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INFEST

(Institute of Education Development, Social, Religious and Cultural Studies)

FINANCIAL REPORT

PROJECT No. 2017.2629.8/AWO 0005/ INFEST

**"EMPOWERMENT OF INDONESIAN MIGRANT WORKERS
IN EAST JAVA AND MALAYSIA"**

SUPPORTED BY AWO INTERNATIONAL e.V.

FOR THE PERIOD: 1 JANUARY 2018 - 31 DECEMBER 2018

WITH INDEPENDENT AUDITOR'S REPORT

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**INDEPENDENT AUDITOR'S REPORT**

No. KKSPY/LAI-05K/III/2019

To:

AWO International e.V.
Heinrich-Albertz-Haus
Bluecherstr 62/63
D -10961 Berlin
Germany

We have audited the accompanying financial report of the AWO International e.V supported project "Empowerment of Indonesian Migrant Workers in East Java and Malaysia, PN 2017.2629.8/AWO 0005/INFEST" which was implemented by partner organization INFEST (Institute of Education Development, Social, Religious and Cultural Studies) for the period from 1 January 2018 to 31 December 2018 and a summary of significant accounting policies and other explanatory information (together "the financial statement"). The financial statement has been prepared by management of INFEST based on the financial reporting provisions of Annex 1 of the Cooperation Agreement dated January 1, 2018 between AWO International e.V. and INFEST ("the Agreement") and the applicable AWO International Financial Guidelines.

Management's Responsibility for the Financial Statement

Management is responsible for the preparation of this financial statement in accordance with the financial reporting provisions of Annex 1 of the Agreement and the applicable AWO International Financial Guidelines, and for such internal control as management determines is necessary to enable the preparation of financial statement that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial statement based on our audit. We conducted our audit in accordance with Standards on Auditing established by the Indonesian Institute of Certified Public Accountants. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statement is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statement. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statement, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statement in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statement.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

**INDEPENDENT AUDITOR'S REPORT - continued**

No. KKSPY/LAI-05.K/III/2019

Opinion

In our opinion, the accompanying financial statement of the project "Empowerment of Indonesian Migrant Workers in East Java and Malaysia, PN 2017.2629.8/AWO 0005/INFEST" which was implemented by partner organization INFEST for the period from 1 January 2018 to 31 December 2018 is prepared, in all material respects, in accordance with the financial reporting provisions of Annex 1 of the Agreement and the applicable AWO International Financial Guidelines.

Basis of Accounting and Restriction on Distribution

Without modifying our opinion, we draw attention to Note 3a to the financial statement, which describes the basis of accounting. The financial statement is prepared to assist INFEST to comply with the financial reporting provisions of the agreement and the applicable AWO International Financial Guidelines referred to above. As a result, the financial statement may not be suitable for another purpose. Our report is intended solely for AWO International e.V. and INFEST, and should not be distributed to or used by parties other than AWO International e.V. and INFEST.

Other Matters

We have performed the following additional testing of compliance to supplement our audit procedures on the financial statement:

1. We confirm having examined the book of accounts of INFEST for the project funded by AWO International e.V. for the period of 1 January 2018 to 31 December 2018.
2. The closing accounts (statement of income & expenditure) were correctly drawn up from the book of account on the basis of original vouchers, invoices or other original documents.
3. The commonly accepted standard principles of bookkeeping and documentation were observed.
4. The funds of AWO International e.V. were used in accordance with project objectives/the individual cost positions of the budget of AWO International e.V. according to the common rules of cost efficiency and thrift, and
5. The contractual agreement with AWO International e.V. were observed, in particular:
 - The observance of the time limit for expenditure of funds (three months)
 - The observance of currency exchange regulations (where applicable)
 - Confirmation that the funds were used exclusively for the objectives of the project
 - Presentation of employment contracts and fee contracts (temporary contract)
 - Observation of the personnel plan
 - Statement that the salaries and fees were adequate and within norms for the project country
 - Statement that travelling expenses were within the norms of the project country
 - Statement that three quotations for procurements of assets & services valued above 400 EUR were documented
 - Statement that inventory list for purchased items valued above 100 EUR was kept
 - That any advances must be settled by December 31 of each year.

KAP Kumalahadi, Kuncara, Sugeng Pamudji & Rekan

Dr. Kumalahadi, M.Si, Ak, CA, CPA.
Public Accountant Registration No. AP.0113

30 March 2019

Financial Report: INFEST: 01 January 2018 – 31 December 2018

Programme : Empowerment Of Indonesian Migran Workers In East Java and Malaysia
 Organisation: INFEST
 Country: Indonesia
 Time Period : 01 January 2018 – 31 December 2018



Date: 10/01/2019

Receipts	Amount(s)		Payments	Amount(s)	
	(in LC)	(in Euro)		(in LC)	(in Euro)
Opening balance		0.00	1. Training and advisory measures in partner countries	504,493,886.92	30,952.40
Balance in hand	-	-	1.1. OUTCOME 1: Cases of rights violations against migrant workers are handled by CBOs in East Java and Johor Bahru	498,393,886.92	30,578.14
Bank balance	-	-	1.1.1. Activity: Community organizing in country of origin (Ponorogo & Blitar)	17,258,650.00	1,058.88
Advance payments	-	-	1.1.2. Activity: Migrant workers organizing in Johor as a destination countries of migrants	27,891,220.65	1,711.22
Receivables	-	-	1.1.3. Activity: Case handling and categorization training for paralegals (migrant workers community) in Johor Bahru	34,418,178.47	2,111.67
Payables	-	-	1.1.4. Activity: Case handling training for paralegal in East Java (village community) Ponorogo & Blitar	47,409,534.00	2,908.73
			1.1.5. Activity: Regular community meetings (internal) in Johor Bahru	6,122,025.27	375.61
			1.1.6. Activity: Community meeting with KJRI Johor Bahru	-	-
			1.1.7. Activity: Regular monitoring of cases in East Java (community) Ponorogo & Blitar	17,579,850.00	1,078.58
			1.1.8. Activity: Production of IEC (information, education & communication) materials for community level	15,072,000.00	924.72
Instalments from AWO International	1,567,888,192.22	96,195.21	1.1.9. Activity: Case mapping & identification of potential actors to be involved in case handling/network (East Java)	13,289,000.00	815.32
			1.1.10. Activity: Workshop for formulation of cases handling platform and mechanism (National)	115,994,803.78	7,116.67
			1.1.11. Activity: Community Regular Meeting with National and District Stakeholders (Ministry of Manpower; Ministry of Foreign Affairs and District Government)	12,168,350.00	746.57
			1.1.12. Activity: Development of information system for cases handling	127,000,000.00	7,791.88
			1.1.13. Activity: Training for the use of information system for migrant workers organization network and Johor Bahru CBO's (National)	-	-
			1.1.14. Activity: Role out of use of advocacy and information system and tools in case handling	-	-
			1.1.15. Activity: Training for Knowledge Management and Data analysis to support advocacy (National)	-	-
			1.1.16. Activity: Formulation of policy brief on migrant workers case management mechanism	-	-
			1.1.17. Activity: Formulation of recommendations on migrant case management in related public government departments	-	-
			1.1.18. Activity: Organizational capacity training for migrant workers community in Blitar and Ponorogo	44,297,274.75	2,717.79
			1.1.19. Activity: Citizen journalism training in East Java (Blitar and Ponorogo)	15,173,500.00	930.95
			1.1.20. Activity: Community Regular Meeting in East Java (Blitar and Ponorogo)	4,719,500.00	289.56
			1.1.21. Activity: Launching program in East Java (Blitar and Ponorogo)	-	-
			1.2. OUTCOME 2: Regulation at the Village-District Level for migrant workers protection are established and implemented	6,100,000.00	374.26
			1.2.1. Activity: Research on the village potentials for migrant workers protection based on Act No 39/2004 and Act No 6/2014	-	-
			1.2.2. Activity: Visioning at the district/village level on the role of the village for migrant workers protection	-	-
			1.2.3. Activity: Training for village authorities identification including for migrant workers protection and empowerment.	-	-
			1.2.4. Activity: Village Authorities identification in Ponorogo & Blitar	-	-
			1.2.5. Activity: Inhouse training for Village regulation formulation	-	-
			1.2.6. Activity: Public discussion for Village authorities consultation (Inhouse Training)	-	-
			1.2.7. Activity: Village regulation drafting	-	-
			1.2.8. Activity: Village public discussion (Musdes) for regulation stipulation	-	-
			1.2.9. Activity: Formulation of SOP and commitment of village governemtn for migrant workers protection	-	-
			1.2.10. Activity: Monitoring and supporting assistance for developing specific public service at the village level (Ponorogo & Blitar)	-	-
			1.2.11. Activity: Migrant workers organizing at the village level	-	-
			1.2.12. Activity: Regular Meetings Of Cbos (internal)	-	-
			1.2.13. Activity: Regular Meetings Of Cbos And Village Government	-	-
			1.2.14. Activity: Publication of communities K.I.E media (every 3 months)	6,100,000.00	374.26
			1.2.15. Activity: Training on migrant workers' rights and protection for CBOs for Ponorogo & Blitar	-	-
			1.2.16. Activity: Advocacy Workshops For Cbos	-	-
			1.2.17. Activity: Research on the protection of migrant workers at the village level, district and KJRI (Negara Tujuan) and production of academic paper	-	-
			1.2.18. Activity: Production of articles for local and national media	-	-
			1.2.19. Aactivity: Jambore	-	-
			3. Financing instruments; initial, equipment and material support	73,302,000.00	4,497.32
			3.2. Equipment support and initial for partner organisations	-	-
			3.2.1. Office Equipment	27,522,000.00	1,688.57
			3.2.2. Communication and Media Equipment: Media Program	27,314,000.00	1,675.81
			3.2.3. Furniture	18,466,000.00	1,132.95
			5. PERSONNEL & INFRASTRUCTURE	304,918,469.71	18,707.77
			5.2. Local Personnel	261,761,431.98	16,059.33
			5.2.1. Executive Director (30%)	32,500,000.00	1,993.98
			5.2.2. Project Manager (100%)	65,000,000.00	3,987.97
			5.2.3. Legal officer (100%) (2019-2020)	-	-
			5.2.4. Local/Organizing Officer Malaysia (100%)	38,500,000.00	2,362.10
			5.2.5. Local / Organizing Officer Ponorogo & Blitar (100%)	45,500,000.00	2,791.58
			5.2.6. Senior Finance Manager (30%)	26,000,000.00	1,595.19
			5.2.7. Cashier (100%)	39,000,000.00	2,392.78
			5.2.8. Social Benefits for 7 staff	15,251,431.98	935.73
			5.2.19. Support staff	-	-
			5.2.20. Education and further training	-	-
			5.4. Project infrastructure	43,167,037.73	2,648.44
			5.4.1. Office Rent (40%)	20,000,000.00	1,227.07
			5.4.2. Operational Cost	5,810,285.29	356.48
			5.4.3. Telephone and Fax	2,271,227.76	139.35
			5.4.4. Electricity	5,042,193.00	309.36
			5.4.5. Stationery, Office Supplies and Banking charges	5,932,281.69	363.97
			5.4.6. Staff Development: Learning Day	1,857,200.00	113.95
			5.4.7. Training for Capacity Building	2,253,850.00	138.28
			6.2. Project coordination	0.00	0.00
			6.2.1. Regular monitoring	-	-
			TOTAL EXPENDITURE (1+3+5+6.2)	882,714,366.63	54,157.49
			Closing balance	687,557,592.59	42,183.97
			Cash in hand	2,862,643.37	175.63
			Bank balance	684,694,949.22	42,008.34
			Advance payments	-	-
			Receivables	-	-
			Payables	-	-
TOTAL	1,570,271,949.22	96,341.46	TOTAL	1,570,271,949.22	96,341.46

Yehi Oktriani

Financial administrator signature

Masyadul Ibad

Managing Director signature

INFEST (Institute for Education Development, Social, Religious and Cultural Studies)

NOTES TO THE FINANCIAL REPORT

Project Number 2017.2629.8/ AWO 0005/ INFEST

"Empowerment of Indonesian Migrant Workers in East Java and Malaysia"

1. Information about the Partner Organization

INFEST (Institute of Education Development, Social, Religious and Cultural Studies) is a non-profit institution that works independently to improve the quality of the Indonesian people. Infest was established based on the notary deed No. 06 of H. Hamdani, SH, dated March 18, 2009.

INFEST's vision is to accelerate Indonesia's democratization process and improve the quality of Indonesian society. To realize its vision, Infest has several missions as follows:

1. Strengthening the education service base in Indonesia;
2. Strengthen networks of education, social, religious and cultural information;
3. Conduct advocacy and studies on the fulfillment of the basic rights of citizens.

INFEST is domiciled in Yogyakarta, Indonesia, with its office is located at Jl. Veteran Gg. Janur Kuning 11A, Pandeyan UH, Yogyakarta, Indonesia 55121. E-mail:

The composition of the INFEST Boards for the year 2018 are as follows:

Chairman	: Muhammad Irsyadul Ibad
Secretary	: Fathulloh
Treasurer	: 1. Yeni Oktarini 2. Ahmad Afif
Project Manager	: Ridwan Wahyudi
Divisions:	
Information Technology	: Muhammad Khayat
Knowledge Management	: Alimah
Project Officer 1	: Edi Purwanto
Project Officer 2	: Fera Nuraini

2. Information about the Project

- a. Project number and date of the Cooperation Agreement : 2017.2629.8/ AWO 0005/ INFEST, Dated 01.01.2018
- b. Project's Title : "Empowerment of Indonesian Migrant Workers in East Java and Malaysia"
- c. Aim of the Project : Indonesian Migrant Workers in East-Java and Malaysia assert their rights and have an improved access to justice.
- d. Location : East-Java of Indonesia and the southern state of the Malaysia, Johor.
- e. Project Duration : 1st January 2018 to 31st December 2018

NOTES TO THE FINANCIAL REPORT

Project Number 2017.2629.8/ AWO 0005/ INFEST

"Empowerment of Indonesian Migrant Workers in East Java and Malaysia"

2. Information about the Project - continued

f. Project Executing Personnel

Executive Director	: Muhammad Irsyādul Ibad
Project Manager	: Ridwan Wahyudi
Local/Organizing Officer Ponorogo	: Fera Nuraini
Local/Organizing Officer Ponorogo	: Anny Hidayati (replaced Fera Nuraini starting August 2018)
Local/Organizing Officer Blitar	: Edi Purwanto
Local/Organizing Officer Malaysia	: Nor Aini
Local/Organizing Officer Malaysia	: Yogo Promono (replaced Nor Aini starting September 2018)
Senior Finance Manager	: Yeni Oktriani
Cashier	: Ahmad Afif

3. Accounting Policies

a. Basis of Preparation of the Financial Statement

The financial report has been prepared by the management of INFEST in accordance with the cash receipts and disbursements basis of accounting, and the financial reporting provisions of Annex 1 of the Agreement and the applicable AWO International Financial Guidelines.

b. Reporting Currency and Actual Exchange Rate Used

The reporting currency used in the financial report is Indonesian Rupiah ("IDR") which is the Local Currency ("LC"). Figures in the financial report are rounded to the nearest LC as well as euro cent.

Partner's bookkeeping is maintained in Local Currency. The amount in euros is automatically calculated with the actual exchange rate made by AWO International e.V. of LC/EUR 16,299.03.

c. Receipt and Payment Recognition

Receipts are recognized when they are received in cash or via the bank. Payments are recognized when they are disbursed in cash or via the bank.

4. Calculation of Actual Exchange Rates

	Euro	LC
Opening balance	0.00	0.00
Instalments from AWO		
Date		
05/02/2018	11,371.41	184,175,991.10
11/04/2018	19,486.86	320,046,147.71
27/06/2018	18,941.11	302,572,488.76
16/10/2018	16,133.19	274,749,032.36
14/12/2018	30,262.64	486,344,532.29
Total	96,195.21	1,567,888,192.22
Actual Exchange Rate LC / EUR	=	16,299.03

INFEST (Institute for Education Development, Social, Religious and Cultural Studies)**NOTES TO THE FINANCIAL REPORT****Project Number 2017.2629.8/ AWO 0005/ INFEST****"Empowerment of Indonesian Migrant Workers in East Java and Malaysia"****5. Details of Interest Income**

No.	2018 Month, Date	Bank Interest (in LC) (a)	Interest Tax (in LC) (b)	Interest Income-Net	
				(in LC) (a-b)	(in Euro)
1.	January	-	-	-	
2.	February 28/02/2018	51,141.00	10,228.00	40,913.00	2.51
3.	March 31/03/2018	38,636.00	7,727.00	30,909.00	1.90
4.	April 30/04/2018	194,518.00	38,904.00	155,614.00	9.55
5.	May 31/05/2018	348,308.00	69,662.00	278,646.00	17.10
6.	June 30/06/2018	182,483.00	36,497.00	145,986.00	8.96
7.	July 31/07/2018	411,488.00	82,298.00	329,190.00	20.20
8.	August 31/08/2018	369,212.00	73,842.00	295,370.00	18.12
9.	September 30/09/2018	273,544.00	54,709.00	218,835.00	13.43
10.	October 31/10/2018	251,198.00	50,240.00	200,958.00	12.33
11.	November 30/11/2018	389,468.00	77,894.00	311,574.00	19.12
12.	December 31/12/2018	469,703.00	93,941.00	375,762.00	23.05
Total				2,383,757.00	146.25

6. Closing Balance

The closing balance on December 31, 2018 amounted to 687,557,592.59 LC consisting of 2018 balance and budget for Q1 2019 with the respective amounts as follows:

	LC	Euro
2018 Balance	201,213,060.30	12,345.10
Budget for Q1 2019	486,344,532.29	29,838.87
Closing balance	687,557,592.59	42,183.97

Cross-reference to cash and bank balance:

	LC	Euro
In cash	2,862,643.37	175.63
In bank	684,694,949.22	42,008.34
Total	687,557,592.59	42,183.97

Personnel List I. - INFEST - 2018

Programme : Empowerment Of Indonesian Migran Workers In East Java and Malaysia

Organization : INFEST

Country : Indonesia

Project period : 2018



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No.	Budget Line	Employee Name	Position	Proportion Paid by AWO as % of Total Salary	Contract Term from...to...	Monthly Salary (in LC) According to Contract (gross)	Monthly Social Benefits / BPJS (in LC)	13 th Month Pay (in LC)	Gross salary per Year (in LC)
1.	5.2.1.	Muhammad Irsyadul Ibad	Executive Director	30%	01/01/2018-31/12/2018	2,500,000.00	281,000.00	2,500,000.00	36,268,000.00
2.	5.2.2.	Ridwan Wahyudi	Project Manager	100%	01/01/2018-31/12/2018	5,000,000.00	224,800.00	5,000,000.00	67,850,531.98
3.	5.2.4.	Nor Aini	Local/Organizing Officer Malaysia	100%	01/01/2018-31/08/2018	3,500,000.00	0.00	3,500,000.00	24,500,000.00
4.	5.2.4.	Yogo Promono (replaced Nor Aini)	Local/Organizing Officer Malaysia	100%	01/09/2018-31/12/2018	3,500,000.00	0.00	0.00	14,000,000.00
5.	5.2.5.	Fera Nuraini	Local / Organizing Officer Ponorogo	100%	01/01/2018-31/07/2018	3,500,000.00	196,700.00	0.00	4,417,700.00
6.	5.2.5.	Anny Hidayati (replaced Fera Nuraini)	Local / Organizing Officer Ponorogo	100%	01/08/2018-31/12/2018	3,500,000.00	196,700.00	0.00	18,483,500.00
7.	5.2.5.	Edi Purwanto	Local / Organizing Officer Bitar	100%	01/01/2018-31/12/2018	3,500,000.00	196,700.00	3,500,000.00	26,576,200.00
8.	5.2.6.	Yeni Oktiani	Senior Finance Manager	30%	01/01/2018-31/12/2018	2,000,000.00	224,800.00	2,000,000.00	28,372,800.00
9.	5.2.7.	Ahmad Afif	Cashier	100%	01/01/2018-31/12/2018	3,000,000.00	196,700.00	3,000,000.00	41,282,700.00
Total:									261,751,431.98

Muhammad Irsyadul Ibad
Signature Director

Personnel List II. - INFEST YOGYAKARTA - 2018

Program : Empowerment Of Indonesian Migrant Workers in East Java and Malaysia

Organisation : INFEST

Country : Indonesia

Year : 2018



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Actual Exchange Rate: 16,299.03

No.	Budget Line	Employee Name	Position	Proportion Paid by AWO as % of Total Wage	Contract Term from...to...	January		February		March		April		May		June		July	
						Salary	Social Benefits	Salary	Social Benefits	Salary	Social Benefits	Salary	Social Benefits	Salary	Social Benefits	Salary	Social Benefits	Salary	Social Benefits
1.	5.2.1.	Muhammad Irsyadul Ibad	Executive Director	30%	01/01/2018 - 31/12/2018	2,500,000.00	309,000.00	2,500,000.00	465,000.00	2,500,000.00	465,000.00	2,500,000.00	281,000.00	2,500,000.00	281,000.00	2,500,000.00	281,000.00	2,500,000.00	281,000.00
2.	5.2.2.	Ridwan Wahyudi	Project Manager	100%	01/01/2018 - 31/12/2018	5,000,000.00	0.00	5,000,000.00	280,300.00	5,000,000.00	277,800.00	5,000,000.00	224,800.00	5,000,000.00	224,800.00	5,000,000.00	224,800.00	5,000,000.00	224,800.00
3.	5.2.4.	Nor Aini	Local/Organizing Officer Malaysia	100%	01/01/2018 - 31/08/2018	0.00	0.00	3,500,000.00	0.00	0.00	0.00	7,000,000.00	0.00	3,500,000.00	0.00	3,500,000.00	0.00	3,500,000.00	0.00
4.	5.2.4.	Yogo Promono (replaced Nor Aini)	Local/Organizing Officer Malaysia	100%	01/09/2018 - 31/12/2018	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5.	5.2.5.	Fera Nuraini	Local / Organizing Officer Ponorego	100%	01/01/2018 - 31/07/2018	0.00	0.00	0.00	109,200.00	0.00	109,200.00	0.00	109,200.00	0.00	196,700.00	0.00	196,700.00	0.00	196,700.00
6.	5.2.5.	Anny Hidayati (replaced Fera Nuraini)	Local / Organizing Officer Blitar	100%	01/09/2018 - 31/12/2018	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7.	5.2.5.	Edi Purwanto	Local / Organizing Officer Blitar	100%	01/01/2018 - 31/12/2018	0.00	0.00	0.00	109,200.00	0.00	196,700.00	0.00	196,700.00	0.00	196,700.00	0.00	196,700.00	0.00	196,700.00
8.	5.2.6.	Yeni Oktiani	Senior Finance Manager	30%	01/01/2018 - 31/12/2018	2,000,000.00	0.00	2,000,000.00	124,800.00	2,000,000.00	224,800.00	2,000,000.00	224,800.00	2,000,000.00	224,800.00	2,000,000.00	224,800.00	2,000,000.00	224,800.00
9.	5.2.7.	Ahmad Afif	Cashier	100%	01/01/2018 - 31/12/2018	3,000,000.00	98,000.00	3,000,000.00	207,200.00	3,000,000.00	207,200.00	3,000,000.00	196,700.00	3,000,000.00	196,700.00	3,000,000.00	196,700.00	3,000,000.00	196,700.00
						12,500,000.00	407,000.00	16,000,000.00	1,295,700.00	12,500,000.00	1,480,700.00	19,500,000.00	1,233,200.00	16,000,000.00	1,320,700.00	16,000,000.00	1,320,700.00	23,000,000.00	1,320,700.00

Personnel List II - Continued

No.	Budget Line	Employee Name	Position	Proportion Paid by AWO as % of Total Wage	Contract Term from...to...	August		September		October		November		December		Total Salary (in LC)	Total Social Benefits (in LC)	Total Salary and Social Benefits (in LC)	(in Euro)
						Salary	Social Benefits	Salary	Social Benefits	Salary	Social Benefits	Salary	Social Benefits	Salary	Social Benefits				
1.	5.2.1.	Muhammad Irsyadul Ibad	Executive Director	30%	01/01/2018 - 31/12/2018	2,500,000.00	281,000.00	2,500,000.00	281,000.00	2,500,000.00	281,000.00	2,500,000.00	281,000.00	5,000,000.00	281,000.00	32,500,000.00	3,768,000.00	36,268,000.00	2,225.16
2.	5.2.2.	Ridwan Wahyudi	Project Manager	100%	01/01/2018 - 31/12/2018	5,000,000.00	224,800.00	5,000,000.00	494,031.98	5,000,000.00	224,800.00	5,000,000.00	224,800.00	10,000,000.00	224,800.00	65,000,000.00	2,850,531.98	67,850,531.98	4,162.86
3.	5.2.4.	Nor Aini	Local/Organizing Officer Malaysia	100%	01/01/2018 - 31/08/2018	3,500,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24,500,000.00	0.00	24,500,000.00	1,503.16
4.	5.2.4.	Yogo Promono (replaced Nor Aini)	Local/Organizing Officer Malaysia	100%	01/09/2018 - 31/12/2018	0.00	0.00	3,500,000.00	0.00	3,500,000.00	0.00	3,500,000.00	0.00	3,500,000.00	0.00	14,000,000.00	0.00	14,000,000.00	858.95
5.	5.2.5.	Fera Nuraini	Local / Organizing Officer Ponorego	100%	01/01/2018 - 31/07/2018	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,500,000.00	917,700.00	4,417,700.00	271.04
6.	5.2.5.	Anny Hidayati (replaced Fera Nuraini)	Local / Organizing Officer Ponorego	100%	01/09/2018 - 31/12/2018	3,500,000.00	196,700.00	3,500,000.00	196,700.00	3,500,000.00	196,700.00	3,500,000.00	196,700.00	3,500,000.00	196,700.00	17,500,000.00	983,500.00	18,483,500.00	1,134.02
7.	5.2.5.	Edi Puwanto	Local / Organizing Officer Blitar	100%	01/01/2018 - 31/12/2018	3,500,000.00	196,700.00	3,500,000.00	196,700.00	3,500,000.00	196,700.00	3,500,000.00	196,700.00	7,000,000.00	196,700.00	24,500,000.00	2,076,200.00	26,576,200.00	1,630.54
8.	5.2.6.	Yeni Oktiani	Senior Finance Manager	30%	01/12/2018 - 31/12/2018	2,000,000.00	224,800.00	2,000,000.00	224,800.00	2,000,000.00	224,800.00	2,000,000.00	224,800.00	4,000,000.00	224,800.00	26,000,000.00	2,372,800.00	28,372,800.00	1,740.77
9.	5.2.7.	Ahmad Afif	Cashier	100%	01/01/2018 - 31/12/2018	3,000,000.00	196,700.00	3,000,000.00	196,700.00	3,000,000.00	196,700.00	3,000,000.00	196,700.00	6,000,000.00	196,700.00	39,000,000.00	2,282,700.00	41,282,700.00	2,532.83
						23,000,000.00	1,320,700.00	23,000,000.00	1,589,931.98	23,000,000.00	1,320,700.00	23,000,000.00	1,320,700.00	39,000,000.00	1,320,700.00	246,600,996.00	15,251,431.98	261,751,431.98	16,059.33

Muhammad Irsyadul Ibad
Signature Director

Inventory of goods above €100 - INFEST YOGYAKARTA - 2018

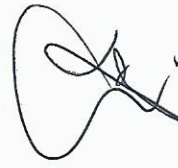
Programme : Empowerment Of Indonesian Migrant Workers In East Java and Malaysia
 Organisation : INFEST
 Country : Indonesia
 Project Period : 2018

International e.X.

Actual Exchange Rate:	
2018	16,299.03

No.	Description of the Purchased Goods (incl. brand name, model and serial number)	Quantity (Unit)	Purchase Date	Supplier	Unit Price in LC	Total Price in LC	Total Price in EUR*	Location	Person in charge	Condition	Invoice Number	Inventory Number
1.	Camera DSLR Panasonic Lumix DMC G7	1	07/02/2018	Gudang Digital	7,499,000.00	7,499,000.00	460.09	Infest Office Yogyakarta	-	Fully Functioning	GJ.18.02. 00211	A.07.2018. Infest- AWO-Int
2.	Meeting Table Ichiko ICX 911	2	10/02/2018	Cv Kartika Widjaya	2,240,000.00	4,480,000.00	274.86	Infest Office Yogyakarta	-	Fully Functioning	138	B.01-01.2018. Infest- AWO-Int
3.	Datafile Cabinet	2	10/02/2018	Cv Kartika Widjaya	3,753,000.00	7,506,000.00	460.52	Infest Office Yogyakarta	-	Fully Functioning	138	B.01-02.2018. Infest- AWO-Int
4.	Printer PSC EPSON L360	2	14/02/2018	ASC Computer	2,075,000.00	4,150,000.00	254.62	Infest Office Yogyakarta	-	Fully Functioning	JLBBS1802 13131703	B.02-01.2018. Infest- AWO-Int
5.	Laptop DELL INS 14-3467-13 6008U-4-IT	3	14/02/2018	ASC Computer	5,489,000.00	16,467,000.00	1,012.15	Infest Office Yogyakarta	-	Fully Functioning	JLBBS1802 13122202	B.02-02.2018. Infest- AWO-Int
6.	Projector EPSON EB-X450	1	14/02/2018	ASC Computer	5,950,000.00	5,950,000.00	365.05	Infest Office Yogyakarta	-	Fully Functioning	JLBBS1802 13122202	A.02-02.2018. Infest- AWO-Int
7.	Voice Recorder ZOOM H1	2	14/02/2018	Kumia Musik	1,800,000.00	3,600,000.00	220.87	Infest Office Yogyakarta	-	Fully Functioning	843	A.02-03.2018. Infest- AWO-Int
8.	PC Desktop Lenovo IC510-151KL 90G800-KAID	1	14/02/2018	ASC Computer	13,550,000.00	13,550,000.00	831.34	Infest Office Yogyakarta	-	Fully Functioning	JLBBS180213 131703	A.25.2018. Infest- AWO-Int
					Total	63,232,000.00	3,879.50					A.12-01.2018. Infest- AWO-Int
												A.12-02.2018. Infest- AWO-Int
												A.01.2018. Infest- AWO-Int

* please calculate price in EUR manually using the respective annual exchange rate



M. Ihsyadul Ibad
 Signature Director

