



International e.V.

INFEST

(Institute for 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 2019 - 31 DECEMBER 2019

WITH INDEPENDENT AUDITOR'S REPORT

INDEPENDENT AUDITOR'S REPORT

No. KKSPY/LAI-05.K/III/2020

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

We have audited the accompanying financial report for 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 for Education Development, Social, Religious and Cultural Studies) for the period from 1 January 2019 to 31 December 2019 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 to the Contract of Cooperation dated November 23, 2018 between AWO International e.V. and INFEST ("the contract").

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 contract, 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/2020

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 2019 to 31 December 2019 is prepared, in all material respects, in accordance with the financial reporting provisions of Annex 1 to the contract.

Basis of Accounting and Restriction on Distribution

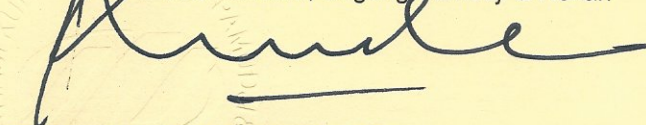
Without modifying our opinion, we draw attention to Note 3a to the financial statement, which describes the basis of accounting. The financial statement is prepared to assist INFEST to comply with the financial reporting provisions of the contract referred to above. As a result, the financial statement 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. or 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 2019 to 31 December 2019.
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 the AWO International e.V. were used in accordance with project objectives/the individual cost positions of the budget of the AWO International e.V. according to the common rules of cost efficiency and thrift, and
5. The contractual agreement with the 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

20 March 2020

Head Office:

Jl. Kranji No. 90, Serang Baru, Mudal, Sariharjo, Ngaglik, Sleman, Yogyakarta 55581, Indonesia

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Official Member of IPG and Global Assurance Network

Financial Report: INFEST: 01 January 2019 – 31 December 2019

Programme Empowerment of Indonesian Migran Workers In East Java and Malaysia
 Organisation: INFEST
 Country: Indonesia
 Time Period: 01 January 2019 – 31 December 2019



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Date: 14/01/2020

Receipts	Amount(s)		Payments	Amount(s)	
	(in LC)	(in Euro)		(in LC)	(in Euro)
Opening balance	687,557,592.59	42,183.97	1. TRAINING AND ADVISORY MEASURES	572,211,420.73	36,337.76
Balance in hand	2,862,643.37		1.1. OUTCOME 1: Cases of rights violations against migrant workers are handled by CBOs in East Java and Johor Bahru	224,127,567.73	14,233.01
Bank balance	684,694,949.22		1.1.1. Activity: Community organizing in country of origin (Ponorogo Blitar)	-	-
Total	687,557,592.59		1.1.2. Activity: Organizing of migrant workers in Johor as a destination country of migrants	-	-
			1.1.3. Activity: Case handling and categorization training for paralegals (migrant workers community) in Johor Bahru	48,873,847.40	3,103.69
			1.1.4. Activity: Case handling training for paralegals in East Java (village)	-	-
			1.1.5. Activity: Regular community meetings (internal) in Johor Bahru	1,315,101.51	83.51
			1.1.6. Activity: Community meeting with KJRI Johor Bahru	5,139,893.82	326.40
			1.1.7. Activity: Regular monitoring of cases in East Java (community) Ponorogo & Blitar	6,725,897.00	427.12
			1.1.8. Activity: Production of IEC (information, education & communication) materials for community level (Johor and Malaysia)	12,054,453.00	765.51
Instalments from AWO International e.V.	698,837,027.07	45,857.74	1.1.9. Activity: Case mapping & identification of potential actors to be involved in case handling/network (East Java)	-	-
			1.1.10. Activity: Workshop for formulation of cases handling platform and mechanism (National)	-	-
			1.1.11. Activity: Community Regular Meeting with National and District Stakeholders (Ministry of Manpower; Ministry of Foreign Affairs and District Government)	10,917,547.00	693.31
			1.1.12. Activity: Development of information system for cases handling	42,000,000.00	2,667.17
			1.1.13. Activity: Training for the use of information system for migrant workers organization network and Johor CBO's (National)	63,518,080.00	4,033.66
			1.1.14. Activity: Role out of use of advocacy and information system and tools in case handling	32,000,000.00	2,032.13
			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	-	-
			1.1.19. Activity: Citizen journalism training in East Java (Blitar and Ponorogo)	-	-
			1.1.20. Activity: Community Regular Meeting in East Java (Blitar and Ponorogo)	-	-
			1.1.21. Activity: Launching program in East Java (Blitar and Ponorogo)	-	-
			1.1.22. Activity: Case handling CBOs	1,582,748.00	100.51
			1.2. OUTCOME 2: Regulation at the Village-District Level for migrant workers protection are established and implemented	348,083,853.00	22,104.74
			1.2.1. Activity: Research on the village potentials for migrant workers protection based on Act No 39/2004 and Act No 6/2014	81,112,439.00	5,150.97
			1.2.2. Activity: Visioning at the village level on the role of the village for migrant workers protection	11,442,000.00	726.61
			1.2.3. Activity: Appreciative village Planning Training (Training for village authorities on migrant workers protection and empowerment)	147,025,065.00	9,336.69
			1.2.4. Activity: Village Authorities identification in Ponorogo & Blitar (monitoring data development)	8,099,500.00	514.35
			1.2.5. Activity: Inhouse training (coaching) for Village regulation formulation (ponorogo & blitar)	2,125,000.00	134.95
			1.2.6. Activity: Public discussion for Village authorities consultation (Inhouse Training /coaching)	1,865,500.00	118.47
			1.2.7. Activity: Village legal drafting (Ponorogo & Blitar)	2,000,000.00	127.01
			1.2.8. Activity: Village public discussion (Musdes) for regulation stipulation (blitar & ponorogo)	-	-
			1.2.9. Activity: Formulation of SOP and commitment of village government 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 (Ponorogo & Blitar)	-	-
			1.2.12. Activity: Regular meetings of CBOs (internal)	12,929,750.00	821.09
			1.2.13. Activity: Regular Meetings of Cbos and village Government	12,645,000.00	803.01
			1.2.14. Activity: Publication of K.I.E media (every 4 months)	26,500,000.00	1,682.86
			1.2.15. Activity: Training on migrant workers' rights and protection for CBOs for Ponorogo & Blitar	6,155,499.00	390.90
			1.2.16. Activity: Advocacy Workshops for CBOs	36,184,100.00	2,297.84
			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. Activity: Jambore	-	-
			3. INITIAL, EQUIPMENT AND MATERIAL SUPPORT	-	-
			3.1. Financing instruments	-	-
			3.2. Equipment support and initial for partner organisations	-	-
			3.3. Equipment support and initial for non-AWO partner organisations ("e.g. social structures")	-	-
			5. PERSONNEL AND PROJECT INFRASTRUCTURE IN THE PARTNER COUNTRIES	344,834,970.02	21,898.43
			5.2. Local personnel	313,738,640.00	19,923.88
			5.2.1. Executive Director (30%)	32,500,000.00	2,063.88
			5.2.2. Project Manager (100%)	65,000,000.00	4,127.76
			5.2.3. Legal Officer (100%)	42,000,000.00	2,667.17
			5.2.4. Local/Organizing Officer Ponorogo (100%)	45,500,000.00	2,889.44
			5.2.5. Local/Organizing Officer Blitar (100%)	45,500,000.00	2,889.44
			5.2.6. Finance Manager (30%)	26,000,000.00	1,651.11
			5.2.7. Cashier (100%)	39,000,000.00	2,476.66
			5.2.8. Social Benefits	18,238,640.00	1,158.23
			5.2.9. Training for Capacity Building Staff	-	-
			5.2.19. Support staff	-	-
			5.2.20. Education and further training	-	-
			5.3. Short-term experts	-	-
			5.4. Project infrastructure	31,096,330.02	1,974.74
			5.4.1. Office Rent (50%)	20,000,000.00	1,270.08
			5.4.2. Electricity and Water (50%)	2,493,791.00	158.37
			5.4.3. Communication Cost (50%)	755,225.50	47.96
			5.4.4. Office Supplies (Stationery, Send Documents, Reguler Maintenance, etc)	7,492,313.52	475.79
			5.4.5. Bank Charges	355,000.00	22.54
			6. PROJECT PREPARATION, SUPPORT, EVALUATION AND FOLLOW-UP	84,330,848.00	5,355.35
			6.1. Preparation (AWO only)	-	-
			6.2. Project coordination	84,330,848.00	5,355.35
			6.2.1. Project Monitoring	29,374,448.00	1,865.40
			6.2.2. Activity strategy workshop - Indonesia Partners	54,956,400.00	3,489.96
			6.3. Project evaluations (AWO only)	-	-
			TOTAL EXPENDITURE (1+3+5+6.2)	1,001,377,238.76	63,591.54
			Closing balance	389,186,084.90	24,714.90
			Cash in hand	12,152,904.61	771.76
			Bank balance	377,133,180.29	23,949.49
			Payables	(100,000.00)	(6.35)
TOTAL	1,390,563,323.66	88,306.44	TOTAL	1,390,563,323.66	88,306.44

Yeni Oktriani
 Financial administrator signature

M. Irsyadul Ibad
 Managing Director signature
 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"

Time Period: 01 January 2019 - 31 December 2019

1. Information about the Partner Organization

INFEST (Institute for 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. Strengthening networks of education, social, religious and cultural information;
3. Conducting 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: office@infest.or.id.

The composition of the INFEST Boards for the year 2019 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 Contract of Cooperation : 2017.2629.8/ AWO 0005/ INFEST, Dated 23.11.2018
- b. Project's Title : "Empowerment of Indonesian Migrant Workers in East Java and Malaysia"
- c. The main objective 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 2019 to 31st December 2019
- f. Project Executing Personnel
 - Executive Director : Muhammad Irsyadul Ibad
 - Program Manager : Ridwan Wahyudi
 - Local/Organizing Officer Ponorogo : Anny Hidayati
 - Local/Organizing Officer Blitar : Edi Purwanto
 - Finance Officer : Yeni Oktarini
 - Cashier : Ahmad Afif

NOTES TO THE FINANCIAL REPORT

Project Number 2017.2629.8/ AWO 0005/ INFEST

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

Time Period: 01 January 2019 - 31 December 2019

3. Accounting Policies

a. Basis of Preparation of the Financial Report

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 to the Contract of Cooperation between AWO International e.V. and the Local Partner "Financial Guidelines" dated November 23, 2018.

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 = 15,747.02 (the calculation of the actual exchange rate is presented in Note 4).

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. Actual Exchange Rates

	LC	Euro
Opening balance	687,557,592.59	42,183.97
Instalments from AWO International e.V.:		
Date		
12/07/2019	397,622,075.57	25,879.71
20/12/2019	301,214,951.50	19,978.03
Sum	698,837,027.07	45,857.74
Total	1,386,394,619.66	88,041.71
Actual Exchange Rate LC/EUR = 1,386,394,619.66 / 88,041.71 =		15,747.02

5. Details of Interest Income

No.	2019		Bank Interest (in LC) (a)	Interest Tax (in LC) (b)	Interest Income-Net	
	Month	Date			(in LC) (a-b)	(in Euro) ER = 15,747.02
1.	January	31/01/2019	725,189.00	145,038.00	580,151.00	36.84
2.	February	28/02/2019	631,880.00	126,376.00	505,504.00	32.10
3.	March	31/03/2019	530,519.00	106,104.00	424,415.00	26.95
4.	April	30/04/2019	486,281.00	97,256.00	389,025.00	24.70
5.	May	31/05/2019	371,662.00	74,332.00	297,330.00	18.88
6.	June	30/06/2019	282,946.00	56,589.00	226,357.00	14.37
7.	July	31/07/2019	326,533.00	65,307.00	261,226.00	16.59
8.	August	31/08/2019	542,797.00	108,559.00	434,238.00	27.58
9.	September	30/09/2019	488,268.00	97,654.00	390,614.00	24.81
10.	October	31/10/2019	396,957.00	79,391.00	317,566.00	20.17
11.	November	30/11/2019	332,517.00	66,503.00	266,014.00	16.89
12.	December	31/12/2019	95,330.00	19,066.00	76,264.00	4.84
	Total		5,210,879.00	1,042,175.00	4,168,704.00	264.73

NOTES TO THE FINANCIAL REPORT

Project Number 2017.2629.8/ AWO 0005/ INFEST

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

Time Period: 01 January 2019 - 31 December 2019

6. Closing Balance

	LC	Euro
The closing balance as at December 31, 2019	389,186,084.90	24,714.90
Consisted of:		
Cash in hand	12,152,904.61	771.76
Bank balances ¹⁾	377,133,180.29	23,949.49
Payables ²⁾	(100,000.00)	(6.35)
Total	389,186,084.90	24,714.90

Notes:

- 1) Account number: Bank BRI 041001000207302 - INFEST
- 2) This payable of LC100,000.00 arises because there was an incorrect transfer coming into the project account (BRI 041001000207302). This money should not go into the project account. Sender: Audya Shifa, dated October 28, 2019, amounting to LC100,000.00.

Personnel List I. - INFEST - 2019

Programme : Empowerment of Indonesian Migrant Workers in East Java and Malaysia

Organization : INFEST

Country : Indonesia

Project period : 2019



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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%	02/01/2019-31/12/2019	2,500,000.00	222,526.67	2,500,000.00	35,170,320.00
2.	5.2.2.	Ridwan Wahyudi	Program Manager	100%	02/01/2019-31/12/2019	5,000,000.00	222,526.67	5,000,000.00	67,670,320.00
3.	5.2.3.	Nisrina Muthahari	Legal Officer	100%	01/02/2019-31/12/2019	3,500,000.00	201,520.00	3,500,000.00	44,216,720.00
4.	5.2.4.	Anny Hidayati	Local/ Organizing Officer Ponorogo	100%	02/01/2019-31/12/2019	3,500,000.00	222,526.67	3,500,000.00	48,170,320.00
5.	5.2.5.	Edi Purwanto	Local/ Organizing Officer Blitar	100%	02/01/2019-31/12/2019	3,500,000.00	222,526.67	3,500,000.00	48,170,320.00
6.	5.2.6.	Yeni Oktarini	Finance Officer	30%	02/01/2019-31/12/2019	2,000,000.00	222,526.67	2,000,000.00	28,670,320.00
7.	5.2.7.	Ahmad Afif	Cashier	100%	02/01/2019-31/12/2019	3,000,000.00	222,526.67	3,000,000.00	41,670,320.00
								Total:	313,738,640.00

^{*)} Note:

The 13th Month Pay was made on May 28, 2019.


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Muhammad Irsyadul Ibad
 Signature Director

Personnel List II - INFEST YOGYAKARTA - 2019

Program : Empowerment Of Indonesian Migrant Workers In East Java and Malaysia
 Organisation : INFEST
 Country : Indonesia
 Year : 2019



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Actual Exchange Rate: 15,747.02

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%	02/01/2019-31/12/2019	2,500,000.00	222,526.67	2,500,000.00	222,526.67	2,500,000.00	222,526.67	2,500,000.00	222,526.67	2,500,000.00	222,526.67	2,500,000.00	222,526.67	2,500,000.00	222,526.67
2.	5.2.2.	Ridwan Wahyudi	Program Manager	100%	02/01/2019-31/12/2019	5,000,000.00	222,526.67	5,000,000.00	222,526.67	5,000,000.00	222,526.67	5,000,000.00	222,526.67	5,000,000.00	222,526.67	5,000,000.00	222,526.67	5,000,000.00	222,526.67
3.	5.2.3.	Nisrina Muthahari	Legal Officer	100%	01/02/2019-31/12/2019	0.00	0.00	3,500,000.00	201,520.00	3,500,000.00	201,520.00	3,500,000.00	201,520.00	3,500,000.00	201,520.00	3,500,000.00	201,520.00	3,500,000.00	201,520.00
4.	5.2.4.	Amy Hidayati	Local/ Organizing Officer Ponorogo	100%	02/01/2019-31/12/2019	3,500,000.00	222,526.67	3,500,000.00	222,526.67	3,500,000.00	222,526.67	3,500,000.00	222,526.67	3,500,000.00	222,526.67	3,500,000.00	222,526.67	3,500,000.00	222,526.67
5.	5.2.5.	Edi Purwanto	Local/ Organizing Officer Blitar	100%	02/01/2019-31/12/2019	3,500,000.00	222,526.67	3,500,000.00	222,526.67	3,500,000.00	222,526.67	3,500,000.00	222,526.67	3,500,000.00	222,526.67	3,500,000.00	222,526.67	3,500,000.00	222,526.67
6.	5.2.6.	Yeni Oktarni	Finance Officer	30%	02/01/2019-31/12/2019	2,000,000.00	222,526.67	2,000,000.00	222,526.67	2,000,000.00	222,526.67	2,000,000.00	222,526.67	2,000,000.00	222,526.67	2,000,000.00	222,526.67	2,000,000.00	222,526.67
7.	5.2.7.	Ahmad Afir	Cashier	100%	02/01/2019-31/12/2019	3,000,000.00	222,526.67	3,000,000.00	222,526.67	3,000,000.00	222,526.67	3,000,000.00	222,526.67	3,000,000.00	222,526.67	3,000,000.00	222,526.67	3,000,000.00	222,526.67
						19,500,000.00	1,335,160.00	23,000,000.00	1,536,680.00	23,000,000.00	1,536,680.00	23,000,000.00	1,536,680.00	23,000,000.00	1,536,680.00	23,000,000.00	1,536,680.00	23,000,000.00	1,536,680.00

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		13 th Month Pay ¹ (in LC)	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 ¹	Social Benefits					
1.	5.2.1.	Muhammad Irsyadul Ibad	Executive Director	30%	02/01/2019-31/12/2019	2,500,000.00	222,526.67	2,500,000.00	222,526.67	2,500,000.00	222,526.67	2,500,000.00	222,526.67	2,500,000.00	222,526.67	2,500,000.00	32,500,000.00	2,670,320.00	35,170,320.00	2,233.46
2.	5.2.2.	Ridwan Wahyudi	Program Manager	100%	02/01/2019-31/12/2019	5,000,000.00	222,526.67	5,000,000.00	222,526.67	5,000,000.00	222,526.67	5,000,000.00	222,526.67	5,000,000.00	222,526.67	5,000,000.00	65,000,000.00	2,670,320.00	67,670,320.00	4,297.34
3.	5.2.3.	Nisrina Muthahari	Legal Officer	100%	01/02/2019-31/12/2019	3,500,000.00	201,520.00	3,500,000.00	201,520.00	3,500,000.00	201,520.00	3,500,000.00	201,520.00	3,500,000.00	201,520.00	3,500,000.00	42,000,000.00	2,216,720.00	44,216,720.00	2,807.94
4.	5.2.4.	Anny Hidayati	Local/ Organizing Officer Ponorogo	100%	02/01/2019-31/12/2019	3,500,000.00	222,526.67	3,500,000.00	222,526.67	3,500,000.00	222,526.67	3,500,000.00	222,526.67	3,500,000.00	222,526.67	3,500,000.00	45,500,000.00	2,670,320.00	48,170,320.00	3,059.01
5.	5.2.5.	Edi Purwanto	Local/ Organizing Officer Blitar	100%	02/01/2019-31/12/2019	3,500,000.00	222,526.67	3,500,000.00	222,526.67	3,500,000.00	222,526.67	3,500,000.00	222,526.67	3,500,000.00	222,526.67	3,500,000.00	45,500,000.00	2,670,320.00	48,170,320.00	3,059.01
6.	5.2.6.	Yeni Oktarni	Finance Officer	30%	02/01/2019-31/12/2019	2,000,000.00	222,526.67	2,000,000.00	222,526.67	2,000,000.00	222,526.67	2,000,000.00	222,526.67	2,000,000.00	222,526.67	2,000,000.00	26,000,000.00	2,670,320.00	28,670,320.00	1,820.68
7.	5.2.7.	Ahmad Afif	Cashier	100%	02/01/2019-31/12/2019	3,000,000.00	222,526.67	3,000,000.00	222,526.67	3,000,000.00	222,526.67	3,000,000.00	222,526.67	3,000,000.00	222,526.67	3,000,000.00	39,000,000.00	2,670,320.00	41,670,320.00	2,646.24
						23,000,000.00	1,536,680.00	23,000,000.00	1,536,680.00	23,000,000.00	1,536,680.00	23,000,000.00	1,536,680.00	23,000,000.00	1,536,680.00	23,000,000.00	295,500,000.00	18,238,640.00	313,738,640.00	19,923.68

¹ Note:

The 13th Month Pay was made on May 28, 2019.

Muhammad Irsyadul Ibad
 Signature Director
 Institute for education development, social, religious, and cultural studies

Inventory of goods above €100 - INFEST YOGYAKARTA - 2019

Programme : Empowerment of Indonesian Migrant Workers in East Java and Malaysia
 Organisation : INFEST
 Country : Indonesia
 Project Period : 2018 - 2019

Actual Exchange Rate:	
2018	16,299.03
2019	15,747.02




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 Ichtio 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	138	B.02-01.2018. Infest- AWO-Int
5.	Laptop DELL INS 14-3467-13 6008U4-IT	3	14/02/2018	ASC Computer	5,499,000.00	16,497,000.00	1,012.15	Infest Office Yogyakarta	-	Fully Functioning	JLBBS1802 13131703	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.03-01.2018.Infest- AWO-Int
7.	Voice Recorder ZOOM H1	2	14/02/2018	Kurnia Musik	1,800,000.00	3,600,000.00	220.87	Infest Office Yogyakarta	-	Fully Functioning	JLBBS1802 13122203	A.02-02.2018.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	JLBBS1802 131703	A.02-03.2018.Infest- AWO-Int
Total						63,232,000.00	3,879.50					

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

Note:

In 2019 there was no purchase of inventory above €100


 M. Irsyadul Ibad
 for education development,
 research, culture, and cultural studies
 Signature Director