access to employment information and comprehensive training through a library network. Equips youth with the knowledge, skills and attitudes required to enter and succeed in job-seeking or entrepreneurship.

The following map shows the original PI consortium and the provinces and districts they worked in through the pilot phase. The six PIs consortium were comprised of twenty-two organizations working in twenty-two different districts, four of which are supported by more than one PI. Multiple PIs were conducting activities in each Province making coordination and effective collaboration essential. During Year Three the US-led PIs (JAPRI, YEP and RWAP) completed their pilot implementation phase, and started to scale up to new Provinces and Districts in a follow-up, full implementation phase that ended on September 30, 2020. For example, YEP expanded into Central Java during its full implementation phase and reached out to and utilized SINERGI's contacts and networks to facilitate their entry in that province.

Pilot Phase Area of Work of Kunci



I.2. MITRA KUNCI

USAID Mitra Kunci was awarded in January 2017 in order to strengthen partnerships advancing a more robust and dynamic workforce system in Indonesia by developing and supporting holistic and innovative solutions for the complex challenges preventing this system from functioning as effectively as it should. As noted above, Mitra Kunci was designed to directly manage, support, and fund three Indonesian-led consortium PIs and to coordinate and collaborate with the three U.S. led PIs directly funded by USAID.

Through technical assistance, capacity development and coordination, Mitra Kunci was designed to:

- Improve the organizational capacity of Indonesian partner organizations to implement activities appropriately and effectively manage U.S. projects and funds;
- Integrate gender and social inclusion principles into all Mitra Kunci programmatic areas;
- Strengthen outreach and engagement of youth through a Positive Youth Development (PYD) approach;
- Facilitate and lead strategic engagement and Communicating, Collaborating, Learning, Adapting (CCLA) within and between the private sector, higher education institutions, the Government of Indonesia (GOI) and poor and vulnerable (P&V) youth; and,

- Engage higher education institutions in activities that support a more inclusive workforce system.

Revisions to Mitra Kunci’s Task Order in July 2019 and July 2020

In July of 2019, Mitra Kunci’s Task Order Contract was modified to incorporate a revised and updated Section C – Statement of Work. The revised Section C included a new Results Framework (See Annex 3) that incorporates a new Development Objective: Essential Human Services to Targeted Populations Improved and Sustained, a new Intermediate Result: Capacity of Educational Institutions Improved, and illustrative targets for the number of poor and vulnerable youth with increased access to higher-quality training and three USAID EG Standard F Indicators. USAID approved and incorporated into the contract revised life-of-project targets for the following standard indicators:

- EG 6-3: Number of individuals who complete U.S. Government-assisted workforce development programs (40,000)
- EG 6-2: Number of individuals with improved skills following completion of U.S. Government assisted workforce development programs (36,136); and
- EG 6-1: Number of individuals with new and/or better employment following completion of U.S. Government-assisted workforce development programs (11,000).

In July of 2020, Mitra Kunci’s Task Order Contract was again modified to incorporate a revised Section C – Statement of Work. The revised Section C included a new task—Task VI—which covers activities directed at the employment and economic empowerment of persons with disabilities in the East Java province, as set forth through the application submitted in April 2020 for the FY 2019 USAID Disability Funding Program. Through Task VI, the project is developing and implementing models of successful, scalable, and sustainable solutions for PWDs to gain new or better employment to lead to more productive lives, in seven target districts of the East Java Province. The EEE PWD activities are described in detail under section 2.6.

Phased approach

The revised Mitra Kunci project is implemented in three phases, as follows:

Phase 1 (Pilot Phase). PIs developed and tested their models and sought to provide evidence of their success in order to secure the buy-in and commitment of government and private sector partners to scale-up their activities in the next phase. This phase started in October 2017 and ended in May 2019 and was reported previously.

Phase 2 (Full Implementation/Getting to Scale). Mitra Kunci assessed which consortia and components of the PIs pilot phase had the best chance to be scaled up and supported a more limited and focused set of activities with the goal of getting them to scale by the end of Phase 2. This phase started in June 2019 and ended on September 29, 2020.

Phase 3 (Scale-Up). Mitra Kunci expects that innovative models should have demonstrated progress toward scale-up or have already been scaled-up and handed over to project partners who will continue to implement and/or expand the activities, tools, or approaches. This phase runs from September 30, 2020 to January 8, 2022.

Summary of focus, targets and main activities of current partners

The scope of work for PIs, HEI partners and their expected results are summarized below:

Table I – Mitra Kunci Partners and Their Expected Results

Project name	Managed by	Focus, main activities and key targets	Implementation period
PROGRESIF!	Saujana (of Ayo Inklusif!)	Advancing disability inclusive employment systems in East Java through <ul style="list-style-type: none"> • Technical assistance and training (TOT for 40 instructors) for two state-run BLKs • 75 private companies become more inclusive • Improved skills and job opportunities for 150 youth with disabilities through Kerjabilitas.com 	October 2019 - September 2020, with NCE to December 2020
Fixed Amount Awards (FAA)	Universitas Padjadjaran, Universitas Kuningan, Universitas Suryakencana, Universitas Siliwangi, Universitas Muhammadiyah Malang, Universitas Jember and Universitas Negeri Surabaya	Resources for additional batches of students to complete the Thematic Student Service/On-the-job Training Program on Entrepreneurship (KKN/PKL-TKWU). The additional resources will be used to collect data to report to USAID Mitra Kunci for key indicators including through a Tracer Study measuring the number of students who complete KKN/PKL-TKWU that secured new (self or formal) employment following graduation; develop case studies, short videos and other materials necessary to capture the results of KKN-TKWU -for students and the communities they serve; and to host a lessons' learned summative event documenting best practices for further scale-up of the KKN-TKWU program. This program targets 25,480 students registering and completing the KKN-TKWU program (Indicator EG 63) and 90 percent of them (22,932) improving their skills based on reviews by universities	June-August 2020 and January-March 2021, depending on university timeframes
Memoranda of Understanding (MOUs) for Institut Pertanian Bogor (IPB) and three Polytechnics	Institut Pertanian Bogor (IPB), Politeknik Negeri Bandung, Politeknik Negeri Jember and Politeknik Negeri Semarang	Fixed Amount Awards are in progress at the time of reporting, expanding the KKN-TKWU programs to incorporate the practical field work programs of state polytechnics, or Praktek Kerja Lapangan (PKL).	MOU signed on June 2, 2020
APINDO FAA	APINDO	Promoting GESI in the workplace through development, publication and dissemination of a Guideline on Equality and Inclusivity in the Workplace. Includes information sharing, consultation and coordination activities with APINDO partner companies	February 17, 2020 – September 30, 2020, with NCE to May 31, 2021
Memoranda of Understanding (MoU) for Koneksi Indonesia Inklusif (KONEKIN) and Yayasan Emansipasi Muda Indonesia (Emancipate Indonesia)	Koneksi Indonesia Inklusif (KONEKIN) Yayasan Emansipasi Muda Indonesia (Emancipate Indonesia)	To set forth the intention and desire of DAI, as implementer of USAID Mitra Kunci and KONEKIN and Emancipate Indonesia to establish a Youth Network to channel the perspectives of disabled youth into public policy and program development. Through the Youth Network, Participants intend to expand inclusive work opportunities for Indonesian youth, including disabled youth as well as create a collaborative campaign for decent works.	April 1, 2021 – September 30, 2021

2. PROGRESS TOWARDS EXPECTED RESULTS

This section is organized by the six tasks in the Mitra Kunci Work Plan. This focuses on the activities that Mitra Kunci conducts on its own and to coordinate and support the efforts of Project Implementers (PIs) and other external partners. Section 2.6 focuses on Employment and Economic Empowerment of Persons with Disabilities (EEE PWD) Project, and Section 2.7 focuses on the activities and results of PIs.

2.1. TASK I: PARTNERSHIP MAPPING AND BASELINE INFORMATION COLLECTION

Task completed and reported previously.

2.2. TASK II: MANAGEMENT OF NON-U.S. LED PROJECT IMPLEMENTERS

Task II focuses on how Mitra Kunci supports PIs to effectively manage their grants, document and report results and become more sustainable.

2.2.1. COORDINATION MEETINGS

Coordination meetings with universities are conducted online by a team of Mitra Kunci grant, technical and monitoring and evaluation staff, while universities representatives include lecturers and program managers to ensure mutual agreement on any adjustments or changes to the implementation of activities. Some activities by universities had to be adjusted during implementation due to technical problems related to timing issues between the university academic calendar and FAA documents. The Mitra Kunci team also discussed and resolved issues with APINDO related to those activities originally intended to be delivered in person, such as the Training of Trainers (ToT) for inclusive employment facilitators, which had to be modified into an intensive online activity over four days.

In Quarter 3, 30 meetings were held with universities and with APINDO with the following focus:

Table 2 – Coordination Meeting with Mitra Kunci Partners

No	Date	Grant Recipient/Pi	Agenda
1	20-Apr-21	APINDO	Review IV Deliverable Milestone 3: Financial report
2	28-Apr-21	APINDO	Modification #5 FAA APINDO G-JAK-005
3	25-May-21	APINDO	Modification #6 FAA APINDO G-JAK-005
4	28-May-21	UNEJ	Review Deliverable Milestone 3
5	30-May-21	UNSUR	Review Deliverable Milestone 3
6	10-Jun-21	UNEJ	Review Deliverable Milestone 3
7	15-Jun-21	APINDO	Review I Deliverable Milestone 4: Financial Report
8	21-Jun-21	APINDO	Review I Deliverable Milestone 4
9	21-Jun-21	UNSUR	Review Deliverable Milestone 3
10	21-Jun-21	UNSUR	Review Deliverable Milestone 3
11	22-Jun-21	UNSUR	Review Deliverable Milestone 3: Finance
12	23-Jun-21	UNSIL	Update Laporan Milestone 3 FAA
13	25-Jun-21	UNEJ	Review Deliverable Milestone 3: Articles
14	28-Jun-21	UNEJ	Modification #1 FAA UNEJ G-JAK-007

15	30-Jun-21	UNSIL	Review Deliverable Milestone 3: Finance
16	5-May-21	UNIKU	Milestone 3 FAA
17	10-May-21	UNESA	Milestone 3 FAA
18	31-May-21	UMM	Milestone 3 FAA
19	Jun 2021	UNESA	Follow up & Discuss Deliverable Milestone 3
20	Jun 2021	UNPAD	Follow up & Discuss Deliverable Milestone 3

2.2.2. QUARTERLY MONITORING VISITS TO PIs AND PARTNERS

Similar to previous quarters, this quarter there were no in-person PI visits due to COVID-19 protocols. Mitra Kunci made use of emails, text messages, phone calls and online meeting platforms. The only monitoring activities that took place on a face to face basis were under the EEE project.

The next section describes coordination and the technical assistance this quarter.

2.2.3. TECHNICAL ASSISTANCE FOR PARTNERS

The team worked closely with Higher Education Institute (HEI) partners and APINDO during the quarter, focusing on ensuring that partner results can be reported clearly and contribute to program results and the final report, lessons learned, the tracer study of students and the program's sustainability beyond the period of performance.

Mitra Kunci provided technical and operational support to partners on 21 occasions this quarter, as listed below.

Table 3 – Technical Assistance for Partners

No	Date	Grants Recipient	Agenda
1	5-Apr-21	UNSIL	Lessons Learned Event
2	10-May-21	UNSIL	Lessons Learned discussions
3	20-May-21	APINDO	Close Out plan
4	27-May-21	UNEJ	Lessons Learned Event UNEJ
5	27-May-21	UNEJ	Lessons Learned discussions
6	28-May-21	UNSUR	Lessons Learned Event
7	28-May-21	UNSUR	TA for Final Report Preparation
8	28-May-21	UNEJ	TA for Final Report Preparation
9	3-Jun-21	UNSUR	TA for Final Report Preparation
10	4-Jun-21	UNEJ	TA for Final Report Preparation
11	10-Jun-21	UNSIL	Lessons Learned Event UNSIL
12	10-Jun-21	UNSIL	Panduan Final Report
13	21-Jun-21	UNEJ	Tracer Study, Data Collection
14	23-Jun-21	UNSIL	TA for Final Report Preparation
15	25-Jun-21	UNSIL	Lessons Learned discussions
16	20-Apr-21	UNPAD	Lessons Learned Event
17	31-May-21	UNESA	Lessons Learned Event
18	14-Jun-21	UNIKU	Lessons Learned Event

19	18-Jun-21	UNPAD	Lessons Learned Event
20	29-Jun-21	UNPAD	Lessons Learned Event
21	30-Jun-21	UMM	Lessons Learned Event

2.3. TASK III: PROVISION OF TECHNICAL ASSISTANCE FOR KEY STAKEHOLDERS, PARTNERS, AND NON-US LED PIS

Task III is focused on the provision of technical assistance to PIs, partners, and stakeholders, in technical areas such as PYD, GESI, CCLA, Monitoring and Evaluation and other aspects relating to the technical implementation of their activities.

2.3.1 CONTINUE DEVELOPMENT OF ROAD MAP AND BUSINESS MODEL FOR COMMUNITY BLKS

As planned and reported in the last quarter, in Quarter 3, Mitra Kunci, provincial and district Manpower offices and representatives of vocational training centers under Central Technical Implementation Units (UPTP/Unit Pelaksana Teknis Pusat) of the Ministry of Manpower, collaborated on a business road map workshop on the Community BLK model in East Java and West Java. In Central Java, due to the increasing spread of COVID-19, the Community BLK roadmap workshop was postponed, waiting for the pandemic to subside.

2.3.2 SUPPORT THE DEVELOPMENT OF A PLATFORM FOR COMMUNITY BLKS

Mitra Kunci has produced a flowchart for a platform model that integrates psychometrics and training site information. Mitra Kunci presented the concept and flow of the platform development for Community BLK to the Directorate General of Vocational Training and Productivity Improvement (Pembinaan Pelatihan Vokasi dan Produktifitas, Binalatvoktas) of the Indonesian Ministry of Manpower (MoM), on May 24, 2021.

This online presentation included the Director General of Training and Productivity Development, Budi Hartawan, S.E., M.A., the Director of Vocational Training and Apprenticeship M Ali, the Director of Instructors and Trainers, Amir Syarifudin, the Director of Competency Standardization and Job Training, Muctar Aziz, and the Head of the Education Cooperation Bureau, Mr. Pendi.

Following discussions with MoM, it has been agreed that MoM will integrate data and support to host the planned Community BLK platform to complement their existing Labor Market Information System (SISNAKER). Therefore, Mitra Kunci will not continue to develop a separate platform to support Community BLK as originally planned. This change is a positive one for Mitra Kunci as it is likely to lead to a more sustainable result.



Director of Vocational Training and Apprenticeship M Ali, and Director of Competency Standardization Muchtar Aziz during the meeting.



Director General of Training and Productivity Development Budi Hartawan, S.E., M.A, responded positively to the platform concept presented by Mitra Kunci.

2.3.3 WORKSHOP FOR A COMMUNITY BLK ROAD MAP PLATFORM

A total of 206 Community BLK managers and instructors attended the Community BLK road map workshop in June. They learned about various aspects of organizational development, including how to conduct a stakeholder analysis, SWOT, principles of inclusion, networking development, formulating the vision and mission of BLK community and creating a simple database for monitoring and evaluation. The training materials for the workshop participants refer to the Community BLK model business development road map prepared by Mitra Kunci.

Based on the pre- and post-test training, almost 97 percent of participants experienced an increase in understanding related to the materials discussed in the workshop. Following the workshop, several participating Community BLKs updated Mitra Kunci on how they have already started to provide training for participants from people with disabilities (PWD).

All Community BLKs who attended the workshop agreed to follow up on the workshop by establishing a network of cooperation between themselves, and they all agreed to prepare a work plan to increase their inclusion.



East Java. EEE-PWD staff Luluk facilitating the event.



West Java. Mitra Kunci staff demonstrated inclusive communication techniques to PWD for workshop participants.

Mitra Kunci organized the two-day workshops in collaboration with provincial and district manpower offices and the BLK (TVET center) of the Indonesian Ministry of Manpower.

Mitra Kunci plans to continue online training, with some adjustments, in collaboration with the Director General of Binalatvoktas of Ministry of Manpower and national forum of Community BLKs

Table 4 – Workshop for Community BLKs

No	Time	Method	Participants / Location	Province
1	2-3 June	In-person meeting	54 Participants/Malang and Pasuruan	East Java
2	7-8 June	In-person meeting	50 Participants /Banyuwangi and Situbondo	East Java
3	10-11 June	In-person meeting	50 Participants /Jember and Situbondo	East Java
4	14-15 June	In-person meeting	52 Participants / Bandung	West Java

2.3.4 LAUNCH OF THE PLATFORM FOR COMMUNITY BLKs AND TRAINING IN ITS USE

Mitra Kunci has begun promoting part of the platform that will be developed in the BLK Community Road Map workshop with a focus on aspects of data compilation, self-assessment of inclusion, monitoring, and evaluation. However, the platform as a whole has not yet been established because more discussion is needed with MoM and the National Coordination Forum of Community BLKs.

Mitra Kunci has presented the planned content of the Community BLK platform to the Director-General of Binalatvoktas. During the meeting, Binalatvoktas asked for the Platform to be integrated with the Indonesian Ministry of Manpower's employment information system (SISNAKER) platform. It was agreed that rather than develop a parallel system, MOM would take on the concept and content developed through the work of Mitra Kunci and partners, to complement its SISNAKER platform. Mitra Kunci will therefore stop platform development but will focus on delivering materials on GESI, monitoring, and evaluation, SWOT, and stakeholder analysis through workshops with the Community BLKs.

However, community BLKs can access materials related to self-assessment of inclusion, monitoring and evaluation through the link http://bit.ly/database_blk.

2.3.5 CONTINUE TO DEVELOP ADVOCACY NETWORK TO PROMOTE INCLUSIVE WORKFORCE DEVELOPMENT

Mitra Kunci has been successful in facilitating a network of youths for Decent and Inclusive Work, abbreviated in Indonesian to Jarum Kayu (Jaringan Orang Muda untuk Kerja Layak dan Inklusif). The network is managed by 15 youth volunteers from West Java, Central Java and East Java.

Mitra Kunci is collaborating with two youth-led organizations, Konekin and Emancipate. The Jarum Kayu network formation process began in mid-April following an online Training of Trainers on cooperative inquiry, and a community gathering design workshop for youth. In early May, the Mitra Kunci, Konekin, and Emancipate teams selected 15 youths who were interested in volunteering for inclusive workforce issues through strict open curation from around 175 candidates. This was followed by an advocacy



workshop on developing a policy brief on youth inclusion, and a youth and inclusiveness workshop attended by Yustiti, a staff member of the Office of the President.

As part of efforts to ensure inclusive workforce development issues are adopted by policymakers and are sustainable, Mitra Kunci added the voice of youth to policy advocacy discussions through training and the formation of a youth network, “Jarum Kayu” (Jaringan rang muda untuk kerja layak dan inklusif). Jarum Kayu will be a forum to continue advocacy activities related to inclusive workforce development at the provincial and national levels, between youth representatives and policymakers, bringing to bear the combined voices of a network of young people

across Java.

Advocating inclusive workforce development, Jarum Kayu conducted a survey related to Decent and Inclusive Work for Youth Workers, from May 19 to June 2, 2021.

50 respondents aged 18-30 years, of whom 55 percent were women, included 14.3 percent persons with disabilities (PWD).

Survey respondents stated that 29.5 percent experienced physical and verbal violence in the workplace, 69.4 percent stated that there were no facilities for persons with disabilities, and 26.5 percent stated that they experienced gender discrimination.

Based on these data, in June, Jarum Kayu, held a public seminar inviting APINDO and the Indonesian Ministry of Manpower to request inclusive policy support for youth workers.

For more details on the process of Jarum Kayu network activation please see 2.5.2.7 Facilitating youth councils for PYD advocacy team.



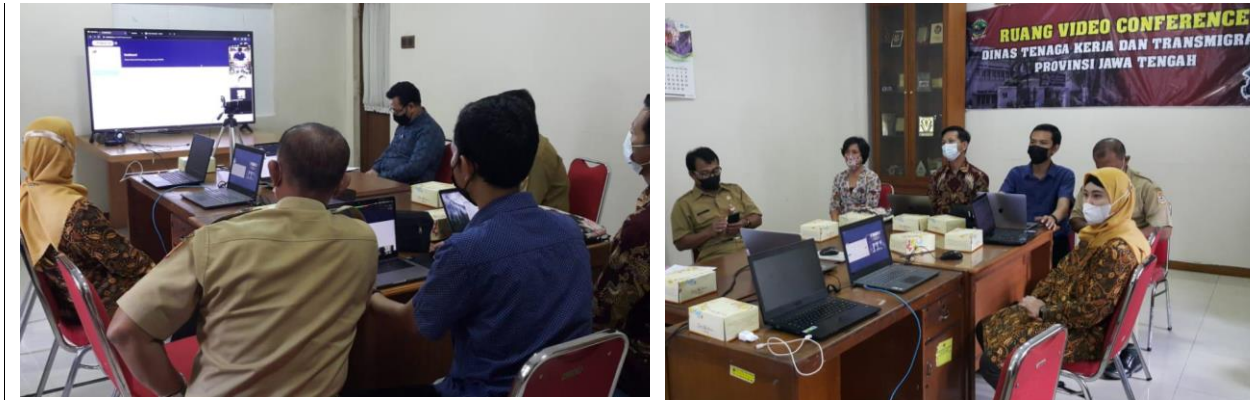
2.3.6 SERIES OF STRATEGIC MEETINGS TO SCALE UP PROGRAMS IN MITRA KUNCI PROVINCES

East Java. Head of Planning and Evaluation of the East Java Planning Agency, BAPPEDA, Ikmal Putra committed to more extensive collaboration on inclusive workforce programs. He appreciated the work of the EEE-PWD program and agreed to support the planned Inclusive Award in the next quarter.



The coordination meeting with Ikmal was held on the side-lines of the coordination meeting for the development partnership of the province of East Java on 27-28 April 2021, at Hotel Bumi Surabaya.

Central Java. The development of the e-makaryo platform with the Central Java Manpower and Transmigration Office has entered the final stage. Mitra Kunci met the Central Java Manpower Office team to ensure that e-makaryo could be officially launched by the Central Java Provincial Government before the end of the Mitra Kunci program (see detail in Box Story below).



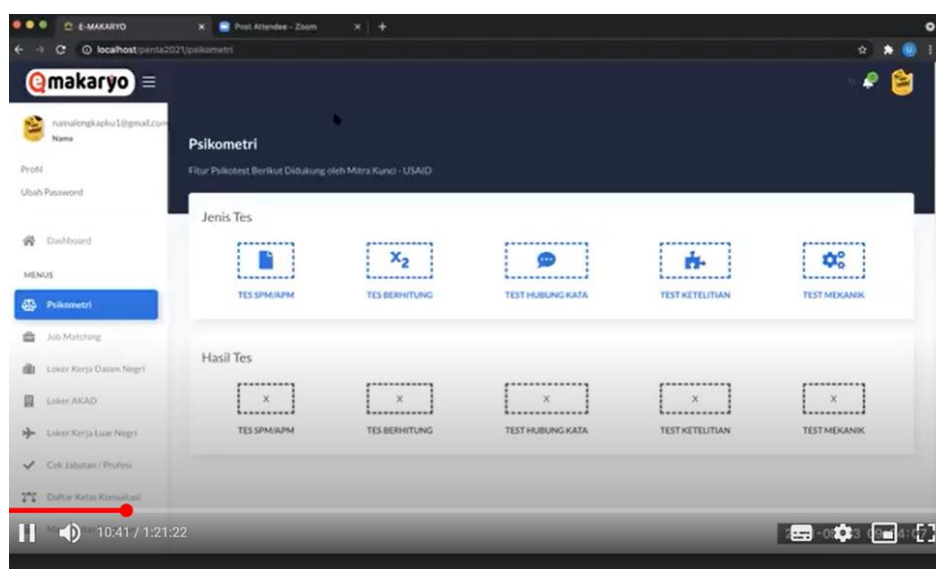
Mitra Kunci and the Manpower Office of Central Java Province coordination meeting to finalize the development of the e-makaryo platform.

West Java. The West Java provincial government agreed to support the development of entrepreneurship programs that can be accessed by PWD, following an online coordination meeting on June 7, 2021 with the Provincial Manpower Office, Provincial Cooperatives and MSMEs Office, Social Services, and West Java provincial BAPPEDA.

BOX STORY: E-makaryo app takes shape

E-makaryo is an app for jobseekers and job providers. Developed by the Central Java Provincial Manpower Office (Dinas Tenaga Kerja dan Transmigrasi/DISNAKERTRANS), e-makaryo aims to help youth in the province to find suitable work, and for job providers to find workers who meet their needs. It includes features to promote inclusive employment and is owned and hosted by the provincial government.

Following a request from the provincial Head of Work Placement Division, Pak Ahmad Azis, Mitra Kunci has provided support to app development through technical assistance and the addition of psychometric tools for preliminary assessments of job seekers. Mitra Kunci anticipates that this app will be a part of the project's legacy.



The app is now online at: <https://bursakerja.jatengprov.go.id/>

In April and May 2021, Mitra Kunci and a team of consultants worked to develop the psychometric features of e-makaryo with the Central Java Manpower team.

A series of technical working meetings focused on consultation around the needs of the three user types (administration, jobseekers and job providers), on developing the feature and ensuring that the app is user friendly and effective. Mitra Kunci provided experts on psychology and IT.

2.3.7 NATIONAL STRATEGIC MEETING TO SCALE UP PROGRAMS

On June 8, Minister of Manpower Ida Fauziah announced the members of a new expert panel for Community BLK coordination during the national consultation on vocational and entrepreneurship in Cipasung, West Java. The event was held online and in person, and MOM acknowledged Mitra Kunci's contribution to the development of sustainable Community BLKs by including the team along with several strategic institutions from universities, professional organizations, the private sector, and research institutions.

This quarter, Mitra Kunci has also met the Indonesian Ministry of Manpower, private sector partners, TVET representatives from provinces, districts, institutions and NGOs including YAKKUM and ELSAM

concerned with inclusive workforce development issues. These meetings have focused on the development of an inclusive training manual for BLK instructors and an inclusive employment road map for the Directorate of Binapenta (Pembinaan Penempatan Tenaga Kerja), MOM. The process of compiling the two documents is expected to be completed in August 2021.

As part of the program scale-up, Mitra Kunci has also gained the support of Sunarman Sukamto, the Expert Staff of Deputy V of the Presidential Staff Office who agreed to be on the inclusive award selection panel to be held by the EEE-PWD program in East Java.



The Minister of Manpower Ida Fauziah announced Mitra Kunci as an expert member of the BLK Community national coordination forum.

2.4. TASK IV: PARTNERSHIP ENGAGEMENT AND KNOWLEDGE SHARING

Task IV focuses on partnership engagement and knowledge sharing, learning, and coordination between Mitra Kunci partners, GOI and private sector partners, as well as between other USAID and other donor-funded activities.

2.4.1. IMPLEMENTATION OF THE MITRA KUNCI COMMUNICATION STRATEGY

Mitra Kunci's main communication strategy is now to increase its public visibility and outreach through a number of activities engaging different stakeholders, including journalists and existing as well as potential followers of the program's social media handles.

The program held two media gatherings on inclusive workforce and youth entrepreneurship, on April 28 and June 16 respectively. The gatherings featured keynote speeches from the representatives of the Ministry of Manpower (MOM), Employers' Association of Indonesia (APINDO), and the Ministry of Education, Culture, Research, and Technology (MOECRT). The gatherings garnered media coverage from both national and local publications, including the tier-I national newspaper Koran Tempo (Tempo Newspaper).

A training program on information technology (IT) for people with visual disabilities hosted by Mitra Kunci's Employment and Economic Empowerment of Persons with Disabilities (EEE-PWD) team in Surabaya, East Java, on June 21-23, was covered by several local news outlets, including news network Jawa Pos and Tribun News.

This quarter, the increase in media coverage, particularly specific mentions of Mitra Kunci as a USAID initiative for inclusive workforce development, also indicates the growing interest of the media in the program's work. A complete list of media coverage is in Annex 4.

Higher Education Institution (HEI) partners have also been able to foster media interest in their KKN-TKWU activities with Mitra Kunci support. Recent Lessons Learned events hosted by seven university partners throughout May and June, gained media interest. For example, in the Lessons Learned event hosted by Kuningan University (UNIKU) on June 14, a journalist from local online media outlet KuninganMass.com gave a testimonial about his experience covering KKN-TKWU over the years, in a recorded video which compiled testimonials from students, lecturers, and local residents and governments.

Mitra Kunci also promoted the Youth Network on Decent and Inclusive Workforce (Jaringan Orang Muda untuk Kerja Layak dan Inklusif) or Jarum Kayu, and introduced its founding members via social media, see also section 2.4.6.

2.4.2. REGULAR SERIES OF KUNCI COORDINATION MEETINGS

This quarter, one routine Kunci Coordination meeting was held online on April 21, 2021, with a full group of representatives of:

- USAID (Ester Manurung, Rizki Atina, Hanif Saleh)
- Mitra Kunci (Lensi Mursida, Muhammad Hudallah, Wahono Kolopaking)
- JAPRI (Anna Juliastuti, Nino Putra)
- YEP (Rini Amidjono, Rolly Damayanti)

The agenda included updates from all the above, and closing inputs from the YEP team.

USAID provided an update on the planned provincial/geographic based portfolio review which is focusing on five provinces and aims to provide a baseline for the coming five years. Bu Ester noted that partners would be asked for data from May onwards, and USAID would also seek information on structural changes in government that may affect partnerships. Bu Rizki noted that changes in USAID programming would be shared after EID holiday and requested submission of provincial investment data by projects within April.

MITRA KUNCI noted intense collaboration with the Ministry of Education, Culture, Research and Technology (MoECRT) on e-learning at Director General DIKTI and Director level, but that the team has not yet been able to meet the Minister. The e-learning module is expected to be launched shortly. Meanwhile with the Ministry of Manpower, Mitra Kunci noted some staffing changes and some recent senior level engagement, including upcoming meetings and a plan for a workshop for 110 BLKs from across the country. Mitra Kunci is recommending that MoM focus attention on BLKs in East Java where project support for inclusion is available. Progress with EEE is positive and there are signs from both provincial and district levels that budgets for inclusion may increase. In Central Java, discussions are ongoing related to the workforce development online platform e-makaryo launch. A workshop with MoM Central Java has had to be postponed, however.

JAPRI MoECRT has acknowledged receipt of the JAPRI modules and update, and as of March, activities with students have been completed, though there have been promising new discussions with Universitas Kuningan (also a Mitra Kunci partner, so coordination is needed) and Universitas Pendidikan Indonesia on entrepreneurship courses. Meanwhile community activities continue, and preparation for Training of Trainers of coaches is complete and planned for delivery in April.

YEP is in its closing phase and has been focusing on its transition to the Indonesia Council for Economic and Financial Education (ICEFE) in the last quarter, and on knowledge sharing to promote awareness of the need for soft skills for productivity. YEP has finalized a monitoring and evaluation system for the use of trainers, an online Training of Trainers course, and has completed its tracer study which shows how participants have progressed into the workforce following soft skills training, which can be continued by the team of trainers and Higher Education Institutes in the future. Five soft skill competencies have been developed, intended for use by education institutions.

2.4.3. REGULAR SERIES OF PROVINCIAL KUNCI COORDINATION MEETINGS

In this quarter, KUNCI did not hold Provincial KUNCI Coordination Meetings.

2.4.4. ADVOCACY FOR REGIONAL PLANNING AND BUDGETING PROCESSES

In Central Java, Mitra Kunci is making progress in policy discussions relating to IWD, including a meeting with the Head of Commission E from the regional parliament, Abdul Hamid, and the Deputy, Tengah Sukirman in May. They agreed to insert inclusive workforce development activities into the provincial budgets for 2021-22.

2.4.5. MONITORING AND EVALUATION TECHNICAL ASSISTANCE FOR PARTNERS

Mitra Kunci continues to conduct remote technical assistance for monitoring and evaluation, helping partners capture project indicator data. The M&E team continues to assist HEI partners in developing the case studies they are required to produce as part of their FAAs focuses on villages with new businesses or improving existing businesses as a result of KKN-TKWU activities.

The M&E technical assistance was delivered utilizing text communication, email and online meetings, see also section 2.2.3. Technical Assistance for Partners.

2.4.6. CONTENT CREATION, SOCIAL MEDIA AND CCLA MATERIAL DEVELOPMENT

Mitra Kunci's content creation includes initiatives to strengthen its digital presence through its social media handles on Twitter, Instagram, and Facebook, where the program publishes planned daily content about five times a week.

Moreover, after a temporary hiatus, Mitra Kunci has started to publish long-form content on Medium.com in May, covering the story of a PROGRESIF program beneficiary who also attended the program's first media gathering event. The program looks forward to producing and publishing long-form content more regularly with the support of Social Media and Editorial Consultant, who works under the supervision of the Communications Specialist.

In the first month of this quarter, the performance of Mitra Kunci's social media accounts improved significantly on Instagram. It also saw a slight improvement on Twitter. In May 2021, the performance of Mitra Kunci's social media accounts improved on all platforms, especially Twitter and Facebook. The results show that Mitra Kunci can grow its audience size not only through collaborative events with partner organizations, but also by making activities that encourage people to sign up and become involved.

By the end of June, it was apparent that a collaboration with partner organizations has yielded positive results for Mitra Kunci as seen from the increasing engagement and number of followers. An example of such collaboration is Mitra Kunci' first Instagram Live on May 29. In a 'NGELOKER' (Ngobrol Bareng Lintas Organisasi dan Pekerja Muda, or, A Talk with Organizations and Youth Workers) session, Mitra Kunci partners Emancipate Indonesia and Koneksi Indonesia Inklusif (KONEKIN), as well as Amanda Aulia Cindy, one of 15 initiator members of Jarum Kayu discussed the situation on workforce in Indonesia, lack of access to information on training and job opportunities for job seekers among the vulnerable and poor youth, as well as challenges to become more inclusive in the future.

To achieve its target of achieving opinion leader status by the end of the program, Mitra Kunci plans to further employ tactical measures to amplify its impressions (number of times a content appears on the homepage or the timeline of a user), reach (the total number of accounts who see content), and engagement (the number of times a user takes action on the content they see). These tactical measures include advertising one or two most popular post(s) of the month as sponsored or promoted post on the respective platforms, conducting giveaways and online events such as the upcoming #ContentforChange Bootcamp, targeting 200 students from HEI partners who participated or will participate in KKN-TKWU, for which they are asked to follow Mitra Kunci's social media accounts while registering and tapping into the network of social media influencers on workforce and inclusivity issues to share Mitra Kunci's social media content.

The paragraphs below show some key points related to Mitra Kunci's social media presence. A full report is in Annex 6.

From April to June 2021, Mitra Kunci's most popular post across its social media platforms was the one same post, posted on June 3, to advertise a public seminar featuring speakers from Jarum Kayu, MOM, and Indonesian Chamber of Commerce and Industry (KADIN) to be held on June 5.





The caption used across the platforms varied in length to accommodate character limitations when applicable. The full caption, used on Instagram (top left) and Facebook (bottom), is translated below.

*“Hello, youth workers!
 What is “decent work”? Why should an organization or company be inclusive?
 Let’s join the talk on “Inclusive and Decent Work for Youth Workers” with USAID Mitra Kunci, Emancipate Indonesia (@emancipate.id), Koneksi Indonesia Inklusif (@konekindonesia) and Youth Network for Inclusive and Decent Work (JARUM KAYU), which would be attended by representatives from the Ministry of Manpower (@kemnaker) and Indonesian Chamber of Commerce and Industry (@kadin.indonesia.official).
 Sign Language Interpretation and Live Typing are available for our friends with disabilities!
 This event is LIVE on Mitra Kunci’s YouTube on Saturday (June 5) at 1-3 PM Western Indonesia Time. See you!”*

On Instagram, the post earned 405 total impressions garnered 46 likes and 28 shares. On Twitter (top right), the post earned 1,631 total impressions and was liked and retweeted three times, respectively. Meanwhile, on Facebook, the post reached 714 people and gained 25 total reactions which included reactions, comments, and shares.

2.5. TASK V: LEVERAGE PUBLIC AND PRIVATE SECTOR RESOURCES

Task V is focused on leveraging public and private sector resources and how Mitra Kunci and PIs can contribute to the Journey to Self-Reliance (J2SR) and scale-up by effectively leveraging the resources, capacity and commitment of the public and private sector to achieve outcome-based results.

2.5.1. EQUIPPING UNIVERSITY STUDENTS WITH ENTREPRENEURSHIP SKILLS

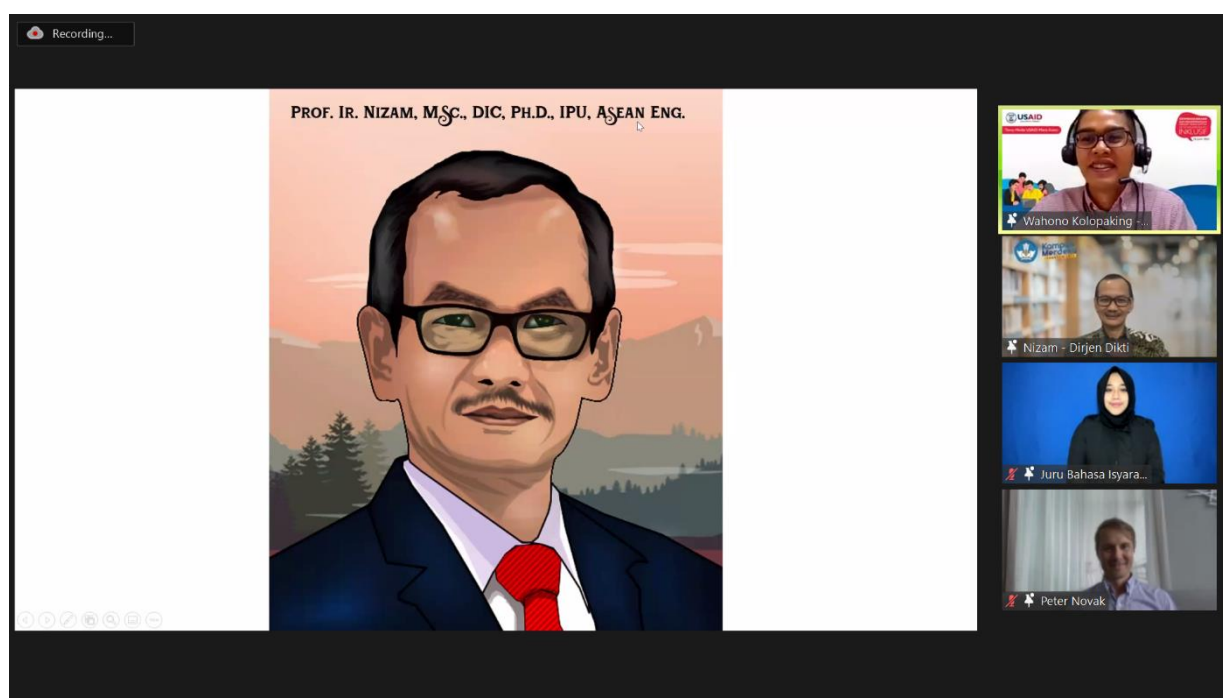
This quarter, the focus of the activities below is on working with the Ministry of Education, Culture, Research and Technology (MOECRT) and HEI partners to learn lessons from recent experience and to sustain and scale KKN-TKWU through e-learning. Once the e-learning content has been finalized, MOECRT has undertaken to upload it on its National Online Learning System (SPADA).

The results of the ongoing tracer study with HEI partners indicates that 28 percent of graduates who participated in KKN-TKWU programs have gained new employment or started self-employment.

2.5.1.1 HOSTING A SERIES OF COORDINATION MEETINGS WITH MOECRT AND HIGHER EDUCATION INSTITUTIONS TO SUSTAIN KKN/PKL-TKWU

On June 16, 2021, Mitra Kunci held the second National Media Gathering with the theme Entrepreneurship and Youth Development for Inclusive Employment. This activity is part of the coordination meeting Mitra Kunci with MOECRT and Higher Education Institution to strengthen and sustain KKN/PKL TKWU. In this event, seven Mitra Kunci's universities partner shared best practices and challenges they faced in implementing the TKWU KKN program during the pandemic era and they also demonstrated the innovations made by universities and how they dealt with limitation due to pandemic situation.

In the press release, Director General for Higher Education of MOECRT Professor Nizam said the KKN-TKWU is a way to develop entrepreneurial skills required in the 21st century for young people, including students and university graduates, as they enter the world of work and the business world. He noted his appreciation of the USAID Mitra Kunci program and his hope that this program can be part of the Freedom to Learn Freedom Campus (Merdeka Belajar Kampus Merdeka) program that can reach students across Indonesia.



Ministry of Education, Culture, Research, and Technology (MOECRT)'s Director General of Higher Education Prof. Nizam (right, second from top) received a token of appreciation in the form of portrait illustration made by Joko Murtanto, an illustrator with physical disability, after delivering a presentation on Student Community Service on Entrepreneurship (KKN-TKWU) and its relevance to MOECRT's Merdeka Belajar, Kampus Merdeka (Independent Learning, Campus of Freedom) Program in Mitra Kunci's Media Gathering titled Entrepreneurship and Youth Development for Inclusive Workforce on June 16. The event was also attended by Peter Novak, USAID Indonesia's Deputy Director of the Office of Human Capacity and Partnership, who delivered opening remark.

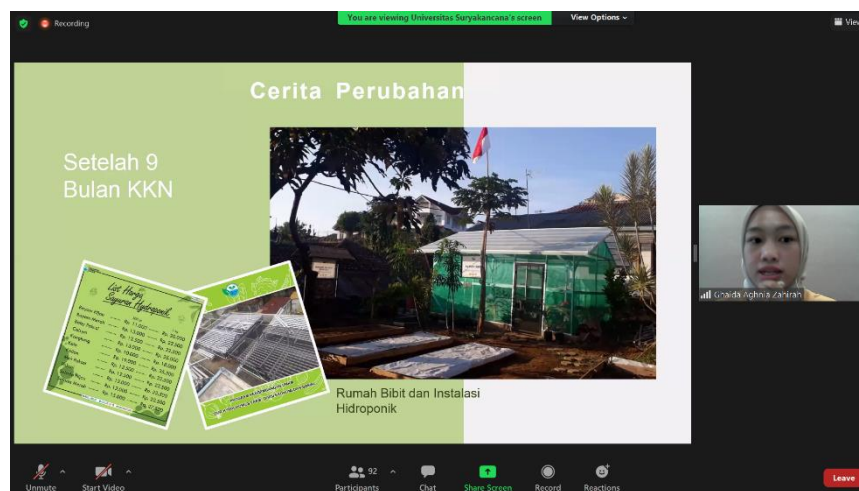
2.5.1.2 DEVELOPMENT OF E-LEARNING PLATFORM FOR KKN/PKL-TKWU

The KKN-TKWU e-learning materials are in development, with HEI partners and Mitra Kunci working in collaboration with the MOECRT team to produce teaching and learning videos, worksheets, reading materials, quizzes and presentations to high standards and with correct branding, including USAID logos as appropriate.

Discussions on the development of the modules on SPADA included inputs from Yulita, the MOECRT point person on distance learning, who advised that Mitra Kunci can access all materials in SPADA, and that quality control rests with the HEI partners. There will be a follow-up meeting to present the full KKN TKWU e-learning module before it is uploaded into SPADA.

2.5.1.3 WORKSHOP TO STRENGTHEN PENTA HELIX KKN/PKL-TKWU FOR UNIVERSITIES AND POLYTECHNICS

KKN-TKWU activities continued from January - March, and following this, the HEI partners held lessons learned events documenting best practices for further scale-up of the KKN-TKWU program.



Suryakencana University (UNSUR) student Ghaida Aghnia Zahirah shared the story of her KKN-TKWU project during the lesson learned event on Thursday, June 3.

These events provided room for discussion, sharing of information, knowledge, lessons learned, and best practices on the KKN-TKWU program with the university, GOI representatives at the national and local level, business or private sector, and other relevant stakeholders.

In sum, based on inputs from all actors in the Pentahelix model:

- From the **HEI** perspective, KKN-TKWU has enabled university students and staff to contribute to their communities, in line with their higher-level aims.
- From the **students'** perspectives, they appreciated the way the KKN-TKWU program enabled them to use and expand their knowledge in a way that supports the economic development of local communities, and many noted the value of learning about design thinking and social entrepreneurship. Students also noted how they expected this experience and learning would help them when they enter the world of work and business.
- From the **Micro and Small Medium Enterprises (MSME)** perspective, the KKN-TKWU program allowed access to potential further support to their enterprises, including business incubation through HEIs and local government.

- From the **local government** perspective, KKN-TKWU has opened up local economic opportunities and data about village initiatives and products which can be further supported.

Overall, participants in lessons learned sessions saw the value of connecting the players and using the Pentahelix model. They also noted how exposure to KKN TKWU has increased digital literacy in targeted communities which can now use digital marketing and sales platforms.

Challenges included:

- Meeting data reporting requirements (for the HEIs) and completing the tracer study form;
- Establishing progress when some students have not yet graduated but already have businesses or are employed, and graduates who go on to further study or are still seeking employment.

The Mitra Kunci team continues to support the partners to help them resolve these issues.

University students supported the development of several village products



[REDACTED] a University of Jember KKN-TKWU student, prepared a video to promote Crispy Banana Chips in local home industry sold on the Shopee digital marketplace.

[ps://youtu.be/a-2U-v11aD4](https://youtu.be/a-2U-v11aD4)

Meanwhile students from Universitas Kuningan supported the production of ready to drink coffee in Gunungsirah village, responding to market demand. This is a coffee growing area and the value added by the KKN-TKWU program means that coffee farmers can increase their incomes by participating in sales of the drink.



2.5.2. ENGAGING THE PRIVATE SECTOR TO IMPROVE GESI AND INCLUSIVE WORKFORCE DEVELOPMENT

This quarter, efforts have focused on finalizing an inclusive employment roadmap for private sector partners with partner DPO, ELSAM. Meanwhile H&M is at the forefront of scaling its Inclusive Workplace program and is forming a facilitator team and providing sign language training. 40 participants joined the Training of Facilitators for GESI, and 67 companies participated in activities related to GESI. COVID-19 continues to constrain activities though they have been able to go ahead, with some delays due to staff illness and office/factory closures for sterilization.

2.5.2.1 COORDINATION AND COOPERATION WITH DPP APINDO TO PROMOTE IWD

Coordination Meetings with DPP APINDO

Completed in the previous quarter.

Technical Assistance for private sector partners

Kick Off Meeting Implementation of Inclusive Employment Phase 2 H&M (29 April 2021)

Technical Assistance was expanded from 8 to 18 H&M Indonesia production units in Central Java in April and kicked off with a meeting attended by representatives of the Deputy 3 Office of the Presidential Staff and representatives of MoM along with Mitra Kunci, Better Work Indonesia (an ILO project which already partners with H&M) and Frank Blin Gonsalves, the H&M Group Production Office Country Manager. H&M committed to all factories implementing an inclusive recruitment policy, providing reasonable accommodation and hiring workers with disability, and in the longer term, they plan to retain workers with disability, building an inclusive culture for workers in their factories. See story in APINDO section.

Base Line Survey Employment Practice Inclusive Employment in 18 H&M Production Unit Companies (22-27 April 2021)

The 18 H&M production units completed a baseline survey prior to receiving technical assistance. Developed by Mitra Kunci and implemented with the support of Better Work Indonesia, this survey used the Mitra Kunci Self-Assessment tool and examined the following:

- Employee data based on gender
- Employee data with disabilities based on work positions
- Disability data based on disability type
- Comparison of disability employee without disabilities
- Composition of disability employee without disabilities
- Employee with disabilities based on position
- Disability employee based on a variety of disabilities
- Inclusive labor policy dimensions
- Dimensions of non-physical decent accommodation
- Dimensions of physical decent accommodation
- Inclusive information and information and communication
- Dimensions of handling emergency conditions
- Average value of inclusive employment dimensions

Table 5 – Employees with Disabilities in Production Units of H&M

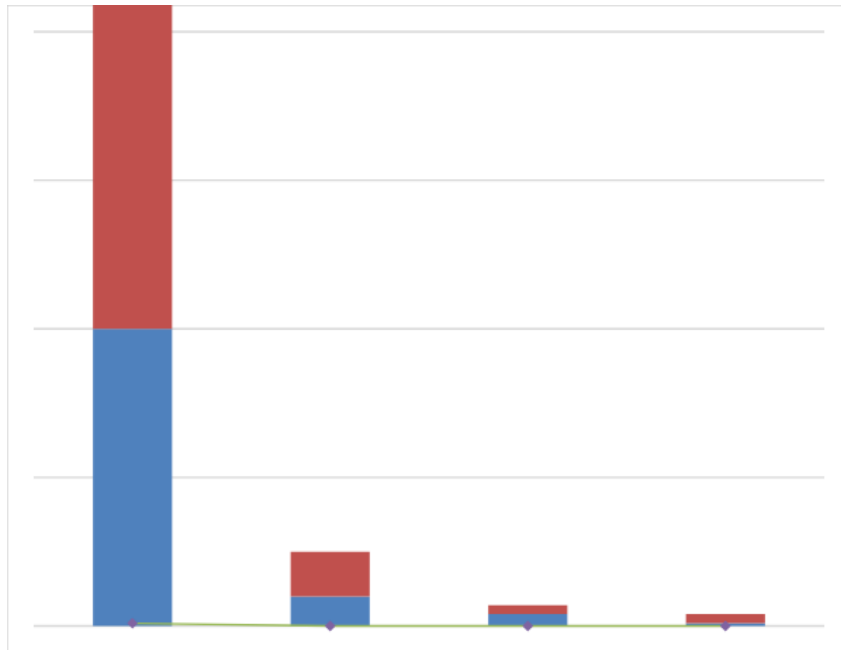
Company	Employees			Employee with Disabilities		
	Men	Women	Total	Men	Women	Total
PT. Semarang Garment	181	3.388	3.569	10	27	37
PT. Hop Lun Indonesia	231	1.972	2.202	7	22	29
PT. Nesia Pan Pacific Knit	255	3.809	4.064	4	5	9
PT. Fast Manufacturing	107	1.211	1.318	3	10	13
PT. Bomin Permata Abadi	136	1.291	1.428	1	11	12
PT. Pan Pasific Jakarta	125	1.598	1.724	11	5	16
PT. YB Apparel Jaya	54	1.053	1.107	2	12	14
PT Sari Warna Asli Textile Industry	312	2.050	2.362	6	18	24
PT. Sri Rejeki Isman, Tbk.	184	1.219	1.404	11	23	34
PT. Woori Sukses Apparel	332	1.527	1.859	3	16	19
PT. Kahatex Garment	83	6.866	6.949	0	41	41
PT. Kahatex Socks	429	4.756	5.185	42	45	87
PT. Kahatex (Majalaya, Socks Div)	311	1.341	1.652	4	4	8
PT. Kahatex - Majalaya (Jersey)	14	1.941	1.955	0	9	9
PT. Leetex Garment Indonesia	192	6.081	6.273	2	24	26
PT. Sumber Bintang Rejeki	243	3.145	3.388	5	34	39
PT. Vision Land Semarang	179	1.472	1.651	3	15	18
Total	3,368	44.721	48.089	114	321	435

Table 6 – Type of Jobs Performed by Employees with Disabilities, based on type of disability

Visual	Hearing	Physical	Mental/Bi-Polar
Packing Sewing Zipper Legal Rajut Otomatis (Computer Knitting) Steaming FQC (Final Quality Control) GA (General Affairs) Packing Ironing	Packing Sewing QC Rosso Heat Transfer General services	Mechanic Finishing Cutting Embroidery Security Driver Sewing Steam Sample Button Quality Control	General Affairs Soom Sontek (terminology for sewing type) Pressing Ironing Knitting Rosso Maintenance Admin Cleaning service Administration Payroll

The level of responsibility of employee with disabilities also varied, with some in supervisory/ management roles and some in union roles, as seen below.

Level of Responsibility of Employees with Disabilities in H&M Production Units



The full report on this survey can be found in Annex 8. It is in Bahasa Indonesia.

Based on the data above, H&M production units will prioritize the following as they scale up their Workplace Inclusion efforts:

- Recruitment of workers with disabilities;
- Moving forward with accommodation for non-physical and physical disabilities;
- Strengthening capacity for workers with disabilities to be ready to compete with other workers;
- Promotion of the concept of an inclusive work environment.

Kick-off Meeting on the Development of an Inclusive Employment Road Map

Following up on the results of the CEO of Meeting conducted by Mitra Kunci and APINDO, USAID Mitra Kunci intend to harmonize various initiatives scattered in various institutions / institutions related to inclusive employment.

On May 20, 2021 Mitra Kunci, APINDO and ELSAM kicked off the development of an inclusive workforce development road map. Hindun Anisah, special staff of the Indonesian Ministry of Manpower, in charge of the placement and supervision of labor, joined the event to provide guidance and support. It is expected that the road map can be launched in August 2021 and used by MoM and private sector partners.

2.5.2.2 COORDINATION AND COOPERATION WITH TVET INSTITUTIONS IN THREE PROVINCES

Series of Focus Group Discussion (FGDs) with TVET institutions

Kick Off Meeting on Developing Inclusive Disabilities Guidance Book (May 3, 2021)

.In the preparation of this guidebook, USAID Mitra Kunci will be assisted by the Yakkum Rehabilitation Centre in Yogyakarta. Yakkum is a DPO focusing on rehabilitation of persons with disabilities which increasingly works on advocacy for inclusive workplaces and on livelihoods for PWD.

FGD I preparation of inclusive BLK guidebooks with skills provider institutions

On June 22, representatives of MoM, BLKs and other TVET institutions and special schools joined this FGD. MoM's Director General of Ditjen Binalatvokasi, Mr. Moh Amir Syarifudin noted the Ministry's interest in transforming BLKs and in developing inclusive policies and supporting their implementation.

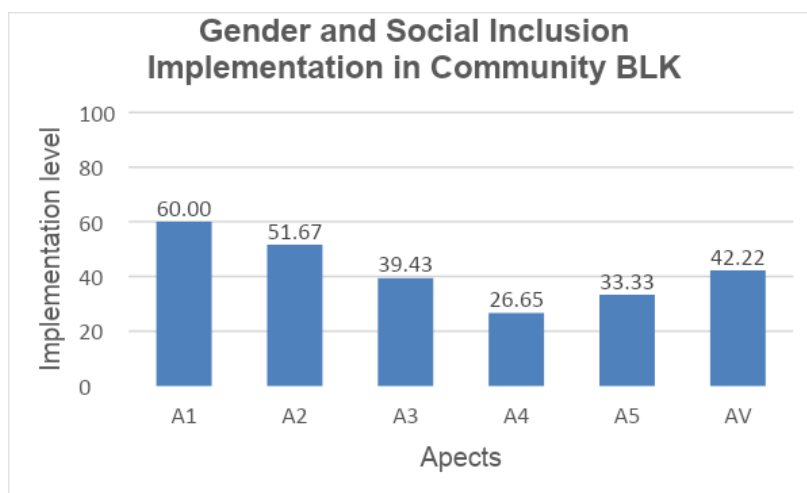
Technical Assistance for TVET institutions

Integration of GESI Issues into the Development of the Community BLK Business Model

50 BLKs joined training on GESI in East Java and then in West Java in June, and learned about the concept of gender, forms of gender injustice, concepts and principles of social inclusion and disability inclusion in particular, and how to apply these principles into Community BLK business model development. BLK participants were also asked to reflect on their inclusivity by completing the GESI self-assessment developed by Mitra Kunci.

The inclusivity level is measured by 5 aspects as shown below. From all 50 BLKs, the average level of inclusivity is 42.22 percent, with policy being the strongest aspect while communication and information proved to be the weakest. This result will be used by BLK to improve their facility and policy.

Aspects	percent
A1. Policy	60.00
A2. Non-Physical Reasonable Accomodation	51.67
A3. Physical Reasonable Accomodation	39.43
A4. Communication and Information	26.65
A5. Emergency Situation	33.33
Average	42.22

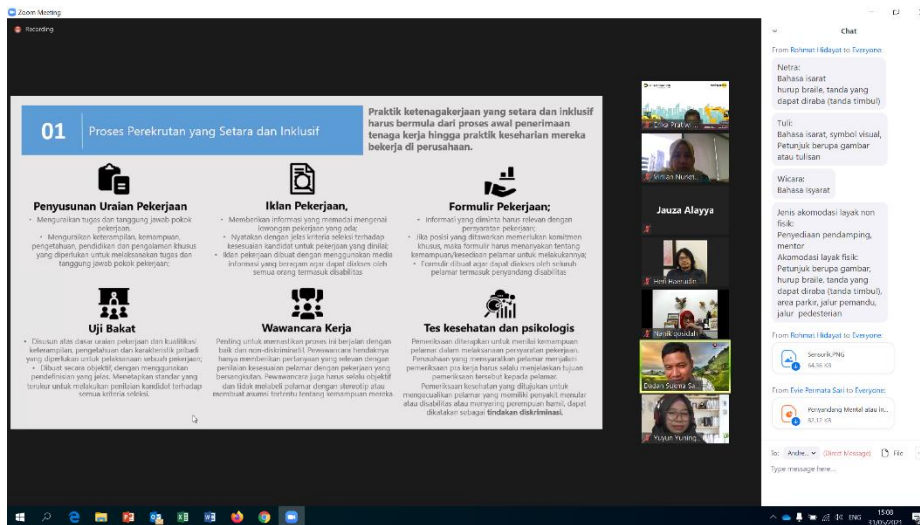


Soft skill and inclusivity training plans for 35 BLKs in Central and West Java
Next quarter.

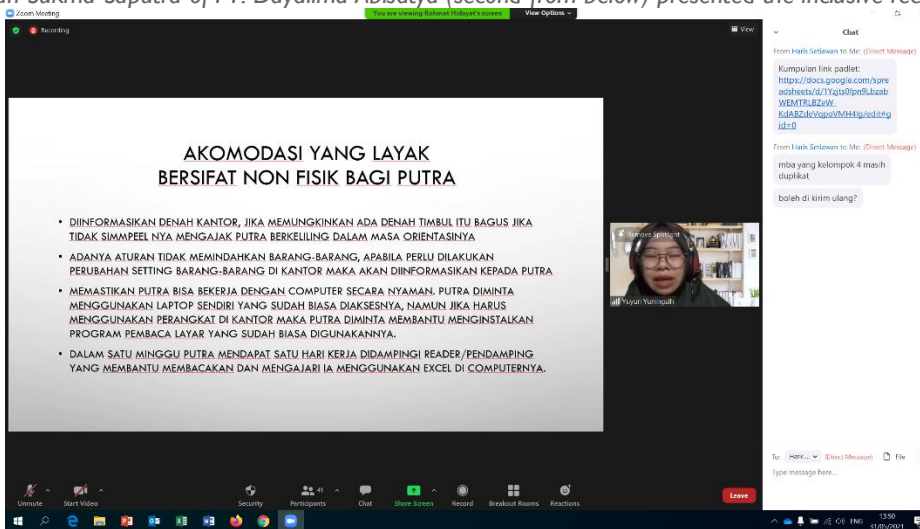
2.5.2.3 COORDINATION AND COOPERATION WITH PRIVATE SECTOR IN THREE PROVINCES

Webinar Series

Hosted with DPP APINDO in East Java on May 12, 2021 and with PHRI (Perhimpunan Hotel dan Restoran Indonesia, Indonesian Association of Hotel and Restaurant) in West Java on June 9, 2021, provincial representatives were presented with the GESI Guideline produced by Mitra Kunci. Participants included the Office of Manpower, education institutions and DPOs as well as APINDO partner companies as well as the guideline contributors. This activity opened up discussions about the role of local government in supporting inclusive workforce development (IWD), how to ensure that PWD have opportunities to develop workplace skills and access information on jobs and to promote inclusive practices: all challenges that the EEE-PWD program seeks to address.



Dadan Sukma Saputra of PT. Dayalima Abisatya (second from below) presented the inclusive recruitment process



Yuyun Yuningsih of BiLiC, one of Mitra Kunci partner in West Java explains the concept of reasonable accomodation

FGD Series

This activity will be replaced with GESI training delivered by trained facilitators in the three provinces, with Mitra Kunci support as needed.

Job Matching Event

Multistakeholder Forum in East and West Java

These two events took place in East and West Java in June, including BLKs, and provincial representatives of the Manpower Office, Social Services, BAPPEDA, Office of MSME, Universities, DPOs and companies, to facilitate connections that will enable PWD to access job opportunities. It became clear through the discussions that events of this kind are helpful and should be formalized in the future.

2.5.2.4 DISSEMINATION OF GESI GUIDELINE FOR PRIVATE SECTOR PARTNERS

Completed, see previous Quarterly Report.

2.5.2.5 TRAINING WORKSHOP TO DEVELOP A TEAM OF GESI FACILITATORS IN THE PRIVATE SECTOR

The Training Workshop to develop a team of private sector GESI facilitators was conducted on May 27-30 and June 2-4, 2021. This online activity was attended by 50 participants from 25 companies over the course of four days, rather than through a three day in-person activity, as had been planned originally.

The training course aimed to prepare facilitators within APINDO company partners who would be able to take forward company inclusion plans. Course content included the theory and practice of the application of equality and inclusiveness in the workplace. It also introduced how to make reasonable accommodation for workers and how to take physical and non-physical issues into account, and participants learned about inclusive communication and how to respond to an emergency situation at work.

Speakers included:

- Ni Komang Ayu Suriani (Difalink)
- Yuyun Yuningsih (BiLiC)
- Bahrul Fuad (Komnas Perempuan)
- Sulaiman Madi (H&M Indonesia)
- Faris Setiabudi (Accor Hotels group)
- Intan Permata Hati (PT. Adis Footware)
- Dadan Sukma Saputra (PT. Dayalima Abisatya)
- Arie Hakim (PT. Kalbe Farma)



DPN APINDO facilitator training was attended by staffs from 25 companies to develop team of facilitators within APINDO network

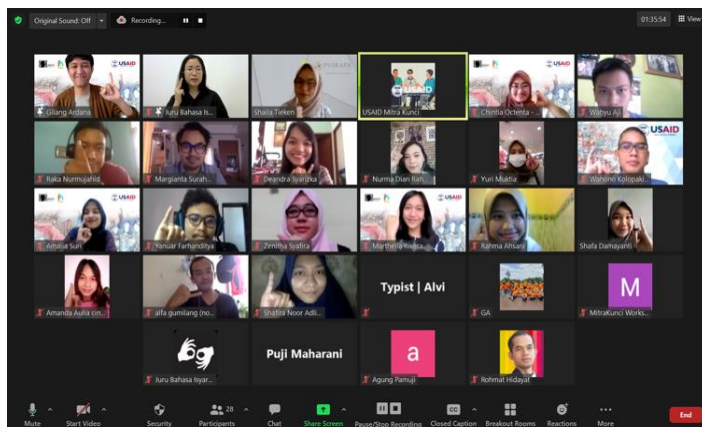
Facilitators left the workshop with some plans for immediate follow up including passing on what they had learned to colleagues, mapping disability options for recruitment, starting sign language training courses, gathering data on inclusion at work in order to monitor progress and reviewing local legislation on inclusion in order to update company policies.

2.5.2.6 MENTORING ON THE IMPLEMENTATION OF GESI ACTION PLANS FOR COMPANIES

Completed, see previous Quarterly Report.

2.5.2.7 FACILITATING YOUTH COUNCILS FOR PYD ADVOCACY TEAM

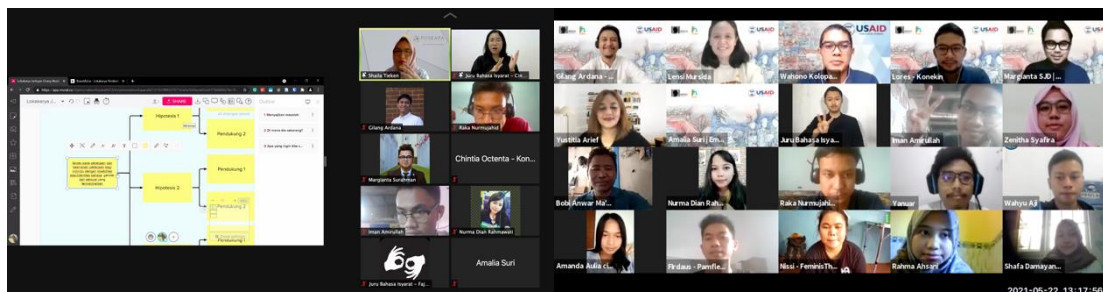
Early this quarter, Mitra Kunci has successfully facilitated the creation of a youth network of 15 young activists from various backgrounds from West, East and Central Java on inclusive workforce development. The network, which the founding members named Jarum Kayu (an acronym of Jaringan Orang Muda untuk Kerja Layak dan Inklusif / Youth Network for Decent and Inclusive Work), was initiated under Mitra Kunci's cooperation with two youth-led organizations, Emancipate Indonesia and Koneksi Indonesia Inklusif (KONEKIN).



Fifteen Selected Jarum Kayu Founding Members during one of the workshops

The Jarum Kayu founding members were selected in April. A total of 175+ young applicants registered, mostly from various vulnerable groups and youth-led organizations. Throughout the quarter, the group led three workshops, policy brief writing training, a public seminar and an Instagram Live session. Two activities were

youth-initiated and youth-led: ‘Jarum Kayu Public Survey on State of Young Workers in Indonesia: Decent and Inclusive Work’ and a community gathering with the representatives of marginalized group organizations. Mitra Kunci facilitated the selection of several co-leads from the group to ensure a clear division of labor.



Jarum Kayu Activities: Policy Brief Writing Workshop with PUSKAPA UI (left) and Discussion with President of Republic of Indonesia's Special Staff and various marginalized group organizations on young people, decent work and inclusive workforce development (right)

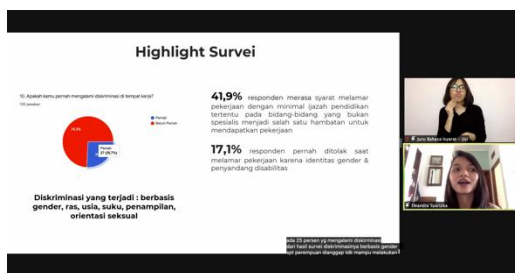
In the process, Jarum Kayu has created a space where young workers with diverse backgrounds are able to channel their voices and aspirations for inclusive and decent work in Indonesia. A Jarum Kayu Whatsapp group is bursting with daily discussions on decent and inclusive work. Outside the group, Jarum Kayu also started to join Mitra Kunci’s discussions with various stakeholders, including a discussion with the Ministry of Manpower in the National Coordination forum on Community BLKs, mentioned previously.

Jarum Kayu also decided to conduct a public survey targeting young workers in Indonesia, to see how they should focus workplace inclusion efforts and amplify young workers’ voices nationally. 40 questions covered gender- and/or disability- based discrimination, the availability of physical and non-physical accommodation for young mothers, young women, and people with disability as well as young workers’ perceptions of the current regulatory environment on inclusive workforce development. The survey gathered more than 100 responses, and which assisted Jarum Kayu in preparing policy recommendations for inclusive workforce development. The full report on this survey can be found in Annex 9. It is in Bahasa Indonesia.

Some of the insights from the survey showed that among youth respondents:

1. 17.1 percent had been rejected from a job because of their gender identity and/or disability.
2. 41.9 percent believed a minimum education-level requirement for non-specialist job posts is discriminatory for young workers.
3. 68.6 percent reported that there was no lactation room in their workplace, (no maternity leave for men (58.1 percent) and no menstrual leave (41.9 percent).
4. 29.5 percent reported experiencing sexual harassment in the workplace (physical, verbal).
5. 57 percent believed their company did not have a clear understanding of the rights of workers with disabilities.

The initial survey results were presented by Jarum Kayu on various occasions as a prompt for discussion in formulating recommendations for inclusive workforce development.



Membentuk Ketenagakerjaan Layak & Inklusif

PIKIRKAN	BICARAKAN	LAKUKAN
<p>Individu Evaluasi ragam identitas personal dan priksa yang dimiliki</p> <p>Pemerintah Evaluasi seberapa inklusif pekerjaan kelompok termarjinalkan dalam pembuatan kebijakan dan pengawasannya?</p> <p>Swasta Evaluasi apakah masih ada persyaratan perekrutan yang membatasi akses bagi kelompok termarjinalkan?</p>	<p>Proaktif berkomunikasi dengan kelompok termarjinalkan</p> <p>Bombak stigma yang ada</p> <p>Libatkan komunitas, organisasi, simpul masyarakat yang mewakili kepentingan kelompok termarjinalkan</p> <p>Evaluasi peraturan dan kebijakan yang membatasi akses kegiatan komunitas</p> <p>Memperbanyak diskusi mengenai isu inklusivitas</p>	<p>Pemerintah Mendukung sistem insentif dan subsidi untuk bagi pemberi kerja dalam penerapan ketenagakerjaan inklusif, insentif ini dapat berupa insentif pajak atau subsidi bagi pekerja muda termarjinalkan</p> <p>Swasta Dekretumen berbasis kompetensi, membangun pelatihan inklusivitas, mengalin komunitas, membandingkan sistem akses dengan komunitas dan keberagaman pekerja</p> <p>Komunitas melakukan pendampingan aksesibilitas, pelatihan etika komunikasi</p>



Izka and Ulya, Jarum Kayu founding members, presenting survey results and recommendations to the representative of the Ministry of Manpower and the Indonesian Chamber of Commerce (KADIN) during a 'Public Seminar: Young People, Decent and Inclusive Work' on June 5, 2021

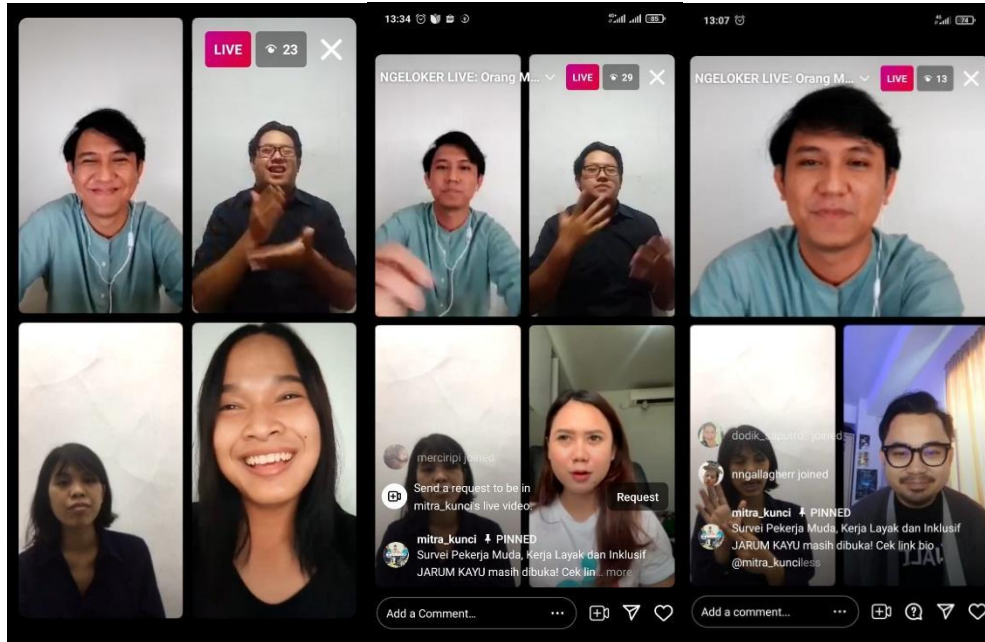
The process of the survey development was driven by Jarum Kayu, with selection of issues based on the reflection of the group's personal experience and activism. To ensure the survey was inclusive, one of the founding members volunteered to provide sign interpretation videos to be embedded in the survey so it could be accessible to other deaf young workers (some deaf people understand sign language better than Bahasa Indonesia). The survey includes an invitation for interested young workers to join the community, and this led to the network expanding to more than 250 young workers. Currently, Jarum Kayu is preparing to publish the survey result as part of its campaign for decent and inclusive work.



one of the Jarum Kayu Founding Members, providing sign interpretation videos for the Public Survey on the State of Young Workers in Indonesia: Decent and Inclusive Work

In its role as facilitator, Mitra Kunci also ensures that Jarum Kayu is connected to key stakeholders in inclusive workforce development, including reaching out to the President of Republic of Indonesia's special staff, Ministry of Manpower, Indonesian Chamber of Commerce (KADIN) and various marginalized group organizations for discussions. In these meetings, Jarum Kayu secured commitment for continued discussion in the future on youth workers and decent and inclusive work issues.

Mitra Kunci also provided online avenues where the network can be introduced to the public, especially to young people and youth-led organizations, with an Instagram Live session. Jarum Kayu was represented by Amanda, a young transgender activist who has a strong voice on matters of equality. Representatives of Emancipate Indonesia and KONEKIN also spoke about their activism journey related to young workers, decent and inclusive work. In July, the network will be introduced during a bootcamp event for KKN/PKL TKWU students so that these youth groups can be connected.



Instagram Live Session to Introduce JARUM KAYU: Diva (KONEKIN), Amanda (JARUM KAYU) and Margianta (Emancipate Indonesia) were answering audience's questions on JARUM KAYU, young workers, and decent & inclusive work.

Mitra Kunci is now facilitating Jarum Kayu founding members to be able to continue developing the network, its advocacy, and program independently. Also, Emancipate and KONEKIN have both conveyed their commitment to continue providing technical assistance for a year ahead.

At the end of quarter, Jarum Kayu conducted its first internal coordination meeting to evaluate activities conducted since April and to lay out its future agenda. The meeting resulted in an agreement for the network to start focusing on building its branding (logo, social media accounts) and organization structure as well as start digital campaigns on various issues related to decent and inclusive work using data they gathered from the survey and discussions during the initiation process. Regular coordination meetings will be supported by Mitra Kunci until the project's conclusion.

2.6. TASK VI: EMPLOYMENT AND ECONOMIC EMPOWERMENT OF PERSONS WITH DISABILITIES

Task VI is designed to address the Employment and Economic Empowerment of Persons with Disabilities (EEE PWD) in East Java Province through a series of activities that will increase market-based inclusive workforce development in the province. During this period, 248 people with disabilities gained access to more diverse training programs, 16 people with disabilities started small businesses and were successfully accepted to work in the formal sector. During this period, Mitra Kunci also supported 76 Community BLKs to accept PWDs as training participants. An initiative for inclusive CSR is also currently in the assessment stage in Situbondo.

2.6.1 GATHER ACCURATE DATA ON PERSONS WITH DISABILITIES AT THE COMMUNITY LEVEL

Mitra Kunci has collected statistical data for persons with disabilities following intensive coordination with the Surabaya City Government, thus completing the basic data on PWD in the seven project locations, see below.

Table 7 – Number of PWD under EEE

District/City	Number of PWD	Source of Data
Surabaya	9,852	Office of Social Services

In general, in all districts/cities, data collection is a challenge due to underreporting at the household level. A system is in place through provincial Social Service office and through Disability Facilitators (PPD) and Social Welfare Support Personnel (TPSK) at the sub-district level. Meanwhile, at the village level, Community Social Assistants (PSM) support the data collection process. Mitra Kunci, through various coordination meetings, encouraged partner district and city governments to apply existing mechanisms to obtain more accurate and comprehensive data on persons with disabilities.

2.6.2 EXPAND ACCESS TO DATA ON INTERNSHIPS, JOBS, AND ENTREPRENEURSHIP OPPORTUNITIES

Following Mitra Kunci's support over recent months, DPOs began actively coordinating with BLKs, agencies and other organizations, which resulted in more PWDs being able to access more varied training programs. BLKs began offering opportunities for PWD through both special classes for participants with disabilities and through incorporating participants with disabilities into general classes. For example,

- In Malang, the City Social Services Office takes an independent approach to BLK.
- In Pasuruan, BLK Rejoso held a special training program, after intensive communication with the Pasuruan Regency Manpower Office.

The number of people with disabilities who have participated in training programs in BLKs this quarter as a result of Mitra Kunci support is as follows:

Table 8 – Types of Training accessed by PWD in BLKs

BLK	Type of Training	Number of Participants with Disabilities	Date
Singosari – Malang	Makeup training	16	22 Jun – 26 Jul 2021 (on going)
Pasuruan - Rejoso	Food processing	16	2 – 22 Jun 2021
Jember	Entrepreneurship	9	14 – 26 Jun 2021
Pasuruan – Pandaan	Handmade-batik	1	17 Jun – 09 Jul 2021 (on going)
Pasuruan – Pandaan	Cellphone repair	2	17 Jun – 09 Jul 2021 (on going)
Sidoarjo	Automotive	4	24 Jun – 30 Jul 2021 (on going)
Sidoarjo	Garment	3	24 Jun – 30 Jul (on going)
Sidoarjo	Manufacture	2	21 Jun – 20 Jul 2021 (on going)
Sidoarjo	AC maintenance	3	21 Jun – 20 Jul 2021 (on going)
Surabaya	Graphic design	2	31 May – 15 Jul 2021 (on going)
Situbondo	Sewing	2	14 Jun – 13 Jul 2021 (on going)
BLK Komunitas Nurul Falah Pecinan (Situbondo)	Informatics	2	14 Jun – 13 Jul 2021 (on going)
BLK Komunitas Hidayatul Mubtadi'in Kembang Singosari (Malang)	Sewing	1	14 Jun – 14 Jul 2021 (on going)

In addition to collaborating with BLKs, DPO partners have also taken the initiative to organize independent training courses for PWDs with Mitra Kunci support, accessing trainers from their own networks. For example,

- Through Aura Lentera in Banyuwangi and PPDiS with coffee shop managers in Situbondo, 32 PWDs were able to improve their skills in coffee processing (see Feature Story in this report).
- In Surabaya, 19 people with visual impairments received an IT training program while strengthening their business using an e-commerce platform (see Feature Story in this report).
- Meanwhile in Sidoarjo, a certification organization, Meta Progress, provided mentoring assistance and office administration competency exams for two PWDs.

In addition, this quarter, following Mitra Kunci support through its team of district focal point facilitators, several local government and other agencies provided soft skills assistance in preparing proposals for funding applications and assistance for applying for jobs in the formal sector for PWD, amongst other topics, see table below.

Table 9 – Type of Training by Stakeholders

Institution	Type of Training/activity	Number of Participants with disabilities	Training dates
Mata Hati and Pertuni Surabaya	IT	19	21 – 23 Jun 2021
MetaProgress Training and Consulting – Sidoarjo	Office administration	2	18 – 21 May 2021
Office of cooperatives and micro enterprises, Pasuruan	Mentoring for proposal development for business	18	07 – 09 Jun 2021
Social services, Pasuruan	Mentoring for proposal development for micro enterprises	20	21 – 22 Jun 2021
Special School Job Exchange, Pasuruan	Mentoring for job applications at PT FMC Agricultural Manufacturing	3	02 Jun 2021
Social Services, Malang	Mentoring for PWD applying for social welfare enterprise grants	102	09 Jun 2021
Manpower office, Malang city	Mentoring for PWD applying for jobs at Alfamart	24	14 - 21 May 2021
Cooperative services, Malang city	Mentoring for proposal development for enterprises	27	20 May - 4 Jun 2021
PPDiS (Situbondo)	Mentoring for PWD applying for jobs at Alfamart	3	23 Mar 2021
PPDiS Situbondo – Stasiun Kedai Kang Dodi	Coffee processing	18	23 Jun 2021
Cooperatives service, K Banyuwangi	Cake making training	2	
Aura Lentera, Banyuwangi	Coffee processing	16	24 Juni 2021
Aura Lentera, Banyuwangi	Mentoring for PWD applying for jobs at Alfamart	6	25 Jun - 3 Jul 2021
Perperca Jember	Mentoring for PWD applying for jobs at Alfamart	12	23 – 29 Mar 2021
Note: the number of people with disabilities mentioned in the above activities can participate in more than one activity. Calculations for head count are available in the appendix.			

Meanwhile, participants who had completed training in the previous period, started to establish joint businesses, including 16 welding training graduates who have started a welding workshop “Bisa” and have already started getting orders from their community (see Feature Story in this report.).

Building access to the formal employment sector remains a challenge due to the pandemic. Mitra Kunci is encouraging DPOs to maintain active communication with companies that may have opportunities for PWD. For example:

- SLB Negeri Pandaan in Pasuruan which manages the Bursa Kerja Khusus (the Special Job Exchange), has managed to support three job positions for PWDs at PT. FMC Agricultural Manufacturing
- In Banyuwangi and Jember, two people with disabilities have been successfully recruited to work at their local Alfamarts.

2.6.3 EXPAND ACCESS TO STARTUP CAPITAL FOR ENTREPRENEURS

While PWDs continue to struggle to access formal loans from banks and cooperatives, Mitra Kunci has been working to open up a wider range of business funding opportunities, including

- The Office of Social Services in Malang, supporting the submission of 102 individual proposals from PWDs.
- The Office of Cooperatives, Trade and Industry, Mitra Kunci assisted in the preparation of 27 individual proposals for grants provided by the central government.
- In Pasuruan Regency, the total of 38 individual proposals have been proposed.

Currently, all proposals are awaiting evaluation results from the central government.

Meanwhile Mitra Kunci has also helped DPOs and PWDs to leverage in kind resources to start up small businesses, including the loan of welding equipment in Jember for the “Bisa” Welding Workshop, and through connecting PWDs to low overhead business opportunities such as in Surabaya where a group of PWDs are able to sell products online without the need for a physical shop.

2.6.4 EMPOWERING OF DISABLED PERSONS ORGANIZATIONS (DPO) AT THE DISTRICT LEVEL

Building on the work of the previous quarter where DPOs in Malang City were able to take advantage of training program opportunities in BLKs, EEE PWD held workshops in the other six districts and cities, to strengthen DPO strategies to take advantage of these opportunities.



Mitra Kunci held a Workshop on Planning for Disabled People Organizations to Utilize Access to Employment and Entrepreneurship in Sidoarjo, East Java, on April 20-21.

Banyuwangi: several DPOs established the Banyuwangi Disability Care Forum (Forum Peduli Disabilitas Banyuwangi) to facilitate communication with various parties, especially with the government, in order to fulfill the rights of PWDs.

Jember: Perpenca, PPDI, Himpunan Wanita Disabilitas Indonesia/HWDI (Indonesia Disability Women Organization) agreed to follow up with their members who have completed training programs and provide support such as was done following the coffee processing training, leveraging resources for welding trainees to start their businesses and helping to connect business opportunities such as the fence welding orders from local developers (see Feature Story).

Situbondo : PPDiS facilitates its members to access training programs in BLKs and local government. As a result, in this period, four people participated in training. At the community level, accompanied by PPDiS, the Village Disability Group (Kelompok Disabilitas Desa - KDD), whose members work in the agricultural sector, is submitting a proposal to Lembaga Amil Zakat, Infak, dan Sedekah Nahdlatul Ulama/LAZISNU (Nahdlatul Ulama Zakat and Charity Organization) for business support.

Pasuruan : Local DPOs DMI, Pertuni, PPDI and HWDI are actively looking for training opportunities in BLKs and offices and have succeeded in getting support from the Disability Special Job Exchange (Bursa Kerja Khusus Disabilitas - BKK) to connect PWDs to companies that wish to hire workers with disabilities.

Malang city: After successfully enrolling its members in a number of training programs conducted by the BLK, the Disability Family Forum (Forum Keluarga Disabilitas - FKD) began entrepreneurial initiatives. A number of business groups have started to emerge, including business groups that have not been active for a long time, have restarted their business activities. The Disability Creative House Group (Kelompok Rumah Kreatif Disabilitas), which has been inactive for a long time, started their activities again by bringing together around 20 people with disabilities in their entrepreneurial activities.

Sidoarjo and Surabaya: Mitra Kunci helped the network of special schools organized in the Principals Working Group (Musyawarah Kerja Kepala Sekolah - MKKS) to connect to the training program

provided by the BLKs. There are 29 special schools in Sidoarjo and 34 special schools in Surabaya that have shared information with their alumni. During this period, all participants who accessed the training programs at BLK Surabaya and Sidoarjo joined via this mechanism.

2.6.5 FACILITATE MULTI-STAKEHOLDER COORDINATION

Coordination activities continue to reveal employment and entrepreneurship opportunities for PWDs. Now that the EEE-PWD program has seven District Focal Point coordination has widened to include more frequent informal meetings to generate ideas on increasing inclusion.

- The Provincial Partnership Secretariat (Sekretariat Kemitraan) within East Java provincial BAPPEDA leads coordination between various programs implemented by NGOs, donors and CSR Forums.
- In Surabaya, coordination with the Deputy Mayor, followed by Bappeda City of Surabaya, Social Service and Manpower Office for disability empowerment led to a training program for people with visual impairments.
- In Sidoarjo, the SME Cooperative Agency Office invited people with disabilities with businesses to participate in an exhibition of SME products financed by the local government agency. On that occasion, the booth which was filled with two groups of disabled business owners from SLBs were visited by the Deputy Mayor.
- In Pasuruan, a coordination meeting discussed the formation of the ULD in the Manpower Sector involving a number of special schools, which is to be followed up with a draft Mayoral Regulation to establish the ULD.

2.6.6 INCLUSIVE GUIDELINES FOR TVET AND PRIVATE SECTOR

The preparation of the Inclusive BLK Guidelines is currently underway under Task III. Meanwhile, to support BLKs that have participants with disabilities, Mitra Kunci provides sign language assistants for training program activities at BLK Pandaan and BLK Sidoarjo where the participants are deaf. In conjunction with Task III, support was also provided to 77 Community BLKs, training their instructors on the principles of inclusiveness including disability specifically. As a result, a Community BLK in Situbondo accepted two participants with disabilities in their information technology training program. Community BLKs which received training programs for their instructors are shown as follows:

Table 10 – Number of Community BLK

Kabupaten/Kota	Number of Community BLKs
Sidoarjo	1
Pasuruan	10
Malang	16
Jember	21
Situbondo	9
Banyuwangi	20

Mitra Kunci has promoted the principles of inclusiveness, specifically including disability, through distributing inclusive employment guidebooks to several companies that are members of the Corporate Social Responsibility Forum at the provincial level and other working areas. Similarly, in relation to Task V, Mitra Kunci has also promoted the issue of inclusiveness including disability through workshops with several companies guided by APINDO for the East Java region.

2.6.7 INCLUSIVE CORPORATE SOCIAL RESPONSIBILITY (CSR) IN THE PRIVATE SECTOR

Through its cooperation with the East Java Partnership Secretariat provincial BAPPEDA, EEE-PWD is engaging with private sector companies under a Corporate Social Responsibility (CSR) Forum. The idea of collaborating with PT POMI –an energy company located in Situbondo-- came out of discussions in this Forum, where PT POMI was seeking input for its plan to develop inclusive CSR activities in the area around its plant at Paiton near Situbondo. The government was keen for PT POMI to support activities in one particular village.

Dusun Merak is a remote village in an area of natural beauty within the Baluran National Park, and the local government is looking to develop tourism in there in a way that builds inclusivity, and the EEE team connected with UNICEF and with a local DPO, PPDiS and the local Tourism Awareness Group to develop a concept. The first approach was to survey community views on the initiative.

The Mayor of Situbondo joined the survey team, along with BAPPEDA staff and representatives of both EEE-PWD and Unicef, who are tasked with considering disability inclusion and child protection and education respectively.

PT POMI will now follow up on the survey findings and recommendations and will soon ready ready to consult the Forum again as the plan develops.



Discussion with the community in Dusun Merak, Situbondo District.

2.6.8 AWARDS FOR INCLUSIVE CHAMPIONS, COMPANIES AND ORGANIZATIONS

Mitra Kunci plans to hold an Inclusion Award to recognize local initiatives which support inclusive employment and promote inclusion especially of persons with disabilities in East Java. On 29 April 2021, Mitra Kunci met the BAPPEDA Partnership Secretariat (Sekretariat Kemitraan) in Surabaya to present the concept of the event. This was followed by an online audience with the representatives of East Java Social Services, MoM and BAPPEDA on 14 June 2021 to seek guidance and participation in the event. Mitra Kunci has also developed a package of assessment tools along with general information and guidelines on the Inclusion Award.

The selection process will include registration, document selection including field and public verification, criteria selection, followed by announcement of award recipients. 27 awards will be offered at the regency/city level, based on eight assessments criteria.

Nominations can be accepted under two categories:

1. EEE-PWD project sites, 7 districts and cities, from Government, Private Sector, or NGOS
2. East Java wide (all 39 districts and cities), for individuals or organizations that have demonstrated great collaboration or have inspired others in IWD.

2.6.9 EXPAND INCLUSIVE WORKFORCE DEVELOPMENT CHAMPIONS AMONG PARTNERS

Mitra Kunci has identified a number of IWD Champions that it is actively supporting among its expanding network:

- The Special Employment Exchange for Disability (BKK) at SLB Negeri Pandaan, Pasuruan Regency is a job training unit initiated by the SLB principal which applies a Vocational High School approach. This BKK was formed to facilitate graduates with disabilities to access apprenticeship programs and jobs. The BKK is also actively campaigning for local companies to employ persons with disabilities. This has inspired the Office of Manpower to establish a Disability Service Unit to expand these services.
- The Olean Village Disability Group (KDD) in Pasuruan helps people with disabilities to actively participate in village development. This initiative is now being promoted at district level, so it can be scaled and adopted by other villages. Next year, this village expects to host a national level inclusion meeting.
- Disability Creative House (Rumah Kreatif Disabilitas) brings PWD in a handicraft enterprise. Having been stopped by the pandemic, Mitra Kunci is supporting the group's revival so at least 20 people with disabilities can learn and exchange experiences in entrepreneurship.
- Ratna Yudha and MetaPROGRESS Training and Consulting, a human resource consulting agency that has started to actively encourage companies to recruit PWDs. In various Mitra Kunci activities in Sidoarjo and Surabaya, they help people with disabilities to increase their soft skills to be able to compete in the world of work. Two people with disabilities from Sidoarjo have also been assisted to take certified training in office administration skills.
- BLK Komunitas Annuriyyah in Jember is one of the Community BLKs that has campaigned for inclusiveness by assisting workshop business groups managed by disabled people who graduated from training at BLK Jember. This campaign is being expanded to all Community BLKs in Jember.
- The Head of Banyuwangi Sub-district, Muhammad Luthfi, supports inclusivity by providing opportunities for coffee businesses run by people with disabilities through the provision of business places in coastal tourist locations in the city. He also actively encourages every work unit in the district government to employ people with disabilities (see Feature Story).
- Matahati, a DPO in Surabaya active in helping PWD to run their own businesses. One of their latest initiatives is to collaborate with the city government to carry out IT training for people with visual impairment.

2.7. PROJECT IMPLEMENTER RESULTS

Section 2.1.5 above focused on how Mitra Kunci supports Project Implementers or PIs. Section 2.6 focuses on the activities and results achieved by PIs. As both SINERGI 2.0 and Progresif have now ended, the emphasis shifts to follow up activities under Mitra Kunci directly, aimed at ensuring sustainability, and these are reported as relevant throughout the report

APINDO

Collaboration with APINDO is also described in Section 2.5.2. Below is a summary of project achievements this quarter.

Achievement of Program Indicators

Number of service providers trained who serve vulnerable persons (1.1)

40 people are now trained and ready to share their knowledge of equality and inclusiveness at work. These 40 people come from companies and APINDO DPP in DKI Jakarta, Banten and Central Java.

Number of host country tertiary education institutions receiving capacity development support with USG assistance (1.2)

Following the training of the facilitator team conducted by APINDO DPN there are now at least 21 Training Center Institutions (18 companies and three DPPs) who have received the transfer of knowledge about equality and inclusiveness at work.

Amount of resources leveraged from public or private sector partners for Kunci workforce development program increased (3.1)

Two activities led by USAID Mitra Kunci included a Kickoff Meeting the H&M Indonesian Win program which included 40 participants. In addition, 20 participants from APINDO DPPs joined coordination meetings with local governments, with in kind contributions valued at IDR 6 million for communication costs.

Number of workforce development partnership developed (3.2)

10 new partnerships have been established with companies that are the production units of H&M Indonesia and the Indonesian Hotels and Restaurant Association (PHRI) West Java.

Number GESI Initiatives Implemented (3.3)

Three initiatives this period include:

- WIN programs carried out by H&M Indonesia based on technical assistance from USAID Mitra Kunci.
- Coordination meeting with the Ministry/Institution initiated APINDO's national board (DPN) to increase inclusive employment.
- Sign language training carried out by APINDO DPN for its member companies.

Number of companies participating in workforce development programs (6.1)

54 companies participated in programs this period, including:

- Dissemination and Discussion of GESI Guideline in East Java and West Java.
- Training of facilitators on equality and inclusiveness at work

Number of private sector firms that have improved management practices or technologies as a result of USG assistance (6.2)

An additional 10 H&M Production Units have systems in place to recruit increased numbers of PWDs.

Number of improved private sector policies/certifications/practices as a result of cooperation with USAID (6.3)

10 H&M production companies have developed inclusive employment policies and begun implementing them.

APINDO Meeting with Ministries, BAPPENAS and Kantor Staf Presiden/KSP (President Staff Office)

DPN APINDO has also expanded their initiatives on inclusive workforce development in Indonesia by engaging GOI on June 4, 2021 in a discussion with several ministries (MOM, Ministry of Social Welfare) including BAPPENAS and the Office of the President office (Deputy 3 and 5). APINDO was represented by the chairs. Below is a summary of the outcomes of meeting, as shared with USAID Mitra Kunci:

DPN Apindo provided the background of Mitra Kunci's support to companies to help them hire the mandated one percent of the workforce as PWD, the production and dissemination of the Guideline for GESI in the workplace, the planned training of workplace inclusion facilitators. The APINDO Chair closed with a request for the government to provide further support to IWD, mentioning mentoring and labor information services and suggesting tax deductions as is practiced in other countries.

Bappenas briefed the meeting on its ongoing work with the Ministry of Manpower on a Labor Market Information System, and on the Government Regulation (PP) Number 45 of 2019 which regulates the Provision of Super Tax Deduction incentives of 200 percent for business actors and industrial players who carry out vocational training activities.

MOM, represented by the Director General of Binapenta, confirmed that Disability Service Units is to be established at district/city level, in coordination with the Ministry of Home Affairs. MoM noted ongoing work with Mitra Kunci on the inclusive employment road map.

KSP is prioritizing the transformation of BLKs to become more inclusive for persons with disabilities and ensuring that companies as well as and government offices are taking inclusive employment seriously.

DPN APINDO will follow up with various more technical meetings with various ministries/institutions.

Sign language training for companies

DPN APINDO plans to offer sign language training in July in response to demand from its members, with 90 interested participants.

3. FEATURE STORIES

MAXIMIZE PRODUCTION IN LIMITED LAND, Construction of Nursery Houses and Planting Using the Hydroponic Method, AKUR Farmer Youth Organization in a landless area.



Hydroponic vegetables ready to harvest

For their KKN-TKWU activity, Universitas Siliwangi students went to Kampung GBO in Cipanas Village, West Java. Led by an agribusiness student, she and her group set up a Hydroponic Vegetable Planting Program including a nursery unit with 40 group members representing approximately 40 families from Cipanas Village.

This initiative will empower families to produce their crops and vegetable products which can be consumed or sold locally. This is a sustainable initiative for the community, as they will be able to produce their own seeds using the seedhouse built with student help. Using hydroponics is also space efficient and does not consume agricultural land. This hydroponic nursery can provide food and also income for more families when they learn how to do it.

The students helped the group to work out their break even point for crop production using the business

model canvas approach they had learned in their KKN-TKWU training. They established that with a production capacity of 1000 packs of vegetables at IDR5,0000, sales would bring in IDR50 million, and factoring in production costs the breakeven point would be at 546 packs.

EEE-PWD: Adding value to inclusive enterprises in Banyuwangi

Banyuwangi’s coffee culture is alive and well despite the impact of COVID-19, and following support from Mitra Kunci, local DPOs Aura Lentera and Imaji Banyuwangi saw an opportunity for their organizations to enable the deaf community to gain a new skill and become economically independent by processing, packaging and marketing local coffee beans. It was clear that locally grown coffee could be processed and marketed to local cafes, and Mitra Kunci responded to a request for support from these DPOs for a Coffee Processing Training Course for People with Disabilities on June 24, 2021, at Gombeng Sari Coffee Village, Banyuwangi.

Sixteen participants joined the training, learning about the types of coffee available in the area, how to select good beans, process, package, market and serve coffee to the high standards demanded in the local market. Mitra Kunci brought in a trainer and a sign language interpreter, and by the end of the training the group agreed they would like to establish a Café Sahabat (Friends’ Café) together as a follow up. The trainer, Emir, offered the support of his coffee production house complete with coffee roasting equipment so that the group could move ahead without high initial investment costs.

At the same time, the Head of Sub-district, Muhammad Lutfi, joined the event and was inspired to support the Café Sahabat plan by offering space at nearby Lateng Beach, within a new development of shop spaces established by the City Government to support Small and Medium Enterprises and tourism in Banyuwangi.

With these boosts of new knowledge and skills, resources and space, Mitra Kunci expects to see Café Sahabat and its coffee supplies doing well in the near future.



The trainer, ██████ emphasized the importance of attractive packaging and of quality photos to show the products in an appealing setting.



The planned location for Café Sahabat at Lateng Beach, Banyuwangi, currently in development.

Working towards sustainable inclusive workforce development in Banyuwangi

EEE-PWD sought an audience with the Mayor of Banyuwangi to understand the government’s focus on inclusive workforce development in the district. The Regional Secretary of Banyuwangi Regency, Ir. H. Mujiono, on June 29, 2021, hosted the meeting which included representatives of the Banyuwangi Disability Care Forum (FPDB) and member DPOs as well as EEE-PWD

Following discussions about the work of the DPOs and EEE-PWD, the Regional Secretary committed to maintaining a focus on inclusion and disability rights in Banyuwangi, and to:

- Making the Banyuwangi Disability Care Forum (FPDB) a partner of the local government to help improve the quality and inclusivity of public services.
- Providing opportunities in terms of a quota for PWD to access daily paid work under a planned local government recruitment drive.
- Taking discussions further with the local planning agency, BAPPEDA and other government departments to make sure that the inclusion agenda in the Banyuwangi Regency Medium-Term Development Plan is implemented.



The Regional Secretary of Banyuwangi Regency, Ir. H. Mujiono received USAID Mitra Kunci and all community organization and Moh. Umar Asmoro, as Head of FPDB delivered introduction and updates about FPDB

Government representatives included:

- H. Asmai, S.AP., Head of the Social Assistance Section, Banyuwangi Regency Social Service Office;
- Moh. Rusdi, Head of Industrial Relations Development Section, Manpower Office of Banyuwangi Regency.

Participants from DPOS included:

- Banyuwangi Disability Care Forum (FPDB): Moh. Umar Asmoro and Indah Catur;
- Representatives of FPDB organizations including Nurhadi Windoyo from Aura Lentera Banyuwangi, Abdul Rahman from Indonesian Motorcycle Disability (DMI), Alfian from Sign Language Interpreters (JBI), Putri from Taliwangi, Jaenudin from the National Paralympic Committee (NPC) and Pradini from the Indonesian Association of Persons with Disabilities (PPDI) Banyuwangi Branch

Training opportunities for PWD in Situbondo

In Situbondo, the EEE-PWD connected a DPO and a local coffee shop to train youth with disabilities in coffee processing, so that they can work in cafes in the area. Stasiun Café provided training for 16 young deaf people in June 2021. The Situbondo Disability Pioneer Institute (PPDiS) assists people with disabilities and advocates their rights and is currently working with the local government in the preparation of the Situbondo District Inclusion Roadmap. The Situbondo government is planning to host a National Inclusion Gathering and is very receptive to inclusive initiatives.

The group learned how to blend coffee to make it distinctive and delicious, and those who wanted to learn more were given the chance to intern at Stasiun. There is talk of setting up a café to be named Café Senyap, based on the idea of continuing to work together and knowing that demand for good coffee has continued and will only increase over the coming years.



Left: [REDACTED] Stasiun Coffee trainer, in action.
 Right: [REDACTED], one of PWD participants who learns how to brew coffee.

Meanwhile progress is being made with the Situbondo BLK and several local Community BLKs. The EEE-PWD team connected several PWD to opportunities, including Andi Rofiki and Lailatul Presentoh who joined a 30-day sewing training from May 23, 2021 until June 22, 2021, in a general class. Meanwhile at the Nurul Falah Community BLK, USAID Mitra Kunci also managed to include two participants with visual impairments named Siti Maisaroh and Ayu Ning Tias, in information and communication technology (ICT) training for 30 days from June 14, 2021 until July 13, 2021, again in a general class.

In fact, the Nurul Falah Community BLK immediately moved to accept disabled participants after attending the Community BLK Inclusion and Independence Roadmap Workshop organized by USAID Mitra Kunci. One of the concepts presented was the obligation of Community BLK to be independent and apply the principles of inclusiveness by accepting trainees from people with disabilities and other vulnerable groups.

JARUM KAYU

A young workers' peer-support network for inclusive workforce development

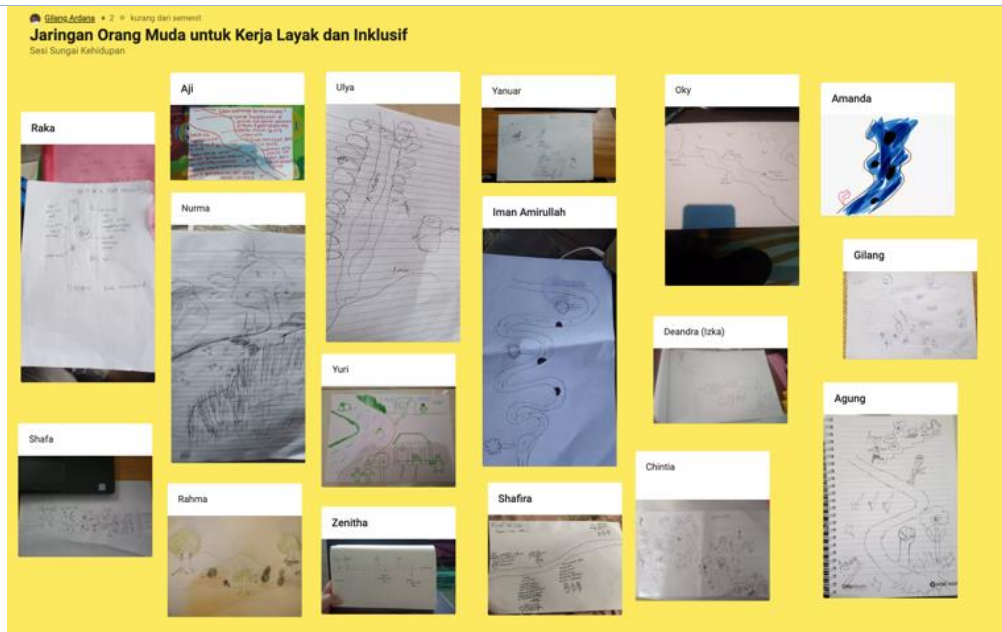
One of the highlights of Mitra Kunci's youth engagement activities this quarter was the creation of Jarum Kayu (Jaringan Orang Muda untuk Kerja Layak dan Inklusif / Youth Network for Decent and Inclusive Workforce), to support the inclusion of youth voices in inclusive workforce development advocacy

Jarum Kayu was initiated by 15 youth activists selected from more than 175 interested applicants from Mitra Kunci's project locations (West Java, Central Java, and East Java) with Emancipate Indonesia and KONEKIN. The 15 were chosen as a fair and diverse representation of young people to provide an inclusive voice for the network's activities. The group includes young activists (18-29 years old), young workers with disabilities (sensory, physical, and cognitive), young mothers, transgender youth as well as young workers from various background, including HR, consultants, labor union advocate, students, law clinics, UN body and marginalized-groups A short profile of the Jarum Kayu founding members is as follows:

<p>Izka, 29, Journalist in Tech in Asia, Kota Bandung Izka has an interest in issues related to technology disruption and how it affects the workforce. She is a young mother who has been working from home for the past year and hopes more companies can understand the reality of the double burden of female workers in the workspace.</p> <p>Oky, 29, Public Lawyer at Jakarta's Legal Clinic (LBH Jakarta), Kabupaten Bogor Oky has been actively involved in handling labor cases and advocacy for five years. Oky's activism includes organizing multi-stakeholder FGD discussions between the National</p>	<p>Amanda, 23, Student in University of Semarang, Semarang Amanda is a transgender who is actively involved in social activism through Rumah Pelangi Indonesia and LBH Semarang. Amanda is interested on issues related to human rights and cross-sectoral network on social issues</p> <p>Raka, 22, Activist of Indonesian Sign Language (BISINDO), Student, Surakarta, Raka is a deaf person with an interest in advocating for the civil rights of the deaf community. Raka actively teaches sign languages by visiting various places, including special schools, in order to advocate for the rights of the</p>	<p>Agung, 23, Advocacy Staff of Student Forum on Inclusion, Kota Tulungagung Agung committed to contributing to the creation of an inclusive workforce. As a person living with total blindness, Agung is looking forward to sharing his experience with employers to find solutions to problems that are still being faced by persons with disabilities.</p> <p>Iman, 19, Student at Amikom Yogyakarta University, Kota Tulungagung Iman is the youngest member of the group. He is concerned by the fact that many young graduates are still struggling to find decent work opportunities.</p>
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<p>Police, Ministry of Manpower and Labor Unions to push for a special manpower desk/unit within the police to handle sexual violence cases.</p> <p>Ulya, 24, Cirebon’s Communication Forum for People with Disability, Cirebon Ulya is a part of the empowerment department of Cirebon’s Communication Forum for People with Disabilities. As a person living with a physical disability, she is very concerned about the lack of access to employment for people with disability.</p> <p>Yanuar, 25, Staff of UNHCR, Kota Depok Yanuar is a member of a student organization that aims to build progressive ideas and movements to liberate the oppressed. He is interested in advocating income equality in the informal sector in Indonesia.</p> <p>Zen, 26, Staff of Consultancy and Legal Aid Institute – Alternative Dispute Resolution Faculty of Law of University of Indonesia (LKBH-PPS FH UI), Bekasi Together with LKBH-PPS FHUI, Zen is actively handling many legal cases related to decent work. She joined Jarum Kayu to continue advocating for employment rights of young people.</p>	<p>deaf and promoting the use of BISINDO.</p> <p>Shafa, 24, HR Practitioner, Kota Cilacap Since graduating from university in 2018, Shafa has worked in the HR department of two different industries. Shafa’s interest in joining JARUM KAYU is rooted in her concern about the lack of discussion on inclusive workforce in her previous workspace.</p> <p>Aji, 24, Member of Solidaritas Perempuan Kinasih, Magelang Aji’s activism focused primarily on discrimination against disability groups. Aji joined Jarum Kayu to push for a system that is inclusive for young workers.</p> <p>Yuri, 26, Founder of Perempuan Pekerja, Semarang Yuri is the founder of a movement focusing on the rights of female workers. She is also actively involved in Indonesia’s Civil Society Coalition Against Sexual Violence. Her recent research included exploring sexual violence experiences of garment workers in Semarang City.</p>	<p>Nurma, 29, Member of the Association of People with Disabilities Indonesia (PPDI) Blitar, Kota Blitar Nurma was a facilitator for the USAID JAPRI program in 2021. As a person with cognitive disability, she is advocating for better training and mentorship for young people, especially the one with disability, so they can get access to employment.</p> <p>Rahma, 25, Consultant Konsorsium CREATE (Creative Youth for Tolerance), Kabupaten Nganjuk In her current job, Rahma always ensures that young women workers get the space they need to thrive. Rahma has a high interest in the advocacy works related to inclusive work and the rights of young and vulnerable groups.</p> <p>Shafira, 23, Student at the University of Brawijaya, Surabaya Shafira has been very active in handling many advocacy cases at the provincial level. She was involved in the case against a fast-food chain in East Java as well as a worker dispute in a commercial bank in Surabaya.</p>
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In facilitating the creation of Jarum Kayu, Mitra Kunci is bringing PYD to life through the creation of safe space, a support system for young people to thrive. In the first meeting of Jarum Kayu, Mitra Kunci facilitated a session called “Sungai Kehidupan” (translated as ‘River of Life’). In this session, each founding member was asked to draw their life history as if it is a river. This exercise stimulated deep conversations about what it feels to live as a person with disability, transgender, young mother and/or female worker as they discussed their lives and tried to understand how others perceived their own lives. Nurma, one of the founding members shared, “As a person living with a cognitive disability, sometimes I feel like I am alone, but going through [the River of Life activity], I realized that we are in this together. I am really grateful to be here with all of you”.



The 'River of Life' drawing from each of the Jarum Kayu founding members from the first workshop, April 24, 2021

Through bonding and sharing activities of this kind, Jarum Kayu has transformed itself into a peer-support and safe space where everyone involved can share their story without fear of judgement, as well as discussing how to handle discriminatory practices each member is facing in their work. In June the group met to reflect on what the space means for them and what it can enable going forward.

“I’ve gained a new collective power from Jarum Kayu. I am better able to advocate workforce inclusion. For the past few years, I’ve been trying to find ways and spaces to be able to speak up, by meeting all of you I feel like I’m getting braver, I’ve got the support I need. This is truly a safe space and I hope we can continue advocating these issues” shared Yuri in the meeting.

This statement was also echoed by Aji and Amanda. “This space enables me to freely express myself as who I am” shared Amanda. “I feel like I’ve got a new support system” added Aji.

Shafa, who works in HR in a company in Central Java, shared that her involvement in Jarum Kayu has given a whole new meaning of what it takes to be inclusive and how HR can take part in this movement “I learned how to position myself better on the issue of inclusivity, especially to learn from young workers with various disabilities on their reality. This is truly a learning experience for me”

In the meeting, Jarum Kayu members agreed to keep the space as it is and to expand its peer-support to a wider community of marginalized young workers. Mitra Kunci will continue to provide assistances for Jarum Kayu activities so that more young people can work collectively to advocate for inclusive workforce development.

E-commerce Business Options for PWD in Surabaya

Mitra Kunci worked with the Surabaya government to set up a training course for people with visual impairment, to give them the know-how they need to take advantage of e-commerce opportunities. Two local DPOs, the Matahati Community and PERTUNI Surabaya wanted to arrange this training as they had identified a need for people in their networks who had existing businesses but were missing out on online sales. The Deputy

Mayor offered space for the training in its Candra Kirana Women's Building, and four trainers were found to lead it, along with an IT specialist to provide technical support.

By the end of the three-days training course from June 21, 19 visually impaired people had learned from four trainers, also PWD, about e-commerce and how to establish an online shop. Following the training, the participants will also have further support from the Matahati Community and Pertuni as they develop their businesses



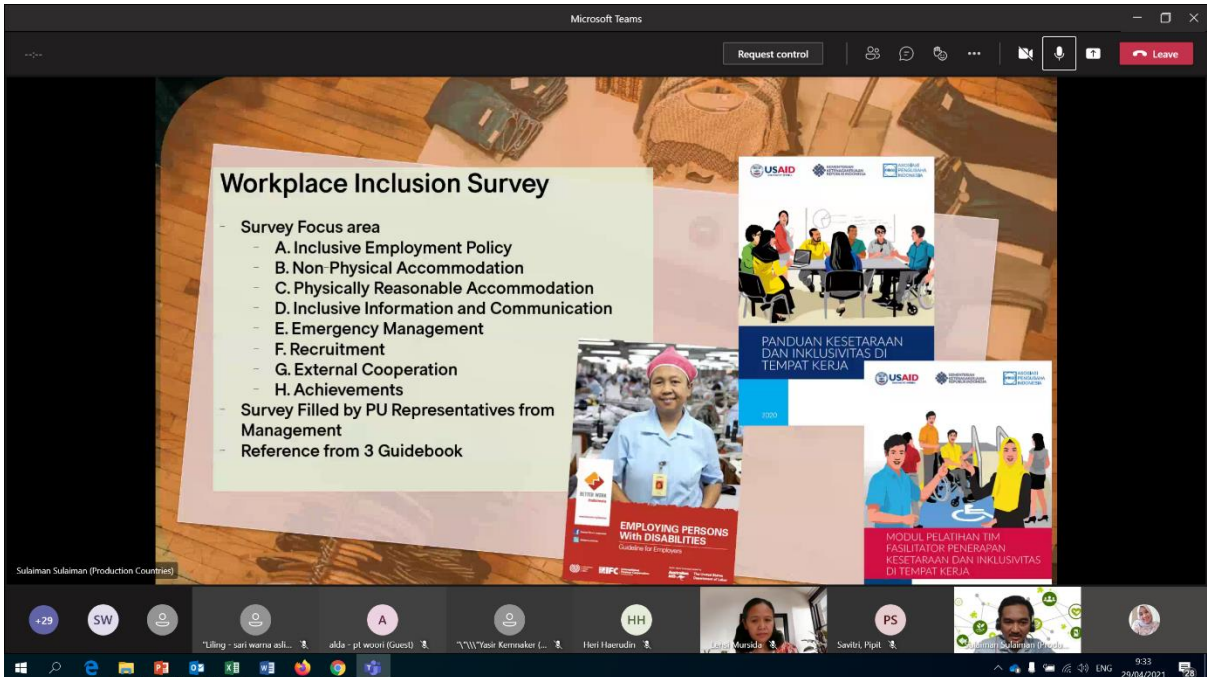
One of the participants learning how to use an e-commerce app

Sulaiman Madi, H&M Indonesia's Inclusive Champion

According to Sulaiman Madi, the Social Program Specialist of H&M who has been behind Mitra Kunci's successful collaborations across the H&M network, he is motivated by H&M's mission and by a desire to support Indonesian achievement of the Sustainable Development Goal: Promoting full productive employment and decent work for persons with disabilities.

His role is to lead H&M's "WIN" workplace inclusion program in line with the company's principles of keeping people at the center of the business and ensuring human rights in business operations, and also supporting the Government in its focus on equal opportunities for all. H&M factories are expected to implement inclusive recruitment policies and to comply with the one percent PWD rules, ultimately building an inclusive culture and retaining PWD in the workforce.

With Mitra Kunci and also Better Work Indonesia support, H&M has been developing its inclusion approach since 2018 and supporting factories to apply the approach. It has marked progress through worker surveys, as shared elsewhere in this report. Sulaiman plans to systematize inclusion throughout the H&M business, offering surveys, capacity building, mentoring and training, and building links with local BLKs to 'link and match' with potential workers with disabilities. He also plans to join a Team for Equality and Inclusivity in the Workplace with the APINDO DPN Team and other company representatives.



Sulaiman Madi, Social Program Specialist, H&M Indonesia (Bottom Right) presenting the result of workplace inclusion survey in Kick Off Meeting of H&M WIN Program, one of many activities where he participates as resource person

Data and Facts on KKN TKWU Tracer Study

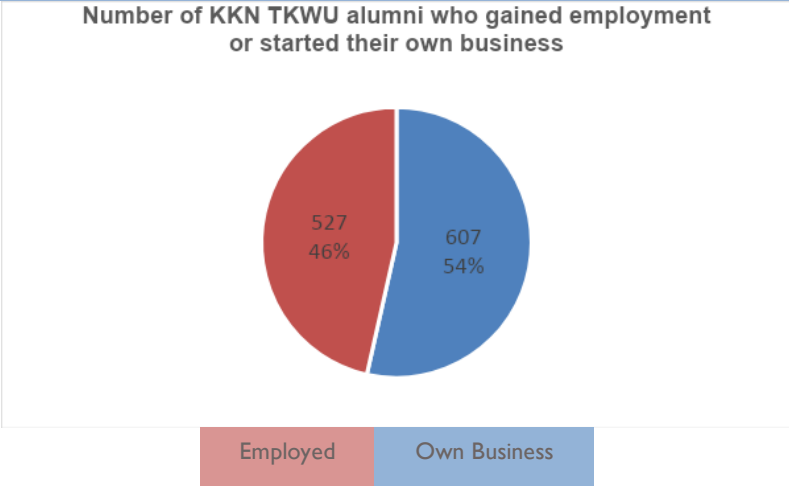
Universities in Indonesia are required by the Ministry of Education, Culture, Research and Technology (MoECRT) to conduct biennial tracer studies to track the progress of their alumni and learn about their careers, businesses and other activities.

When Mitra Kunci signed FAAs with seven HEIs it required similar information about the KKN-TKWU alumni, including both graduates and current students who had completed their KKN-TKWU activities.

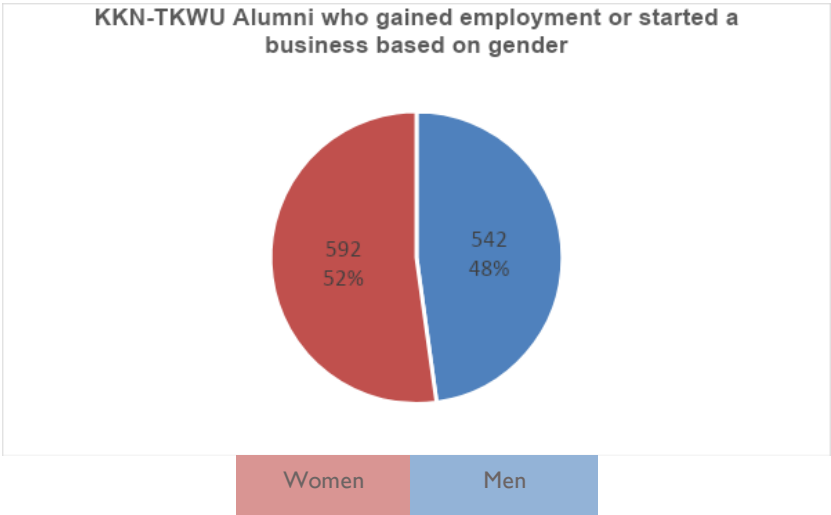
Below is the summary of tracer study findings:

Universities conducting tracer studies	7	
Number of students attending KKN-TKWU Class	24,728	
Number of KKN-TKWU alumni who responded to the tracer study questionnaire	4,049	16 percent
Number of KKN-TKWU alumni who gained employment	607	15 percent
Number of KKN-TKWU alumni who started their own businesses	527	13 percent
Total Number of KKN TKWU alumni who gained employment or started their own business	1134	28 percent

The total contribution of KKN / TKWU activities in the New and Better Employment Indicator (6.1) is 1,134 people who constitute 28 percent of 4,049 that have provided data.



Based on gender, the total data of who works and owns a business is almost exactly balanced between women and men, as shown in the following diagram.

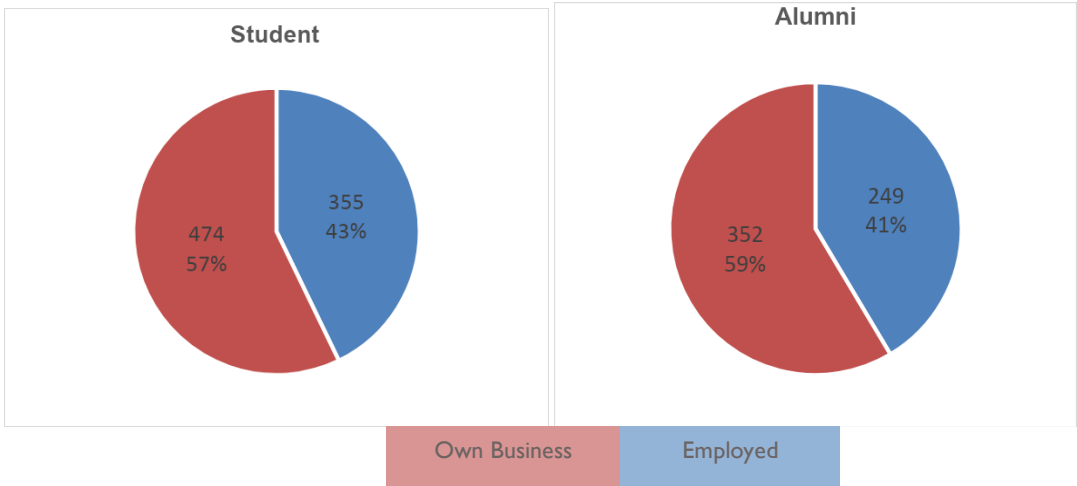


The breakdown per HEI is shown below:

University	Works	Own Business	Total
Universitas Jember	51	90	141
Universitas Kuningan	287	136	423
Universitas Muhammadiyah Malang	36	67	103
Universitas Negeri Surabaya	63	113	176
Universitas Suryakencana	63	43	106

Universitas Padjajaran	71	74	145
Universitas Siliwangi	36	4	40
Total	607	527	1,134

There is an interesting tendency for students and alumni to start their own business rather than enter employment, as shown below.



The most dominant type of business is trade, followed by services and production. Other types of business are animal husbandry, farming, tourism, automotive and youtuber.

Only three percent of who own businesses have assets worth more than IDR 50 million. Nine percent has assets worth between IDR 10 million and IDR 50 million, while most (87 percent) have assets of less than IDR 10 million.

For those who work, they are spread in various types of industry/sectors. The most common sector is education (28 percent), followed by services (19 percent), trade (15 percent), finance and insurance (nine percent), Information & Technology (five percent), factories (four percent), hotels and restaurants (three percent), construction (three percent), housing (three percent), agriculture/forestry/fisheries (two percent), transportation and tourism (1 percent).

The current status of those who work are permanent employees (33 percent), followed by contract employees (32 percent) and 30 percent part-timers and four percent are project-based. Their monthly income range is currently in the range of under IDR 1 million (46 percent), IDR 3 million (41 percent). A small percentage have received incomes above Rp. 3 million (nine percent) and above Rp. 5 million (four percent).

From the data obtained some of the students/alumni are people with disabilities. The current total number is 40 PWD or one percent of the data entered. Three work in the service industry, three in trade, two in education and one in another sector (not mentioned). There are seven PWDs who started their own businesses.

4. CHALLENGES AND SOLUTIONS

Moving into the closing phase of the program, Mitra Kunci is facing occasional program and technical challenges which have minimal impact on results and which can generally be handled quickly through the frequent and well-established partnership and coordination meetings. The recent surge in COVID-19 has not affected the way the team operates though it has affected staff and families.

The COVID-19 situation worsens with the arrival of the Delta Variant, further adjustments are taken in stride.

While the Mitra Kunci team continues to deliver activities and work effectively from home, the recent dramatic increase in cases in Indonesia requires further adjustments, with team members and their families dealing with positive tests and illness and colleagues taking over the responsibilities of others who they are unable to work. The collaborative and supportive working atmosphere within the team has enabled activities to go ahead as planned, and staff continue to take all precautions and to seek vaccination as it becomes available to them.

There were delays with some activities which were originally intended to be held online.

The Training of Trainers (TOT) for Inclusive Workforce Development for APINDO was intended to be delivered in person due to the nature of the activity, however it became clear that this would not be an option. The TOT was therefore adjusted for delivery online over the course of four days. The Community BLK workshop in Central Java was also delayed due to the long-standing preference of the Ministry of Manpower for in-person meetings, and while in the other two provinces these meetings went ahead, the Central Java one was postponed, awaiting a decision to go ahead next quarter.

The team encountered and addressed several technical and programmatic issues.

When discussing the FAAs with university partners, it became clear that the lack of alignment between the timing of FAA deliverables and the academic calendar was presenting challenges for universities. This was resolved through adjustments to timings of deliverables in the FAA to accommodate the partners. Preparation of the Platform for Community BLKs also needed to take into account the fixed structure of the MoM Labor Information System (SISNAKER), which meant that the Community BLK platform needed to be set up independently of it, though still under MoM. While this discussion was ongoing, activities related to promoting the platform were delayed.

Mitra Kunci proposed to the Ministry of Manpower to be a supervisor of the platform, without having to integrate the platform with the Sisnaker program system to:

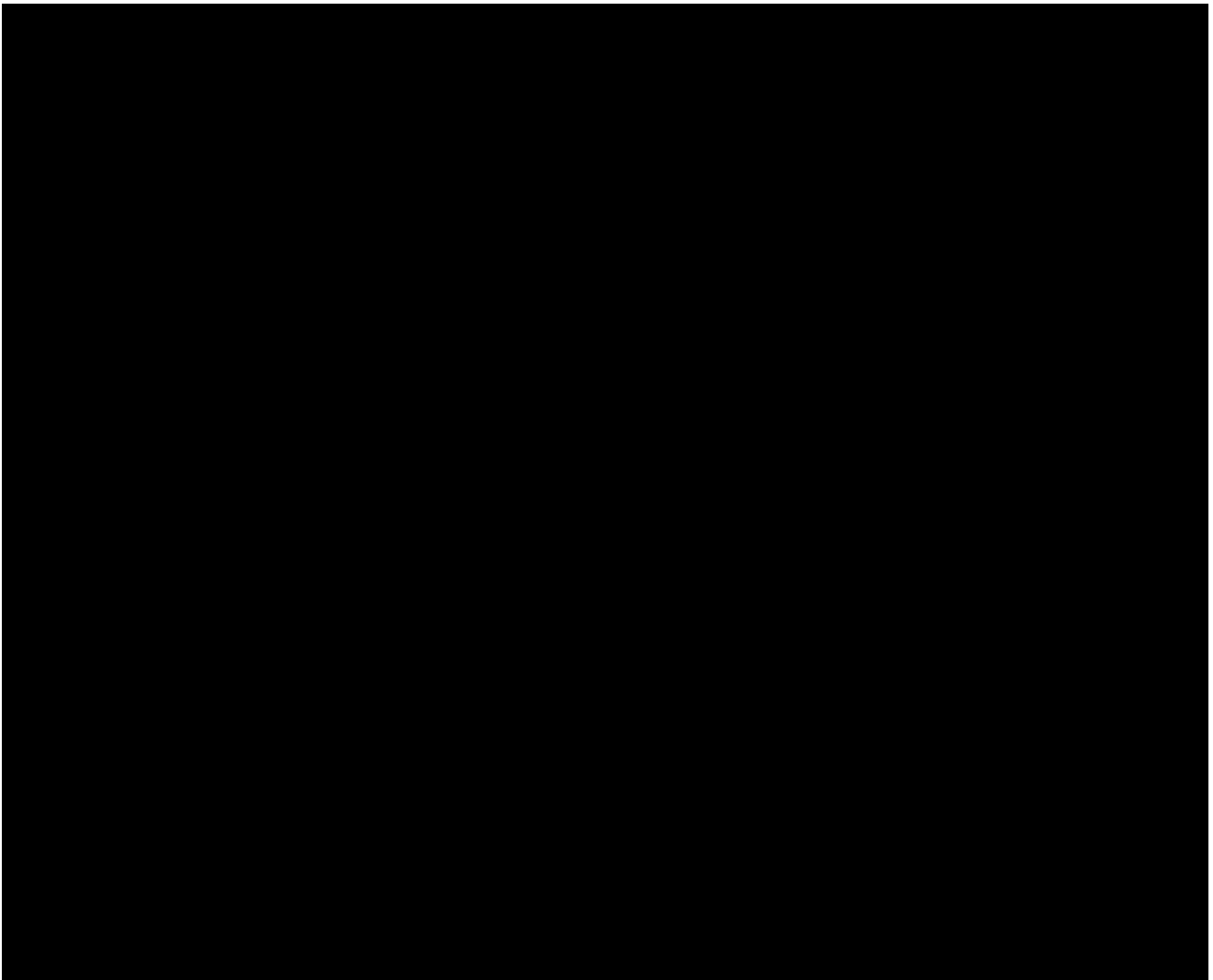
1. Overcome the difficulties of programming language settings in large and complex Sisnaker systems.
3. Simplifying the coordination, communication, and decision-making process with a bureaucratic system that takes time, a lengthy procedure within the Ministry of Manpower.
4. Prepare a platform transition easily to be managed by the national coordination forum of BLK-Community, so subsequently the end of the project, the platform develops according to community needs, is sustainable, and independent.

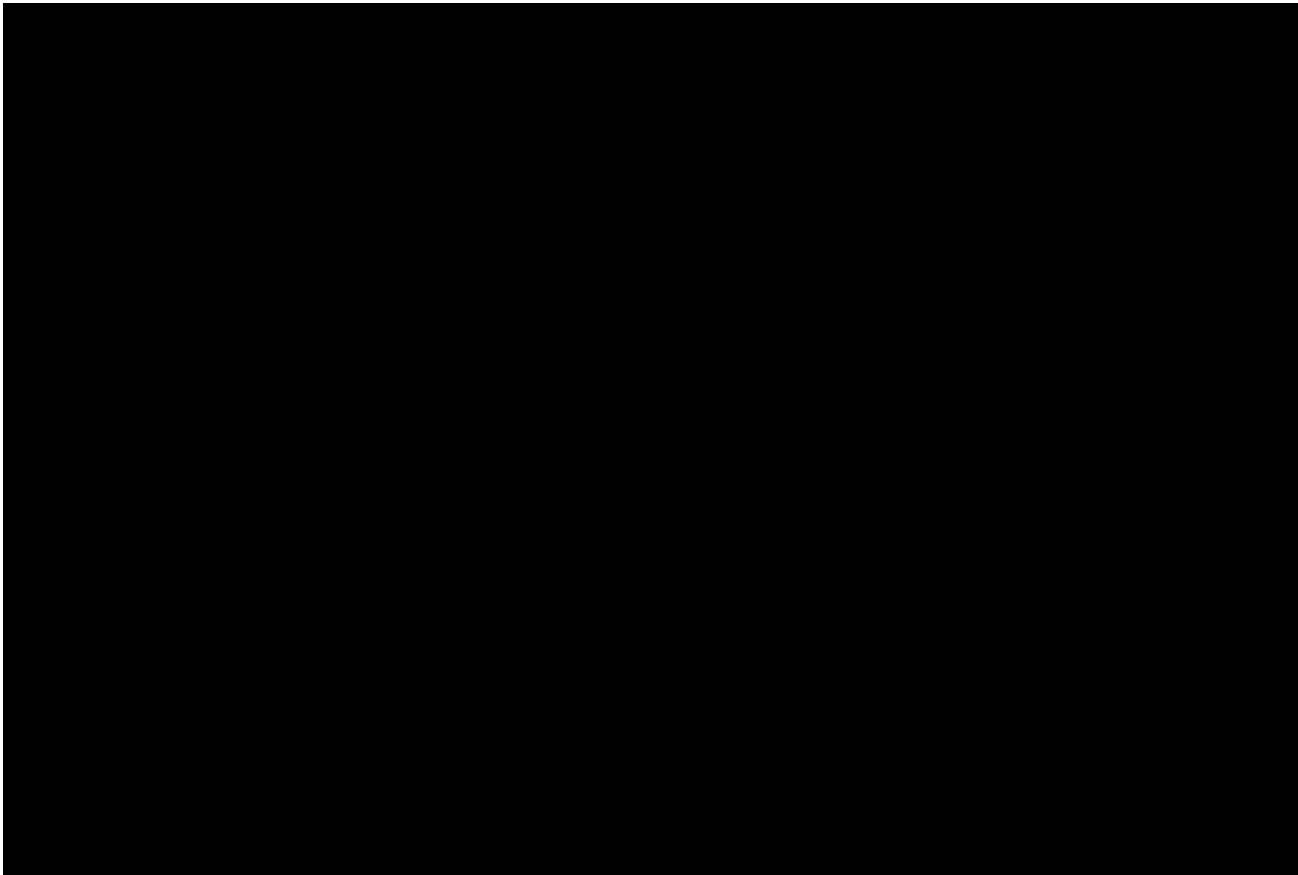
However, until Q3 Mitra Kunci and the Indonesian Ministry of Manpower have not agreed yet how to deal with this issue. Considering the limitations of personnel, time, and the challenging coordination in a pandemic situation, Mitra Kunci realizes that creating a new platform outside SISNAKER will be required massive coordination and discussion among directorate general offices at MoM and many working hours should be dedicated as well. Considered these circumstances, Mitra Kunci decided not to continue plan to develop BLK Community learning platform but to focus on supporting the Central Java Provincial Manpower Office in developing e-makaryo platform.

Meanwhile the previously reported challenge of engaging with the Surabaya city government has now been successfully resolved. The EEE-PWD team made consistent efforts to engage and add value in Surabaya, and these have now been recognized by the new Mayor, who has a focus on IWD and has been open to collaboration. The EEE-PWD team is now working with Social Services and Manpower and setting up training opportunities for PWD as planned, see also story on DPOs Matahati and Pertuni.

5. PERSONNEL AND OPERATIONS

This quarter, Mitra Kunci recruited and continued the hiring process for additional staff to support Mitra Kunci activities, particularly including District Focal Points in seven locations in East Java for EEE-PWD.





Restructuring Mitra Kunci Organogram

After expanding the team to anticipate upcoming activities this quarter at both the national and provincial level, particularly in East Java, in April 2021 Mitra Kunci management revisited and reviewed the Mitra Kunci organizational chart and restructured it to divide the workload among Mitra Kunci team members in order to make Mitra Kunci performance more effective and efficient.

In the previous organogram, the Deputy Chief of Party (DCOP) was responsible for oversight and supervision of all Mitra Kunci technical staff. The team decided to delegate some of DCOP supervisory roles to Advocacy and Partnership Coordination Manager (APCM), Wahono Kolopaking.

Restructuring was also carried out within the Knowledge Management, Communication and Monitoring and Evaluation team. The Communication Officer title was changed to Communication Specialist because she supervises STTAs and consultants. This position is also now under COP supervision with close coordination and communication with APCM.

While in East Java, Mitra Kunci also placed District Focal Points (DFP) under Cluster Facilitators, so that each Cluster Facilitator will supervise and oversee two or three DFPs in their cluster. This task delegation will avoid overloading supervisory roles for Provincial Coordinator. Please find the new organogram below, effective from May 1, 2021.

Operations

Mitra Kunci FY 2021 Quarter 2 Accruals Report

With reference to Task Order No. AID-OAA-I-15-00014, and in accordance with F.5 “Reports, Geographical Data, and Deliverables,” please find attached the Q3 FY2021 Accruals Report. This report presents costs to carry out Mitra Kunci activities during the period.

This report covers the current period of FY 2021 Q2 (January 1, 2021, to March 31, 2021), and was approved by Task Order Contracting Officer’s Representative on May 05, 2021.

Year 5 Quarter 2 Progress Report

With reference to Task Order No. AID-OAA-I-15-00014, and in accordance with F.5 “Reports, Geographical Data, and Deliverables,” this report was approved by Task Order Contracting Officer’s Representative on May 07, 2021.

Mitra Kunci FY 2021 Quarter 3 Accruals Report

With reference to Task Order No. AID-OAA-I-15-00014, and in accordance with F.5 “Reports, Geographical Data, and Deliverables,” please find attached the Q3 FY2021 Accruals Report. This report presents costs to carry out Mitra Kunci activities during the period.

This report covers the current period of FY 2021 Q3 (April 1, 2021, to June 30, 2021), as well as FY 2021 Q4 (July 1, 2021, to September 30, 2021), and projections for the remaining life of project October 2021 – January 2022). This report was approved by Task Order Contracting Officer’s Representative on Jun 23, 2021.

On-going VAT Payment Report January 1– Jun 30, 2021

With reference to OAA Notice No.03-CY2017 Guidance for Implementing Partners to Apply for Value Added Tax (VAT) Exemptions, Mitra Kunci still working on compiling its VAT Payment Log to obtain USAID Approval for reimbursing for VAT expenses made between January 1 – Jun 30, 2021, that did not fall under one of the noted exception categories. As a USAID-funded program, Mitra Kunci is tax exempt under the bilateral agreement between the United States and the GOI. However, while Mitra Kunci has received an MOU from its GOI counterpart, the Ministry of Research, Technology, and Higher Education, we have not received a Notification of Award (NOA) as of December 31, 2020 (the end of the last tax year).

6. MONITORING AND EVALUATION RESULTS

This section includes an analysis of results for USAID indicators and Youth Power indicators required by USAID. A full set of Mitra Kunci indicators and results can be found in Annex 3.

USAID Required Indicators:

- 1.1 Number of service providers trained who serve vulnerable persons (ES 4-2)
- 1.2 Number of host country tertiary education institutions receiving capacity development support with USG assistance (ES 2-1)
- 1.3 Number of institutions adopting improved workforce development training curriculum (USAID New)
- 2.1 Number of Individual Accessing Mitra Kunci Program Activities (custom)
- 2.2 Number of Individuals who complete USG-Assisted workforce development program (EG 6-3)

- 2.3 Number of individuals with improved skills following completion of USG-assisted workforce development programs (EG 6-2)
- 2.4 Number of individuals with new or better employment following completion of USG-assisted workforce development programs (EG 6-1)
- 2.5 Percent of individuals with new employment following participation in USG- assisted workforce development programs (EG.6-12)
- 5.1 Number of youth reporting increased self-efficacy at the conclusion of USG-assisted training/programming (Youth Power)
- 5.2 Number of youth trained in social or leadership skills through USG assisted programs (Youth-I)
- 6.1 Number of companies participating in workforce development programs (USAID Indicator)
- 6.2 Number of private sector firms that have improved management practices or technologies as a result of USG assistance (EG 5.2-2)
- 6.3 Number of improved private sector policies/certifications/practices as a result of cooperation with USAID (USAID New Indicator)

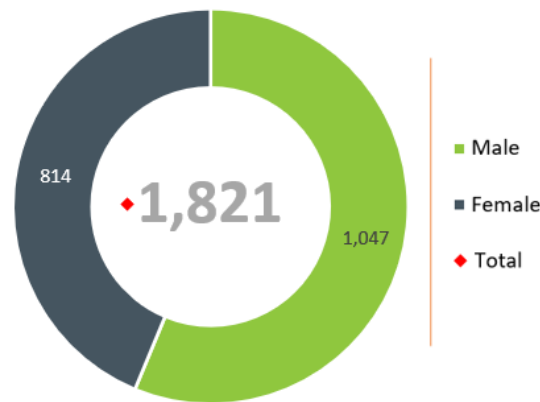
It is important to note that in its approved Annual Monitoring and Evaluation Plan (AMEP), Mitra Kunci set annual targets, so targets shown here are for the entire Year Five and therefore progress is noted against those annual targets.

Indicator 1.1 (ES. 2-2): Number of service providers trained who serve vulnerable persons

This indicator is defined as individuals who are taught a particular skill, type of behavior, approach, and/or attitude that increases their capacity to serve vulnerable persons. This indicator is currently counted for lecturers and students who are trained by Mitra Kunci to train other lecturers and students who will eventually serve vulnerable populations through the student service program (KKN/PKL-TKWU). Mitra Kunci also counted instructors who are trained by Mitra Kunci or Project Implementers (PIs) to train other BLK instructors and trainees at BLK.

The cumulative target through Year Five is 1,676 service providers trained who serve vulnerable persons, and the result in this quarter was 1,821 in total (1,074 males and 814 females). During this quarter, Mitra Kunci trained 557 additional service providers; 322 through Training of Trainers for the PKL-TKWU for polytechnic lecturers and students (Politeknik Bandung, Politeknik Semarang and Politeknik Jember), 195 through training and workshops on developing roadmaps and business models towards an independent Community BLK and 40 through Training of Trainers for inclusive workforce facilitator in the private sector conducted by APINDO, increasing the total to 1,676 from 1,304 in the previous quarter. In total, Mitra Kunci is 11 percent above the target.

Figure I. Service Providers Trained Who Serve Vulnerable Persons



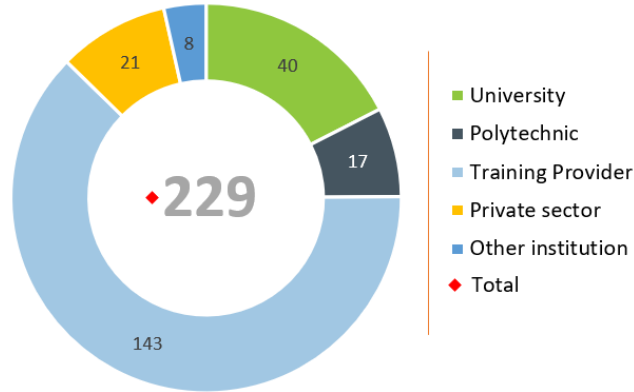
Indicator 1.2 (ES 2-1): Number of host country tertiary education institutions receiving capacity development support with USG Assistance

A tertiary education institution is an organization that provides educational opportunities that build on secondary education, providing learning activities in specialized fields. It focuses on learning at a high level of complexity and specialization. Tertiary education is commonly understood as academic education but also includes advanced vocational or professional education. Tertiary education may be offered at public or private universities, colleges, research institutes, and training institutes, among others.

Mitra Kunci conducted training of trainers for the KKN/PKL-TKWU with representative participants from various universities and polytechnics in West Java, Central Java and East Java. Mitra Kunci also conducted a workshop focused on developing a road map and business model for Community BLKs with participants from the Ministry of Manpower and Community BLKs and other institutions. In addition, PIs conducted Training of Trainers on how to design and deliver inclusive training with participants from BLKs in East Java.

The cumulative target through Year Five is 241 and a total of 229 institutions received capacity development assistance from Mitra Kunci and PIs. During this quarter, Mitra Kunci provided capacity development assistance to representatives of 93 Community BLKs on Road Map development and the Business Model and representatives of 21 training centers within private sector companies on Training of Trainers for inclusive workforce facilitators, increasing the total from 115 in the previous quarter to 229 institutions. In total, Mitra Kunci has reached 95 percent of the target and in the next quarter, Mitra Kunci will continue training and workshops for other Community BLKs instructors on developing roadmaps and business models towards independent Community BLKs.

Figure 2. Tertiary Education Institutions Receiving Capacity Development Support With USG Assistance

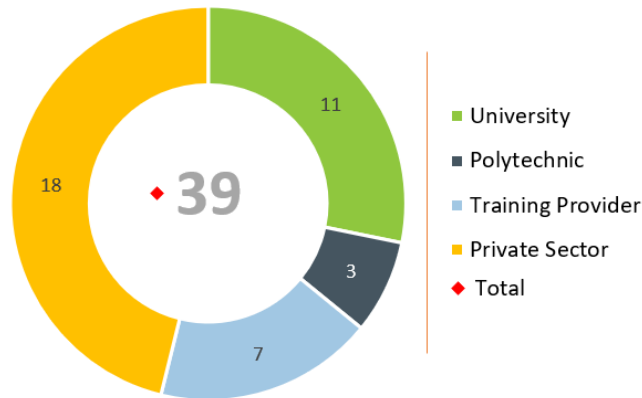


Indicator I.3 (USAID New) Number of institutions adopting improved workforce development training curriculum

Institutions for this indicator refers to a wide range of training and vocational institutions (TVET) supported by Mitra Kunci partners that provide workforce development programs to youth. Institutions are frequently identified as either public or private providers such as the vocational training centers (Balai Latihan Kerja/BLK) higher education institutions (HEIs), skills training institution (Lembaga Keahlian dan Pelatihan/LKP and Lembaga Pelatihan Keterampilan/LPK), training centers within private sector companies and other non-formal institutions delivering training for work readiness. Further, HEIs refers to universities, vocational higher education institutions (Polytechnic) and community colleges (Akademi Komunitas).

The cumulative target through Year Five for this indicator is 35. So far, 39 institutions have adopted improved workforce development training curricula, of which 10 universities adopted a training curriculum for KKN/PKL-TKWU, seven training providers (BLK/LPK/LKP) adopted a training curriculum for soft skills and entrepreneurship training, three polytechnics adopted a training curriculum for PKL-TKWU and during this quarter, an additional 18 training centers of 18 production units of H&M adopted the Guidelines for Equality and Inclusiveness in the workplace in their in-house training activities. Mitra Kunci is 11 percent above the target.

Figure 3. Institutions Adopting Improved Workforce Development Training Curriculum

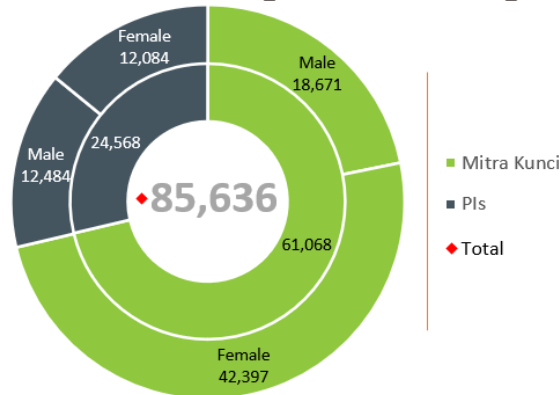


Indicator 2.1 Number of Individuals Accessing Mitra Kunci Program Activities

This indicator is counted by the number of individuals who directly or indirectly participate in or access Mitra Kunci Project activities, including PI activities.

The cumulative target through Year Five for this indicator is 95,000. The total number of individuals who accessed Mitra Kunci’s programs was 85,636 (31,155 males and 54,481 females). During this quarter, the number of individuals accessing Mitra Kunci activities increased by 4,782 from 80,854 to 85,636. The significant increase in the number of individuals who are accessing Mitra Kunci activities can be attributed largely to the KKN/PKL TKWU program in higher education, APINDO and EEE activities. Mitra Kunci has reached 90 percent of the target, which is expected to be achieved by the end of Year Five after KKN-TKWU batch #5 and Mitra Kunci activities are completed. The disaggregated data by sex and implementer are shown in Figure 4 below.

Figure 4. Individual Accessing Mitra Kunci Program Activities



Indicator 2.2 (EG 6.3): Number of individuals who complete USG Assisted Workforce Development Programs

This indicator is counted by the number of individuals that have met the completion requirements of a structured workforce development program (components of which are defined by the program offered). For Mitra Kunci, this includes any individual who completes a training program (i.e., soft skills training,

hard skills training, internships, apprenticeships) for which Mitra Kunci has provided some assistance (training of trainers, improvement of curriculum, etc.). The training program can be conducted by Mitra Kunci, PIs, or by a partner who receives assistance from Mitra Kunci. This also includes assistance to employers/businesses (e.g., capacity development support focused on in-house employee training, human resource development, inclusive policy, etc.).

The cumulative target through Year Five for this indicator is 40,000 and the total number of individuals who completed USG assistance workforce development programs was 38,157 (15,273 males and 22,884 females). This quarter, an additional 2,796 students completed the KKN/PKL-TKWU program and 279 people with disabilities completed training facilitated by EEE through BLKs, increasing the total number of individuals who completed USG Assisted Workforce Development Programs from 35,082 in the previous quarter to 38,157. Mitra Kunci has reached 95 percent of the target. Mitra Kunci accounted for 36,499, or 96 percent of this result, based on students who completed the KKN/PKL-TKWU and EEE programs and the remaining 4 percent were from PIs.

Indicator 2.3 (EG 6.2): Number of individuals with improved skills following the completion of USG-assisted workforce development programs

Improved skills are measured by a pre/post assessments/test. Individuals with a higher score or better results (as defined by the program offered) on the skills post-test are counted. Skills here are meant to include soft skills, vocational skills, technical skills, or other workforce-relevant skills defined by the program offered. Assessments/tests may vary depending on the emphasis of the program. For example, students who complete the KKN/PKL-KWU program will receive a grade and those students who pass the course (A, B or C) are considered to have improved skills.

The cumulative target through Year Five for this indicator is 36,136 and the total number of individuals with improved skills following the completion of USG-assisted workforce development programs is 36,639 (14,383 males and 22,256 females). This quarter, an additional 6,235 students have improved skills after completing a KKN/PKL-TKWU program and 81 people with disabilities have improved skills after completing the training facilitated by EEE through BLKs, increasing the total number of individuals with improved skills following the completion of a USG-assisted workforce development programs from 30,322 in the previous quarter to 36,639. Mitra Kunci is 1 percent above the target. Mitra Kunci accounted for 35,170, or 96 percent of this result, and PIs the remaining 4 percent. Most of Mitra Kunci's result can be attributed to students who gained improved skills upon completing KKN/PKL-TKWU programs.

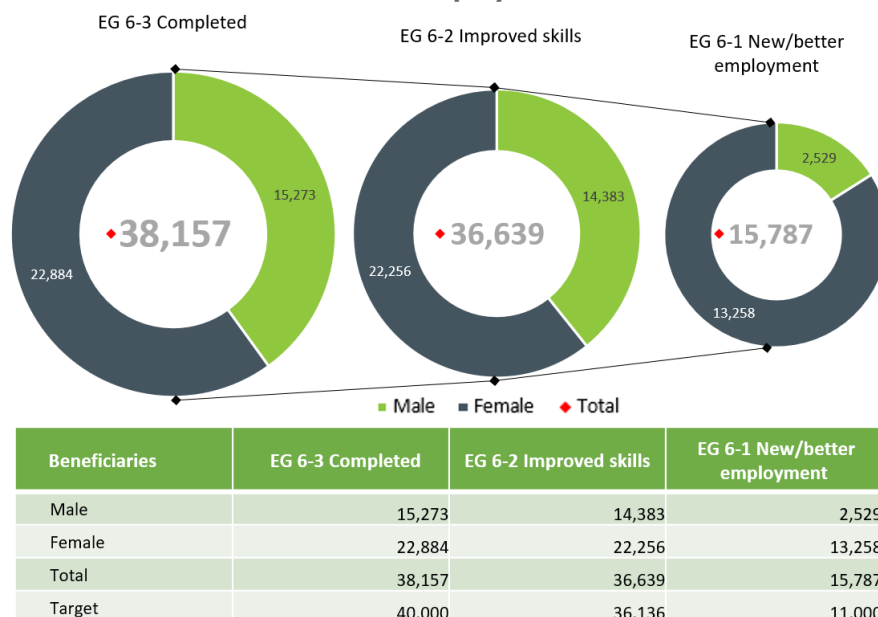
Indicator 2.4 (EG 6.1): Number of individuals with new or better employment following completion of USG-assisted workforce development programs

This indicator is counted by the number of individuals with new or better employment following completion of USG-assisted workforce development programs. New employment is based on a change in status from not employed to an employed. Better employment is based on the participant's perception of whether the employment is better (it could be better because it is closer to home, has better pay, growing business, is full time rather than part time, better working hours, safer work environment, more inclusive workplace policies, etc.).

The cumulative target through Year Five for this indicator is 11,000 and the total number of individuals with new or better employment following completion of USG-assisted workforce development programs is 15,787 (2,529 males and 13,258 females including 216 people with disabilities). This quarter, an additional 1,135 individuals with new employment/entrepreneur can be attributed to the result of tracer study to alumni of KKN/PKL-TKWU in seven universities and through the EEE-PWD program in East Java, increasing the total number of individuals with new or better employment following

completion of USG-assisted workforce development programs from 14,652 in the previous quarter to 15,787. Mitra Kunci has exceeded the target by 44 percent.

Figure 5. Individuals who have completed training, improved skills, and obtained new or better employment



Indicator 2.5 (EG.6-12): Percentage of individuals with new employment following participation in USG- assisted workforce development programs

This is a new indicator counted by the number of individuals with new employment following completion of USG-assisted workforce development programs. New employment is based on a change in status from not employed to employed.

The numerator is the number of individuals with new employment or self-employment, while the denominator is the number of individuals who participate in workforce development programs. For Mitra Kunci, this figure comes from EG-6.3, those who completed non-formal vocational training facilitated by Mitra Kunci, PIs, and partners such as BLKs, Community BLKs, LPK, etc. to which Mitra Kunci has provided some form of assistance (training of trainers, improvement of curriculum, etc.)

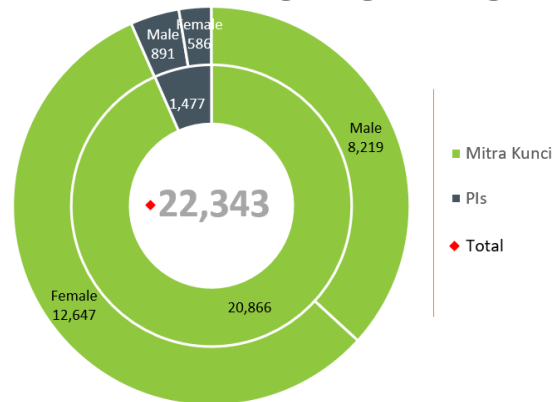
The target for this indicator is 20 percent and as of this quarter, 1,931 individuals have participated in non-formal vocational training facilitated by Mitra Kunci, including PIs and EEE either directly or through BLK/LPKs, and the total number of individuals with new employment following completion of USG-assisted workforce development programs is 596 or 31 percent. Mitra Kunci is above the target for this indicator.

Indicator 5.1 (Youth Power): Number of youth reporting increased self-efficacy at the conclusion of USG assisted training / programming

This indicator is counted by the number of youth reporting increased self-efficacy at the conclusion of USG assisted training/ programming. Self-Efficacy surveys consisted of positive self-concept, communication, self-control, goal orientation and high order thinking, social skills and empathy components.

The cumulative target through Year Five for this indicator is 36,000 and the total number of youths who increased their self-efficacy is 22,343 (9,110 males, 13,233 females). This quarter, EEE conducted a self-efficacy survey of 106 youth who joined training in BLKs, the survey result showed that 93 out of the 106 survey participants had increased self-efficacy. Mitra Kunci also conducted a self-efficacy survey of 8,386 students who joined the KKN-TKWU program, and the result showed that 72 percent, or 6,065 students, had increased self-efficacy, increasing the total to 22,343 from 16,183 in the previous quarter. In total, Mitra Kunci has reached 62 percent of the target. Mitra Kunci accounted for 93 percent of this result and Pls accounted for the remaining 7 percent.

Figure 6. Number Of Youth Reporting Increased Self-Efficacy At The Conclusion Of USG Assisted Training/ Programming

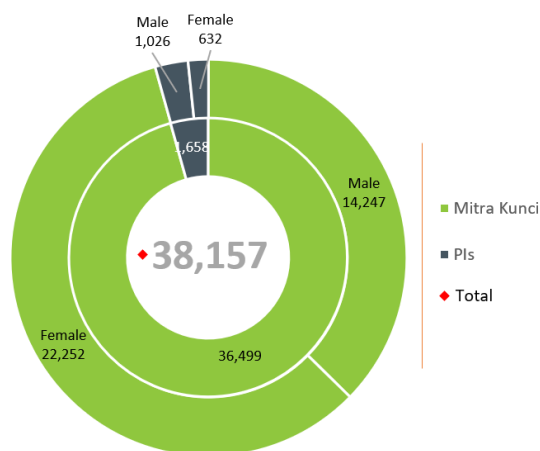


Indicator 5.2 Number of youth trained in soft skills through USG assisted programs (Youth-1)

This indicator tracks number of youth trained in social or leadership skills through USG assisted programs. In Mitra Kunci activities, social or leadership skills are delivered via soft skill trainings offered by Pls and via KKN/PKL-TKWU trainings for students.

The cumulative target through Year Five for this indicator is 40,000 and the total number of individuals who were trained in soft skills through USG assisted programs was 38,157 (15,273 males and 22,884 females). In this quarter, an additional 2,796 youth were trained in social or leadership skills through the KKN/PKL-TKWU program and 279 people with disabilities have completed training facilitated by EEE through BLKs, increasing the total number from 35,082 in the previous quarter to 38,157. Mitra Kunci has reached 95 percent of the target. Mitra Kunci accounted for 36,499 or 96 percent of this result based on students who completed the KKN/PKL-TKWU and the EEE-PWD program and Pls accounted for the remaining 4 percent.

Figure 7. Number Of Youth Trained In Social Or Leadership Skills Through USG Assisted Programs

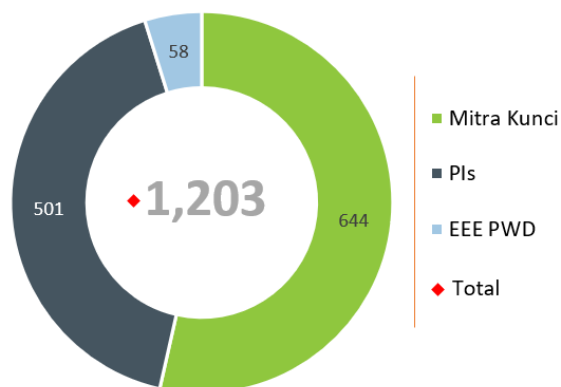


Indicator 6.1 (USAID Indicator) Number of companies participating in workforce development programs

This indicator measures companies participating in workforce development programs. In this context, a company refers to a private sector entity ranging from small and medium enterprises and state-owned enterprises to multinational companies. Participating refers to joint collaboration activities between USAID and a private sector company to strengthen the workforce development program. Activity includes, but is not limited to, participation in a Training of Trainers program, delivery of training programs or any other efforts to strengthen the quality of internship and training program curriculum for youth.

The cumulative target through Year Five for this indicator is 854. In total 1,203 companies have participated in workforce development programs, including participating in a GESI workshop and promoting of guidelines for Equality and inclusiveness in the workplace for the private sector (including member companies such as APINDO, the KALBE group, the Accor group, H&M group, MM2100, BCA Group, etc.), Youth Festival, POKSI meeting, and promoting inclusive employment through conversions on Kerjabilitas.com, EEE activities, etc. This quarter, an additional 59 companies have participated in workforce development programs through Promoting of Guidelines for Equality and Inclusiveness in the workplace for PHRI West Java, Multistakeholder forum in East Java and EEE-PWD activities, increasing the total to 1,203 from 1,144 in the previous quarter. Mitra Kunci has exceeded the target by 41 percent.

Figure 8. Number Of Companies Participating In Workforce Development Programs



Indicator 6.2 (EG 5.2-2): Number of private sector firms that have improved management practices or technologies as a result of USG assistance

This is a new indicator which measures the number of firms receiving USG assistance that improved their management practices. In Mitra Kunci, “Improved management practices” refers to improvements in the development or implementation of these practices in company’s environment (e.g., through implementing inclusive HR policies, providing reasonable accommodation for disabilities, implementing an open recruitment system including persons with disabilities, etc).

The target for this indicator is 40 and up to this quarter, 20 private sector firms have improved management practices consisting of H&M Indonesia (including 18 production units of H&M in Central and West Java) and PT. Kalbe Farma on implementing equality and inclusivity in the workplace. Mitra Kunci has reached 50 percent of the target, which is expected to be achieved by the end of Year Five after completing activities with APINDO on promoting inclusive workforce development.

Indicator 6.3 (USAID Indicator): Number of improved private sector policies/certifications/practices as a result of cooperation with USAID

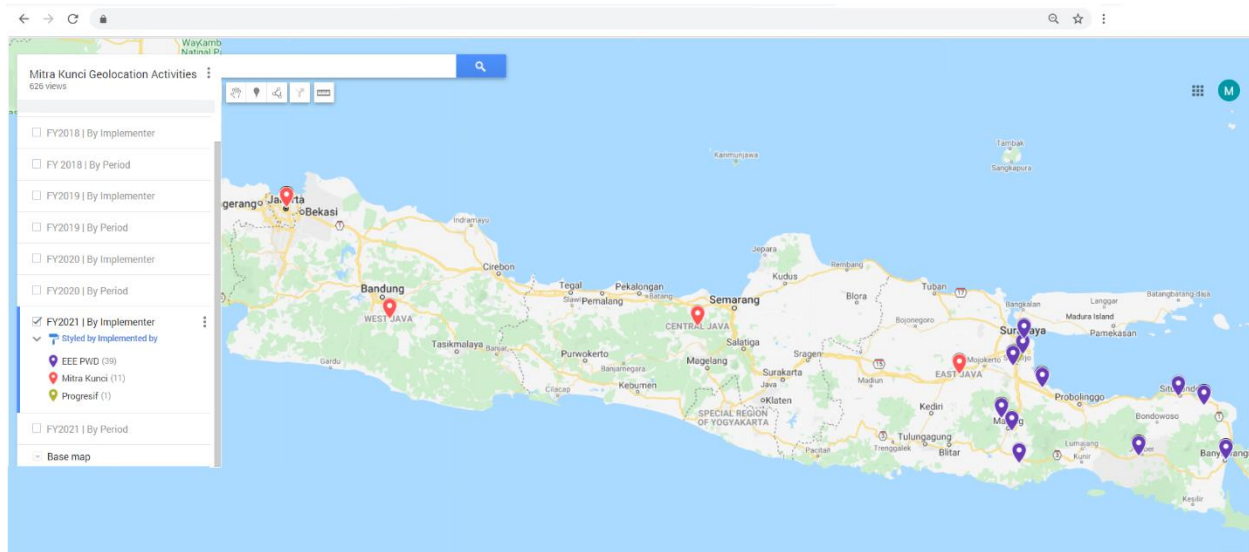
This is a new indicator which measures the number of improved private sector policies/ certifications/practices as a result of cooperation with USAID.

The target for this indicator is 40 and as of this quarter, 20 initiatives were implemented in 20 companies that have improved management practices on implementing equality and inclusivity in the workplace. Mitra Kunci has reached 50 percent of the target, which is expected to be achieved by the end of Year Five after completing activities with APINDO on inclusive workforce development.

7. ACTIVITY LOCATION DATA

Mitra Kunci has developed Activity Location data that can be accessed using Google Maps. The Activity Location data consists of Mitra Kunci and Indonesia-led PI activities and locations where these activities take place. The activity location data can be accessed via the links below:

Google map link: <http://bit.ly/MitraKunciGmap>



Google sheet link: <http://bit.ly/MitraKunciCsv>

1	Implementer	Activity	Period	Date	Venue	Ma	Fema
33	EEE PWD	FGD 2 Pelatihan Ketrampilan, Pemagangan dan Ketenagakerjaan Banyuwangi	Q2/2021 (Jan - Mar 2021)	23 Feb 2021	Banyuwangi	12	11
34	EEE PWD	FGD 2 Pelatihan Ketrampilan, Pemagangan dan Ketenagakerjaan Sidoarjo	Q2/2021 (Jan - Mar 2021)	23 Feb 2021	Sidoarjo	7	8
35	EEE PWD	FGD 2 Pelatihan Ketrampilan, Pemagangan dan Ketenagakerjaan Situbondo	Q2/2021 (Jan - Mar 2021)	23 Feb 2021	Situbondo	13	10
36	EEE PWD	FGD 3 Kewirausahaan, Pemodal dan Pendampingan Usaha Jember	Q2/2021 (Jan - Mar 2021)	24 Feb 2021	Jember	14	8
37	EEE PWD	FGD 3 Kewirausahaan, Pemodal dan Pendampingan Usaha Pasuruan	Q2/2021 (Jan - Mar 2021)	24 Feb 2021	Pasuruan	10	10
38	Mitra Kunci	CEO Meeting: Dialog Interaktif Ketenagakerjaan inklusif bersama Menteri Ketenagakerjaan	Q2/2021 (Jan - Mar 2021)	24 Feb 2021	Jakarta	305	162
39	EEE PWD	FGD 3 Kewirausahaan, Pemodal dan Pendampingan Usaha Banyuwangi	Q2/2021 (Jan - Mar 2021)	25 Feb 2021	Banyuwangi	14	6
40	EEE PWD	FGD 3 Kewirausahaan, Pemodal dan Pendampingan Usaha Sidoarjo	Q2/2021 (Jan - Mar 2021)	25 Feb 2021	Sidoarjo	16	7
41	Mitra Kunci	NGELOKER (Ngobrol bareng lintas organisasi dan pekerja muda) - East Java	Q2/2021 (Jan - Mar 2021)	26 Feb 2021	East Java	4	6
42	Mitra Kunci	NGELOKER (Ngobrol bareng lintas organisasi dan pekerja muda) - West Java	Q2/2021 (Jan - Mar 2021)	27 Feb 2021	West Java	10	14
43	EEE PWD	FGD 3 Kewirausahaan, Pemodal dan Pendampingan Usaha Malang	Q2/2021 (Jan - Mar 2021)	01 Mar 2021	Malang Raya	14	12
44	EEE PWD	FGD 3 Kewirausahaan, Pemodal dan Pendampingan Usaha Situbondo	Q2/2021 (Jan - Mar 2021)	05 Mar 2021	Situbondo	13	11
45	Mitra Kunci	NGELOKER (Ngobrol bareng lintas organisasi dan pekerja muda) - Central Java	Q2/2021 (Jan - Mar 2021)	06 Mar 2021	Central Java	9	15
46	EEE PWD	FGD 4 Penyusunan Strategi di Tingkat Kota/Kabupaten Akses Ketenagakerjaan dan	Q2/2021 (Jan - Mar 2021)	12 Mar 2021	Jember	14	11
47	Mitra Kunci	FGD Merancang Peta Jalan Ketenagakerjaan Inklusif	Q2/2021 (Jan - Mar 2021)	15 Mar 2021	Jakarta	11	7
48	EEE PWD	FGD 4 Penyusunan Strategi di Tingkat Kota/Kabupaten Akses Ketenagakerjaan dan	Q2/2021 (Jan - Mar 2021)	15 Mar 2021	Situbondo	11	9
49	EEE PWD	FGD 4 Penyusunan Strategi di Tingkat Kota/Kabupaten Akses Ketenagakerjaan dan	Q2/2021 (Jan - Mar 2021)	16 Mar 2021	Banyuwangi	12	11
50	EEE PWD	FGD 4 Penyusunan Strategi di Tingkat Kota/Kabupaten Akses Ketenagakerjaan dan	Q2/2021 (Jan - Mar 2021)	22 Mar 2021	Sidoarjo	15	12
51	EEE PWD	FGD 4 Penyusunan Strategi di Tingkat Kota/Kabupaten Akses Ketenagakerjaan dan	Q2/2021 (Jan - Mar 2021)	23 Mar 2021	Malang Raya	15	15
52	EEE PWD	FGD 4 Penyusunan Strategi di Tingkat Kota/Kabupaten Akses Ketenagakerjaan dan	Q2/2021 (Jan - Mar 2021)	31 Mar 2021	Pasuruan	14	12

8. MAJOR ACTIVITIES PLANNED FOR NEXT QUARTER

Below is a summary of the major activities by Task Area planned for next quarter:

Task II: Management of Non-U.S. Led Project Implementers Coordination Meeting

- Quarterly Monitoring Visits to Pls and Partners

Task III: Provision of Technical Assistance to Key Stakeholders, Partners, and Non-US Led Pls Activities to Increase New and/or Better Employment

Following discussions with MoM, it has been agreed that MoM will integrate data and support for Community BLK in their Labor Market Information System (SISNAKER), therefore, Mitra Kunci will not continue to develop separate platform to support Community BLK as planned.

Under Task III, after Mitra Kunci signed MoUs with Emancipate and Konekin, detailed breakdowns have been added for activities under section **3.5 Continue to Develop Advocacy Network to Promote Inclusive Workforce Development** as follows:

3.5.1 Creation of Youth Advocacy Network for Inclusive Workforce Development

1. Coordination Meeting with Emancipate and Konekin
2. Regional Discussion with Youth Communities in three Provinces
3. Network Activation/Co-learning Workshop with Youth Network
4. Instagram Live session with Youth Network Representatives
5. Seminar to Introduce Youth Network
6. Boot Camp for HEI Students: Content for Change

All the above activities are completed except activity numbers 3 and 6, which will be subsumed under other major activities in Task III in the next quarter as follows:

- Continue Developing a Road Map and Business Model for Community BLKs
- Workshop for a Community BLK Road map platform
- Training for Community BLKs
- Continue to Develop Advocacy Network to Promote Inclusive Workforce Development
- Creation of Youth Advocacy Network for Inclusive Workforce Development
 - Network Activation/Co-learning Workshop with Youth Network
 - Boot Camp for HEI Students: Content for Change
- Strategic Meeting to Scale up Programs in Provincial Working Areas
- Strategic Meeting to Scale up Programs at the National Level

Task IV: Partnership Engagement and Knowledge Sharing

- Implementation of the Mitra Kunci Communication Strategy
- Continue Kunci Coordination Meetings
- Continue Provincial Kunci Coordination Meetings
- Monitoring and Evaluation Technical Assistance for Partners
- Content Creation and Social Media and CCLA material development
- Inclusive workforce Development Summit with MoM, MOECRT and three provinces

Task V: Leverage Public and Private Sector Resources

Equipping University Students with Entrepreneurship Skills

- Coordination Meeting with MOECRT and HEIs to sustain KKN/PKL TKWU
- Developing e-learning for KKN/PKL TKWU
- Workshop to Strengthen Penta Helix KKN TKWU for Universities and Polytechnics

Engaging the Private Sector to improve GESI and Inclusive employment

- Coordination and Cooperation with DPP APINDO (APINDO Provincial Board in three Provinces: West Java, Central Java, East Java)
 - Technical Assistant for Private Sector in three Provinces
- Coordination and Cooperation with TVET in three Provinces
 - Serial of Focus Group Discussion (FGDs) with TVET in three Provinces
 - Technical Assistant for TVETs in three provinces

- Coordination and Cooperation with Private Sector in three provinces Webinar Series
 - FGD Series
- Facilitating youth councils for PYD advocacy team

Task IV: Employment and Economic Empowerment of PWD. Develop and implement programming to increase employment and economic empowerment of Persons with Disabilities (PWD) in target districts in East Java Province.

- Empowering of Disabled Persons Organizations (DPO) at the District Level
- Facilitate Multi-Stakeholders Coordination
- Inclusive Guidelines for TVET and Private Sector
- Inclusive Corporate Social Responsibility (CSR) in the Private Sector
- Awards for Inclusive Champions, Companies and Organizations
- Expand Inclusive Workforce Development Champions
- Media Advocacy
- Activity Closeout

9. MITRA KUNCI YEAR FIVE ANNUAL WORK PLAN GANTT CHART

This quarter, Mitra Kunci revisited the Year Five Annual Work Plan and made some changes to Task III to reflect the current condition as explained in the table below. These changes also have been outlined in Section 8.

Table 17 – Changes in Workplan under Task III

Task	Act#	Activity	Activity Revision	Notes
III	3	Provision of Technical Assistance to Key Stakeholders, Partners, and Non-US Led Pls Activities to Increase New and/or Better Employment	No change	
	3.2	Develop a Platform for Community BLK	Deleted	MoM suggested Mitra Kunci to incorporate all data and information into SISNAKER (Sistem Informasi Ketenagakerjaan or Workforce Information System), an integrated digital ecosystem as platform for all public services and workforce activity in national and sub-national. Therefore, develop new platform for Community BLK will not be needed.
	3.3	Workshop for a Community BLK Road map platform	Workshop for a Community BLK Roadmap	Workshop on Community BLK Roadmap is continuing but MK will not develop the platform
	3.4	Training and launching of the platform for Community BLK	Training for Community BLK	Training for Community BLK is continuing but MK will not develop the platform.
	3.5	Continue to Develop Advocacy Network to Promote Inclusive Workforce Development	Continue to Develop Advocacy Network to Promote Inclusive Workforce Development	Added detail activities under section 3.5 (see item 3.5.1 to 3.5.6 below)

	3.5.1	Creation of Youth Advocacy Network for Inclusive Workforce Development	Creation of Youth Advocacy Network for Inclusive Workforce Development	Cooperation with Emancipate and Konekin to develop Youth Advocacy Network for Inclusive Workforce Development and technical assistant for HEI students
	3.5.1.1	Coordination Meeting with Emancipate and Konekin	Coordination Meeting with Emancipate and Konekin	Cooperation with Emancipate and Konekin
	3.5.1.2	Regional Discussion with Youth Communities in three Provinces	Regional Discussion with Youth Communities in three Provinces	
	3.5.1.3	Network Activation/Co-learning Workshop with Youth Network	Network Activation/Co-learning Workshop with Youth Network	
	3.5.1.4	Instagram Live session with Youth Network Representatives	Instagram Live session with Youth Network Representatives	
	3.5.1.5	Seminar to Introduce Youth Network	Seminar to Introduce Youth Network	
	3.5.1.6	BootCamp for HEI Students: Content for Change	BootCamp for HEI Students: Content for Change	

Along with the additional new sub activities above, Mitra Kunci also revised the timeline for several activities delayed by COVID-19 restrictions. Please find the full revised Mitra Kunci Year Five Annual Gantt Chart below.

Mitra Kunci Year Five Annual Work Plan Gantt Chart – Revision

Task	Act#	Activity	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	July	Aug	Sep
II	2	Management of Non-U.S. Led PIs												
	2.1	Coordination Meeting	█		█		█		█		█			
	2.2	Quarterly Monitoring Visits to PIs and Partners	█	█	█	█	█	█	█	█	█	█		
	2.3	Technical Assistance for PIs	█	█	█	█	█	█	█	█	█			
III	3	Provision of Technical Assistance to Key Stakeholders, Partners, and Non-US Led PIs Activities to Increase New and/or Better Employment												
	3.1	Continue Develop a Road Map and Business Model for Community BLKs			█	█	█	█	█	█	█	█	█	
	3.2	Develop a Platform for Community BLK - DELETED												
	3.3	Workshop for a Community BLK Roadmap							█	█	█	█		
	3.4	Training for Community BLK								█	█	█		
	3.5	Continue to Develop Advocacy Network to Promote Inclusive Workforce Development						█	█	█	█	█	█	
	3.5.1	Creation of Youth Advocacy Network for Inclusive Workforce Development												
	3.5.1.1	Coordination Meeting with Emancipate and Konekin					█							
	3.5.1.2	Regional Discussion with Youth Communities in 3 Provinces					█							
	3.5.1.3	Network Activation/Co-learning Workshop with Youth Network						█	█	█	█	█	█	
	3.5.1.4	Instagram Live session with Youth Network Representatives							█					
	3.5.1.5	Seminar to Introduce Youth Network							█					

5.2.1	Coordination and Cooperation with DPP APINDO (APINDO Provincial Board at 3 Provinces: West Java, Central Java, East Java)																		
5.2.1.1	Coordination Meeting with DPP (Dewan Pimpinan Provinsi) APINDO at 3 Provinces																		
5.2.1.2	Technical Assistant for Private Sector at 3 Provinces																		
5.2.2	Coordination and Cooperation with TVET at 3 Provinces																		
5.2.2.1	Serial of Focus Group Discussion (FGDs) with TVET at 3 Provinces																		
5.2.2.2	Technical Assistant for TVETs at 3 provinces																		
5.2.3	Coordination and Cooperation with Private Sector at 3 provinces Webinar Series																		
5.2.3.1	Webinar																		
5.2.3.2	FGD Series																		
5.2.3.3	Job Matching Event																		
5.2.4	GESI Guidance for Private Sector																		
5.2.4.1	Webinar Series at Branch Model Companies																		
5.2.4.2	Webinar Series at Group Model Companies																		
5.2.4.3	Webinar Series at Area Model Companies																		
5.2.5	Workshop to Develop GESI Team of Facilitators in the private sector																		
5.2.6	Mentoring on the Implementation of the GESI Action Plan in the companies																		
5.2.7	Facilitating youth councils for PYD advocacy team																		

VI	6	Employment and Economic Empowerment of Persons with Disabilities												
	6.1	Gather Accurate Data on Persons with Disabilities at the Community Level												
	6.2	Expand Access to Data on Internships, Jobs, and Entrepreneurship Opportunities												
	6.3	Expand Access to Startup Capital for Entrepreneurs												
	6.4	Empowering of Disabled Persons Organizations (DPO) at the District Level												
	6.5	Facilitate Multi-Stakeholders Coordination												
	6.6	Inclusive Guidelines for TVET and Private Sector												
	6.7	Inclusive Corporate Social Responsibility (CSR) in the Private Sector												
	6.8	Awards for Inclusive Champions, Companies and Organizations												
	6.9	Expand Inclusive Workforce Development Champions												
	6.10	Media Advocacy												
	6.11	Activity Closeout												

Notes:

- Original planning
- Revision
- Propose to be deleted
- Added details and/or explanation

ANNEX I. KUNCI PARTNER MAP AND DISTRICTS

KUNCI Partners Map



<p>M MITRA KUNCI</p> <p>Project Implementer:</p> <ul style="list-style-type: none"> - Higher Education - Universitas Padjadjaran - Universitas Kuningan - Universitas Suryakencana - Universitas Siliwangi - UMM Malang - Universitas Jember - Universitas Negeri Surabaya - Politeknik Bandung - Politeknik Semarang - Politeknik Jember - BLK Komunitas - BLK Bandung - BLK Lembang - BLK Bekasi - BLK Semarang - BLK Surakarta - BLK Banyuwangi - BLK Sidoarjo - EEE PWD East Java <p>Location:</p> <ul style="list-style-type: none"> - Jakarta - Bandung City - Sumedang District - Cianjur District - Tasikmalaya City - Semarang City - Malang City - Jember District - Surabaya City - Kuningan District - Surakarta City - Banyuwangi District - Sidoarjo District - Bekasi District - Pasuruan district - Situbondo District 	<p>M SINERGI</p> <p>Project Implementer:</p> <ul style="list-style-type: none"> - Rajawali Foundation - Transformasi <p>Location:</p> <ul style="list-style-type: none"> - Semarang City - Semarang District - Demak District - Boyolali District - Salatiga City - Grobogan District - Sragen District - Blora district - Wonogiri District - Rembang District - Kudus District <p>RWAP</p> <p>Project Implementer:</p> <ul style="list-style-type: none"> - RTI International - YCAB Foundation - Education AmCham Indonesia - Education Development Center (EDC) <p>Location:</p> <ul style="list-style-type: none"> - Semarang City - Semarang District - Demak District - Kendal District - Surakarta City - Temanggung District - Pekalongan City - Pekalongan District - Sukoharjo District - Karanganyar District 	<p>M PROGRESIF</p> <p>Project Implementer:</p> <ul style="list-style-type: none"> - Saujana <p>Location:</p> <ul style="list-style-type: none"> - Sidoarjo District - Banyuwangi District - Malang raya - Surakarta City - Surabaya City <p>M APINDO</p> <p>Project Implementer:</p> <ul style="list-style-type: none"> - APINDO - H&M Group - Accor Group <p>Location:</p> <ul style="list-style-type: none"> - DKI Jakarta - Bogor City - Bekasi District - Semarang City <p>M JAPRI</p> <p>Project Implementer:</p> <ul style="list-style-type: none"> - Institute of International Education - Mien R. Uno Foundation - Prestasi Junior Indonesia <p>Location:</p> <ul style="list-style-type: none"> - Bandung City - Semarang City - Trenggalek District - Surabaya City - Blitar District - Madura Island - Pacitan District 	<p>YEP</p> <p>Project Implementer:</p> <ul style="list-style-type: none"> - Financial Markets International - International Youth Foundation - Global Economic Education Alliance - Indonesia Council for Economic and Financial Education <p>Location:</p> <ul style="list-style-type: none"> - DKI Jakarta - Bandung City - Bogor City - Bekasi City - Cianjur District - Cirebon District - Depok City - Garut District - Indramayu District - Kuningan District - Sukabumi District - Tasikmalaya City - Kebumen District - Klaten District - Magelang District - Pekalongan City - Salatiga City - Semarang City - Surakarta City - Malang City - Tuban District - Tulungagung District
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Google maps link: <http://bit.ly/kuncimaps>

ANNEX 2. MITRA KUNCI RESULTS FRAMEWORK

Essential human services to Targeted Populations Improved and Sustained (P&V Youth with new and/or better employment increased)		
Capacity of Educational Institutions Improved		
1. Improved leadership of Workforce Development Institutions		2. Innovative Training Programs Strengthened
1. Relevance of Skills Dev Programs in Training Institution Improved	2. Barriers in Targeted Training Institutions Reduced	3. Training Coordination and Partnerships Strengthened
1.1 Number service providers trained who serve vulnerable persons (ES 4.2) 1.2 Number of host country tertiary education institutions receiving capacity development support with USG assistance (ES.2-1) 1.3 Number of institutions adopting improved workforce development training curriculum 1.4 Number of vulnerable persons benefitting from USG-supported social services (ES 4.1)* 1.5 Number of USG-assisted organizations and/or service delivery systems that serve vulnerable persons strengthened (ES 4.3)*	2.1 Number of individuals accessing the Kunci program activities 2.2 Number of individuals who complete USG-assisted workforce development programs (EG.6-3) 2.3 Number of individuals with improved skills following completion of USG-assisted workforce development programs (EG.6-2) 2.4 Number of individuals with new or better employment following completion of USG-assisted workforce development programs (EG.6-1) 2.5 Percent of individuals with new employment following participation in USG- assisted workforce development programs (EG.6-12)**	3.1 Amount of resources leveraged from public or private sector partners 3.2 Number of workforce development partnership Developed (MK Custom) 3.3 Number GESI initiatives Implemented (MK Custom)
4. Skills Development and Employment Opportunities Publicized	5. Perceptions about P&V Employees Improved	6. Labor Market Information Needs Addressed
4.1 Number of Skills Development and Employment Opportunities publicized in job fairs (MK Custom)	5.1. Number of youth reporting increased self-efficacy at the conclusion of USG-assisted training/programming (Youth Power) 5.2 Number of youth trained in social or leadership skills through USG assisted programs (Youth Power)**	6.1 Number of companies participating in Workforce development program 6.2 Number of private sector firms that have improved management practices or technologies as a result of USG assistance (EG 5.2-2)** 6.3 Number of improved private sector policies/certifications/practices as a result of cooperation with USAID**
* New indicator related to EEE PWD ** USAID New indicator for Mitra Kunci		

ANNEX 3. MITRA KUNCI PERFORMANCE INDICATOR TRACKING TABLE

Indicator	Indicator type	Disaggregation	Target FY 2021	Quarterly status FY 2021				Notes
				Q 1	Q 2	Q 3	Q 4	
I. Relevance of Skills Development Programs in Training Institution Improved								
I.1 Number of service providers trained who serve vulnerable persons.	Standard Indicator ES.2-2	Total By sex: - Male - Female By type of institution: - University - Polytechnic - Training provider - Private sector - Other institution By Status: - Public - Private By province: - Central Java - East Java - West Java - DKI Jakarta - Other province	1,676	1,304	1,304	1,861		Mitra Kunci is 11 percent above the target. This quarter, Mitra Kunci trained 557 additional service providers through Training of trainer for the PKL-TKWU for polytechnic lecturers and students and training and workshops on developing roadmaps and business models towards an independent Community BLK
I.2 Number of host country tertiary education institutions receiving capacity development support with USG assistance	Standard Indicator ES.2-1	Total By type of institution: - University - Polytechnic - Training Provider - Private sector - Other institution By Status: - Public - Private By province: - Central Java - East Java	241	111	115	229		Mitra Kunci has reached 95 percent of the target. In the next quarter, Mitra Kunci will continue training and workshops for other Community BLKs instruktors on developing roadmaps and business models towards an independent Community BLK.

		- Non-governmental - Community-based By Funding: - APBN - APBD - Other Location by province: - East Java		- - - - - -	15 6 4 64 107 175	14 9 7 68 118 193		FGD series conducted by EEE exceeded expectations.
I. Barriers in Targeted Training Institutions Reduced								
2.1 Number of individuals accessing the Mitra Kunci Program Activities increase	Goal Indicator	Total By sex: - Male - Female By age: - 15-19 - 20-24 - 25-29 - 30-34 - Above 34 By disability: - Disability - Non disability By Province: - West Java - Central Java - East Java - DKI Jakarta - Other province By PI: - Mitra Kunci - SINERGI - Progresif - Ayo Inklusif - EOE - EEE PWD	95,000	78,238 27,672 50,566 6,412 48,036 8,823 6,403 8,564 719 77,519 13,036 39,714 24,799 612 77 53,572 20,145 236 3,185 1,002 98	80,854 29,035 51,819 6,568 49,942 8,977 6,517 8,850 1,252 79,602 13,225 39,797 26,886 717 229 55,273 20,145 236 3,185 1,002 1,013	85,636 31,155 54,481 6,930 53,613 9,234 6,744 9,115 1,538 84,098 16,207 40,242 28,091 855 241 59,685 20,145 236 3,185 1,002 1,383		Mitra Kunci has reached 90 percent of the target, it is expected to be achieved by the end of Year Five after KKN-TKWU batch #5 and EEE activities are completed.
2.2 Number of individuals who complete USG-assisted	Standard Indicator F.EG.6.3	Total By sex: - Male	40,000	30,774 12,085	35,082 13,882	38,157 15,273		Mitra Kunci has reached 95 percent of the target, it is expected to be achieved by

workforce development programs		<ul style="list-style-type: none"> - Female By age: <ul style="list-style-type: none"> - 15-19 Male - 15-19 Female - 20-24 Male - 20-24 Female - 25-29 Male - 25-29 Female - 30 + Male - 30 + Female Disabilitas <ul style="list-style-type: none"> - Male - Female By Province <ul style="list-style-type: none"> - West Java - Central Java - East Java - DKI Jakarta - Other Province By Pls <ul style="list-style-type: none"> - Mitra Kunci (HEIs) - Sinergi - Progresif - Ayo Inklusif - EOE - EEE PWD 		18,689	21,200	22,884	the end of Year Five after KKN-TKWU batch #5 and EEE activities are completed.
2.3 Number of individuals with improved skills following completion of USG-assisted workforce development programs	Standard Indicator F.EG.6-2	<ul style="list-style-type: none"> Total By sex: <ul style="list-style-type: none"> - Male - Female By age: <ul style="list-style-type: none"> - 15-19 Male - 15-19 Female - 20-24 Male - 20-24 Female - 25-29 Male - 25-29 Female - 30 + Male - 30 + Female Disabilitas 	36,136	30,059	30,322	36,639	Mitra Kunci is 1 percent above the target.

		- Male		135	169	217		
		- Female		123	144	185		
		By Province						
		- West Java		8,786	8787	13,473		
		- Central Java		1,111	1200	1,200		
		- East Java		20,119	20293	21,923		
		- DKI Jakarta		18	18	19		
		- Other Province		24	24	24		
		By Pls						
		- Mitra Kunci (HEIs)		28,590	28799	35,034		
		- Sinergi		1,079	1,079	1,079		
		- Progresif		144	144	144		
		- Ayo Inklusif		49	49	49		
		- EOE		197	197	197		
		- EEE PWD		-	55	136		
2.4 Number of individuals with new or better employment following completion of USG-assisted workforce development programs	USAID Indicator	Total	11,000	14,619	14,652	15,787		Mitra Kunci is 44 percent over the target. The significant increase was largely due to individuals with better employment from private sector engagement activities in the implementing of equality and inclusiveness in the workplace.
		By sex:						
		- Male		1,962	1,984	2,529		
		- Female		12,657	12,668	13,258		
		By age:						
		- 15-19 Male		301	306	314		
		- 15-19 Female		1,584	1,587	1,593		
		- 20-24 Male		861	870	1,349		
		- 20-24 Female		4,163	4,165	4,735		
		- 25-29 Male		533	536	568		
		- 25-29 Female		4,061	4,062	4,066		
		- 30 + Male		267	272	298		
		- 30 + Female		2,849	2,854	2,864		
		Disabilitas						
		- Male		53	74	94		
		- Female		102	113	122		
		By Province						
		- West Java		93	93	797		
		- Central Java		14,469	14,469	14,469		
		- East Java		40	73	504		
		- DKI Jakarta		8	8	8		
		- Other Province		9	9	9		
		By Pls						
		- Mitra Kunci (HEIs)		12,882	12,882	13,997		
		- Sinergi		1,615	1,615	1,615		

		- Progresif		52	52	52		
		- Ayo Inklusif		14	14	14		
		- EOE		56	56	56		
		- EEE PWD		-	33	53		
2.5 Percent of individuals with new employment following participation in USG- assisted workforce development programs	Standard Indicator EG.6-12	Total	20 percent	33 percent	34 percent	30 percent		Up to this quarter, 1,992 individuals have participated non-formal vocational training facilitated by Mitra Kunci including Pls and EEE, the total number of individuals with new employment is 597 or 30 percent. In terms of percentage, Mitra Kunci is above the target.
		Num. & denominator:						
		- Newly employed						
		- Who participate	704	544				
		By Sex:	3529	1,658	577	597		
		- Male newly employed			1,713	1,992		
		- Male who participate		322				
		- Female newly employed		1,026	344	360		
		- Female who participate		222	1,060	1,221		
		Percent of new employed		632	233	237		
		- percent 15-19 Male			653	771		
		- percent 15-19 Female		4				
		- percent 20-24 Male		percent	4	3		
		- percent 20-24 Female		2	percent	percent		
		- percent 25-29 Male		percent	t	t		
		- percent 25-29 Female		8	2	2		
		- percent 30-34 Male		percent	percent	percent		
		- percent 30-34 Female		7	t	t		
		Disability		percent	9	7		
		- Male newly employed		6	percent	percent		
		- Male who participate		percent	t	t		
		- Female newly employed		3	7	6		
		- Female who participate		percent	percent	percent		
		By Province		l	t	t		
		- West Java		percent	6	5		
		- Central Java		l	percent	percent		
		- East Java		percent	t	t		
		- DKI Jakarta			3	3		
		- Other Province		45	percent	percent		
				139	t	t		
				38	l	l		
				125	percent	percent		
					t	t		
				62	l	l		
				433	percent	percent		
				32	t	t		

				8 9	66 173 49 146	83 334 53 264		
					62 433 65 8 9	62 433 85 8 9		
2. Training Coordination and Partnerships Strengthened								
3.1 Amount of resources leveraged from public or private sector partners for Kunci workforce development programs (Million IDR)	Custom Indicator	Total By Sector: - Gol - Private sector - Other By Province: - Central Java - East Java - West Java - DKI Jakarta By Indonesia-led PI: - Mitra Kunci - SINERGI - Ayo Inklusif - EOE - EEE PWD	1,000	1,172.6	1,291.6	1,644.9		Mitra Kunci is 50 percent over the target. In this quarter, an additional IDR 353.3 million was leveraged related to PSE and EEE activities
3.2 Number of workforce development partnerships developed	Custom Indicator	Total By type of agreement: - Skills development and training - Apprenticeship placement - KKN/PKL-TKWU - Inclusive Workforce By Province: - Central Java	105	110	116	127		Mitra Kunci is 21 percent over the target. This quarter, an additional 11 workforce development partnerships were developed with 10 PUs of H&M and PHRI West Java.

		- East Java - West Java - DKI Jakarta By Indonesia-led PI: - Mitra Kunci - SINERGI - Progresif - Ayo Inklusif - EOE		53 41 2 28 41 2 33 6	54 43 4 34 41 2 33 6	59 43 4 45 41 2 33 6	
3.3 Number of GESI Initiatives Implemented (MK Custom)	Custom Indicator	Total By type of initiative: - Training - Policy - Outreach - Other By Province: - Central Java - East Java - DKI Jakarta	128	85 8 77 - - 17 2 66	100 19 78 0 3 17 16 67	126 38 78 4 6 17 39 70	Mitra Kunci has reached 98 percent of the target. This quarter, there were an additional 26 GESI initiatives by PSE and EEE partners The target is expected to be achieved by the next quarter.
4. Skills Development and Employment Opportunities Publicized							
4.1 Number of Skills Development and Employment Opportunities publicized	Custom Indicator	Total By type of media: - Job fair - Job portal By Type of opportunity: - Development of skills - Employment By Province: - West Java - Central Java - East Java - DKI Jakarta - Other Province	21,885	21,645 21,352 293 3,037 18,608 48 21,377 24 63 133	21,738 21,445 293 3,125 1,8613 48 21,377 117 63 133	22,026 21,733 293 3,408 18,618 48 21,377 405 63 133	Mitra Kunci is 1 percent above the target. This quarter, an additional 288 skills development and employment opportunities were published related to EEE activities.
5. Perceptions about P&V Employees Improved							
5.1 Number of youth reporting increased self-efficacy at the conclusion of USG-assisted training/ programming	Youth Power Indicator	Total By sex: - Male - Female By age:	36000	12,183 5,231 6,952	16,185 6,819 9,366	22,343 9,110 13,233	Mitra Kunci has reached 62 percent of the target. Several universities did not conduct self-efficacy surveys as it was not seen as a key activity for

		- 15-19 - 20-24 - 25-29 - 30-34 By disability: - Disability - Non disability By PI: - Mitra Kunci - SINERGI - Progresif - Ayo Inklusif - EOE - EEE PWD		445 11,207 402 129 247 11,936 10,706 1,142 148 38 149 -	467 15,125 445 148 278 15,907 14,676 1,142 148 38 149 32	520 21,169 467 187 375 21,968 20,741 1,142 148 38 149 125	them, given their limited resources.
5.2 Number of youth trained in social or leadership skills through USG assisted programs	USAID New Indicator	Total By sex: - Male - Female By age: - 15-19 Male - 15-19 Female - 20-24 Male - 20-24 Female - 25-29 Male - 25-29 Female - 30-34 Male - 30-34 Female Disability - Male - Female By Province - West Java - Central Java - East Java - DKI Jakarta - Other Province By PIs - Mitra Kunci (HEIs) - Sinergi - Progresif	40000	30,774 12,085 18,689 320 279 11,256 18,163 396 163 113 84 144 132 9,202 1,373 20,150 21 28 29,116 1,197 155	35,082 13,882 21,200 334 293 13,006 20,645 424 173 118 89 178 167 11,723 1,427 21,883 21 28 33,369 1,197 155	38,157 15,273 22,884 369 353 14,259 22,203 464 193 181 135 278 465 14,019 1,427 22,662 21 28 36,165 1,197 155	Mitra Kunci has reached 95 percent of the target, it is expected to be achieved by the end of Year Five after KKN-TKWU batch #5 and EEE activities are completed.

		- Ayo Inklusif		49	49	49		
		- EOE		257	257	257		
		- EEE PWD		-	55	334		
6. Labor Market Information Needs Addressed								
6.1 Number of companies participating in workforce development programs	USAID New Indicator	Total By Province: - West Java - Central Java - East Java - DKI Jakarta - Other Province By PI: - Mitra Kunci - SINERGI - Progresif - Ayo Inklusif - EOE - EEE PWD	462	804	1,144	1,203		Mitra Kunci is 41 percent over the target. This quarter, an additional 59 companies have participated in workforce development programs through PSE and EEE activities.
				123	171	210		
				285	293	293		
				107	205	225		
				184	266	266		
				105	209	209		
				309	586	644		
				243	243	243		
				181	187	187		
				57	57	57		
				14	14	14		
				-	57	58		
6.2 Number of private sector firms that have improved management practices or technologies as a result of USG assistance	USAID New Indicator EG 5.2-2	Total By Provinces: - West Java - Central Java - DKI Jakarta	40	10	10	20		Mitra Kunci has reached 50 percent of the target, it is expected to be achieved by the end of Year Five after PSE activities are completed.
				-	-	5		
				8	8	13		
				2	2	2		
6.3 Number of improved private sector policies/certifications/practices as a result of cooperation with USAID	USAID New Indicator	Total By type of initiative - GESI Initiative By Provinces: - West Java - Central Java - DKI Jakarta	40	10	10	20		Mitra Kunci has reached 50 percent of the target, it is expected to be achieved by the end of Year Five after PSE activities are completed.
				10	10	20		
				-	-	5		
				8	8	13		
				2	2	2		

ANNEX 4. MEDIA COVERAGE

USAID Mitra Kunci Media Gathering I and II

- *USAID dan Kemendikbudristek Prakarsai Inisiatif Program Kewirausahaan Mahasiswa (USAID and MOECRT Pioneered a Student Entrepreneurship Program Initiative)* <https://suaramerdeka.jkt.com/2021/06/16/usa-id-dan-kemendikbudristek-prakarsai-inisiatif-program-kewirausahaan-mahasiswa/>
- *Modul Pembelajaran KKN-TKWU akan Tayang di SPADA Kemendikbudristek (KKN-TKWU Learning Modules to be Available on MOECRT's SPADA Learning Platform)* <https://suaramerdeka.jkt.com/2021/06/16/modul-pembelajaran-kkn-tkwu-akan-tayang-di-spada-kemendikbudristek/>
- *Indonesia, USA, dan Mitra Perguruan Tinggi Lokal Memamerkan Kesuksesan Program Kewirausahaan Mahasiswa (Indonesia, the USA, and Local University Partners Showcase the Successes of Student Entrepreneurship Program)* <https://kuninganmass.com/indonesia-usa-dan-mitra-perguruan-tinggi-lokal-memamerkan-kesuksesan-program-kewirausahaan-mahasiswa/>
- *KKN Tematik Wirausaha, Gali Potensi Desa (Student Community Service on Entrepreneurship Explores Villages' Potentials), Pikiran Rakyat daily, June 17, 2021*
- *Program KKN-TKWU Sukses (Student Community Service on Entrepreneurship Program is Successful), Radar Kuningan daily, June 17, 2021 (front page, continued to page 3)*
- *Indonesia, USA, dan Mitra Perguruan Tinggi Lokal Pamerkan Keberhasilan Kewirausahaan Mahasiswa (Indonesia, the USA, and Local University Partners Showcase the Successes of Student Entrepreneurship)* <https://www.harianbhirawa.co.id/indonesia-usa-dan-mitra-perguruan-tinggi-pamerkan-keberhasilan-kewirausahaan-mahasiswa/>
- *USAID Mitra Kunci Bangun Kewirausahaan Mahasiswa (USAID Mitra Kunci Builds Student Entrepreneurship)* <https://www.suarasurabaya.net/kelanakota/2021/usa-id-mitra-kunci-bangun-kewirausahaan-mahasiswa/>
- *Kemendikbudristek: Keberanian Bank Beri Modal kepada Start-up di Tanah Air Masih Minim (MOECRT: Banks' Willingness to Provide Capital for Start-ups in the Country is Still Low)* <https://www.tribunnews.com/nasional/2021/06/16/kemendikbudristek-keberanian-bank-beri-modal-kepada-start-up-di-tanah-air-masih-minim>
- *Survei: 69 Persen Mahasiswa Berminat Jadi Wirausahawan (Survey: 69 Percent of University Students are Interested in Becoming Entrepreneurs)* <https://www.medcom.id/pendidikan/news-pendidikan/ybD49J0b-survei-69-persen-mahasiswa-berminat-jadi-wirausahawan>
- *Kemendikbudristek Siapkan Pendanaan bagi Mahasiswa yang Tertarik Berwirausaha (MOECRT Prepares Funding for University Students Interested in Becoming Entrepreneurs)* <https://m.medcom.id/pendidikan/news-pendidikan/GNlgn09K-kemendikbudristek-siapkan-pendanaan-bagi-mahasiswa-yang-tertarik-berwirausaha>
- *Kemendikbudristek Akan Berikan Modal bagi Mahasiswa yang Ingin Buka Usaha (MOECRT will Provide Funding for Students who Want to Start Their Own Businesses)* <https://www.realitarakyat.com/2021/06/kemendikbudristek-akan-berikan-modal-bagi-mahasiswa-yang-ingin-buka-usaha/>
- *Disiapkan Dana Awal untuk Milenial yang Mau Wirausaha (Initial Funding for Millennials Interested in Entrepreneurship is being Prepared)* <https://koran-jakarta.com/diapkan-dana-awal-untuk-milenial-yang-mau-wirausaha>

- *Kemendikbudristek Mendorong Kampus Merdeka Lebih Fleksibel (MOECRT Encourages Independent Campus Program to be More Flexible)* <https://infopublik.id/kategori/nasional-sosial-budaya/541544/kemendikbudristek-mendorong-kampus-merdeka-lebih-fleksibel>
 - *Mahasiswa Minat Berwirausaha, Kemdikbudristek Janjikan Pedanaan dan Pendampingan (For Students Interested in Becoming Entrepreneurs, MOECRT Promises Funding and Assistance)* <https://mncetrijaya.com/news/detail/44235/mahasiswa-minat-berwirausaha-kemendikbudristek-janjikan-pedanaan-dan-pendampingan>
 - *Kemdikbudristek Beri Modal Mahasiswa yang Tertarik Wirausaha (MOECRT to Provide Funding for Students Interested in Becoming Entrepreneurs)* <https://rri.co.id/ekonomi/1081454/kemendikbudristek-beri-modal-mahasiswa-yang-tertarik-wirausaha>
 - *Kemdikbudristek RI dan Mitra Kunci Dorong Kemajuan KKN-TKWU di Tujuh Kampus termasuk UNESA (MOECRT and Mitra Kunci Encourage the Development of Student Community Service on Entrepreneurship in Seven Universities including UNESA)* <https://www.unesa.ac.id/sinergi-kemendikbudristek-ri-dan-mitra-kunci-dorong-kemajuan-kkn-twku-di-tujuh-kampus-termasuk-unesa>
 - *Harian Surya, titled "USAID Dorong Indonesia Terus Kembangkan Ketenagakerjaan Inklusif untuk Orang Muda Rentan"* <https://surabaya.tribunnews.com/2021/04/28/usaid-dorong-indonesia-terus-kembangkan-ketenagakerjaan-inklusif-untuk-orang-muda-rentan>
 - *"USAID Terus Mengembangkan Ketenagakerjaan Inklusif"* <https://portalsurabaya.pikiran-rakyat.com/suroboyoan/pr-221845331/usaid-terus-mengembangkan-ketenagakerjaan-inklusif>
 - *USAID Mitra Kunci Promosikan Ketenagakerjaan Inklusif:* <https://www.suaramerdeka.com/news/nasional/262453-usaid-mitra-kunci-promosikan-ketenagakerjaan-inklusif>
 - *Terus Dorong Pengembangan Ketenagakerjaan Inklusif:* <https://radarbromo.jawapos.com/news/04/05/2021/terus-dorong-pengembangan-ketenagakerjaan-inklusif>
 - *Kemandirian dalam Keterbatasan:* <https://koran.tempo.co/read/cover-story/464433/kemandirian-penyandang-disabilitas> (cover story)
 - *Mereka Berdaya di Tengah Keterbatasan:* <https://koran.tempo.co/read/topik/464414/penyandang-disabilitas-bisa-berdaya-bila-ada-kesempatan?>
 - *Membuka Kunci Inklusivitas Kerja:* <https://koran.tempo.co/read/topik/464373/program-mitra-kunci-usaid-mendorong-inklusivitas-kerja?>
 - *Inklusif Sejak Awal:* <https://koran.tempo.co/read/topik/464372/inklusif-di-tempat-kerja?>
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- *USAID dan Pemkot Surabaya Perkuat Pemberdayaan Disabilitas:* <https://www.liputan6.com/disabilitas/read/4545456/usaid-dan-pemkot-surabaya-perkuat-pemberdayaan-disabilitas>
- *Audiensi dengan USAID Mitra Kunci, Cak Ji Perkenalkan Disabilitas yang Bekerja Sebagai Staf Wakil Wali Kota:* <https://bidiknasional.com/2021/04/audiensi-dengan-usaid-mitra-kunci-cak-ji-perkenalkan-disabilitas-yang-bekerja-sebagai-staf-wakil-wali-kota/>

- Audiensi dengan USAID Mitra Kunci, Pemkot Surabaya Ingin Berdayakan para Penyandang Disabilitas: <https://bangsaonline.com/berita/90207/audiensi-dengan-usaid-mitra-kunci-pemkot-surabaya-ingin-berdayakan-para-penyandang-disabilitas>
- Cak Ji Rekrut Difabel sebagai Tim Kreatif, Sentil Pengusaha: <https://bacasaja.id/baca-3962-cak-ji-rekrut-difabel-sebagai-tim-kreatif-sentil-pengusaha>
- USAID Mitra Kunci Ajak Pemkot Bersinergi Berdayakan Peran Disabilitas: <https://klikjatim.com/usaid-mitra-kunci-ajak-pemkot-bersinergi-berdayakan-peran-disabilitas/>
- Audiensi dengan USAID Mitra Kunci, Cak Ji Perkenalkan Disabilitas yang Bekerja Sebagai Staf Wakil Wali Kota: <https://www.kabarprogresif.com/2021/04/audiensi-dengan-usaid-mitra-kunci-cak.html>
- USAID-Pemkot Surabaya perkuat ketenagakerjaan penyandang disabilitas: <https://www.antaraneews.com/berita/2127214/usaid-pemkot-surabaya-perkuat-ketenagakerjaan-penyandang-disabilitas>
- Terima Audiensi USAID, Armuji Ungkap Hal Ini: <https://www.gesuri.id/pemerintahan/terima-audiensi-usaid-armuji-ungkap-hal-ini-b2c15ZzBm>
- Pengembangan UMKM Pelatihan Mengolah Kopi bagi Penyandang Disabilitas Tuli dan Daksa oleh Patnership Aura Lentera dan USAID Mitra Kunci: <https://www.jurnalnews.com/2021/06/26/pengembangan-umkm-pelatihan-mengolah-kopi-bagi-penyandang-disabilitas-tuli-daksa-patnership-aura-lentera-usaid-mitra-kunci/>
- Latih Disabilitas, Dinsos P3AP2KB Kota Malang Dapat Bantuan Program dari USAID <https://jatimtimes.com/baca/238983/20210405/083500/latih-disabilitas-dinsos-p3ap2kb-kota-malang-dapat-bantuan-program-dari-usaid>
- Alfian, Penyandang Tuna Netra yang Kembangkan Website Ramah Difabel: <https://kumparan.com/beritaanaksurabaya/alfian-penyandang-tuna-netra-yang-kembangkan-website-ramah-difabel-1vq13sD2YUZ>
- Wujudkan Interkoneksi Perluasan Infrastruktur Digital Saja Tak Cukup Bagi Tunanetra: <https://surabaya.tribunnews.com/amp/2021/06/21/wujudkan-interkoneksi-perluasan-infrastruktur-digital-saja-tak-cukup-bagi-tunanetra>
- Pelatihan IT untuk Difabel lewat E-Commerce, Tuti Ingin Kripiknya Laris Manis di Pasar Digital: <https://surabaya.tribunnews.com/2021/06/21/pelatihan-it-untuk-difabel-lewat-e-commerce-tutik-ingin-kiripiknya-laris-manis-di-pasar-digital>
- Harapan Kelompok Tunanetra Kota Pahlawan Berwirausaha Lewat E-Commerce: <https://m.ayosurabaya.com/read/2021/06/23/12228/harapan-kelompok-tunanetra-kota-pahlawan-berwirausaha-lewat-e-commerce>
- Tunanetra Belajar Manfaatkan Gadget agar Mandiri Finansial: <https://www.suarasurabaya.net/kelanakota/2021/tunanetra-belajar-manfaatkan-gadget-agar-mandiri-finansial/>
- Komunitas Mata Hati Gelar Pelatihan Wirausaha Online Bagi Tuna Netra: <https://www.superradio.id/komunitas-mata-hati-gelar-pelatihan-wirausaha-online-bagi-tuna-netra/>

KKN-TKWU

- Unesa Gelar Lesson Learned Event KKN TKWU 2021, Direktur Pembelajaran dan Kemahasiswaan Dukung dan Apresiasi Program KKN Unggulan Unesa: <https://www.unesa.ac.id/unesa-gelar-lesson-learned-event-kkn-tkwu-2021-direktur-pembelajaran-dan-kemahasiswaan-dukung-dan-apresiasi-program-kkn-unggulan-unesa>

ANNEX 5. COMPANIES PARTICIPATING IN WORKFORCE DEVELOPMENT PROGRAMS

No	Name of Company	No.	Name of Company
H&M Indonesia and 18 Companies Production Unit of H&M			
1	H&M Indonesia	11	PT Hop Lun Indonesia
2	PT Vision Land Semarang	12	PT Bomin Permata Abadi
3	PT Woori Sukses Apparel	13	PT Sari Warna Asli Textile Industry
4	PT Sri Rejeki Isman	14	PT Leetex Garment Indonesia
5	PT Pan Pacific Jakarta Cabang Semarang	15	PT Kahatex Garment
6	PT Fast Manufacturing	16	PT Kahatex (Garment div)
7	PT Semarang Garment	17	PT Kahatex - Majalaya (Jersey)
8	PT Sumber Bintang Rejeki Cabang Semarang	18	PT Kahatex - Majalaya (Socks)
9	PT YB Apparel Jaya	19	PT Kahatex (Socks Div)
10	PT Nesia Panpacific Knit		
15 Subsidiaries of Kalbe Group			
1	Kalbe Corporate	9	Hexpharm Jaya
2	Enseval Putra Megatrading	10	Finusolprima
3	Kalbe International	11	Dankos Farma
4	Kalbe Ethic	12	E-Health
5	Sanghiang Perkasa	13	Bifarma Adiluhung
6	Bintang Toedjoe	14	Saka Farma
7	Global Chemindo Megatrading	15	Tri Sapta Jaya
8	Kalbe Genexine Biologics		
117 Companies/Accor group			
1	Ibis Budget Jakarta Tanah Abang	60	PT AAPC Indonesia
2	Pullman Jakarta Central Park	61	Novotel Lombok
3	Bandara International Hotel	62	Raffles Bali
4	Ibis Styles Jakarta Gajahmada	63	Ibis Padang
5	Mercure Jakarta Pantai Indah Kapuk	64	Novotel Manado
6	Novotel and Ibis Styles Jakarta Mangga Dua Square	65	PT Mitra Legian Hotel
7	Mercure Convention Center, Ancol - Jakarta	66	Grand Mercure Bandung Setiabudi
8	Mercure Serpong Alam Sutera	67	Novotel Bandung
9	Mercure Jakarta Kota	68	Ibis Styles Yogyakarta
10	Ibis Styles Jakarta Airport & Ibis Budget Jakarta Airport	69	PT Graha Nusantara Aditya Dwipa (Hotel Ibis budget Surabaya Diponegoro)
11	Ibis Jakarta Senen	70	Mercure Hotel Jayapura
12	Ibis Jakarta Slipi	71	Mercure Banjarmasin
13	Ibis Gading Serpong Hotel	72	PT Sandana Arohera
14	Swissotel	73	Accor, Raffles Jakarta (PT Ciputra Adigraha)
15	Mercure Jakarta Gatot Subroto	74	Accor Indonesia
16	Ibus styles Jakarta Simatupang	75	PT Sunindo Indah Hotel
17	Pullman Jakarta Indonesia	76	Ibis Styles Bali Benoa
18	Mercure Jakarta Sabang	77	Novotel Solo
19	Novotel Jakarta Gajah Mada	78	Mercure grand mirama surabaya
20	Ibis Budget Jakarta Cikini	79	Swissotel jakarta PIK Avenue
21	Novotel Jakarta Cikini	80	Novotel & Ibis Styles Bogor Raya
22	Ibis Styles Jakarta Tanah Abang	81	Mercure & Ibis Pontianak City Ceneter

23	Mercure Jakarta Simatupang	82	Ibis Bandung Pasteur Bandung
24	Grand Mercure Jakarta Kemayoran	83	Novotel Surabaya Hotel & Suites
25	Mercure Jakarta Cikini	84	PT Putrimega Asri Indah
26	Grand Mercure Jakarta Harmoni	85	PT Mandara Jasindo Sena
27	Novotel Tangerang	86	PT Pantai Indah Tateli
28	Mercure Jakarta Batavia	87	PT Grand Cirindo
29	Pullman Ciawi Vimala Hills	88	The Kuta Beach Heritage
30	Ibis Jakarta Tamarin	89	Pullman Bali Legian Beach
31	Fairmont Jakarta	90	Ibis Bandung Trans Studio
32	Novotel Bogor	91	Ibis Styles Makassar Sam Ratulangi
33	Raffles Jakarta	92	Novotel Yogyakarta
34	All Seasons Jakarta Thamrin	93	Ibis Budget Bali Seminyak
35	Ibis Jakarta Harmoni	94	Ibis Jakarta Arcadia
36	Ibis Budget Jakarta Daan Mogot	95	Majapahit Surabaya hotel - Mgallery
37	Mercure Bandung City Centre hotel	96	PT BALI STAR RESORT INDAH
38	Ibis Styles Bandung Braga hotel	97	PT Shansui Karya Bandara
39	Novotel Suites Yogyakarta Malioboro	98	Novotel Bali Nusa Dua
40	Novotel Manado Golf Resort & Convention Center	99	The Phoenix & Grand Mercure-Ibis Yogyakarta Adi Sucipto
41	Mercure Pontianak City Center	100	Novotel Pekanbaru
42	Mercure Bali Sanur Resort	101	Ibis styles Batam Nagoya
43	Novotel Banjarmasin Airport	102	PT Karya Propertindo Investama
44	Ibis Styles Surabaya Jemursari	103	Ibis Manado
45	Novotel Jakarta Mangga Dua Square	104	Mercure - Ibis Samarinda
46	Ibis Yogyakarta Malioboro	105	Sofitel Bali Nusa Dua Beach Resort
47	Ibis Styles Bekasi Jatibening	106	Ibis Styles Jakarta Sunter
48	Mercure Jakarta Gatot Subroto/Institution	107	Mercure Bengkulu
49	Mercure Hotel Karawang	108	Mercure Tangerang BSD City
50	Grand Mercure Surabaya City	109	Novotel dan Ibis budget Semarang
51	Ibis Hotel Pontianak City Center	110	Mövenpick Resort & Spa Jimbaran
52	Ibis Budget Makassar Airport	111	Ibis Semarang Simpang Lima
53	Mercure Makassar Nexa Pettarani	112	Mercure Hotel Padang
54	Novotel Makasar Grand Shayla	113	Mercure Bali Nusa Dua
55	Novotel and Ibis Styles Bogor	114	Novotel Ibis Balikpapan
56	Novotel Bukittinggi	115	Ibis Styles Jakarta Simatupang
57	Ibis Budget Surabaya Airport	116	PT Halim Bangun Sarana Indah
58	Novotel and Ibis budget Semarang	117	Mercure Grand Mirama Surabaya Hotel
59	Novotel Makassar		
21 Subsidiaries and regional office of BCA Group			
1	PT Bank Central Asia	12	BCA Kanwil 3 Surabaya
2	BCA Multi Finance	13	BCA Kanwil 4 Makasar
3	PT Bank BCA Syariah	14	BCA Kanwil 5 Medan
4	PT BCA Sekuritas	15	BCA Kanwil 6 Palembang
5	PT Asuransi Umum BCA	16	BCA Kanwil 7 Malang
6	PT Asuransi Jiwa BCA	17	BCA Kanwil 8 Senen Jakarta Pusat
7	PT Central Capital Ventura	18	BCA Kanwil 9 Jakarta Timur
8	BCA Finance Ltd (BCA FL)	19	BCA Kanwil 10 Asemka Jakarta Pusat
9	PT Bank Digital BCA	20	BCA Kanwil 11 Balikpapan
10	BCA Kanwil 1 Bandung	21	BCA Kanwil 12 Jakarta Barat
11	BCA Kanwil 2 Semarang		

75 company members of MM2100			
1	PT ABB Sakti Industri	39	PT Mitsubishi Logistics Indonesia
2	PT AM/NS INDONESIA	40	PT NANBU PLASTICS INDONESIA
3	PT Autoliv Indonesia	41	PT NIPPON INDOSARI CORPINDO
4	PT Bekaert Indonesia	42	PT Nittsu Shoji Indonesia
5	PT Chubb Safes Indonesia	43	PT NOK Indonesia
6	PT Daido Metal Indonesia	44	PT NSK Bearing Mfg Indonesia
7	PT DCI Indonesia	45	PT NSK-Warner Indonesia
8	PT Denko Wahana Industries	46	PT Nusa Toyotetsu
9	PT Diamond Cold Storage	47	PT Ohtomi
10	PT EMBLEM ASIA	48	PT Posmi Steel Indonesia
11	PT EMINA CHEESE INDONESIA	49	PT Progress Toyo Indonesia
12	PT Emsonic Indonesia	50	PT Riken Indonesia
13	PT Faber Castell International Indonesia	51	PT Sanken Indonesia
14	PT FDK INDONESIA	52	PT Sanyang Industri Indonesia
15	PT Federal Nittan Industries	53	PT Sato Label Indonesia
16	PT Fukusuke Kogyo Indonesia	54	PT SBP Indonesia
17	PT fumira	55	PT SEIWA INDONESIA
18	PT Goo Indonesia Chemical	56	PT SEKISUI POLYMATECH INDONESIA
19	PT HANWA STEEL SERVICE INDONESIA	57	PT Setia Guna Sejati
20	PT Heesung Electronics Jakarta	58	PT Sigma & Hearts Indonesia
21	PT Hijau Elektronika Indonesia	59	PT SOHOU KIKAKU INDONESIA
22	PT Hogy Indonesia	60	PT SUMCO INDONESIA
23	PT Indofood Sukses Makmur, Divisi Bogasari	61	PT Sunstar Engineering Indonesia
24	PT J.S.T. INDONESIA	62	PT Tenma Indonesia
25	PT JFE Logistics Indonesia	63	PT Tokai Rika Indonesia
26	PT JFE Shoji Steel Indonesia	64	PT Toyo Denso Indonesia
27	PT Jotun Indonesia	65	PT TOYOTA BOSHOKU INDONESIA
28	PT JX Nippon Oil & Energy Lubricants Indonesia	66	PT YAMADA INDONESIA
29	PT Kansai Paint Indonesia	67	PT Yutaka Manufacturing Indonesia
30	PT Kawasaki Motor Indonesia	68	PT Daeintech
31	PT Kawashima engineering Plastik Indonesia	69	PT Diamond Electric Mfg Indonesia
32	PT KDS INDONESIA	70	PT Haldin Pacific Semesta
33	PT KOMATSU INDONESIA	71	PT Ichikoh Indonesia
34	PT KOTERA INDONESIA	72	PT Mayora Indah
35	PT KSB Indonesia	73	PT Paramount Indonesia
36	PT KYB Hydraulics Manufacturing Indonesia	74	PT Sanyo Special Steel Indonesia
37	PT Lotte Indonesia	75	PT Tsuchiya Manufacturing Indonesia
38	PT Mikuni Indonesia		
39 Member of PHRD East Java			
1	CV Saprotan Utama Bandungrejo	21	PT Kubota Indonesia
2	PT ABC	22	PT Kudos Istana Furniture
3	PT ANDALAN MANDIRI BUSANA	23	PT LUCKY TEXTILE SEMARANG - DEMAK
4	PT Bintang Tri Putratex	24	PT Marimas Putera Kencana
5	PT Chakra Naga Furniture	25	PT Rizki Piara Sejahtera
6	PT Indo Sakura Indah	26	PT Sarana Lindung Upaya
7	PT KAO INDONESIA	27	PT Talenta Informasi Teknologi
8	PT Lucky Textile Semarang III	28	PT Countryform Furniture
9	PT Mamagreen Pacific	29	PT REMA
10	PT NUSANTARA BUILDING INDUSTRIES	30	PT Sinar Terang Dua

11	PT SAI GARMENT INDUSTRIES	31	PT TI Matsuoka Winner Industry
12	PT Simulacra Dunia Sahabat	32	PT VRN
13	PT Aneka Komkar Utama	33	Qopnet
14	PT Cito Putra Utama	34	RS HERMINA PANDANADAN
15	PT Daiwabo Garment Indonesia	35	RS Permata Medika
16	PT Gadingmas	36	Sinar Sosro PT
17	PT Holi Karya Sakti	37	SRLAND PROPERTIES
18	PT Japfa Comfeed Indonesia - Unit Grobogan	38	Visioncollege.id
19	PT KAIROS	39	Xti Property
20	PT Kino Food Indonesia		
45 Member of PHRI West Java			
1	Amaris Hotel Cimanuk Bandung	24	Holiday Inn Bandung Pasteur
2	Art Deco hotel	25	Koperasi Purwajaya Mandiri Sejahtera
3	Aryaduta Bandung	26	Laut Biru Hotel
4	Aston Pasteur Hotel	27	Madame Sari Resto
5	Atma Rumala	28	Moscato Hotel & Cafe
6	Bali Indah Hotel	29	Moxy Bandung
7	Belviu Hotel	30	NEO Hotel Bandung
8	Bintang wisata tour & travel	31	Nyland Paster hotel
9	Cinnamon Hotel Boutique Syariah	32	Orchid Forest Cikole
10	Cipaku Garden Hotel	33	Padma Hotel Bandung
11	Citradream Hotel Bandung	34	Patra Comfort
12	DAZTour Service Indonesia	35	PT INKUBE
13	eL Hotel Royale Bandung	36	PT Tigamas Utamasari
14	Fabu Hotel (PT Maharani Parahyangan)	37	PT Gema Indah Nusantara
15	Favehotel Braga	38	Best Western Premier La Grande Hotel (PT. Wijaya Karya Realty)
16	Favehotel Subang	39	PT Wisma Resortama Propertindo
17	Four Points Hotel by Sheraton Bandung	40	RM Alas Daun
18	GH Universal hotel	41	Sahid Hotel
19	Grand Cordela Hotel Bandung	42	Sari Ater Kamboti Bandung
20	Grand Dafam Hotel Braga Bandung	43	Savoy Homann Hotel
21	Grand Pacific Hotel	44	The Papandayan Hotel
22	Harper Hotel Purwakarta	45	VIO Hotel
23	HARRIS POP! Festival Citylink Bandung		
22 Member of APINDO East Java			
1	PT ROMIVIOLETA	12	PT Indoprima Gemilang Engineering
2	PT Penyelesaian Masalah Property	13	PT Wings Surya
3	PT Mitratani Dua Tujuh	14	PT Graha Multi Bintang
4	PT Wonokoyo Jaya Corporindo	15	PT Jacobs Surabaya
5	PT Buana Megah Sentosa Perkasa	16	PT Mepoly Industry
6	PT East West Seed Indonesia	17	PT Dharma Anugerah Indah
7	The Taman Dayu - Ciputra Group	18	PT Classic Prima Carpet Industries
8	PT MASPION MAXIM DIVISION	19	PT Maspion Enamel Division
9	PT MMM	20	PT Dumas
10	PT Indofood Sukses Makmur Tbk	21	PT Sumber Alfaria Trijaya - Surabaya
11	PT Krisanthium Offset Printing	22	PT Albea Rigid Packaging
291 Other companies/ Member of APINDO			
1	PT Asmo Indonesia	148	PT Growth Sumatra Industry
2	PT Bina Dinamdea Potenga	149	PT GUNUNG SLAMAT

3	PT Craze Indonesia	150	PT HALIMJAYA SAKTI
4	PT Daihatsu Indonesia	151	PT Hanil Jaya Steel
5	PT Dharma Group	152	PT Hasri Anekatama
6	PT Dharma Polimetal	153	PT Huma Indah Mekar
7	PT East Jakarta Industri Park	154	PT Harapan Jaya Sentosa
8	PT HAIER	155	PT Hokinda Citralestari
9	PT Kawasan Industri Jababeka	156	PT Homeware International Indonesia
10	PT Mattel Indonesia	157	PT Wisma IKPT
11	PT Pukchemeo	158	PT Indah Kiat Pulp & Paper
12	PT Toso Industry Indonesia	159	PT Indah Kiat Pulpand Paper
13	PT Yanmar Indonesia	160	PT Indocement
14	SWK Mitra Industri	161	PT Indonesia Toray Synthetics
15	Grand Sahid Jaya Hotel	162	PT INDONESIA TOYOBO FILM SOLUTIONS
16	Kawan Lama Corporate	163	PT INDONESIA TRI SEMBILAN
17	Nestle	164	PT Inter Aneka Lestari Kimia
18	PT Adis Dimension Footwear	165	PT INTERA LESTARI POLIMER
19	PT Central Mega Kencana	166	PT Inti Indosawit Subur
20	PT Dayalima Abisatya	167	PT IRC Inoac Indonesia
21	PT Denso Indonesia	168	PT Iroha Sidat Indonesia
22	PT Freeport Indonesia	169	PT Istana Tiara
23	PT Indocement Tunggal Prakasa	170	PT ITMG
24	PT Multi Bina Pura Internasional	171	PT Japfa Comfeed Indonesia Cab. Surabaya
25	PT Nippon Steel Construction Indonesia	172	PT Kalbe Farma
26	PT Panarub Industry	173	PT KALLA INTI KARSA
27	PT Pertamina Indonesia	174	PT Karunia Tunggal Lestari
28	PT Senayan Trikarya Sempana	175	PT Kayu Lapis Indonesia
29	PT Sumber Alfaria Trijaya	176	PT Keramindo Megah pertiwi
30	PT Trans Retail Indonesia	177	PT Kerinci Bersaudara
31	PT United Tractors	178	PT Kievit Indonesia (Friesland Campina)
32	PT Wismilak Inti Makmur	179	PT KILANG LIMA GUNUNG
33	PT Olam Indonesia	180	PT Kinar Lapiga
34	PT BSD (Sinarmasland)	181	PT Kinerja Cahaya Abadi
35	PT Pacific Place Jakarta	182	PT King Plastic
36	PT Behaestex Cabang Pekalongan	183	PT KMK Global Sports
37	PT Solo Agro Lestari	184	PT Kobe Boga Utama
38	PT shinito kogyo Indonesia	185	PT Krakatau Posco
39	PT AJINOMOTO INDONESIA	186	PT KUTAI TIMBER INDONESIA
40	PT Suryacipta Swadaya	187	PT Lintas Dua Saudara
41	PT Cargill Indonesia	188	PT Lippo General Insurance
42	PT TOYO SEAL INDONESIA	189	PT M Class Industry
43	PT Daya Dimensi Indonesia	190	PT MACROPRIMA PANGANUTAMA
44	PT Toyota Motor Manufacturing Indonesia	191	PT Mahkota Group
45	PT Sepatu Mas Idaman	192	PT MALINDO FEED MILL
46	PT Yamaha Indonesia Motor Manufacturing	193	PT Malindo Karya Lestari
47	PT Malindo Feedmill	194	PT Mega Akses Persada
48	PT Maligi Permata Industrial Estate	195	PT Megah Sembada Industries
49	PT ROKI Indonesia	196	PT Mertex Indonesia
50	PT TOYOTA TSUSHO INDONESIA	197	PT Microcast Technology Indonesia
51	PT Japfa Comfeed Indonesia	198	PT Midas Multi Industry
52	PT Pusat Studi Apindo	199	PT Mitayani Adi Wiragraha

53	PT GHOZI SAPTA PERSADA	200	PT MITRA ADIPERKASA
54	PT Smart	201	PT MITSUBA INDONESIA
55	PT Pandanarum Kenanga Textile	202	PT Mitsubishi Motors Krama Yudha Sales Indonesia
56	ConocoPhillips Indonesia	203	PT Mondelez Indonesia Manufacturing
57	PT Megalopolis Manunggal ID	204	PT Morawa Electric Transbuana
58	PT Nobi Putra Angkasa	205	PT Mulia Industrindo
59	PT Mataram Paint	206	PT Multi Bintang Indonesia
60	PT Diamond Electric Indonesia	207	PT Multi Palma Sejahtera
61	PT BINTANG INDOKARYA GEMILANG	208	PT MultiIndocitra
62	PT RAJA BESI	209	PT Multimas Nabati Asahan
63	Otsuka	210	PT Nandya Karya Perkasa
64	PT Tira Austenite	211	PT Nestle Indonesia
65	PT Megah Mitra Sukses	212	PT Niki Harda sentosa
66	PT RHYTHM KYOSHIN INDONESIA	213	PT Nippon Steel Construction Indonesia
67	Sintesa Group	214	PT Nojorono Tobacco International
68	Polytron	215	PT Novell Pharmaceutical Laboratories
69	PT JFE Steel Galvanizing Indonesia	216	PT PABOXIN
70	Argo Pantas	217	PT Pabrik Cat Dan Tinta Pacific
71	Bank Danamon	218	PT Palma Serasih
72	Batamindo	219	PT PAM LYONNAISE JAYA (PALYJA)
73	CiPTa Pesona	220	PT PANCAMITRA PACKINDO
74	ConocoPhillips Grissik Limited	221	PT pasoka sumber karya
75	CV Alam Indah Utama	222	PT Pegadaian Persero Kanwil Makassar
76	CV Dwiguna Jaya Harta	223	PT Pelabuhan Indonesia IV
77	CV Tiga Sakti Utama	224	PT Pelabuhan Indonesia IV (Persero)
78	Derma global ventura	225	PT PELINDO 4 (PERSERO)
79	Diageo Indonesia	226	PT Pepper Tree Investama (OT Grup)
80	Dialogue group	227	PT Pertamina Retail
81	Dynapack Asia	228	PT Plymilindo Perdana
82	Dynaplast Plant 6 & Plant 8	229	PT POMI-PT Paiton Energy, PLTU Paiton
83	Dynaplast Plant Jatake (DP2)	230	PT Prabu Jaya
84	Galesong Group	231	PT Prasmanindo Boga Utama
85	HAP	232	PT Procter & Gamble Home Products Indonesia
86	Himpunan Kawasan Industri	233	PT PURA MAYUNGAN
87	Wyndham Casablanca Hotel Jakarta	234	PT Pusan Manis Mulia
88	Indocement Tunggal Prakarsa	235	PT Rapid Plast Indonesia
89	Indofood Makassar	236	PT RAPP
90	Jawa Power	237	PT RBFood Manufaktur Indonesia
91	KALBE NUTRITIONALS	238	PT Reski Laifasto
92	MAHAKARYA ANDALAN SUMATERA	239	PT Reycom Document Solusi
93	Mulia Industry	240	PT Riau Andalan Pulp & Paper
94	MURNI SOLUSINDO NUSANTARA	241	PT Riau Andalan Pulp and Paper
95	CV Nan Maju Abadi	242	PT Richtie Global
96	Osaka Gas Singapore	243	PT Robert Bosch
97	PALYJA Jakarta	244	PT Salim Ivomas Pratama
98	Precious Island	245	PT Samco Farma
99	PT AGRINDO MAJU LESTARI	246	PT Samudera Indonesia
100	PT Andhika Lines	247	PT Santosa Agrindo

10 1	PT ANEKA COFFEE INDUSTRY	248	PT SARANA STEEL
10 2	PT ANEKA SARIVITA	249	PT Saranacentral Bajatama
10 3	PT Angsa Daya	250	PT Sarimelati Kencana
10 4	PT Anugerah Keramat Indah	251	PT Sasa Inti Probolinggo
10 5	PT arah muda global mandiri	252	PT Serena Indopangan Industri
10 6	PT ASIA SAKTI WAHID FOODS MFC	253	PT Sharp Semiconductor Indonesia
10 7	PT Astra International	254	PT SHI
10 8	PT Bali Holiday Village	255	PT Siegwerk Indonesia
10 9	PT Bando Indonesia	256	PT Sinergi Agro Industri
11 0	PT BANGUN JAYA ATJEH	257	PT SINGAWA PARTNER INDONESIA
11 1	PT BANGUN MARWAH BUMI MELAYU	258	PT Sony Indonesia
11 2	PT Bank Permata	259	PT SRO
11 3	PT Barokkah Boga Sejati	260	PT STP HATCHERY BANYUWANGI
11 4	PT Bekasi Fajar Industrial Estate	261	PT Sunwood Timber Industries
11 5	PT BeOne OPTima Solusi	262	PT Supravisi Rama Optik Manufacturing
11 6	PT Berkat Cipta Bersama	263	PT Suri Tani Pemuka Unit Hatchery Negare-Bali
11 7	PTKAWASHIMA ENGINEERING PLASTIC INDONESIA	264	PT Suri Tani Pemuka Unit Shrimp Hatchery Anyer
11 8	PT borwita citra prima	265	PT Surya Dharmagati
11 9	PT Cahaya Benteng Mas	266	PT Surya Multi Indopack
12 0	PT Canang Indah	267	PT SURYA SEMESTA INTERNUSA
12 1	PT Catur Karsa Inkrisuba	268	PT Surya Toto Indonesia
12 2	PT Central Sarana Pancing	269	PT Tanimas
12 3	PT CIBA VISION Batam	270	PT Tanjungenim Lestari Pulp &Paper
12 4	PT CIOMAS ADISATWA	271	PT Teknindo Geosistem Unggul
12 5	PT Citraciti Pacific	272	PT Thiess Contractors Indonesia

12 6	PT Coca-Cola Bottling Indonesia	273	PT Toray Polytech Jakarta
12 7	PT Coca-Cola Distribution Indonesia	274	PT TRIDHARMA ADIGRAHA
12 8	PT Colorpak Indonesia	275	PT TRIMITRA BATERAI PRAKASA
12 9	PT Darmex Agro	276	PT Tritunggal Buana Sejahtera
13 0	PT Dasaguna Medika	277	PT Tunas Alfin
13 1	PT Dharma Karya Perdana	278	PT VAKSINDO SATWA NUSANTARA
13 2	PT Dua Kelinci	279	PT VERONIQUE indonesia
13 3	PT Dynaplast	280	PT Wabin Jayatama
13 4	PT Dynaplast 08	281	PT Widaya Inti Plasma
13 5	PT Dynaplast Plant Cikarang 1	282	PT Wohlrab Indonesia
13 6	PT Dynaplast plant Innovation Centre	283	PT Yoshikawa Electronics Bintan
13 7	PT Dynaplast V	284	Sanofi Indonesia
13 8	PT Dynatama Sarana Gemilang	285	Sanpak Unggul
13 9	PT DZACO	286	Simatelex Manufactory Batam
14 0	PT Eka mandiri sejahtera	287	Sinarmas Oleochemical
14 1	PT Estika Permata Andalan	288	STA Resources
14 2	PT Fabindo Sejahtera	289	Telkom landmark tower
14 3	PT FASIC INDONESIA	290	Triputra Agro Persada
14 4	PT Feng Tay Indonesia Enterprises	291	Bank BRI
14 5	PT G4S SECURITY SERVICES	292	Mandiri Inhealth
14 6	PT Gemilang Investama Sejahtera	293	PT Tekenomiks Indonesia
14 7	PT Ginsa Inti Pratama		
TOTAL = 644 Companies			

ANNEX 6. SOCIAL MEDIA STATISTICS

USAID MITRA KUNCI SOCIAL MEDIA PERFORMANCE

EXECUTIVE SUMMARY

In April 2021, the performance of USAID Mitra Kunci's social media accounts improved significantly on Instagram. It also saw a slight improvement on Twitter. The statistics were not as favorable on Facebook, although the number of page likes only went down by one. By this month, it was apparent that a collaboration with partner organizations has yielded positive results for USAID Mitra Kunci.

In May 2021, the performance of USAID Mitra Kunci's social media accounts improved on all platforms, especially Twitter and Facebook. The results show that Mitra Kunci can grow its audience size not only through collaborative events with partner organizations, but also by making activities that encourage people to sign up and become involved.

A SIGNIFICANT INCREASE IN PERFORMANCE ACROSS THE BOARD

In May 2021, there was a major increase in the number of impressions¹, engagements², and reach³ across all USAID Mitra Kunci social media accounts, particularly Twitter and Facebook.

KEY STATISTICS OF TWITTER

- In May 2021, the @mitra_kunci Twitter account achieved a total of **29,700 impressions**, which equals to **60% increase** from the results in April 2021, which was 18,500 impressions.
- The most popular tweet in May 2021 reached **a total of 11,266 impressions**. It was a tweet announcing the survey about inclusiveness in the workplace conducted by JARUM KAYU, the advocacy group on decent work and inclusive workforce for youth in Indonesia. By comparison, in the previous month, the most popular tweet gained a total of 6,248 impressions.

¹ Impression is the number of times a content appears on the homepage or the timeline of a user.

² Engagement is the number of times a user takes action on the content they see. Examples of these actions include clicking on a photo, viewing a profile, liking, replying, and so on.

³ Reach is the total number of accounts who sees a content.



Impressions	11,266
Total engagements	430
Media engagements	219
Detail expands	84
Link clicks	68
Retweets	27
Profile clicks	16
Likes	15
Replies	1

Image 1. The most popular tweet in May 2021

KEY STATISTICS OF INSTAGRAM

- Following the positive result in the previous month, **the total impression of @mitra_kunci Instagram account rose once again**, from 2,904 impressions in April 2021 to **3,526 impressions** in May 2021, which equals **21% increase**.
- The post with the highest impression in May 2021 was the announcement of selected pioneering members of the advocacy group on decent work and inclusive workforce for youths, which gained **283 impressions**. However, the post with the highest number of reach was the one explaining the difference between diversity and inclusiveness, which reached **235 accounts**.

Image 2a. The post with the highest impressions in May 2021

mitra_kunci

Keberagaman Inklusivitas

Karena "beragam" saja tidak cukup.

Keberagaman
Kelompok yang beragam terdiri dari individu dari berbagai latar belakang, baik SARA, disabilitas, maupun psikologis.

Inklusivitas
Kelompok yang inklusif merancang praktik atau kebijakan yang menyertakan orang-orang yang mungkin akan terlewat atau terpinggirkan.

mitra_kunci Banyak yang salah kaprah menganggap keberagaman dan inklusivitas sebagai hal yang sama. Apa perbedaan di antara keduanya?

#inklusi101 #inklusi #inklusiitas #kesetaraan #diskriminasi #kerjalayak #ketenagakerjaan #ketenagakerjaaninklusi #gender #perempuan #disabilitas

31 May 2021

19 0 2

Interactions

3
Actions taken from this post

Profile visits 3

Discovery

235
Accounts reached
61% weren't following you

Follows --

Reach 235

Impressions 253

From hashtags 118

From home 92

From profile 39

From other 4

Image 2b. The post with highest number of reach in May 2021

KEY STATISTICS OF FACEBOOK

- MK's Facebook page saw **an increase of total impressions**, from 658 impressions in April 2021 to **1,005 impressions** in May 2021, which equals **53% increase**.
- The **total reach** of MK's Facebook page also **increased by 63%**, from 459 reach in April 2021 to **749 reach** in May 2021.
- By far, the most popular Facebook post in May 2021 was the announcement of selected pioneering members of the advocacy group on decent work and inclusive workforce for youths. It **reached 531 accounts**, gained **570 impressions**, and achieved **84 engagements**.

USAID Mitra Kunci
8 May · 🌐

Bulan lalu, USAID Mitra Kunci bersama @konekindonesia dan @emancipate.id mengumumkan perekrutan terbuka untuk anggota perintis Jaringan Orang Muda untuk Kerja Layak dan Inklusif. Dari total 175+ pendaftar, berikut adalah kelima belas anggota perintis jaringan yang telah terpilih melalui proses seleksi.

Anggota perintis akan melalui serangkaian kegiatan selama April – Juni untuk mengembangkan jaringan, termasuk advokasi isu kerja layak & ketenagakerjaan inklusif kepada pemang... See more

Performance for your post

531 People Reached

45 Reactions, comments & shares ⓘ

16 Like	1 On post	15 On shares
14 Love	2 On post	12 On shares
13 Comments	0 On Post	13 On Shares
2 Shares	2 On Post	0 On Shares

39 Post Clicks

10 Photo views	0 Link clicks	29 Other Clicks ⓘ
-----------------------	----------------------	--------------------------

NEGATIVE FEEDBACK

0 Hide post	0 Hide all posts
0 Report as spam	0 Unlike Page

Reported stats may be delayed from what appears on posts

531 People reached **84** Engagements [Boost post](#)

Image 3. The most popular Facebook post in May 2021

THE NUMBER OF FOLLOWERS ARE STILL INCREASING ON ALL PLATFORMS

Consistent with the trend in impression and engagement numbers, all platforms also showed an increase in the numbers of followers.

- The number of Twitter followers **increased from 112 to 122.**
- The number of Instagram followers **increased from 120 to 136.**
- The number of Facebook followers **increased from 156 to 162.**

CONCLUSION AND RECOMMENDATIONS

- To achieve its social media communication goal, which is to establish itself as one of the thought leaders in decent work and inclusive workforce among Indonesian youths, MK needs to not only diversify its partner organization, but also its activities. Create events such as competitions or quizzes that will encourage people to interact with Mitra Kunci's accounts and contents.
- However, data from Instagram about the most popular posts this month suggests that people still consider informative and/or educational contents regarding inclusiveness relevant to them, even though there is no call to action nor was it a collaborative effort with a partner organization.
- Regular posts (those that are not related to holidays, celebrations, or awareness days) showed a higher number of impressions and reach after the post announcing the open recruitment for the youth advocacy network. This indicates that collaboration with other organizations have worked to increase MK's exposure among its targeted audience. The drastic improvements on Instagram's performance strongly backs this conclusion.
- We can assume that the high number of reach and impressions on the youth advocacy group is an exception, as recruitment posts almost always trigger people to share and engage with it. However, without a collaboration with partner organizations, it was unlikely for the post to have been performing that well.

ANNEX 7. EEE PWD PROJECT

PROJECT DESCRIPTION FORM

Project number:	AID-497-TO-17-00001
Project name:	Employment and Economic Empowerment of Persons with Disabilities: Market-based Inclusive Workforce Development in East Java Province
Country (countries) of implementation:	Indonesia
Number of beneficiaries:	TBD
Implementing organization:	DAI Global, LLC
Other partner organizations:	N/A
Funding period:	July 10, 2020 – December 30, 2021
Activity funding level:	

Project Summary (1 paragraph maximum):

The Employment and Economic Empowerment of Persons with Disabilities (EEE PWD) project aims to develop models of successful, scalable, and sustainable solutions for PWDs to gain new or better employment to lead to productive lives. Mitra Kunci will build on the scalable model of inclusive development laid out in the prior years of implementation to expand access to employment and develop economic activities of PWD. These models will contribute to development of a comprehensive framework for market-based inclusive workforce development that can be scaled up by the Government of Indonesia to other provinces. This comprehensive framework will entail engaging multi-stakeholders, i.e., local governments, training providers, disabled persons organizations (DPOs), civil society organizations (CSOs), private sector, and media, in the development, implementation, monitoring, and evaluation of the program. The contractor will ensure buy-in and engage these local champions to mobilize resources and build leadership to maximize support for the program.

Key Themes: (3-5 bullets)

- Expansion of access to data on internships, jobs and entrepreneurship opportunities including start-up capital for PWDs;
- Expansion of access to startup capital for entrepreneurs
- Empowering of DPOs at the district level;
- Inclusive guidelines for TVET Center (Balai Latihan Kerja/BLK) and private sector
- Facilitation of multi-stakeholder coordination to share information and connect PWDs and DPOs to information, opportunities and resources that will benefit them.

Main Outcomes/Deliverables (5-10 maximum):

- This quarter, Mitra Kunci has reached an additional 375 people of whom 275 are persons with disabilities. Thus, overall, Mitra Kunci activities have so far reached 814 people with disabilities out of a target of 1,383 people. They attended one or more of these type of intervention: FGD, workshop and training.
- An additional 248 people with disabilities have accessed 27 types of training offered by various government institutions or programs to increase their skills. Based on EEE recommendation, TVET institutes (BLKs) in all of target districts were successfully conducting ten trainings program

for disabled participants together with non-disabled participants in one class, as well as providing BLK and instructors with experience on how to interact with participants with disabilities.

In terms of employment, five people with disabilities managed to obtain work in the formal sector in three companies in Pasuruan, Jember and Banyuwangi following Mitra Kunci support

- While banking and microfinance institutions have begun to open up to provide loans to entrepreneurs from the disabled, entrepreneurs with disabilities still prioritize grants from the government, especially grants related to business recovery from the impact of COVID-19. Mitra Kunci supported a total of 167 individual proposals in Malang City and Pasuruan to access government funds. So far, all these proposals are still in the evaluation stage.
Mitra Kunci has also leveraged in-kind support for 16 people with disabilities who have completed training at BLK Jember to set up a welding workshop with loaned equipment.
- Mitra Kunci held training on disability inclusion for 77 Community BLKs spread across all work areas. Following the training, two Community BLKs in Malang and Situbondo started accepting training participants with disabilities.
- DPOs in all districts and cities began to actively pursue training, apprenticeship and employment opportunities after Mitra Kunci held workshops for them in six locations. In Sidoarjo and Pasuruan, the Manpower Office began to initiate the establishment of Manpower Disability Service Unit (Unit Layanan Disabilitas Sektor Ketenagakerjaan or ULD). This still requires some effort in the regulatory process, but is a step forward for DPOs.

Description(s) of Individual Country Projects (as applicable):

Not applicable.

Contact Information:

Main Point of Contact/Title: Lensi Mursida, Chief of Party Email/Other: Lensi_Mursida@dai.com

ANNEX 8. H&M REPORT INCLUSIVE EMPLOYEE SATISFACTION SURVEY

Survei Penerapan Kesetaraan dan Inklusivitas di Tempat Kerja



Heri Haerudin



A. Pendahuluan

Dokumen ini merupakan laporan survei Penerapan Kesetaraan dan Inklusivitas di Tempat Kerja yang menjadi bagian dari WIN PROJECT H&M. Kegiatan yang terlibat dalam inisiatif ini adalah:

- *Kick-off*
- *Baseline survey*
- Pengembangan rencana kerja
- Pengembangan kapasitas
- Evaluasi

Kegiatan dalam WIN PROJECT direncanakan, dilaksanakan dan dievaluasi dengan bantuan teknis dari USAID Mitra Kunci dan Better Work Indonesia dengan menggunakan tiga panduan berikut:

1. Panduan Kesetaraan dan Inklusivitas di Tempat Kerja
2. Modul Pelatihan Tim Fasilitator Penerapan Kesetaraan dan Inklusivitas di Tempat Kerja
3. *Employing Persons With Disabilities*

“Panduan Kesetaraan dan Inklusivitas di Tempat Kerja” dan “Modul Pelatihan Tim Fasilitator Penerapan Kesetaraan dan Inklusivitas di Tempat Kerja” adalah dokumen yang dikembangkan atas kerjasama APINDO (Asosiasi Pengusaha Indonesia), Kementerian Ketenagakerjaan, pegiat disabilitas serta perusahaan-perusahaan di mana H&M menjadi bagian dari penulis, yang difasilitasi oleh USAID Mitra Kunci.

“*Employing Persons With Disabilities*” adalah buku panduan yang dibuat dan dikembangkan oleh Better Work Indonesia (BWI) dan ILO diperuntukkan bagi perusahaan yang mempekerjakan orang dengan disabilitas.

Kegiatan ini merupakan kelanjutan dari inisiatif sebelumnya dan telah menghasilkan 7 perusahaan mitra/PU (*Production Unit*) H&M yang sudah menerapkan prinsip kesetaraan dan inklusivitas di tempat kerja. Tahun ini, inisiatif ini diperluas dengan menambahkan 10 perusahaan mitra, sehingga total menjadi 17 perusahaan mitra H&M.

Survei ini dilakukan dengan metoda survei daring di alamat https://forms.office.com/Pages/ResponsePage.aspx?id=RCPI MGNGLky6s2G_JOu-2ESRnBKgk_JDvlt5KJlk9p9UOEJXSIhEMUUwTFpYSEIaRURaVTEISVpTUS4u dengan menggunakan panduan pertanyaan yang dapat dilihat di lampiran. Periode pengisian survei oleh 17 *production units* adalah dari 22 sampai dengan 27 April 2021

Survei ini digunakan untuk menggambarkan situasi terkini di setiap *production unit* dalam hal:

1. Dimensi kebijakan ketenagakerjaan inklusif
2. Dimensi akomodasi layak non-fisik
3. Dimensi akomodasi layak fisik
4. Dimensi komunikasi dan informasi inklusif
5. Dimensi penanganan kondisi darurat

Rata-rata nilai untuk masing-masing dimensi ini dapat menggambarkan posisi saat ini pada masing-masing *production unit* dalam ketenagakerjaan inklusif. Hasil survei kemudian digunakan untuk membangun rencana kerja kesetaraan dan inklusivitas di tempat kerja..

B. Hasil Survei Penerapan Kesetaraan dan Inklusivitas di Tempat Kerja

Hasil survei mencakup hal-hal berikut:

- Data Pekerja Berdasarkan Jenis Kelamin
- Data Pekerja Dengan Disabilitas Berdasarkan Posisi Pekerjaan
- Data Pekerja Disabilitas Berdasarkan Tipe Disabilitas
- Perbandingan Pekerja Disabilitas Dengan Non Disabilitas
- Komposisi Pekerja Disabilitas Dengan Non Disabilitas
- Pekerja Dengan Disabilitas Berdasarkan Posisi
- Pekerja Disabilitas Berdasarkan Ragam Disabilitas
- Dimensi Kebijakan Ketenagakerjaan Inklusif
- Dimensi Akomodasi Layak Non-Fisik
- Dimensi Akomodasi Layak Fisik
- Dimensi Informasi Dan Komunikasi Yang Inklusif
- Dimensi Penanganan Kondisi Darurat
- Rata-Rata Nilai Dimensi Ketenagakerjaan Inklusif
- Rencana Rekrutmen Dan Kerjasama

B. I. Data Pekerja

Data Pekerja Secara Umum

Total pekerja di 17 *production unit* (PUs) adalah 48.089 pekerja dengan didominasi oleh pekerja perempuan (44.721) dan 435 di antaranya merupakan pekerja dengan disabilitas.

Tabel Data Pekerja Secara Umum

Nama Perusahaan	Jumlah Pekerja			Jumlah Pekerja dengan disabilitas		
	Laki-laki	Perempuan	Jumlah	Laki-laki	Perempuan	Jumlah
PT. Semarang Garment	181	3.388	3.569	10	27	37
PT. Hop Lun Indonesia	231	1.972	2.202	7	22	29
PT. Nesia Pan Pacific Knit	255	3.809	4.064	4	5	9
PT. Fast Manufacturing	107	1.211	1.318	3	10	13
PT. Bomin Permata Abadi	136	1.291	1.428	1	11	12
PT. Pan Pasific Jakarta	125	1.598	1.724	11	5	16
PT. YB Apparel Jaya	54	1.053	1.107	2	12	14
PT Sari Warna Asli Textile Industry	312	2.050	2.362	6	18	24
PT. Sri Rejeki Isman, Tbk.	184	1.219	1.404	11	23	34
PT. Woori Sukses Apparel	332	1.527	1.859	3	16	19
PT. Kahatex Garment	83	6.866	6.949	0	41	41
PT. Kahatex Socks	429	4.756	5.185	42	45	87
PT. Kahatex (Majalaya, Socks Div)	311	1.341	1.652	4	4	8
PT. Kahatex - Majalaya (Jersey)	14	1.941	1.955	0	9	9
PT. Leetex Garment Indonesia	192	6.081	6.273	2	24	26
PT. Sumber Bintang Rejeki	243	3.145	3.388	5	34	39
PT. Vision Land Semarang	179	1.472	1.651	3	15	18
Total	3,368	44.721	48.089	114	321	435

Data Pekerja dengan Disabilitas Berdasarkan Posisi Pekerjaan

Tabel berikut menggambarkan sebaran pekerja dengan disabilitas di berbagai posisi manajerial. Nampak bahwa di perusahaan mitra H&M, posisi pekerja dengan disabilitas telah mencapai *supervisor* dan *manager*.

Jika dilihat berdasarkan gender, kondisinya pun menggembirakan karena perempuan dengan disabilitas cukup mendominasi posisi *supervisor* (ini terkait juga dengan distribusi gender secara keseluruhan, di mana industri garmen memang didominasi pekerja perempuan).

Konstelasi posisi kerja ini juga menjadi bukti bahwa jika diberi kesempatan, pekerja dengan disabilitas bisa bekerja di level manapun.

Tabel Data Pekerja dengan Disabilitas Berdasarkan Posisi Pekerjaan

Nama Perusahaan	Pekerja dengan disabilitas sebagai pelaksana/operator		Pekerja disabilitas sebagai supervisor		Pekerja disabilitas sebagai kepala bagian/Manager		Pekerja disabilitas sebagai perwakilan LKSB	
	L	P	L	P	L	P	L	P
PT. Semarang Garment	3	19	5	7	2	1	0	0
PT. Hop Lun Indonesia	6	21	0	0	1	1	0	1
PT. Nesia Pan Pacific Knit	3	5	1	0	0	0	0	0
PT. Fast Manufacturing	3	9	0	0	0	1	0	1
PT. Bomin Permata Abadi	1	11	0	0	0	0	0	0
PT. Pan Pasific Jakarta	11	5	0	0	0	0	0	0
PT. YB Apparel Jaya	2	11	0	1	0	0	1	0
PT Sari Warna Asli Textile Industry	6	18	0	0	0	0	0	0
PT. Sri Rejeki Isman, Tbk.	11	22	0	1	0	0	0	0
PT. Woori Sukses Apparel	3	16	0	0	0	0	0	0
PT. Kahatex Garment	0	39	0	2	0	0	0	0
PT. Kahatex Socks	39	45	2	0	1	0	0	0
PT. Kahatex (Majalaya, Socks Div)	3	4	1	0	0	0	0	0
PT. Kahatex - Majalaya (Jersey)	0	9	0	0	0	0	0	0
PT. Leetex Garment Indonesia	2	21	0	3	0	0	0	0
PT. Sumber Bintang Rejeki	4	33	1	1	0	0	0	1
PT. Vision Land Semarang	3	15	0	0	0	0	0	0
Jumlah	100	303	10	15	4	3	1	3

Data Pekerja Disabilitas Berdasarkan Ragam Disabilitas

Konstelasi data yang menggembirakan juga muncul ketika pekerja disabilitas dibagi ke dalam tipe disabilitas. Perusahaan mitra H&M telah mencakup ragam disabilitas yang luas dalam rekrutmen pekerja mereka. Pekerja dengan disabilitas mental juga telah direkrut. Ini merupakan kondisi yang sangat baik untuk melawan persepsi umum yang meragukan kecakapan bekerja orang dengan disabilitas daksa. Ragam disabilitas yang paling banyak terrekut adalah disabilitas daksa.

Tabel Data Pekerja Disabilitas Berdasarkan Ragam Disabilitas

Nama Perusahaan	Netra	Tuli	Wicara	Daksa	Mental	Jumlah
PT. Semarang Garment	0	0	0	39	0	39
PT. Hop Lun Indonesia	0	2	0	0	0	2
PT. Nesia Pan Pacific Knit	0	0	0	0	0	0
PT. Fast Manufacturing	0	0	0	0	0	0
PT. Bomin Permata Abadi	0	2	2	0	0	4
PT. Pan Pasific Jakarta	1	0	0	0	0	1
PT. YB Apparel Jaya	0	1	0	0	0	1
PT Sari Warna Asli Textile Industry	7	3	1	13	0	24

PT. Sri Rejeki Isman, Tbk.	0	3	2	28	1	34
PT. Woori Sukses Apparel	6	0	2	11	0	19
PT. Kahatex Garment	0	2	2	37	0	41
PT. Kahatex Socks	0	16	14	53	1	84
PT. Kahatex (Majalaya, Socks Div)	0	0	0	3	0	3
PT. Kahatex - Majalaya (Jersey)	0	0	0	3	0	3
PT. Leetex Garment Indonesia	7	2	6	14	0	29
PT. Sumber Bintang Rejeki	0	1	1	27	0	29
PT. Vision Land Semarang	0	0	0	7	0	7
Jumlah	21	32	30	235	2	320

Komposisi Pekerja Disabilitas dengan Non Disabilitas

Nama Perusahaan	Jumlah Pekerja			Jumlah Pekerja dengan disabilitas			percent pekerja dengan disabilitas
	Laki-laki	Perempuan	Jumlah	Laki-laki	Perempuan	Jumlah	
PT. Semarang Garment	181	3.388	3.569	10	27	37	1,0 percent
PT. Hop Lun Indonesia	231	1.972	2.202	7	22	29	1,3 percent
PT. Nesia Pan Pacific Knit	255	3.809	4.064	4	5	9	0,2 percent
PT. Fast Manufacturing	107	1.211	1.318	3	10	13	1,0 percent
PT. Bomin Permata Abadi	136	1.291	1.428	1	11	12	0,8 percent
PT. Pan Pasific Jakarta	125	1.598	1.724	11	5	16	0,9 percent
PT. YB Apparel Jaya	54	1.053	1.107	2	12	14	1,3 percent
PT Sari Warna Asli Textile Industry	312	2.050	2.362	6	18	24	1,0 percent
PT. Sri Rejeki Isman, Tbk.	184	1.219	1.404	11	23	34	2,4 percent
PT. Woori Sukses Apparel	332	1.527	1.859	3	16	19	1,0 percent
PT. Kahatex Garment	83	6.866	6.949	0	41	41	0,6 percent
PT. Kahatex Socks	429	4.756	5.185	42	45	87	1,7 percent
PT. Kahatex (Majalaya, Socks Div)	311	1.341	1.652	4	4	8	0,5 percent
PT. Kahatex - Majalaya (Jersey)	14	1.941	1.955	0	9	9	0,5 percent
PT. Leetex Garment Indonesia	192	6.081	6.273	2	24	26	0,4 percent
PT. Sumber Bintang Rejeki	243	3.145	3.388	5	34	39	1,2 percent
PT. Vision Land Semarang	179	1.472	1.651	3	15	18	1,1 percent
Total	3,368	44.721	48.089	114	321	435	0,9 percent

Secara keseluruhan dan jika digabungkan, presentase pekerja dengan disabilitas telah mencapai angka 0.9 percent, sudah mendekati angka yang dimandarkan oleh pemerintah melalui Pasal 53 ayat satu Undang-undang Nomor 8 tahun 2016 tentang Penyandang Disabilitas. Total pekerja dengan disabilitas 435 dibagi dengan total pekerja 48.089 dikalikan 100 percent didapat angka 0,9 percent.

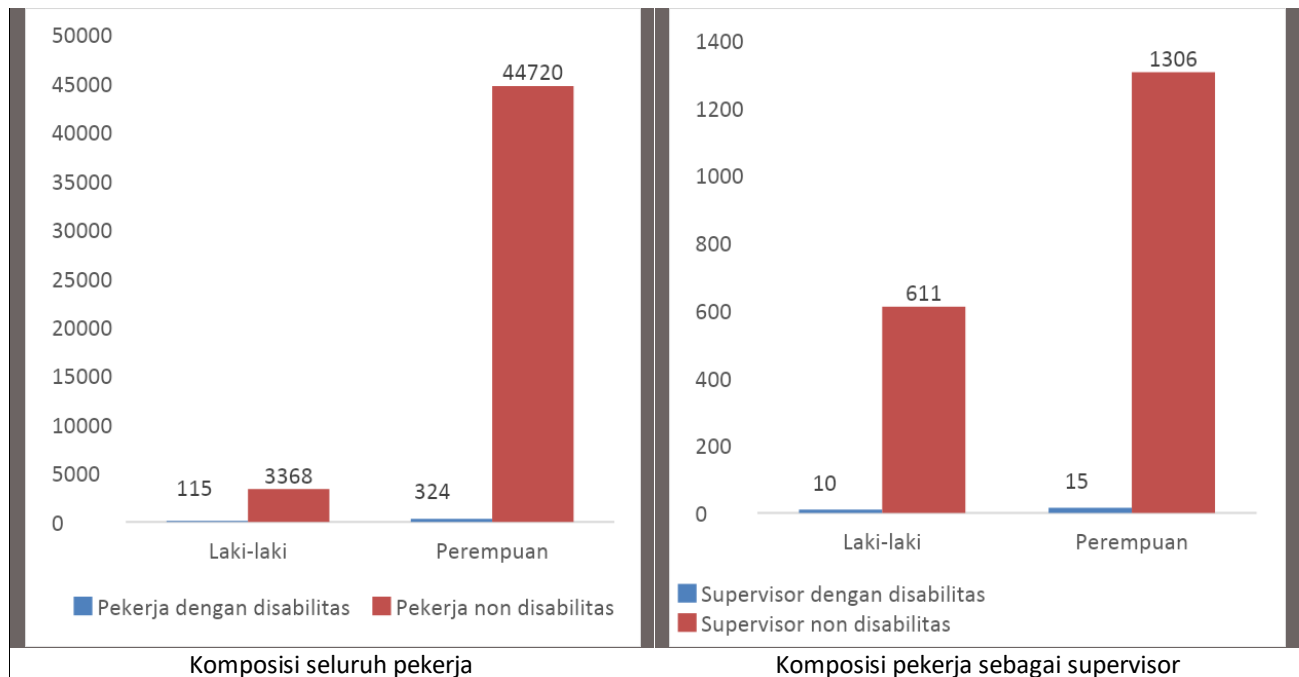
Tentu saja ini merupakan angka total ketujuhbelas perusahaan, namun jika dilihat berdasarkan angka individual perusahaan maka terdapat 10 perusahaan mitra H&M yang sudah memenuhi mandat undang-undang tersebut.

Komposisi Pekerja Disabilitas dan Non Disabilitas yang berposisi sebagai supervisor

Nama Perusahaan	Jumlah Pekerja sebagai supervisor			Jumlah Pekerja dengan disabilitas sebagai supervisor			percent pekerja dengan disabilitas
	Laki-laki	Perempuan	Jumlah	Laki-laki	Perempuan	Jumlah	
PT. Semarang Garment	24	80	104	5	7	12	11,5 percent
PT. Hop Lun Indonesia	16	79	95	0	0	0	0 percent
PT. Nesia Pan Pacific Knit	4	44	48	1	0	1	2,1 percent
PT. Fast Manufacturing	9	44	53	0	0	0	0 percent
PT. Bomin Permata Abadi	18	29	48	0	0	0	0 percent
PT. Pan Pasific Jakarta	4	19	23	0	0	0	0 percent
PT. YB Apparel Jaya	12	22	33	0	1	1	3,0 percent
PT Sari Warna Asli Textile Industry	21	59	80	0	0	0	0 percent
PT. Sri Rejeki Isman, Tbk.	4	44	48	0	1	1	2,1 percent
PT. Woori Sukses Apparel	12	48	60	0	0	0	0 percent
PT. Kahatex Garment	113	253	366	0	2	2	0,5 percent
PT. Kahatex Socks	200	148	349	2	0	2	0,6 percent
PT. Kahatex (Majalaya, Socks Div)	31	32	62	1	0	1	1,6 percent
PT. Kahatex - Majalaya (Jersey)	2	18	20	0	0	0	0 percent
PT. Leetex Garment Indonesia	117	228	344	0	3	3	0,9 percent
PT. Sumber Bintang Rejeki	18	121	138	1	1	2	1,4 percent
PT. Vision Land Semarang	7	37	44	0	0	0	0 percent
Total	611	1,306	1,917	10	15	25	1,3 percent

Jika dilihat pada posisi supervisor, maka total angka ketujuhbelas perusahaan dalam komposisi supervisor dengan disabilitas dan non disabilitas adalah 1,3 percent ($25 / 1.917 \times 100$ percent).

Diagram Komposisi Pekerja Disabilitas dengan Non Disabilitas



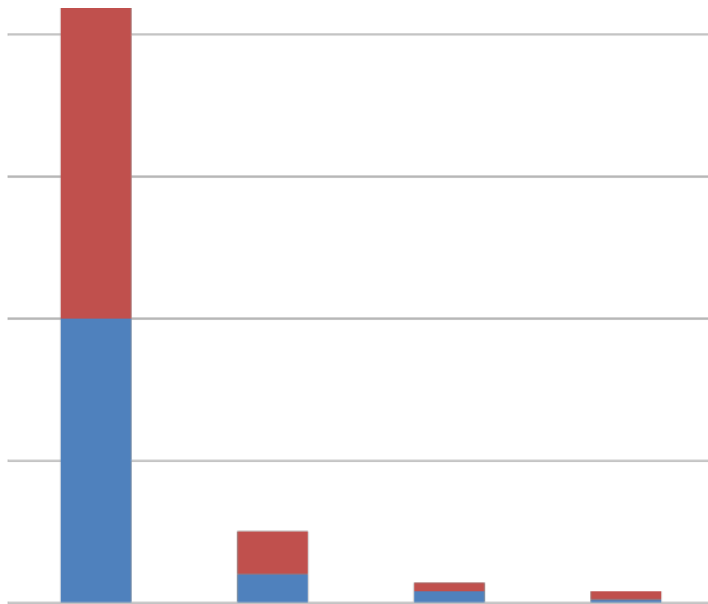
Distribusi Pekerja dengan Disabilitas

Bagian berikut adalah bentuk visual dari tabel di bagian *Data Pekerja Disabilitas Berdasarkan Ragam Disabilitas* di atas. Perusahaan mitra H&M telah mencakup ragam disabilitas yang luas dalam rekrutmen pekerja mereka dan pekerja ini telah menempati posisi dalam tingkat manajemen.

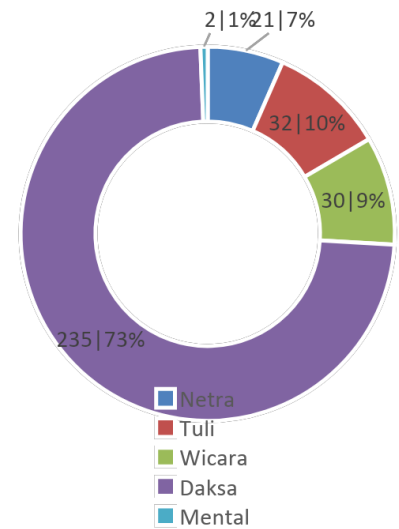
Jika dilihat berdasarkan jenis tanggung jawab pekerjaan mereka, nampak pekerja dengan disabilitas bisa masuk ke berbagai tanggungjawab pekerjaan yang ada di industri garmen.

Hal ini membuktikan bahwa jika pekerja memiliki kecakapan yang diperlukan dan perusahaan menyediakan akomodasi layak (*reasonable accomodation*) yang sesuai dengan kebutuhan, maka rentang posisi/tanggungjawab yang bisa dikelola oleh pekerja dengan disabilitas bisa sangat beragam. Tabel *Tanggung Jawab Pekerja dengan Disabilitas* di bawah ini menunjukkan keluasan ragam tanggungjawab tersebut.

Diagram Distribusi Pekerja dengan Disabilitas



Pekerja dengan disabilitas berdasarkan posisi



Pekerja disabilitas berdasarkan tipe disabilitas

Tanggung Jawab Pekerja dengan Disabilitas			
Netra	Tuli	Daksa	Mental
Packing Sewing Zipper Legal Rajut Otomatis Steam FQC GA Packing Ironing	Packing Sewing QC Rosso Heat Transfer Bagian umum	Mekanik Finishing Cutting Embroidery Security Driver Sewing Steam Sample Buton QC GA Soom Sontek Pressing Ironing Kniting Rosso Maintenance Admin	Sewing Cleaning service

		Cleaning service Admin Payroll	
--	--	--------------------------------------	--

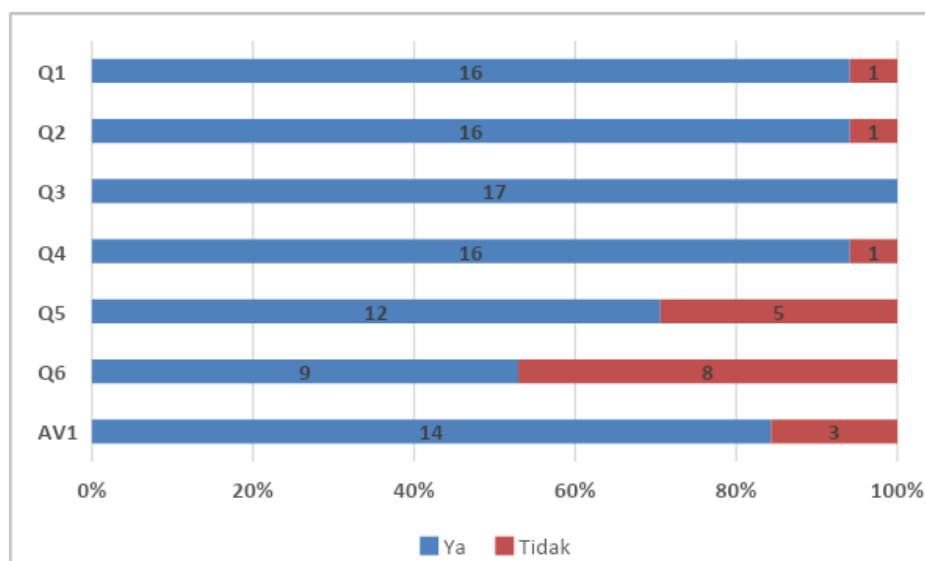
B.2. Dimensi Kebijakan Ketenagakerjaan Inklusif

Dimensi ini diukur berdasarkan 6 subdimensi:

- Q1 Apakah perusahaan memiliki kebijakan (SOP/Peraturan Tertulis/Komitmen) tentang ketenagakerjaan yang setara dan inklusif ?
- Q2 Apakah lembaga/ perusahaan memiliki pernyataan komitmen terhadap ketenagakerjaan inklusif, termasuk di dalamnya tentang penerimaan orang dengan disabilitas?
- Q3 Apakah perusahaan telah menerapkan sistem remunerasi baik pengupahan maupun tunjangan-tunjangan lain berdasarkan pada kompetensi dan kinerja (untuk menciptakan lingkungan kerja yang inklusif dan ...
- Q4 Apakah perusahaan telah melakukan sosialisasi terkait peraturan tersebut kepada seluruh karyawan mulai dari Top Management sampai kepada Low Management?
- Q5 Apakah pada pembuatannya (kebijakan/ peraturan) perusahaan melibatkan juga perwakilan karyawan
- Q6 Apakah perusahaan mengalokasikan budget/anggaran tertentu untuk mendorong praktek ketenagakerjaan inklusif diperusahaan anda?

Nampak dari hasil survei, perusahaan mitra H&M sebagian terbesar sudah menerapkan dimensi kebijakan ketenagakerjaan inklusif (lebih dari 80 percent). Seluruh perusahaan tidak membedakan pekerja dengan disabilitas dalam hal remunerasi (Q3). Lebih dari 80 percent bahkan telah mengalokasikan budget khusus untuk mendorong ketenagakerjaan inklusif.

Diagram Dimensi Kebijakan Ketenagakerjaan Inklusif



AV1. Rata-rata nilai subdimensi untuk kebijakan ketenagakerjaan inklusif

B.3. Dimensi Akomodasi Layak Non-Fisik

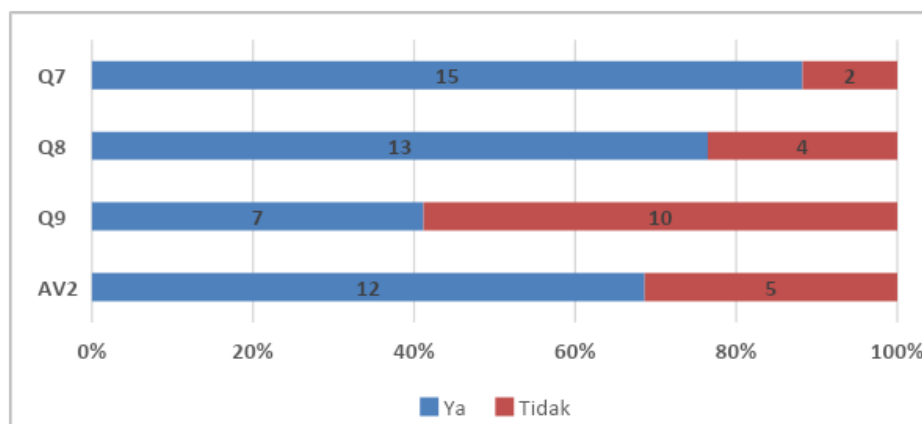
Dimensi ini diukur berdasarkan 3 subdimensi:

- Q7. Apakah perusahaan memiliki waktu rutin untuk mengadakan pelatihan/sosialisasi terkait dengan isu kesetaraan dan inklusifitas di tempat kerja?
- Q8. Apakah perusahaan telah menyediakan akomodasi layak non-fisik untuk menerapkan kesetaraan dan inklusifitas di tempat kerja?
- Q9. Apakah perusahaan memiliki kendala/tantangan ketika hendak menyediakan akomodasi layak non-fisik tersebut?

Pada aspek ini, hampir 70 percent perusahaan mitra H&M telah melakukan aspek-aspek akomodasi layak non-fisik namun masih ada tantangan yang dihadapi seperti disampaikan oleh lebih dari 60 percent perusahaan.



Diagram Dimensi Akomodasi Layak Non-Fisik



AV2. Rata-rata nilai subdimensi untuk dimensi akomodasi layak non-fisik

B.4. Dimensi Akomodasi Layak Fisik

Dimensi ini diukur berdasarkan 5 subdimensi:

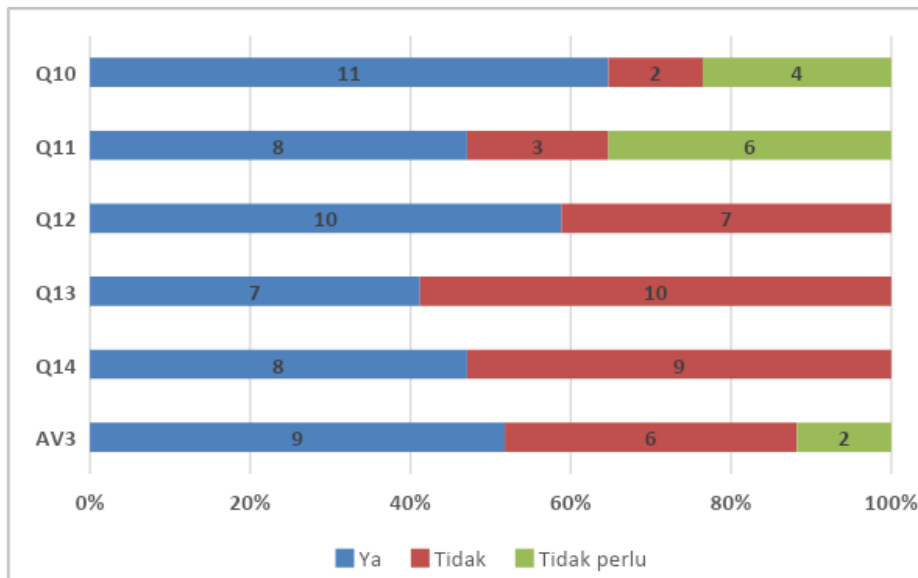
- Q10. Apakah perusahaan anda telah melakukan penyesuaian terhadap alat kerja yang digunakan oleh pekerja disabilitas?
- Q11. Apakah perusahaan anda telah melakukan penyesuaian terhadap bangunan fisik perusahaan?
- Q12. Pada saat anda melakukan penyesuaian terhadap alat bantu kerja maupun bangunan fisik perusahaan, apakah anda melibatkan perwakilan dari pekerja/lembaga disabilitas?
- Q13. Adakah akomodasi layak fisik lainnya yang disiapkan oleh perusahaan dalam rangka memenuhi kebutuhan khusus pekerja maupun mendorong produktifitas pekerja?
- Q14. Apakah perusahaan memiliki kendala/tantangan dalam penyediaan akomodasi layak fisik?

Salah satu bentuk akomodasi yang oleh kebanyakan perusahaan di Indonesia dianggap masih cukup berat dilakukan adalah akomodasi layak fisik. Namun demikian dalam kasus perusahaan mitra H&M, lebih dari 60 percent menyatakan sudah melakukan akomodasi layak untuk alat kerja dan lebih dari 40 percent

telah melakukan penyesuaian bangunan fisik. Hampir 60 percent menyatakan melibatkan pekerja dengan disabilitas dalam upaya merancang akomodasi layak fisik ini.



Diagram Dimensi Akomodasi Layak Fisik



AV3. Rata-rata nilai subdimensi untuk dimensi akomodasi layak fisik

B.5. Dimensi Informasi dan Komunikasi yang Inklusif

Dimensi ini diukur berdasarkan 4 subdimensi:

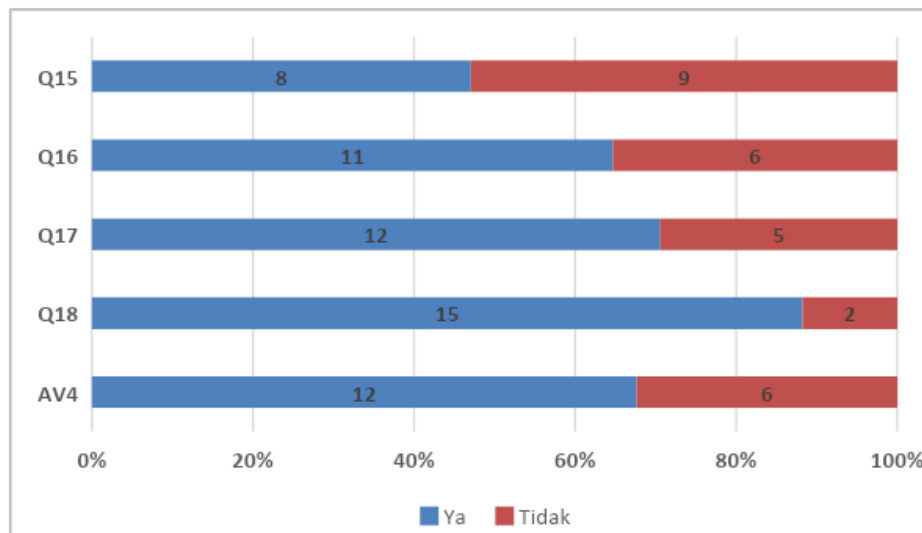
- Q15 Apakah perusahaan memiliki panduan terkait dengan Penyebaran Informasi dan Komunikasi perusahaan yang inklusif?
- Q16 Apakah perusahaan memiliki mekanisme tertentu untuk memastikan informasi dan komunikasi yang dilakukan oleh perusahaan baik internal maupun eksternal itu inklusif?

- Q17 Apakah perusahaan memiliki cara tertentu agar komunikasi internal antara manajemen ke pekerja maupun diantara pekerja bisa menjadi lebih inklusif?
- Q18 Apakah perusahaan memiliki mekanisme complain terkait dengan penerapan kesetaraan dan inklusivitas di tempat kerja?



Angka yang menggembirakan muncul dalam aspek informasi dan komunikasi yang inklusif di mana 70 percent-80 percent menyatakan sudah memiliki mekanisme untuk memastikan informasi dan komunikasi internal/eksternal bersifat inklusif serta merespon keluhan terkait inklusivitas.

Diagram Dimensi Informasi dan Komunikasi yang Inklusif



AV4. Rata-rata nilai subdimensi untuk dimensi komunikasi dan informasi inklusif

B.6. Dimensi Penanganan Kondisi Darurat

Dimensi ini diukur berdasarkan 4 subdimensi:

- Q19 Apakah perusahaan memiliki mekanisme rujukan untuk penanganan kasus-kasus kekerasan/perundungan yang terjadi di perusahaan?

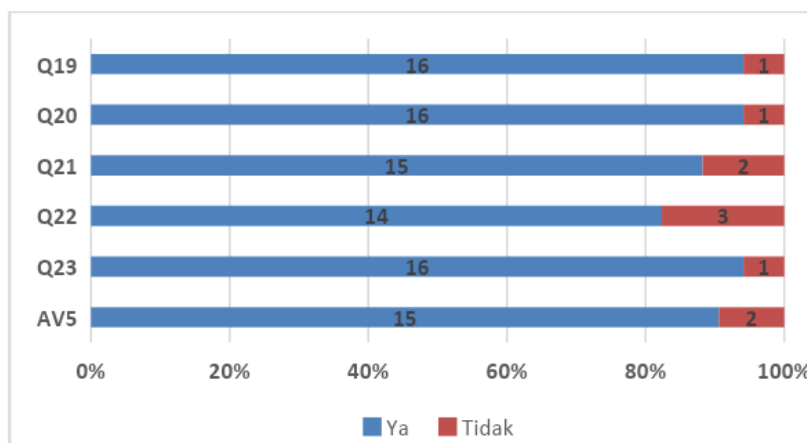
- Q20 Apakah perusahaan memiliki mekanisme rutin untuk menjelaskan terkait dengan kondisi darurat?
- Q21 Apakah perusahaan memiliki mekanisme penanganan kondisi darurat yang inklusif?
- Q22 Apakah perusahaan memiliki rambu/petunjuk darurat yang bisa diakses oleh seluruh pekerja termasuk pekerja disabilitas dan pekerja rentan lainnya?
- Q23 Apakah perusahaan memiliki jalur evakuasi yang bisa diakses oleh seluruh pekerja termasuk perempuan hamil dan orang dengan disabilitas?

Kondisi yang kerap terlupakan atau kurang mendapatkan perhatian, baik dalam isu lingkungan kerja secara umum maupun terkait dengan isu disabilitas, adalah aspek penanganan kondisi darurat. Dalam



kasus perusahaan mitra H&M, hal tersebut menjadi perhatian penting, hampir seluruh perusahaan telah menerapkan ke empat dimensi penanganan kondisi darurat seperti tergambar di diagram berikut.

Diagram Dimensi Penanganan Kondisi Darurat



AV5. Rata-rata nilai subdimensi untuk dimensi penanganan kondisi darurat

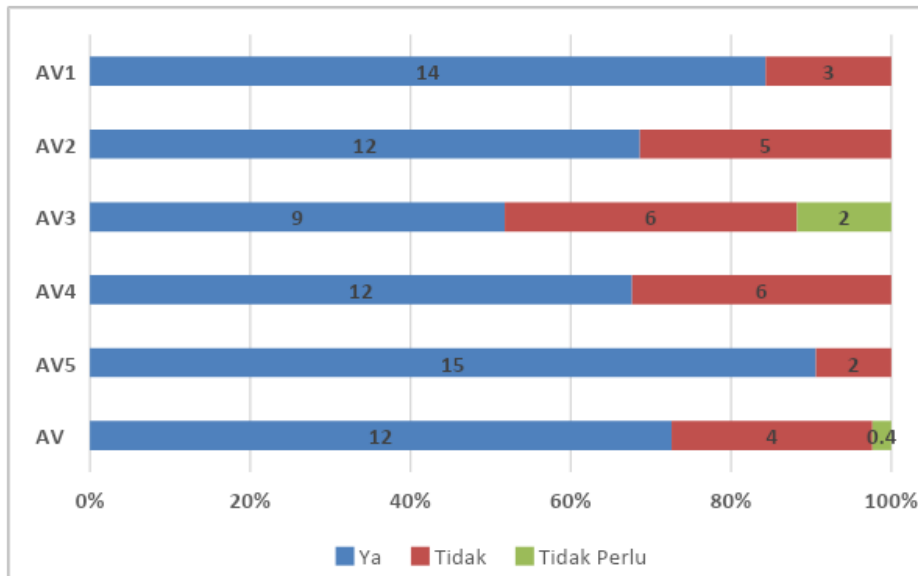
B.7. Rata-rata Nilai Dimensi Ketenagakerjaan Inklusif

Berdasarkan nilai di atas, didapatkan nilai rata-rata keseluruhan ketenagakerjaan inklusif di perusahaan yang menjadi mitra H&M. Nampak sekitar 70 percent perusahaan telah berada dalam situasi lingkungan kerja yang setara dan inklusif.

AV1 Rata-rata nilai dimensi kebijakan ketenagakerjaan inklusif

- AV2 Rata-rata nilai dimensi akomodasi layak non-fisik
- AV3 Rata-rata nilai dimensi aspek akomodasi layak fisik
- AV4 Rata-rata nilai dimensi komunikasi dan informasi inklusif
- AV5 Rata-rata nilai dimensi penanganan kondisi darurat
- AV Rata-rata nilai dimensi keseluruhan ketenagakerjaan inklusif

Tabel Rata-rata Nilai Dimensi dalam Ketenagakerjaan Inklusif



B.7. Rencana Rekrutmen dan Kerjasama

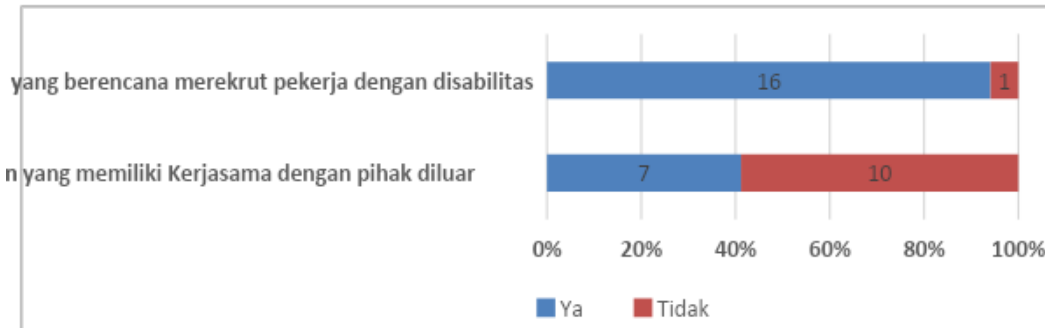
Seperti tergambar dalam buku Panduan Kesetaraan dan Inklusivitas di tempat kerja yang menjadi rujukan dalam pengembangan survei ini serta dalam perancangan rencana kerja perusahaan untuk menjadi inklusif, sebuah perusahaan tidak dapat bekerja sendiri. Agar perusahaan bisa melakukan rekrutmen calon pekerja dengan disabilitas, perusahaan dapat bekerja sama dengan lembaga pendamping orang dengan disabilitas atau dengan lembaga pemberi keterampilan serta lembaga lainnya.

Survei ini menanyakan rencana perusahaan dalam melakukan rekrutmen baru pekerja dengan disabilitas dan apakah perusahaan telah melakukan kerjasama dengan pihak lain dalam pengembangan perusahaan yang inklusif. Respon perusahaan dapat dilihat dalam diagram berikut.

Terdapat 16 perusahaan memiliki rencana dalam merekrut pekerja baru dengan disabilitas, dengan total pekerja yang akan direkrut adalah 188 pekerja.

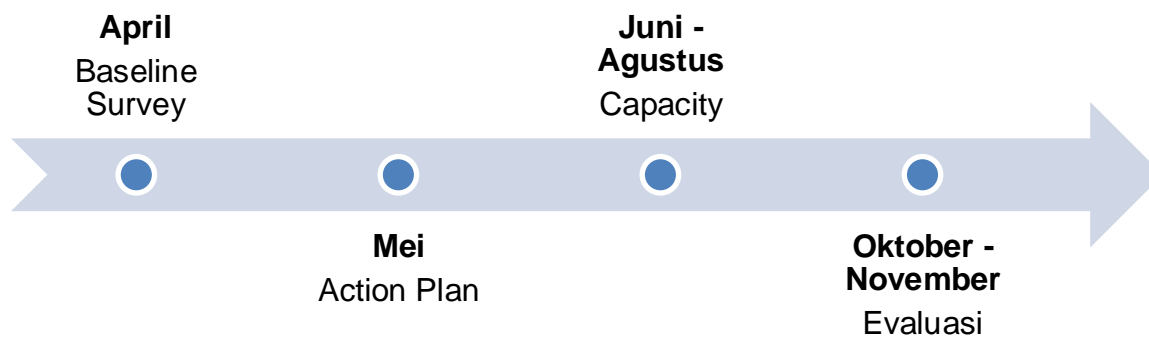
Terkait dengan kerjasama, terdapat 7 Perusahaan telah melakukan kerjasama dengan pihak luar dalam rekrutmen dan/atau dalam retensi (berbentuk pendampingan pekerja) atau hal lainnya terkait pekerja dengan disabilitas, Kerjasama yang dilakukan diantaranya dengan: Dinas Sosial, Dinas Ketenagakerjaan, Balai Latihan Kerja, dan Yayasan/ Sanggar Disabilitas.

Rencana Rekrutmen dan Kerjasama dengan Pihak Luar dalam Rekrutmen dan/atau dalam Retensi atau Hal lain terkait Pekerja dengan Disabilitas



C. Tindak Lanjut Hasil Survei

Hasil survei ini akan dijadikan dasar bagi 17 perusahaan yang terlibat dalam inisiatif WIN PROJECT dari H&M, untuk mengembangkan rencana kerja inklusif mereka. Setiap perusahaan akan menerima hasil survei dengan data individual masing-masing perusahaan. Berikut adalah rencana waktu pelaksanaan aktivitas dalam WIN PROJECT untuk tahun 2021.



Kegiatan-kegiatan di atas akan dilaksanakan dengan menggunakan tiga panduan berikut:

1. Panduan Kesetaraan dan Inklusivitas di Tempat Kerja
2. Modul Pelatihan Tim Fasilitator Penerapan Kesetaraan dan Inklusivitas di Tempat Kerja
3. Employing Persons With Disabilities



LAMPIRAN I

- Panduan Kesetaraan dan Inklusivitas di Tempat Kerja
- Modul Pelatihan Tim Fasilitator Penerapan Kesetaraan dan Inklusivitas di Tempat Kerja
- Employing Persons With Disabilities

(Tersedia dalam berkas elektronik)

LAMPIRAN 2

Daftar Pertanyaan Survei

(Pertanyaan ini disampaikan dalam bentuk form elektronik online dan terdapat pertanyaan filter/melompat respon tergantung dari jawaban yang diberikan. Form online dapat ditemukan di https://forms.office.com/Pages/ResponsePage.aspx?id=RCPI MGNG Lky6s2G_JOu-2ESRnBKgk_JDvlt5KJlk9p9UOEJXSI hEMUUwTFpYSEI aRURaVTEI SVpTUS4u)

No.	Pertanyaan
1	Nama Perusahaan
2	Nama PIC yang mengisi survey ini
3	Posisi PIC yang mengisi survey ini
4	"Jumlah karyawan usia 19-34 tahun*: Bisa juga diisi dengan kisaran presentase"
5	"Jumlah karyawan usia lebih dari 34 tahun*: Bisa juga diisi dengan kisaran presentase"
6	"Jumlah karyawan dengan disabilitas laki-laki (Pelaksana/Operator)*: Jika tidak ada diisi dengan angka nol (0)"
7	"Jumlah karyawan dengan disabilitas perempuan (Pelaksana/Operator)*: Jika tidak ada diisi dengan angka nol (0)"
8	"Jumlah karyawan dengan disabilitas laki-laki sebagai Supervisor: Jika tidak ada diisi dengan angka nol (0)"
9	"Jumlah karyawan dengan disabilitas perempuan sebagai Supervisor: Jika tidak ada diisi dengan angka nol (0)"
10	"Jumlah karyawan dengan disabilitas laki-laki sebagai Kepala Bagian atau Manager: Jika tidak ada diisi dengan angka nol (0)"
11	"Jumlah karyawan dengan disabilitas perempuan sebagai Kepala Bagian atau Manager: Jika tidak ada diisi dengan angka nol (0)"
12	"Jumlah karyawan dengan disabilitas laki-laki sebagai Perwakilan di LKSB (Lembaga Kerja Sama Bipartit): Jika tidak ada diisi dengan angka nol (0)"
13	"Jumlah karyawan dengan disabilitas perempuan sebagai Perwakilan di LKSB (Lembaga Kerja Sama Bipartit): Jika tidak ada diisi dengan angka nol (0)"
14	Jumlah Karyawan dengan disabilitas netra (tuliskan dengan 0 bila tidak ada)
15	Dept/Bagian (bila tidak ada pekerja dengan disabilitas netra. Tuliskan tidak ada)
16	Jumlah Karyawan dengan disabilitas tuli (tuliskan dengan 0 bila tidak ada)
17	Dept/Bagian (bila tidak ada pekerja dengan disabilitas tuli. Tuliskan tidak ada)
18	Jumlah Karyawan dengan disabilitas wicara (tuliskan dengan 0 bila tidak ada)
19	Dept/Bagian (bila tidak ada pekerja dengan disabilitas wicara. Tuliskan tidak ada)
20	Jumlah Karyawan dengan disabilitas daksa (tuliskan dengan 0 bila tidak ada)
21	Dept/Bagian (bila tidak ada pekerja dengan disabilitas daksa. Tuliskan tidak ada)
22	Jumlah Karyawan dengan disabilitas intelektual (tuliskan dengan 0 bila tidak ada)
23	Dept/Bagian (bila tidak ada pekerja dengan disabilitas intelektual. Tuliskan tidak ada)

- 24 Jumlah Karyawan dengan disabilitas mental (tuliskan dengan 0 bila tidak ada)
- 25 Dept/Bagian (bila tidak ada pekerja dengan disabilitas mental. Tuliskan tidak ada)
- 26 Apakah perusahaan memiliki kebijakan (SOP/Peraturan Tertulis/Komitmen) tentang ketengakerjaan yang setara dan inklusif? *
- 27 Jika Ya, apa saja poin-poin yang diatur dalam aturan tersebut?
- 28 Apakah lembaga/ perusahaan memiliki pernyataan komitmen terhadap ketenagakerjaan inklusif, termasuk di dalamnya tentang penerimaan orang dengan disabilitas?
- 29 Apakah perusahaan telah menerapkan sistem remunerasi baik pengupahan maupun tunjangan-tunjangan lain berdasarkan pada kompetensi dan kinerja (untuk menciptakan lingkungan kerja yang inklusif)
- 30 Apakah perusahaan telah melakukan sosialisasi terkait peraturan tersebut kepada seluruh karyawan mulai dari Top Management sampai kepada Low Management? *
- 31 Jika Ya, Kapan sosialisasi tersebut dilakukan?
- 32 Apakah pada pembuatannya (kebijakan/ peraturan) perusahaan melibatkan juga perwakilan karyawan? *
- 33 Jika Ya, Sebutkan perwakilan pekerja yang dilibatkan?
- 34 Apakah perusahaan mengalokasikan budget/anggaran tertentu untuk mendorong praktek ketenagakerjaan inklusif di perusahaan anda? *
- 35 Jika Ya, berapa kisaran budget yang dialokasikan?
- 36 Apakah perusahaan memiliki waktu rutin untuk mengadakan pelatihan/sosialisasi terkait dengan isu kesetaraan dan inklusifitas di tempat kerja? *
- 37 Jika Ya, Berapa kali dalam satu tahun pelatihan/sosialisasi dilakukan?
- 38 Jika Ya, berapa jumlah yang karyawan yg sudah disosialisasi dalam setahun terakhir?
- 39 Apakah perusahaan telah menyediakan akomodasi layak non-fisik untuk menerapkan kesetaraan dan inklusifitas di tempat kerja? *
- 40 Jika Ya, Apa contoh akomodasi layak non-fisik yang telah disediakan oleh perusahaan?
- 41 Apakah perusahaan memiliki kendala/ tantangan ketika hendak menyediakan akomodasi layak non-fisik tersebut? *
- 42 Jika Ya, Apa contoh akomodasi layak non-fisik yang telah disediakan oleh perusahaan?
- 43 Jika Tidak, Apa saja yang menyebabkan anda tidak mengalami kendala/tantangan?
- 44 Apakah perusahaan anda telah melakukan penyesuaian terhadap alat kerja yang digunakan oleh pekerja dengan disabilitas? *
- 45 Jika Ya, Sebutkan penyesuaian apa yang anda lakukan? (bisa sebutkan lebih dari satu)
- 46 Jika Tidak, Faktor apa yang menyebabkan perusahaan anda belum melakukan penyesuaian terhadap alat kerja yang digunakan oleh pekerja disabilitas?
- 47 Apakah perusahaan anda telah melakukan penyesuaian terhadap bangunan fisik perusahaan? *
- 48 Jika Ya, Sebutkan penyesuaian apa yang anda lakukan? (bisa menjawab lebih dari satu)
- 49 Jika Tidak, Faktor apa yang menyebabkan perusahaan anda belum melakukan penyesuaian terhadap bangunan fisik perusahaan?
- 50 Pada saat anda melakukan penyesuaian terhadap alat bantu kerja maupun bangunan fisik perusahaan, apakah anda melibatkan perwakilan dari pekerja/lembaga disabilitas? *
- 51 Jika Ya, sebutkan perwakilan apa saja yang anda libatkan?
- 52 Jika Tidak, Sebutkan alasan anda tidak melibatkan pihak lain dalam melakukan penyesuaian tersebut.
- 53 Adakah akomodasi layak fisik lainnya yang disiapkan oleh perusahaan dalam rangka memenuhi kebutuhan khusus pekerja maupun mendorong produktifitas pekerja? *
- 54 Jika Ya, Akomodasi layak apa yang anda siapkan dan siapa saja yang anda libatkan dalam menyusun rencana pembuatan akomodasi layak tersebut?
- 55 Apakah perusahaan memiliki kendala/tantangan dalam penyediaan akomodasi layak fisik? *
- 56 Jika Ya, Apa saja kendala/tantangan yang dihadapi?

- 57 Jika Tidak, Menurut anda faktor apa saja yang menyebabkan anda tidak mengalami kendala/tantangan
- 58 Apakah perusahaan memiliki panduan terkait dengan Penyebaran Informasi dan Komunikasi perusahaan yang inklusif*
- 59 Jika Ya, Apa saja yang diatur dalam panduan tersebut?
- 60 Apakah perusahaan memiliki mekanisme tertentu untuk memastikan informasi dan komunikasi yang dilakukan oleh perusahaan baik internal maupun eksternal itu inklusif? *
- 61 Jika Ya, Mekanisme apa yang dimiliki oleh perusahaan?
- 62 Apakah perusahaan memiliki cara tertentu agar komunikasi internal antara management ke pekerja maupun diantara pekerja bisa menjadi lebih inklusif? *
- 63 Jika Ya, Mekanisme apa yang dimiliki oleh perusahaan?2
- 64 Apakah perusahaan memiliki mekanisme complain terkait dengan penerapan kesetaraan dan inklusivitas di tempat kerja? *
- 65 Jika Ya jelaskan bentuk mekanismenya:
- 66 Apakah perusahaan memiliki mekanisme rujukan untuk penanganan kasus-kasus kekerasan/perundungan yang terjadi di perusahaan? * Penjelasan:
- 67 Apakah perusahaan memiliki mekanisme rutin untuk menjelaskan terkait dengan kondisi darurat? * Penjelasan
- 68 Apakah perusahaan memiliki mekanisme penanganan kondisi darurat yang inklusif? * Penjelasan
- 69 Apakah perusahaan memiliki rambu/petunjuk darurat yang bisa diakses oleh seluruh pekerja termasuk pekerja disabilitas dan pekerja rentan lainnya? * Penjelasan
- 70 Apakah perusahaan memiliki jalur evakuasi yang bisa diakses oleh seluruh pekerja termasuk perempuan hamil dan orang dengan disabilitas? * Penjelasan
- 71 Apakah perusahaan Anda berencana untuk menambah jumlah pekerja dengan disabilitas? Penjelasan
- 72 "Berapa banyak tambahan pekerja dengan disabilitas yang dapat dipekerjakan? Jika tidak ada diisi dengan angka nol (0)"
- 73 Jenis disabilitas apa yang anda ingin pekerjakan/tambah di perusahaan anda? (bisa pilih lebih dari satu)
- 74 Apakah perusahaan memiliki Kerjasama dengan pihak diluar perusahaan dalam rekrutmen dan/atau dalam meretensi (pendampigan) atau hal lainya terkait pekerja dengan disabilitas?
- 75 jika Ya, Sebutkan nama organisasi yang menjadi partner kerjasama tersebut
- 76 jika Ya, Apakah cakupan Kerjasama dengan organisasi tersebut?
- 77 Apakah Capaian Membanggakan (menginspirasi) dan Perubahan yang paling berdampak dalam penerapan ketenagakerjaan yang inklusif selama ini? (Bisa jawab lebih dari satu)
- 78 Apakah Cerita Membanggakan (menginspirasi) dan Perubahan yang paling berdampak dalam penerapan ketenagakerjaan yang inklusif selama ini yang disampaikan oleh pekerja dengan disabilitas? Bisa jawab lebih dari satu

ANNEX 9. SURVEY ON DECENT AND INCLUSIVE WORK FOR YOUTH WORKERS AND RECOMMENDATION FOR INCLUSIVE WORKFORCE DEVELOPMENT IN INDONESIA

Survei Kerja Layak dan Inklusif bagi Pekerja Muda dan Rekomendasi Pengembangan Ketenagakerjaan di Indonesia

Oleh Jaringan Orang Muda untuk Kerja Layak dan Inklusif (JARUM KAYU)

Tentang Jaringan Orang Muda untuk Kerja Layak dan Inklusif (JARUM KAYU)

Jaringan pekerja muda berusia 18-30 tahun, yang diinisiasi oleh USAID Mitra Kunci, Emancipate Indonesia dan Konekin yang mengadvokasi iklim bekerja yang kondusif dan inklusif bagi semua orang. Terdiri dari 15 orang yang berasal dari berbagai latar belakang (mahasiswa, aktivis, advokat, jurnalis, HRD, NGO, pekerja swasta, dsb) Jaringan pekerja muda berusia 18-30 tahun, yang diinisiasi oleh USAID Mitra Kunci, Emancipate Indonesia dan Konekin yang mengadvokasi iklim bekerja yang kondusif dan inklusif bagi semua orang. Terdiri dari 15 orang yang berasal dari berbagai latar belakang (mahasiswa, aktivis, advokat, jurnalis, HRD, NGO, pekerja swasta, dsb)

Filosofi JARUM KAYU

Jarum akan lebih berdaya bersama-sama, menggambarkan upaya kolektif untuk membuat ekosistem kerja yg inklusif. Dengan kekuatan bersama, jarum dapat menambah kekuatannya untuk “menembus” kayu tebal yang menjadi metafora dari diskriminasi, stigma, dan ketidakadilan di dunia kerja

Survei Kerja Layak dan Inklusif bagi Pekerja Muda

Profil Responden: 105 responden, dengan >90% berusia 18-30 tahun. Gender responden adalah 64,8 % perempuan, 34,3% laki-laki, non-binary dan 20 % responden adalah penyandang disabilitas. Responden berasal dari Jabodetabek, Bandung, Karawang, Semarang, Lampung, Magelang, NTT, Papua, dsb dari sektor industry pekerjaan NGO, konsultan, swasta, start-up, perbankan, kesehatan, pariwisata di posisi mayoritas level staf, pekerja kontrak.

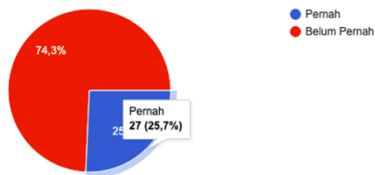
Temuan Survei:

1. Isu terkait Kerja Layak dan Inklusif bagi Pekerja Muda

Isu Inklusivitas dan Kelayakan Ketenagakerjaan

	AKSES	DISKRIMINASI	KESEJAHTERAAN
2.	<p>Masih banyak hambatan bagi pekerja muda dengan ragam disabilitas, gender dan identitas minoritas terhadap pekerjaan layak</p> <p>Bagi disabilitas sensorik: pemenuhan akomodasi untuk melakukan pekerjaan dan stigma/diskriminasi dalam proses perekrutan</p> <p>Persyaratan administratif menjadi hambatan bagi kelompok minoritas.</p>	<p>Disparitas upah antara pekerja muda perempuan dan laki-laki</p> <p>Perlakuan tidak menyenangkan dan stigma pada pekerja muda transgender</p> <p>Diskriminasi kualifikasi pendidikan formal</p>	<p>Pentingnya serikat pekerja sebagai grup dukungan antar pekerja muda</p> <p>Masih adanya stigma terhadap serikat pekerja</p> <p>Pemenuhan upah layak, jaminan sosial, kepastian kontrak kerja</p>

10. Apakah kamu pernah mengalami diskriminasi di tempat kerja?
105 jawaban



41,9% responden merasa syarat melamar pekerjaan dengan minimal ijazah pendidikan tertentu pada bidang-bidang yang bukan spesialis menjadi salah satu hambatan untuk mendapatkan pekerjaan

17,1% responden pernah ditolak saat melamar pekerjaan karena identitas gender & penyandang disabilitas

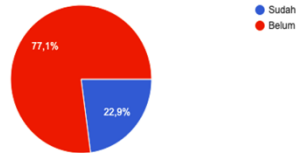
Diskriminasi yang terjadi : berbasis gender, ras, usia, suku, penampilan, orientasi seksual

- Kendala yang dihadapi pekerja muda di tempat kerja
 - 38,1% lembur tidak dibayar
 - 39% tidak ada jaminan sosial
 - 35,7% jam kerja tidak menentu
 - 36,9% melakukan pekerjaan di luar pekerjaan utama
 - 33,3% lingkungan yang tidak kondusif
 - 35,7% gaji di bawah UMR
 - 27,8% status kerja karyawan kontrak
 - 26,2% sulit berpendapat/berserikat
 - 14,3% peraturan yang diskriminatif
 - 14,3% alih daya (outsourcing)
- Pelanggaran yang terjadi di tempat kerja pekerja muda
 - 68,6% tempat kerja tidak memiliki ruang laktasi (Pasal 83 UU No 13 2003 tentang Ketenagakerjaan, PP No.33/2012 tentang Pemberian ASI Eksklusif)
 - 41,9% tempat kerja tidak memiliki kebijakan cuti haid dan cuti melahirkan dengan gaji penuh (PP Nomor 36 Tahun 2021 tentang Pengupahan)
 - 58,1% tempat kerja tidak memiliki kebijakan cuti melahirkan dengan gaji penuh bagi pekerja laki-laki yang telah beristri (Pasal 93 ayat 4 UU No 13 2003)
- Kekerasan di tempat kerja
 - 29,5% responden pernah menemukan kekerasan terhadap pekerja perempuan di tempat kerja (baik berupa verbal, fisik, ataupun seksual)
 - 19% responden pernah mengalami kekerasan di tempat kerja
 - Kekerasan berupa pelecehan, hinaan, bercandaan seksis, *body shaming*, *catcalling*

6. Pekerja muda disabilitas

28. Apakah tempat kerja kamu sudah menyediakan fasilitas dan akses untuk pekerja dengan disabilitas?

105 jawaban



Regulasi mengenai perlindungan disabilitas diatur dalam UU No.8 2016 tentang Penyandang Disabilitas, dan sejumlah aturan turunannya:

- PP No.70/2019
- PP No.52/2019
- PP No.42/2020
- PP No.60/2020

20% responden belum memiliki rekan kerja disabilitas di tempat kerjanya

57,1% responden merasa tempat kerjanya belum memahami kebutuhan akses dan fasilitas untuk disabilitas

50,5% tempat kerja responden belum pernah mengadakan pelatihan mengenai etika berkomunikasi dengan penyandang disabilitas

53,1% responden merasa sangat penting bagi perusahaan untuk mengadakan pelatihan mengenai etika berkomunikasi dengan penyandang disabilitas

53,3% responden berpandangan hukum di Indonesia hanya sedikit berpengaruh bagi inklusivitas di dunia kerja

HARAPAN PEKERJA MUDA

<p>Inklusif</p> <p>Terhadap pekerja disabilitas, transgender, pekerja lepas, dan kelompok termarginalkan</p>	<p>Jelas</p> <p>Kontrak kerja dan jaminan sosialnya</p>	<p>Bebas</p> <p>Berserikat di tempat kerja demi kerja layak</p>
<p>Adil</p> <p>Terhadap hak pekerja perempuan, trans, dan minoritas SARA/orientasi seksual</p>	<p>Aman</p> <p>Kondisi tempat kerjanya dan perlindungan hukum bagi pekerja muda</p>	<p>Layak</p> <p>Upah dan jam kerjanya</p>

Membentuk Ketenagakerjaan Layak & Inklusif

PIKIRKAN	BICARAKAN	LAKUKAN
<p>Individu: Evaluasi ragam identitas personal dan privilese yang dimiliki</p> <p>Pemerintah: Evaluasi seberapa inklusif pelibatan kelompok termarjinalkan dalam pembuatan kebijakan dan pengawasan?</p> <p>Swasta: Evaluasi apakah masih ada persyaratan perekrutan yang membatasi akses bagi kelompok termarjinalkan?</p>	<p>Proaktif berkomunikasi dengan kelompok termarjinalkan</p> <p>Rombak stigma yang ada</p> <p>Libatkan komunitas, organisasi, simpul masyarakat yang mewakili kepentingan kelompok termarjinalkan</p> <p>Evaluasi peraturan perundangan dan pelaksanaannya</p> <p>Memperbanyak diskusi mengenai isu inklusivitas</p>	<p>Pemerintah: Mendorong sistem reward and punishment bagi pemberi kerja dalam penerapan ketenagakerjaan inklusif, kolaborasi multipihak dalam peningkatan kapasitas pekerja muda termarjinalkan</p> <p>Swasta: Rekrutmen berbasis kompetensi, mendukung pelatihan inklusivitas, menjalin komunikasi dengan komunitas, memberlakukan sistem sanksi ketat bagi diskriminasi dan kekerasan pekerja</p> <p>Komunitas: meluaskan pendampingan aksesibilitas, pelatihan etika komunikasi</p>

Rekomendasi bagi Pemerintah:

- Mendorong penjaminan penetapan upah yang setara antara pekerja perempuan dengan pekerja laki-laki, memperpanjang cuti melahirkan bagi pekerja perempuan, mendorong perusahaan untuk menyediakan ruang laktasi, memperbolehkan pekerja perempuan menggunakan pakaian sesuai budaya dan kepercayaannya.
- Mengembangkan kapasitas pengawasan ketenagakerjaan baik di level nasional maupun dinas provinsi terkait tindak lanjut dari pelaporan pelanggaran kontrak kerja/diskriminasi berbasis identitas sosial
- Membuka pelibatan aktif dan transparan dari pihak yang mewakili kepentingan kelompok termajinalkan dalam perumusan kebijakan terkait ketenagakerjaan
- Mendorong sistem *reward and punishment* yang efektif bagi pemberi kerja dalam penerapan ketenagakerjaan inklusif
- Mendorong kolaborasi multipihak untuk menyelenggarakan peningkatan kapasitas bagi pekerja muda dari kelompok termajinalkan
- Merevisi UU Cipta Kerja
- Mengesahkan RUU PKS, RUU PRT
- Memberikan jaminan sosial bagi pekerja lepas
- Menyusun modul pelatihan sensitivitas disabilitas yang digunakan sebagai panduan dan standar operasional ketenagakerjaan disabilitas bagi sektor publik dan swasta.

Rekomendasi bagi Pihak Swasta:

- Mendukung pola pikir rekrutmen yang berbasis pada kompetensi tanpa memandang latar belakang identitas sosial, pendidikan dan disabilitas.
- Mendukung pelatihan bagi champion (panutan) untuk menerapkan inklusivitas di ruang kerja
- Menjalni komunikasi dengan organisasi yang mewakili kepentingan kelompok minoritas untuk membangun akomodasi/proses kerja yang akomodatif bagi kelompok minoritas.

- Menyediakan ruang aman bagi pekerja muda untuk menyampaikan aspirasi perbaikan kelayakan ruang kerja
- Memberlakukan sistem sanksi yang ketat bagi diskriminasi dan perlakuan kekerasan seksual bagi pekerja muda, utamanya pekerja muda perempuan

Rekomendasi bagi Komunitas dan Masyarakat:

- Memperkuat sinergi antar kelompok akar rumput dan serikat pekerja, utamanya yang mewakili kepentingan kelompok termajinalkan
- Menerapkan prinsip-prinsip inklusivitas dalam proses organisasi, pelaksanaan kegiatan dan jangkauan penerima manfaat.
- Meluaskan pendampingan aksesibilitas, termasuk di antaranya perluasan akses pelatihan bahasa isyarat
- Mendorong pelatihan multipihak untuk etika komunikasi, edukasi dan akomodasi layak bagi pekerja muda dari berbagai latar belakang identitas.