

Environmental and Social Impact Assessment Report (ESIA) – Appendices 1-8

Project Number: 50330-001
February 2018

INO: Rantau Dedap Geothermal Power Project (Phase 2)

Prepared by PT Supreme Energy Rantau Dedap (PT SERD) for Asian Development Bank

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Stakeholder Engagement Plan

2 December 2016

RD -RSH/REL-MAN-PLAN01-Rev 1

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	REL-Procedure STAKEHOLDER ENGAGEMENT PLAN	Ref:	ML/RB/RD-RSH/SHE-MAN- SOP04- Rev 0
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The Supreme Energy project companies - PT Supreme Energy Muara Laboh, PT Supreme Energy Rajabasa and PT Supreme Energy Rantau Dedap are independent companies developing geothermal projects in Sumatra, Indonesia. Based on the agreement of the shareholders of the individual project companies, the Supreme Energy companies are managed in an integrated way in order to maximize the synergies in terms of use of resources and organization of their core and supporting processes. Consequently, important portions of the documentation body developed and applied within each company (manuals, procedures, description of processes, guidelines etc.) are common to all project companies. The applicability of each document to one or several project companies is reflected in the reference of each document.

Any document applicable to PT Supreme Energy Muara Laboh contains the characters "ML" in the document reference.

Any document applicable to the PT Supreme Energy Rajabasa project company contains the characters "RB" in the document reference.


Any document applicable to the PT Supreme Energy Rantau Dedap project company contains the characters "RD" in the document reference.

If a document applies to all three Supreme Energy companies, the term "Supreme Energy" may refer to any and all of these companies.


Within each document, for any reference to the project company, the term "Company" will be used. This term will refer to those companies the names of which are referred to in the document reference. The term Project refers to the project developed by the Company.

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1. INTRODUCTION

PT Supreme Energy was founded on 11 September 2007 by Supramu Santosa, who later established the following subsidiaries companies:

- PT Supreme Energy Rantau Dedap, established on July 1, 2008, as the owner of M Geothermal License (IPB) for WKP Rantau Dedap. PT Supreme Energy Rantau Dedap is a consortium of PT Supreme Energy, GDF Suez / ENGIE and Marubeni. The Rantau Dedap geothermal prospect is located in the Muara Enim, Lahat Regencies and Pagar Alam City of South Sumatra, approximately 225 km from Palembang, the capital city of the South Sumatera province. It is a very remote area with only walking trails or no access at all. The area is situated between 4° 7' – 4° 15' South Latitude and 103° 29' – 103° 18' East Longitude. The contract area covers approximately 35,440 ha (18.56 km x 19.63 km) and is situated at an elevation ranging from 1000 to 2600 meters on the Bukit Besar volcanic.
- PT Supreme Energy Muara Laboh, established on July 1, 2008, as the owner of Geothermal License (IPB) for WKP Liki Pinangawan Muara Laboh. PT Supreme Energy Muara Laboh is a consortium of PT Supreme Energy, Sumitomo Corporation and GDF Suez / ENGIE. The geothermal prospect in Muara Laboh is located in the South Solok Regency, 150 km south east of Paandg, capital city of West Sumatera Province. The concession covers an area of about 56,000 ha at elevations ranging from 450 to 2000 meters and it is bordered by Taman Nasional Kerinci Seblat (Kerinci Seblat National Park) in the West and South.
- PT Supreme Energy Rajabasa, established on July 1, 2008, as the owner of Geothermal License (IPB) for WKP Rajabasa. PT Supreme Energy Rajabasa is a consortium of PT Supreme Energy, Sumitomo Corporation and GDF Suez / ENGIE. The geothermal prospect is located in the South Lampung Regency, about 60 km South East of Bandar Lampung, the capital city of Lampung Province. It is at the southern end of the Sumatera Island alongside the eastern coast of Lampung Bay on the volcanic cone of Mount Rajabasa. The concession covers an area of about 19,520 ha at an elevation ranging from sea level to 1280 meters bounded by the coastal line in the western and southern sides.


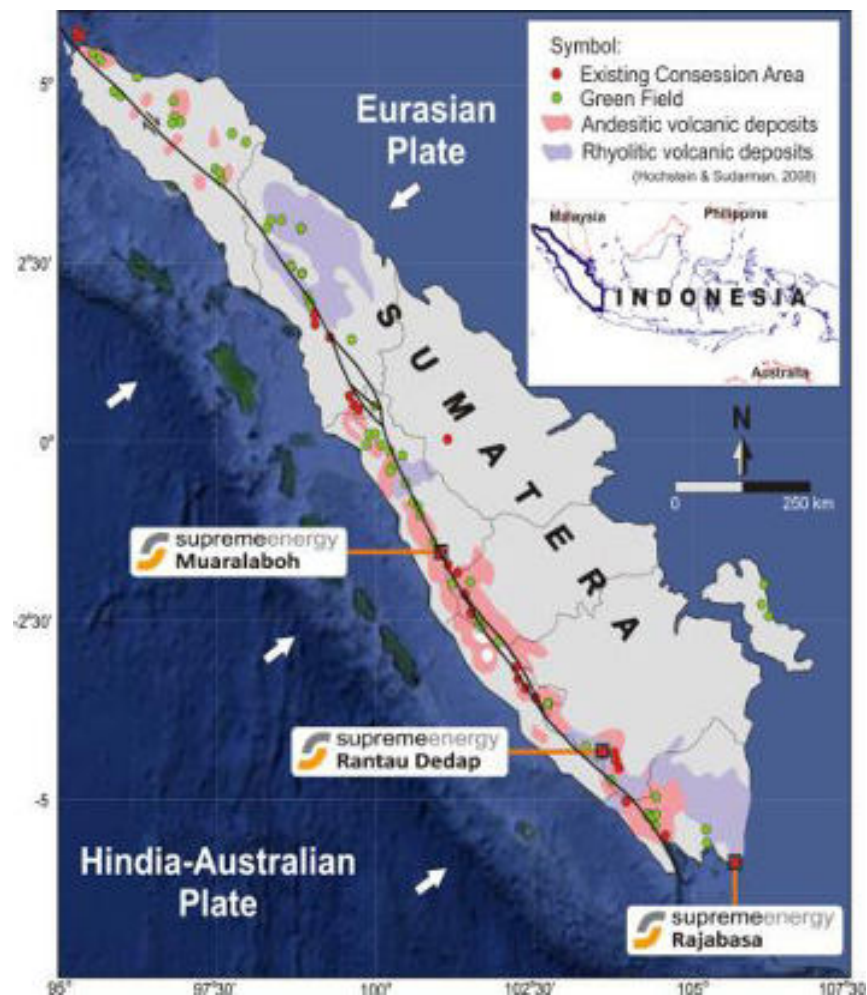
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Figure 1-1 Supreme Energy Group Operation Maps



2. PURPOSE

PT Supreme Energy is committed to carrying out its business and creating sustainable stakeholder value following the highest standards of business ethics and social behaviour. Abiding by the corporate values Supreme Energy puts a strong focus on respecting people, community, culture and the importance of trust, relationships, teamwork and harmony as well as engaging the stakeholders in a way that supports building confidence in our work and mutual understanding.

PT. Supreme Energy acknowledges that management decisions and operations can potentially affect a wide range of individuals, communities, businesses and organizations that are within the range of its project operation.

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Successful engagement depends on understanding **why** an organization is engaging (the purpose), **what** issues to engage on (the scope), **who** needs to be involved in the engagement (ownership, mandate, and stakeholders) and **how** to communicate appropriately and creating balance values for our stakeholders (method).

The purpose of Stakeholder Engagement Plan (SEP) is to develop and maintain good and sustainable relationship by creating balance values for SERD stakeholders throughout the project cycle through proper identification of project stakeholders and key stakeholders, timing for engagement, issues and risks to the project, and to develop strong Project's resources to support SEP.

The goal of SEP is smooth implementation of overall project activities while maintaining good relationship with external stakeholders as part of Company's 'social license to operate'.

SEP helps the Project team to understand stakeholders' concerns and perceptions and to provide feedbacks and anticipation in a timely manner.


3. SCOPE

This SEP applies to the PT Supreme Energy Rantau Dedap (SERD) operations only. Similar SEP in line with company policies have been developed for the other operations and/or will be developed for future activities.

The SEP provides the framework, policies and procedures based on which SERD will plan and implement its stakeholder engagement. This SEP includes guidelines for establishing and maintaining good relationships with relevant stakeholders throughout the course of SERD's operational activities.

Stakeholders are those 'external' to SERD operation who have an interest or can influence project operations, such as affected individuals and communities, local government authorities, non-governmental and other civil society organizations, academia, media and other interested or affected parties. Stakeholders, such as contractors, suppliers, distributors and customers of SERD, who are considered 'internal' to SERD operational activities are not addressed in this SEP, as they are part of the core business function, subject to national regulations and established company policies and procedures.

The framework helps to ensure that adequate information is provided to the project-affected people and other stakeholders in a culturally appropriate and timely manner and that these


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groups are provided sufficient equal opportunity to voice their opinions and concerns with regards to SERD project operations.

The SEP is a “living” document which is regularly updated to include and enable (1) documentation of all consultation activities proposed and undertaken (Monitoring), and (2) reviews of appropriateness and effectiveness of methods used in engaging with stakeholders (Evaluation).

4. DEFINITIONS

- i. Company shall mean PT. Supreme Energy Rantau Dedap.
- ii. Employee shall mean employee of the Company, either permanent or direct contract.
- iii. Stakeholders are defined *as people or entities that are affected or may have an interest in the Project*. Stakeholders are individuals or groups of people who have an interest in and/or can influence any decision or activity of the Company.
- iv. *External* stakeholders are those external to core business operational activities, such as affected individuals and communities, local government authorities, non-governmental and other civil society organizations, local institutions and other interested or affected parties.
- v. *Internal* stakeholders are suppliers, distributors, contractors and customers who are not addressed in this stakeholder engagement plan as these interactions are subject to national laws and regulations and company policies and procedures as part of core business activities.
- vi. *Stakeholder engagement* is an ongoing process used by the Company to engage relevant stakeholders for a clear purpose to achieve accepted outcomes. It includes a range of activities and interactions over the life of the project such as stakeholder identification and analysis, information disclosure, stakeholder consultation, negotiations and partnerships, grievance management, stakeholder involvement in project monitoring, reporting to stakeholders and management functions. Activities undertaken as part of stakeholder engagement create opportunities for dialogue between the Company and its stakeholders, with the aim of providing an informed basis for the Company's decisions. It is also recognized as a fundamental accountability mechanism since it obliges the Company to involve stakeholders in identifying, understanding and responding to sustainability issues and concerns, and to report, explain and be answerable to stakeholders for decisions, actions and performance.

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- vii. *Stakeholder Engagement Plan (SEP)* describes the Company's strategy and program for engaging and communicating with stakeholders in a culturally appropriate manner, and ensuring that relevant information is provided to stakeholders and concerns raised by the stakeholders will be addressed in a timely manner.
- viii. *Indigenous Peoples* are social groups with identities that are distinct from mainstream society which are often among the most marginalized and vulnerable segments of the population. In many cases, their economic, social, and legal status limits their capacity to defend their rights to, and interests in, lands, natural and cultural resources, and may restrict their ability to participate in and benefit from development.
- ix. *Vulnerable (groups of) people* are those who experience higher risks of impoverishment and social exclusion compared to the general population. Vulnerability may stem from an individual's or group's ethnic, color, sex, language, religion, political or different opinion, national or social origin, property, birth and or status.
- x. *Communication* refers to the process of actively sharing and or receiving information and exchanging knowledge in written or verbal form with those interested, affected or influenced by the Company's project operations.

5. REGULATIONS AND REQUIREMENTS

The following national and international laws, regulations and guidelines as well as the corporate policies apply to this SEP and serve as reference documents.

5.1 National Regulations

- 1) Geothermal Law No. 21 Year 2014, it was stated as the Geothermal License Holder, the Company shall implement Community Empowerment and Development Programs that could be started with engaging the community.
- 2) Law No. 23 Year 2009, on Environmental Protection and Management concerning community rights which includes: equal entitlement to a good and healthy environment; entitlement to information about potential impacts; and entitlement to play a role in the framework of environmental management.
- 3) Corporate Law No. 40 Year 2007 states that the Company that works in or related to natural resources shall implement the Social Corporate Responsibility Program.
- 4) Government Regulation No. 27 Year 2012, Article 9 (paragraph 4) of Government Regulation of Republic of Indonesia Number 27/2012 regarding Environmental Impact Assessment, states that within ten working days of the date of the announcement of

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proposed activities, interested members of the community have the right to suggest, express opinions and provide input regarding the planned activities.


- 5) Government Regulation No. 47 Year 2012, regarding Corporate Social Environmental Responsibility
- 6) Environmental Ministry Decree No. 17 Year 2012 related to Public Participation in Environmental Impact Analysis (AMDAL) and Environmental Permit. One of the objectives of this decree is to provide the community rights in the decision of a project's feasibility, in particular projects which have significant impacts on the environment and/or the community.
- 7) Head of BAPEDAL Decree (KepKa) No. 8 Year 2000, on Disclosure of Information on the AMDAL Process. This decree highlights the protection of community from the impacts of business operation, community participation and open communication in the preparation of environmental impact assessment.
- 8) Decree of Head of Environmental Impact Management Agency No. 8 Year 2000, regarding Community Involvement and Information Availability in the Process of Environmental Impact Assessment requires SERD to announce the project in the mass media and to obtain input by the public.

5.2 International Guidelines

- 1) Asian Development Bank (ADB) Safeguard Policy Statement (2009)

ADB's Safeguard Policy Statement requires ADB's borrowers/clients to carry out meaningful consultation processes in all projects financed by ADB.¹ For policy application, ADB will require borrowers/clients to engage with communities, groups, or people affected by proposed projects, and with civil society through information disclosure, consultation, and informed participation in a manner commensurate with the risks to and impacts on affected communities. For projects with significant adverse environmental, involuntary resettlement, or Indigenous Peoples impacts, ADB project teams will participate in consultation activities to understand the

¹ Meaningful consultation is a process that (i) begins early in the project preparation stage and is carried out on an ongoing basis throughout the project cycle; (ii) provides timely disclosure of relevant and adequate information that is understandable and readily accessible to affected people; (iii) is undertaken in an atmosphere free of intimidation or coercion; (iv) is gender inclusive and responsive, and tailored to the needs of disadvantaged and vulnerable groups; and (v) enables the incorporation of all relevant views of affected people and other stakeholders into decision making, such as project design, mitigation measures, the sharing of development benefits and opportunities, and implementation issues.

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concerns of affected people and ensure that such concerns are addressed in project design and safeguard plans.


- 2) The ADB's Safeguard Policy Statement emphasizes requirements for establishing a grievance mechanism that receives and facilitates the resolution of affected people's concerns, complaints, and grievances about a Project's environmental and social performance. The grievance mechanism should be scaled to Project risks and adverse impacts, address affected people's concerns and complaints promptly. It should also ensure the process is understandable and transparent, gender responsive, culturally appropriate and readily accessible to all segments of affected people. It should also not impede access to judicial or administrative remedies. The grievance mechanism should be delivered to the affected people in appropriate manner. ADB. 2011. Public Communications Policy.

The policy promotes greater transparency and accountability by enabling ADB's stakeholders—especially people affected by development activities—to better participate in the decisions that affect them. ADB-assisted activities are expected to consider the right of people to seek, receive, and impart information and ideas, and consider feedback from its stakeholders, including affected people. Information shall be given to affected people early enough for them to provide meaningful inputs into project design and implementation.

- 3) ADB's Policy on Cooperation with Civil Society Organizations (1998).

The policy recognizes that NGOs can contribute valuable advice on the design of projects and can participate directly in implementation. To support effective cooperation with NGOs, the policy indicates that as appropriate, mechanisms to expand and strengthen interaction with NGOs in loan and technical assistance activities will be identified and existing mechanisms for consultation and dialogue with NGOs will be pursued and strengthened. Under this policy and the 2009 SPS, the Borrower is expected to carry out meaningful consultation with affected people and other concerned stakeholders, including civil society, and facilitate their informed participation.

- 4) International Finance Corporation (IFC) Performance Standards (2012), PS 1 Assessment and Management of Environmental and Social Risks and Impacts; PS 2 Labor and Working Conditions; PS 5 Land Acquisition and Involuntary Resettlement; PS

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6 Biodiversity Conservation and Sustainable Natural Resources Management; PS 7 Indigenous People; and PS 8 Cultural Heritage.

- 5) UN International Convention on the Elimination of All Forms of Racial Discrimination (ICERD).
- 6) International Finance Corporation (IFC) Policy on Social and Environmental Sustainability
- 7) IFC Stakeholder Engagement: A good Practice Handbook for Companies doing Business in Emerging Markets (2007)
- 8) IFC Policy on Disclosure of Information
- 9) Extractive Industries Transparency Initiative Principle 5 and 12.
- 10) United Nations Declaration on the Rights of Indigenous People (2010)
- 11) Equator Principle 5: Stakeholder Engagement: requires clients to demonstrate effective Stakeholder Engagement as an ongoing process in a structured and culturally appropriate manner with Affected Communities and, where relevant, Other Stakeholders.
- 12) The International Bill of Human Rights and IFC Sustainability Framework
- 13) AA1000 Stakeholder Engagement Standard 2011, Accountability
- 14) ISO 26000 International Guidance Standard for Social Responsibility

5.3 Corporate Guidelines


- 1) ENGIE - High Quality Stakeholder Engagement Standards 2016

Provides guidelines to develop high quality stakeholder engagement standard, including how to determine the purpose of engagement, as the most important first step in developing stakeholder engagement, what issue to engage on (the scope), and who needs to be involved in the engagement (ownership, mandate, and stakeholder).

- 2) PT Supreme Energy - Communication Policy

This policy sets out how to deal with potentially sensitive information and how to communicate with internal and external stakeholders or the wider community. SERDis very keen to have effective and better communication with its external stakeholders in order to exchange proper information, maintain good relationships, gain a positive image and create balanced values for the stakeholders.

- 3) PT Supreme Energy - CSR Policy & Guidelines

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Provides the policy and procedures to develop Corporate Social Responsibility programs for external parties. This guideline also emphasizes the importance of community participation and public consultation in developing and implementing CSR programs. SERDCSR Program Plan and Budget comprises four (4) main areas known as the '4 Pillars' which are as follows:


- Health and Education: Providing wider and better health and education opportunity for local communities such as provide health program, green campaign, improvement of school buildings, books and libraries, education related equipment and tools, teachers, education program, scholarship, etc.
- Infrastructure: Providing resources to address community needs in the form of better infrastructure for the community in the form of clean water, electricity, etc.
- Economic Empowerment: Enhancing community capacity/income and self-sustaining capabilities, green campaign, etc.
- Community Relations: Enhancing Company and Community relationship through participation and contribution on local values / wisdom including capacity building of leaders, village head in conflict resolution and mentoring.

The program complies with applicable regulations, follows best industry practice and adheres to financial institutions requirements. In addition, SERDCSR Program always considers five (5) aspects:

- Local resources based
- Community based
- Economic empowerment
- Sustainable program
- Participatory program

4) PT Supreme Energy - Presidium/Committee Policy

The Presidium or committee which is an official organization established by the company together with the sub-district government and local community and consists of community and government representatives, such as head of sub-district government, customary leader/KAN, head of villages/Wali Nagari. The committee's objectives is to serve as a bridge between the interest of the company and those of the surrounding community of the Project area, with the expectation of establishing a harmonious relationship, which eventually will create conducive condition for the company and

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surrounding community. As such, the Committee is involved in all of SEML's stakeholder engagement activities, i.e., part of the Grievance Resolution Committee, involved in public consultation programs, as well as in the CSR programs implementation.

5) PT Supreme Energy – Code of Business Conduct Policy

It is company commitment to conduct business in accordance with the highest ethical standards, and with the guidelines set out in this document which represent the company's policy and defines the standards of conduct that are the foundation of company's business operations and its values. This policy establishes conditions for employment and applies to all employees including executives and BOD, and all of the company's contractors and other individual who work with the company.

6. SUMMARY OF PAST STAKEHOLDER ENGAGEMENT ACTIVITIES


This section provides a summary of public consultations and disclosure activities that have been conducted by PT. Supreme Energy Rantau Dedap in the past.

6.1 Public Consultation

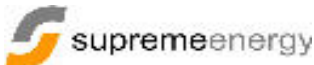
- Public Consultation as part of AMDAL and AMDAL Addendum
- Informal meetings held with community members in the information center between representatives of community and company;
- Monthly Community Committee meetings
- Media gatherings and fieldtrips
- Health topics discussions
- Yearly meetings with stakeholders to discuss CSR for following year
- Geothermal Site visit organized for local leaders including youth leaders from surrounding village

6.2 Dissemination of Information

- Public consultation, focus group discussion, face to face public dissemination
- Brochures, posters or flyers prepared to visually explain the project;
- Press releases and media kits
- Announcements, published in local newspapers as well as on the information boards in the affected villages;

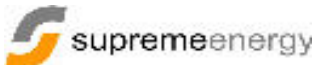
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- Information about the proposed investment project, made available at specified locations (usually the municipality) and information centre for a specified period of time.
- Electronic media : radio, television,

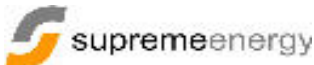
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6.3 Summary of Past Engagement Activities

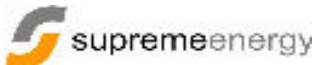
No	Date of consultation	Location	Theme	Participants (Number of Participants)	Information Disseminated	Key Issues Raised
1	13 Mar 2008	Dusun IV Yayasan / Rantau Dedap	Project Information	Project affected communities	Information on planned project activities (exploration)	<ul style="list-style-type: none"> • Purpose of the project • Benefits of the project • Employment opportunities • Electricity black-out and shortage • Land procurement
2	18 Oct 2010	Muara Enim Regency Office	Project information	Regent of Muara Enim Regency and his team	Project activity dissemination as shown in Project Work plan; the contribution of the Project to sustainable development.	<ul style="list-style-type: none"> • Employment opportunities • Electricity black-out and shortage in Muara Enim • Boundary of the project with other Regency • Regency non tax revenue sharing
3	22 July 2011	Pondok Pesantren Darul Ikhlas, Semende Darat Ulu District, Muara Enim Regency, South Sumatera Province.	Stakeholder consultation meeting	The attendees for the stakeholder consultation meeting were invited by invitation letter. The attendance list of the stakeholder consultation meeting recorded 89 attendees of the meeting	Socialize the project activity. Clean Development Mechanism.	<ul style="list-style-type: none"> • Question was raised concerning the possibility of accident that would be happened same as in Lapindo • The possibility of profit sharing for the Semende Darat Ulu District • Expectation of road repair in the Semende Darat Ulu District. • Possibility of land damaged by construction of Rantau Dedap Geothermal Power Plant. • An expectation that the project activity would give benefits for local community: Scholarship, mosque renovation, build school.

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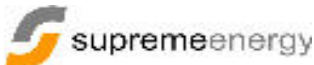
No	Date of consultation	Location	Theme	Participants (Number of Participants)	Information Disseminated	Key Issues Raised
						<ul style="list-style-type: none"> The possibility of cultural shift in society, such as a change from agrarian to industrial community due to the existence of this project.
4	27 Jan 2012	Kota Agung - Lahat	Geothermal Project Socialization	Head of Lahat Regency, Head of Police Resort, Head of sub district, Sub district police, subdistrict army, local government apparatus, 5 Village community, public figures (Tokoh Masyarakat), youth groups, Community, and Journalists (more than 100 participants)	Public consultation with respect to planned project activities i.a: <ul style="list-style-type: none"> Who is Supreme Energy What is Geothermal Project Benefits and contribution Project legal frame The construction. 	<ul style="list-style-type: none"> Expectation of road repair Question was raised concerning the possibility of accident that would be happened same as in Lapindo An expectation that the project activity would give benefits for local community
5	02 Feb 2012	Desa Segamit – SDU Muara Enim.	Project information	Head of sub district, Sub district police, subdistrict army, local government apparatus, community patron (Tokoh Masyarakat), youth groups, and project affected communities.	Public consultation with respect to planned project activities i.a: <ul style="list-style-type: none"> Who is Supreme Energy What is Geothermal Project Benefits and contribution Project legal frame The construction. 	<ul style="list-style-type: none"> The possibility of profit sharing for the Semende Darat Ulu District Expectation of road repair in the Semende Darat Ulu District. An expectation that the project activity would give benefits for local community: Scholarship, mosque renovation, build school.
6	24 and 27 Feb 2013	Kota Agung & SDU	Form the Villages Forum	Key stakeholders and affected community members	Villages Forum will bridging the company and community interest, as well as serves as the front liner on the dissemination process.	

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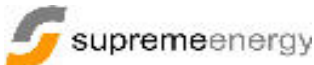
No	Date of consultation	Location	Theme	Participants (Number of Participants)	Information Disseminated	Key Issues Raised
7	22 Jul 2012 s/d 15 Sep 2012	Kota Agung Sub district – Lahat Regency	Land acquisition and compensation process dissemination	Land owners, local government/ regency & sub district level	Project background, land requirements, procedure for land acquisition, negotiations, grievance mechanism, potential benefits to the communities including employment opportunities	<ul style="list-style-type: none"> • Welcomed the project activities, and expressed support for the project and Company. • Clarity on negotiation process and fair compensation for land and crops lost • Concern from coffee planters within the protection area, whether they will be compensated for crops since the land does not belong to them • Tentative timing and schedule of the project • Concerns with respect to land measurement (land owner not in agreement with the size measured by the topographic surveys), age of crops (compensation of coffee is based on age, the decree rates for 20 year old coffee plants is low) • Potential for employment in the project stage, priority of local labor over outside labor • Impacts during construction and operation, dust, noise, and outside labor conflicts • Clarity on what the process for registering any complaints, grievances regarding the project activities • Need for better infrastructure in the project area, roads and other infrastructure, improvement of school buildings and facilities in schools, improvement to the mosques
8	28 Jul 2012 s/d 02 Sep 2013	Desa Segamit Kecamatan Semende Darat Ulu (SDU) Muara Enim		Affected persons, village head, community representatives		
9	15 Sep 2012 s/d 17 Mar 2013	Desa Tunggul Bute, Kecamatan Kota Agung - Lahat		Affected persons, village head, community representatives		

	REL-Procedure Stakeholder Engagement Plan	Ref:	RD/REL - Rev 0
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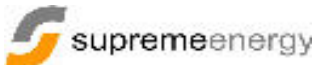
No	Date of consultation	Location	Theme	Participants (Number of Participants)	Information Disseminated	Key Issues Raised
10	02 Apr 2013	Kota Agung - Lahat	Public Announcement	Project affected communities and wider audience	Public announcement was published	
11	17 December 2013	Serbaguna Hospital, Muara Enim	Public Consultation Meeting for ANDAL	Government officials, community representatives, community leaders, women and youth group representatives and NGOs.	Information on the project and plans for exploration and exploitation	Land acquisition and compensation, expectations for employment, air quality in terms of dust and noise during construction/exploration phase, land clearing of vegetation, and impact on flora and fauna.
12	02 Feb 2014	Muara Enim	Media Gathering	All media in West Sumatra (newspapers & electronics), local government's public relation, 35 participants were involved.	Project disclosed information, company policy & procedure, and question & answer.	<ul style="list-style-type: none"> • Purpose of the project • Benefits of the project • Employment opportunities • Electricity black-out and shortage • Forestry permit & land procurement • The possibility of accident that would be happened same as in "Lapindo mud"
	03 Feb 2014	Rantau Dedap	Rantau Dedap B-1 Well Spud-in Ceremony	All Media Gathering participants plus local villagers.	Project disclosed information to all stakeholders who are attending the ceremony	
13	08 Feb 2014	Kota Agung and SDU	ADB Lender Site Visit (CTF Loan)	Local villagers visiting the local communities	Questions were asked by the ADB Lender about the knowledge of the local community and government officials (<i>kades</i> and <i>kadus</i> – head of village / hamlet) about the project and the consultation so far as well as land acquisition and compensation process.	<ul style="list-style-type: none"> • Public awareness • Information disclosure • Social compliance • Land Acquisition & crops compensation process

	REL-Procedure Stakeholder Engagement Plan	Ref:	RD/REL - Rev 0
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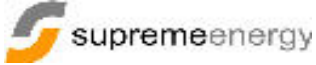
No	Date of consultation	Location	Theme	Participants (Number of Participants)	Information Disseminated	Key Issues Raised
14	23 Mar 2014	Rantau Dedap - Segamit	Grievance Mechanism (GM) Dissemination	Project affected communities, local government and traditional leaders	GM dissemination including the GM procedure, contact detail and discuss other project issues.	
15	02 – 03 Jul 2014	Kota Agung and SDU	Lender's Consultant Site Visits	Local villagers visiting the local market	Questions were asked by Lender's Consultants about the knowledge of the local community and government officials about the project and the consultation so far as well as land acquisition and compensation process.	<ul style="list-style-type: none"> • Environment and social compliance • Land Acquisition & crops compensation process • BAP & CHA
16	10 Okt 2015	Talang Pisang - Rantau Dedap	CSR Stakeholder Meeting	Tunggul Bute and Segamit Village Heads	Socialization of four pillars and program synchronization with the results of the kecamatan Development Planning Consultative Meeting (MUSRENBANG--Musyawarah Perencanaan Pembangunan) accommodating proposed CSR Program.	Need for better infrastructure in the project area, roads and other infrastructure, improvement of school buildings and facilities in schools, improvement to the mosques
17	Maret – Oktober 2015	6 villages	Community Capacity Building (Needs Analysis)	Total of 122 survey respondents	Survey on social data and training needs	Improving life skills, in particular farming, farm animal raising and fishing
18	3 February 2016	Segamit Village	Training Coffee and Vegetable Cultivation (Workshop)	40 participants	Training/Extension Services on farming	Farmers interested to learn more about proper cultivation of coffee
19	3 February 2016	Rantau Dedap Hamlet	Training Coffee and Vegetable Cultivation (Workshop)	40 participants	Training/Extension Services on farming	Farmers have insufficient knowledge of fertiliser application and face pest problems

	REL-Procedure Stakeholder Engagement Plan	Ref:	RD/REL - Rev 0
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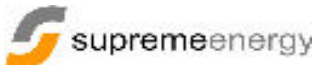
No	Date of consultation	Location	Theme	Participants (Number of Participants)	Information Disseminated	Key Issues Raised
20	4 February 2016	Tunggul Bute Village	Training Coffee and Vegetable Cultivation (Workshop)	60 participants	Training/Extension Services on farming	Farmers obtain information on how to manage coffee and vegetable plantations better including how to manage pests.
21	5-8 March 2016	Tunggul Bute Village, Rantau Dedap Hamlet and Segamit Village	Training in the field (biopore preparation, fertilizing of coffee)	21 participants (Rantau Dedap/Segamit) 20 participants (Tunggul Bute)	Training/Extension Services on farming	Farmers learn in the field how to do biopore and fertilize coffee.
22	2 May 2016	Jakarta	KA ANDAL presentation	AMDAL Assessment Committee - Technical Team	AMDAL Assessment Committee Technical Team – Coordination Meeting	Specific on the difference between the old and new AMDAL Term of Reference, including updated potential impact assessment.
23	23 July 2016	Rantau Dedap Hamlet	Potatoes Tube Harvesting	5 participants (Rantau Dedap/Segamit) 5 (Tunggul Bute), 3 Experts from UNSRI, Plantation Officials from South Sumatera Province	Training/Extension Services on farming	Farmers learn the alternative of livelihood and willing to continue the program with the assistance of the expert
24	28 July 2016	Rantau Dedap Hamlet	Six-Monthly Monitoring & Evaluation	10 participants Rantau of Dedap Farmers Group and 2 SERD Representatives	Training on Coffee and Vegetable Cultivation Advance Program preparation due to project continuation	Farmers get the benefit from the training and willing to continue the program
25	11 November 2016	SERD Site Office Meeting Room	Annual Stakeholder Meeting	9 participants (Head Tunggul Bute and Segamit Village, Secretary and Head of Government Affair of Kota Agung District, Head of Kota Agung	<ul style="list-style-type: none"> Past SERD Community Development Implementation SERD Project current status SERD forward plan SERD CSR Program 2017	<ul style="list-style-type: none"> Community Needs Assessment summary from the hamlet / village t as proposal to Company CSR Program The current CSR program focused on coffee cultivation skill development

	REL-Procedure Stakeholder Engagement Plan	Ref:	RD/REL - Rev 0
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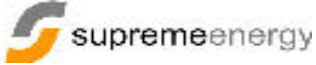
No	Date of consultation	Location	Theme	Participants (Number of Participants)	Information Disseminated	Key Issues Raised
				Police District and SERD Representatives)		
26	11 January 2017	Tunggul Bute Village	Consultation with Tunggul Bute Head of Village	4 participants of Tunggul Bute Village Organization	<ul style="list-style-type: none"> SERD Project current status SERD forward plan 	<ul style="list-style-type: none"> Verification on village 's proposal to Company CSR Job opportunities
27	11 January 2017	Tunggul Bute Village	Focus Groups Discussion (Village Women Organization)	10 participants of Tunggul Bute Village Women Organization	<ul style="list-style-type: none"> Past SERD Community Development Implementation SERD Project current status SERD forward plan 	<ul style="list-style-type: none"> Community needs based CSR Proposals issuance The current CSR program focused on coffee cultivation skill development Women involvement on village development
28	11 January 2017	Rantau Dedap Hamlet	Consultation with Rantau Dedap Head of Hamlet	3 participants of Rantau Dedap Hamlet Organization	<ul style="list-style-type: none"> SERD Project current status SERD forward plan 	<ul style="list-style-type: none"> Monitoring and evaluation on past CSR program to Rantau Dedap Hamlet Job opportunities
29	14 July 2017	Rantau Dedap Hamlet	Consultation with Rantau Dedap Head of Hamlet	10 participants of Rantau Dedap Hamlet Organization	<ul style="list-style-type: none"> SERD Project current status SERD forward plan 	<ul style="list-style-type: none"> Monitoring and evaluation on past CSR program to Rantau Dedap Hamlet Job opportunities
30	15 July 2017	Tunggul Bute Village	Consultation with Tunggul Bute Head of Village	5 participants of Tunggul Bute Village Organization	<ul style="list-style-type: none"> SERD Project current status SERD forward plan 	<ul style="list-style-type: none"> Verification on village 's proposal to Company CSR Job opportunities Women involvement on village development
31	17 July 2017	SERD Talang Pisang Camp Conference Hall	Environmental Social Impact Assessment Disclosure Information to SERD Stakeholder for	Project affected communities, local government and traditional leaders	<ul style="list-style-type: none"> SERD explains that the ESIA study result including Biodiversity Action Plan, Critical Habitat Assessment, 	<ul style="list-style-type: none"> The participants require that the recruitment process of the local man power shall be fair and transparent. Villagers request to SERD to support the training to local communities to

	REL-Procedure Stakeholder Engagement Plan	Ref:	RD/REL - Rev 0
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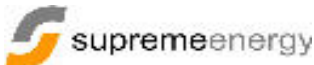
No	Date of consultation	Location	Theme	Participants (Number of Participants)	Information Disseminated	Key Issues Raised
			Segamit Village People (Rantau Dedap Hamlet)		Stakeholder Engagement Plan and Grievance Redress Mechanism to make the community more aware that SERD has the procedure to keep the project safe to community and no harm to environment.	<p>meet the SERD employment requirement.</p> <ul style="list-style-type: none"> SERD explains about the community committee that will be act as a bridge between community and company. During mobilization of the material and equipment, PT SERD shall coordinate with local communities. SERD CSR Program shall be wider to reach the entire village near PT. SERD. SERD explains that the ESIA study result including Biodiversity Action Plan, Critical Habitat Assessment, Stakeholder Engagement Plan and Grievance Redress Mechanism to make the community more aware that SERD has the procedure to keep the project safe to community and no harm to environment. The next meeting will be more focus on women that will be conducted in terms of Focus Group Discussion.
32	18 July 2017	Kota Agung Sub District Community Hall	Environmental Social Impact Assessment Disclosure Information to SERD Stakeholder for Kota Agung Sub District <ul style="list-style-type: none"> Tunggul Bute Village Karang Endah Village Lawang Agung Village Panand Arang Village Sukarame Village 	Project affected communities, local government and traditional leaders	<ul style="list-style-type: none"> SERD explains that the ESIA study result including Biodiversity Action Plan, Critical Habitat Assessment, Stakeholder Engagement Plan and Grievance Redress Mechanism to make the community more aware that SERD has the procedure to keep the 	<ul style="list-style-type: none"> The participants requires that the recruitment process of the local manpower shall be fair and transparent. Villagers request to SERD to support the training to local communities to meet the SERD employment requirement. During mobilization of the material and equipment, PT SERD shall coordinate with local communities.

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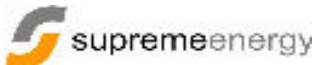
No	Date of consultation	Location	Theme	Participants (Number of Participants)	Information Disseminated	Key Issues Raised
					project safe to community and no harm to environment.	<ul style="list-style-type: none"> SERD CSR Program shall be wider to reach all the village near PT. SERD. SERD explains that the ESIA study result including Biodiversity Action Plan, Critical Habitat Assessment, Stakeholder Engagement Plan and Grievance Redress Mechanism to make the community more aware that SERD has the procedure to keep the project safe to community and no harm to environment. The next meeting will be more focus on women and youth including customary representatives that will be conducted in terms of Focus Group Discussion.
33	26 July 2017	Palembang	Focus Group Discussion with Semende Customary Leader	4 participants from Semende Customary Group 5 participants from Sriwijaya University (expert) 2 participants from SERD 4 participants from Social Consultant	IP screening discussion	<ul style="list-style-type: none"> The local community in the project site, the majority of Semende's, does have a unique identity in some aspects of tradition, but in many other characteristics such as language, religion and economic system are not very different from other communities in South Sumatra or Indonesia. Semende language, generally similar to Malay. The religion of the Semende people is one hundred percent of Islam, following the sunni (ahlus sunnah wal jamaah) adopted by the majority of Indonesians. Semende society is not a closed society let alone backward. They are quite open to interact with the outside world, even the traditions of wanderers also exist in Semende community, both in search of

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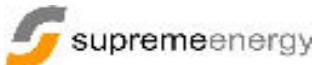
No	Date of consultation	Location	Theme	Participants (Number of Participants)	Information Disseminated	Key Issues Raised
						<p>knowledge and make a living. They refuse to be categorized as an isolated tribe or a remote indigenous community.</p> <ul style="list-style-type: none"> • Semende communities do live in a certain area, but attachment to their natural habitat is not absolute, because in order to seek livelihood they could migrate out of habitat area, especially for men. Another major issue for excluding Semende community as indigenous peoples, is the absence of customary land or communal land whose ownership is communal. The land or assets of Tunggu Tubang is not communal property, but belongs to family or family of relatives. • The Semende community does not have separate social, economic, political / governmental and legal institutions from the prevailing system, both locally and nationally. There are customary stakeholder institutions, which play a role in maintaining tradition and addressing customary issues at the family and kinship levels, but even the position of customary stakeholders is stipulated by the Local Government's Decree. There is no bonded customary law that regulates all aspects of community life, there are customary rules both containing social sanctions such as tradition Tunggu Tubang and moral guidelines which are more

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No	Date of consultation	Location	Theme	Participants (Number of Participants)	Information Disseminated	Key Issues Raised
						recommended as Besindat, Besundi and Besingkuh.
34	02 August 2017	Rantau Dedap Hamlet	Consultation with Rantau Dedap Head of Hamlet	8 participants of Rantau Dedap Hamlet Organization	<ul style="list-style-type: none"> SERD Project current status SERD forward plan 	<ul style="list-style-type: none"> Monitoring and evaluation on past CSR program to Rantau Dedap Hamlet Job opportunities
35	25 September 2017	House of Lahat Head of Police Resort	Coordination meeting	SERD : M. Goerillah Tan, and Franky Tungka Polres Lahat : Bp. AKBP Roby Karya Ady,SiK	<ul style="list-style-type: none"> SERD Project current status SERD forward plan 	<ul style="list-style-type: none"> Monitoring and evaluation on past security program SERD location To improve the coordination with the nearest police office (Kota Agung sector)
36	03 October 2017	In the proposed road improvement locations segment Sukarama - Tunggul Bute.	Physical check of the proposed road improvement	SERD : M. Goerillah Tan, Ridha Mulia, Franky Tungka and Guntur Sdr. Public Works Lahat : Sarwan, David and Andri	<ul style="list-style-type: none"> SERD Project current status SERD forward plan 	<ul style="list-style-type: none"> MoU will be developed for the proposed road improvement
37	04 October 2017	SERD Site Office and Well pads	Physical check tax object	SERD : M. Goerillah Tan, Franky Tungka and Guntur Prabumulih and Lahat Tax Office : Bagus Panca, Fajar, Ilham and Bambang	<ul style="list-style-type: none"> SERD Project current status SERD forward plan 	<ul style="list-style-type: none"> Monitoring and evaluation on exploration phase
38	23 October 2017	Semende Police Headquarters - Pulau Panggung Muara Enim	Dissemination of GOI Act No, 41 regarding Forestry and No. 21 regarding Geothermal	SERD : M. Goerillah Tan, Forestry team : UPTD-KPH Wil-VIII Semende Semende Police : Sdr.AKP Nusrwan and Staff Community of Semendo Farmers : 10 pax	<ul style="list-style-type: none"> GOI Act No, 41 regarding Forestry and No. 21 regarding Geothermal 	<ul style="list-style-type: none"> Dissemination of Information to understand by the people that all the land in the Protection Forest belongs to the GOI Dissemination of Information to understand by the people that the Geothermal Development Project was supported by the GOI

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No	Date of consultation	Location	Theme	Participants (Number of Participants)	Information Disseminated	Key Issues Raised
39	25 October 2017	Muara Enim Land Agency office	GOI Act No, 41 regarding Forestry and Correction of Issued Certificate by Land Agency of Muara Enim	SERD : M. Goerillah Tan, UPTD-KPH Wil VIII Semende : Bp.Achmad Mirza Muara Enim Land Agency office : Ibu Yuliarti and Jasmudin	<ul style="list-style-type: none"> GOI Act No, 41 regarding Forestry and Correction of Issued Certificate by Land Agency of Muara Enim on 1987 that shall be revoked 	<ul style="list-style-type: none"> SERD sent the official letter regarding the geothermal development activities in Kawasan Bukit Jambul Gunung Patah. Ref letter: No. SERD.SS.LTR/007/XI/2017 dated 06 November 2017.
40	03 November 2017	Farmer Hut at Gajah Road	Coordination Meeting with farmers	SERD : M. Goerillah Tan, Franky Tungka UPTD-KPH Wil VIII Semende : Forestry Police Farmers: Sdr. Ramzan, Heri, Jamal and Rachmat	<ul style="list-style-type: none"> GOI Act No, 41 regarding Forestry and No. 21 regarding Geothermal 	<ul style="list-style-type: none"> SERD will compensate the plantation
41	06 November 2017	SERD Meeting Room	Stakeholder Meeting with Tunggul Bute Village Head and his staff	SERD : M. Goerillah Tan, Tunggul Bute Village Government : 10 pax	<ul style="list-style-type: none"> Socialization of four pillars and program synchronization with the results of the Sub-District Development Planning Consultative Meeting accommodating proposed CSR Program. 	<ul style="list-style-type: none"> Need for better infrastructure in the project area, roads and other infrastructure, improvement of school buildings and facilities in schools, improvement to the mosques
42	22 November 2017	Segamit Head of Village House	Consultation with Segamit Head of Village, Semende Darat Ulu Sub District Head, Semende Police Sector Head	SERD : Ismoyo Argo, FrankyTungka, Erwin PF, M. Goerillah Tan	<ul style="list-style-type: none"> SERD Project current status SERD forward plan 	<ul style="list-style-type: none"> Monitoring and evaluation on past CSR program to SDU Sub district Job opportunities

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No	Date of consultation	Location	Theme	Participants (Number of Participants)	Information Disseminated	Key Issues Raised
				ADB : RV and Marife SDU Sub-District Head: Forum : Cholid Aquarian, Nusirwan, Jalaludin		
43	23 November 2017	Head of Rantau Dedap Hamlet House	Consultation with ISDP beneficiaries	SERD : Ismoyo Argo, FrankyTungka, Erwin PF, M. Goerillah Tan ADB : RV and Marife Rantau Dedap Hamlet Head and groups of farmers	<ul style="list-style-type: none"> • SERD Project current status • SERD forward plan 	<ul style="list-style-type: none"> • Monitoring and evaluation on past ISDP program to Rantau Dedap Hamlet • Job opportunities
44	24 November 2017	Head of Tunggul Bute Village House	Consultation with ISDP beneficiaries	SERD : Ismoyo Argo, FrankyTungka, Erwin PF, M. Goerillah Tan ADB : RV and Marife Tunggul Bute Village Head and his people : 15 pax	<ul style="list-style-type: none"> • SERD Project current status • SERD forward plan 	<ul style="list-style-type: none"> • Monitoring and evaluation on past ISDP program to Tunggul Bute Village • CSR program opportunities
45	21 December 2017	Segamit Village Head Office	Advance training to the Vulnerable Affected People in Segamit Area	Farmers Group : 41 pax	<ul style="list-style-type: none"> • Training on coffee production improvement 	<ul style="list-style-type: none"> • Monitoring and evaluation on the effectiveness of the program will be conducted soon
46	22 December 2017	Rantau Dedap Hamlet Head Office	Advance training to the Vulnerable Affected People in Rantau Dedap Area	Farmers Group : 49 pax	<ul style="list-style-type: none"> • Training on coffee production improvement 	<ul style="list-style-type: none"> • Monitoring and evaluation on the effectiveness of the program will be conducted soon
47	23 December 2017	SERD Meeting Room	Advance training to the Vulnerable Affected People in Tunggul Bute and Kota Agung Area	Farmers Group : 38 pax	<ul style="list-style-type: none"> • Training on coffee production improvement 	<ul style="list-style-type: none"> • Monitoring and evaluation on the effectiveness of the program will be conducted soon


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Figure 6-1 Media gathering SERD



Figure 6-2 Public Announcement



Figure 6-3 Public Consultation Event Q & A Session



**PENGUMUMAN
RENCANA KEGIATAN PENGEMBANGAN PAMAS BUMI
PLTP RANTAU DEEAP DENGAN KAPASITAS PEMBANGKIT 250 MW
DI KABUPATEN MUARA ENIM, KABUPATEN LAHAT,
DAN KOTAMADYA PAGAR ALAM
PROVINSI SUMATERA SELATAN**

Pengembangan sumber daya panas bumi yang ada pada WPP Rantau Deeap di Provinsi Sumatera Selatan merupakan salah satu usaha dari pelaksanaan kebijakan Pemerintah untuk mencari sumber energi alternatif yang ramah lingkungan dan mengurangi ketergantungan akan bahan baku minyak bumi dan gas. Berdasarkan Peraturan Presiden Nomor 4 Tahun 2010 jo Peraturan Presiden Nomor 48 Tahun 2011, proyek Pembangkit Tenaga Listrik Tenaga Panas Bumi (PLTP) Rantau Deeap merupakan Proyek Nasional, dan termasuk ke dalam Rumpun Percepatan Pembangunan Pembangunan Listrik 10.000 MW Tier-1.

PT Supreme Energy Rantau Deeap (PT SERD) sebagai salah satu perusahaan yang dipercaya Pemerintah akan melakukan kegiatan pengembangan panas bumi di WPP Rantau Deeap yang terletak pada dua kabupaten (Muara Enim dan Lahat) dan satu kotamadya (Pagar Alam) di Provinsi Sumatera Selatan.

Sebagai upaya untuk memenuhi Peraturan Pemerintah Republik Indonesia Nomor 27 Tahun 2012 tentang Tata Lindungan dan Penataan Monev Lingkungan Hidup Nomor 12 Tahun 2012 tentang Kebijakan Masyarakat dalam Proses Analisis Mengenai Dampak Lingkungan Hidup dan lain sebagainya, PT SERD, selaku Pemilik, akan melakukan Studi Analisis Mengenai Dampak Lingkungan Hidup (AMDAL) untuk kegiatan Pengembangan Panas Bumi PLTP Rantau Deeap dengan kapasitas produksi listrik 250 MW. Sebagai hasil dari pengembangan panas bumi PT SERD berada pada hutan lindung, sehingga sesuai dengan Peraturan Menteri Lingkungan Hidup Nomor 6 Tahun 2013 tentang Tata Laksana Penilaian dan Pemantauan Dokumen Lingkungan Hidup serta Peraturan lain sebagainya, maka penilaian AMDAL dilakukan oleh Komisi Penilai AMDAL (KPA) Pusat.

Dampak sosial yang mungkin timbul dari rencana kegiatan tersebut antara lain berupa pemindahan penduduk, kebutuhan energi listrik nasional, ketersediaan energi, dan produksi energi listrik lingkungan, sehingga sesuai dengan Peraturan Menteri Lingkungan Hidup Nomor 6 Tahun 2013 tentang Tata Laksana Penilaian dan Pemantauan Dokumen Lingkungan Hidup serta Peraturan lain sebagainya, maka penilaian AMDAL dilakukan oleh Komisi Penilai AMDAL (KPA) Pusat.

Dampak sosial yang mungkin timbul dari rencana kegiatan tersebut antara lain berupa pemindahan penduduk, kebutuhan energi listrik nasional, ketersediaan energi, dan produksi energi listrik lingkungan, sehingga sesuai dengan Peraturan Menteri Lingkungan Hidup Nomor 6 Tahun 2013 tentang Tata Laksana Penilaian dan Pemantauan Dokumen Lingkungan Hidup serta Peraturan lain sebagainya, maka penilaian AMDAL dilakukan oleh Komisi Penilai AMDAL (KPA) Pusat.

Kami menginformasikan secara terbuka, dan bertanggung jawab sebagai pihak yang telah melakukan pengumpulan data AMDAL tersebut, secara terbuka dalam rangka waktu 10 (sepuluh) hari kerja sejak tanggal pengumuman ini, yaitu dimulai dari tanggal 5 Desember 2013 hingga 14 Desember 2013, dengan mencantumkan identitas dan kontak dan diujikan kepada :

1. **Deputi Menteri Lingkungan Hidup Bidang Tata Lingkungan**
Kantor Kementerian Lingkungan Hidup
Jalan J. J. Mangilik Kari, 25 Kebon Nanas Jakarta Timur 13418
Telp: (021) 89904325
Email: amdal@menlh.go.id
2. **Badan Lingkungan Hidup (BLH) Provinsi Sumatera Selatan**
Jalan Aekab Nani, Kampus PON Di Palembang 30137
Telp: (0711) 356488, Fax: (0711) 355300
3. **Badan Lingkungan Hidup (BLH) Kabupaten Muara Enim**
Jalan Mayor H. Taj Agus Komar, Komplek Kantoran Islam Center
Kabupaten Muara Enim 31351
Telp: (0754) 742 0101, Fax: (0754) 742 0102
4. **Badan Pengelolaan Lingkungan Hidup (BPLH) Kota Pagar Alam**
Jalan Laskar Wanta Montara Gunung Gasa, Pagar Alam, Sumatera Selatan
Telp/Fax: (0713) 9525 080
5. **Badan Lingkungan Hidup (BLH) Kabupaten Lahat**
Jalan Dhyayongka No. 8 Lahat, Sumatera Selatan
Telp/Fax: (071) 321 277, Fax: (071) 328 513
6. **PT Supreme Energy Rantau Deeap**
Equity Tower 16th Floor, Sudirman Central Business District (SCBD) Lot D
Jalan Jend. Sudirman Kav. 52-53 Jakarta 12190
Telp: (021) 5155222, Fax: (021) 5155058

Jakarta, 5 Desember 2013
PT Supreme Energy Rantau Deeap

**Figure 6-4 Notification of AMDAL in
Republika Newspaper on 5
December 2013**

	REL-Procedure Stakeholder Engagement Plan	Ref:	ML/RB/RD-RSH/REL-MAN-SOP04-Rev 0
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Figure 6-5 Public Consultation for Environmental & Social (Non-Technical Summary Disclosed Information) July, 2017

6.4 Key Issues of Past Engagement Activities

- Employment and business opportunities in project
- Fears of mud flow ('Lapindo case')
- Over/under supply of irrigation water (water distribution management)
- Land Acquisition
- Illegal logging and environmental concerns (flood and landslide disaster)
- CSR and socio economic and infrastructure development

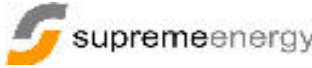
7. PROJECT STAKEHOLDERS

7.1 Introduction

Stakeholders are defined as *people or entities that are affected or may have an interest in the Project*. Stakeholders are individuals or groups of people who have an interest in and/or can influence any decision or activity of the Company.

External stakeholders are those external to core business operational activities, such as affected individuals and communities, local government authorities, non-governmental and other civil society organizations, local institutions and other interested or affected parties.

Internal stakeholders are employees, suppliers, distributors, contractors and customers who are not addressed in this stakeholder engagement plan as these interactions are subject to national laws and regulations and company policies and procedures as part of core business activities.

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7.2 Stakeholder Identification

Identification of stakeholders is the first step in the process of stakeholder engagement. This SEP has categorized stakeholders according to the following categories:

7.2.1 SERD Communities and Traditional Institutions

SERD project affected communities are located in Semende Darat Ulu and Kota Agung sub-district (*Kecamatan*), which consists of :


- Semende Darat Ulu sub-district :
 - Desa Segamit
 - Dusun Yayasan
- Kota Agung sub-district :
 - Desa Tunggul Bute
 - Dusun Talang Pisang
 - Desa Lawang Agung
 - Desa Karang Endah
 - Desa Panand Arang
 - Desa Sukarame

Map 1 below shows Project Development Boundary and settlement locations.

Out of five villages which are within Project Development Boundary, 153 households, which is 109 of 153 categorized as Vulnerable Affected Households, are directly affected by the Project either by land acquisition or/and other Project activities.

Traditional institutions still play an important role in the community, for instance to resolve any conflict situations.

As part of its initial measure to create strong relationship with stakeholders, SERD has formed SERD Community Committee and SERD Stakeholder Forum. The role and function of the Community Committee is to serve as bridge between the interests of the Company and those of the community surrounding the project with the aim of establishing a harmonious relationship conducive to the project, the Company and the surrounding community.

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7.2.2 Women and Vulnerable People

During the land acquisition process, the Company has identified 109 most affected households that have been considered as vulnerable group of people in the project area. The basis for vulnerability considerations are as follows:

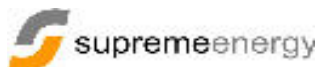
- Households with incomes less than the South Sumatra Provincial Rate for full term employment (IDR 30 million per annum) and lies under poverty line (IDR 391,178 per month per capita) – 101 households
- Women headed households without any other earning members - 5 households
- Households headed by elderly, or with disabled children – 3 households.

Besides that the Woman Organization (PKK in Bahasa) in Pagar Alam City, Lahat and Muara Enim Regency is the other stakeholder of this project .

7.2.3 Government

Government as executive body from central government to the grass root at the village level plays an important role to the project. In relation to SERD Project, the following government agencies and institutions are considered important stakeholders

- Ministry of Energy and Mineral Resources
- Ministry of Environment and Forestry
- Ministry of Finance
- Ministry of Public Works
- PT PLN (Persero) – stated owned electricity company
- Governor of South Sumatera
- Regent of Lahat including : Local Energy and Mineral Resources Office, Local Forestry Office, Local Investment Body, etc.
- Regent of Muara Enim including: Local Energy and Mineral Resources Office, Local Forestry Office, Local Investment Body, etc.
- Mayor of Pagar Alam including : Local Energy and Mineral Resources Office, Local Forestry Office, Local Investment Body, etc.
- Military (TNI) – Provincial, Regency and District
- Police (POLRI) – Provincial, Regency and District

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- National Land Body (*Baand Pertanahan Nasional or BPN*)
- Head of Sub-District (*Camat*)
- Head of the Villages
- Other related government institutions such as National Park Office, and Disaster Mitigation office (BPBD)

7.2.4 Non-Government Organizations (NGOs)

National and International Non-Government Organizations (I-NGOs) and civil based organizations who are actively participating in social and environmental development are considered important Project external stakeholders. Indonesian regulations such as the Law no 23/ 2009 on the Management and Protection of Environment urge the involvement of the public including NGOs to participate in Project development process and monitoring.

NGOs can be the Project partner in implementing any programs related to environment, social and economy.

A number of active NGOs and INGOs are identified in the South Sumatera, among others:

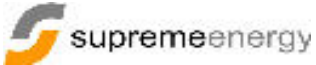
- World Wildlife Fund (WWF)
- Institute Essential Service Reform (IESR)
- Komunitas Konservasi Indonesia (KKI) Warsi
- Yayasan Rantau Dedap
- Association of 20 environmental national and international NGOs.

7.2.5 Private Businesses

Private businesses stakeholders are those outside SERD contractors, suppliers, distributors, and customers, but they are within Project Development Boundary. Besides private businesses, business associations and local chamber of commerce are considered stakeholders to the Project.

7.2.6 Mass Media and Other Stakeholders

Printed and online mass media is one of outlets to deliver messages to wider recipients within and beyond Project affected areas. The Project and even stakeholders who have interest and positive or negative influence toward the Project may use the media to convey their messages and aspirations. Any issues, information, news, resulted from the Project might interest not only local media, but also national and international mass media.

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A number of mass media are as follows:

- Palembang Ekspres (Local)
- Sumatera Ekspres (Local)
- Sriwijaya Post (local)
- Tribun Sumsel (Local)
- Radar Palembang (Local)
- Kantor Berita ANTARA (National)
- Kompas (National)
- Republika (National)
- National Geographic (International)
- BBC (International)

7.2.7 Educational Institutions

Educational institution is one of strategic stakeholders the Project will engage to build strong local and regional relationship. The engagement might be in the form of partnership, co-operation and participation in the Project programs.

A number of local universities have been identified, such as:

- Universitas Sriwijaya
- Politeknik Negeri Sriwijaya
- Universitas PGRI Palembang
- Sekolah Tinggi Ilmu Teknik Prabumulih
- Akademi MIGAS Prabumulih

7.2.8 Other Stakeholders

Along project cycle of development, more stakeholders might be identified such as lenders, professional associations and so forth.

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7.3 Stakeholder Analysis

Supreme Energy's key stakeholders were identified through a stakeholder analysis process at the beginning of the Project. During this process stakeholders were categorized by identity, roles and interest in and influence on the Project.

The categorization of stakeholders sticks with definition of stakeholders which is individual or group of people who are directly or indirectly, positively or negatively, impacted by the Project operations and/or those who have direct or indirect and positive or negative influence on the Project activities

The key stakeholders were categorized into three groups:

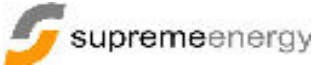
- 1) *Directly Impacted Stakeholders*: People or entities that are directly affected by the Project and/or have been identified as most vulnerable to changes due to the Project. They require engaging when identifying impacts, stakeholder's significance and during mitigation and management measure discussions. Direct stakeholders include land owners, village heads, community and religious leaders, the sub-district head as well as villagers in the project affected communities, the regency level and provincial level authorities such Environmental Office, Forestry Office, National Land Agency, National Disaster Mitigation Agency, the national level authorities such as Directorate General New, Renewable Energy and Energy Conservation, Directorate General of Electricity which is under the authority of Ministry of Energy and Mineral Resource, Ministry of Forestry and Environmental, National Electricity Company (PLN), etc.
- 2) *Indirectly Impacted Stakeholders*: People or entities who could be indirectly affected by the Project. Indirect stakeholders include NGOs, Community Based Organizations (CBOs).
- 3) *Other Relevant Stakeholders*: People or entities who are interested in the Project or who can influence project operations.

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All the identified stakeholders are shown in the List of stakeholders in **Table 1**.

Table 1 List of stakeholders

No.	Stakeholders
1	Head of the Hamlets (Kepala Dusun) including Kepala Dusun Yayasan and Talang Pisang.
2	Head of Village (Kepala Desa) Kepala Desa of Segamit, Aremantai, Tunggul Bute, Karang Endah, Panand Arang, Lawang Agung and Sukarame
3	Head of Sub-District (Camat) including Semende Darat Ulu and Kota Agung Sub-District.
4	Head of Regency (Bupati) and other Local and Central Government Office, such as : Forestry office, Land Agency office, Energy office, National Park Office, Disaster office, etc
5	Project affected people including women and vulnerable groups
6	People of Dusun Yayasan
7	People of Dusun Talang Pisang
8	People of Desa Segamit
9	People of Desa Aremantai,
10	People of Desa Tunggul Bute,
11	People of Desa Karang Endah
12	People of Desa Panand Arang
13	People of Desa Lawang Agung and Sukarame
14	People of Desa Sukarame
15	People of Semende Darat Ulu District
16	People of Kota Agung District
17	PT. PLN (Persero)
18	TNI / POLRI (Military / Police Office)
19	SERD Community Committee
20	SERD Stakeholder Forum
21	Mass Media
22	Future Lenders
23	The NGO (WWF, KKI Warsi, and association of 20 National and International NGO on the Environmental Issues)

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8. STAKEHOLDER ENGAGEMENT PROGRAM

SEP covers engagement with external stakeholders including government agencies, project affected communities, local land owners, businesses, mass-media, educational institutions, NGOs, and other project relevant external stakeholders. SEP document will be modified and updated in accordance with the progress of SERD project cycles:

- 1) Construction
- 2) Operation
- 3) Decommissioning

8.1 Type of Information to be disclosed

The following project aspects, issues and activities are the information that is required to being disclosed to relevant stakeholders and affected communities:

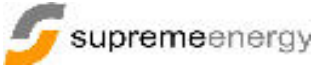
- Project activities, timing, progress/milestones and employment opportunities ;
- Dissemination of Grievance Redress Mechanism to project affected communities;
- Project operation;
- Community Health and Safety
- Environmental and social responsibility programs

8.2 Communication Methods

8.2.1 Principles of Communication

In order to provide a foundation for a cooperative relationship with the identified stakeholders, Supreme Energy, in line with its communication policy, strives to achieve constructive communication in order to:

- Reaffirm the relationship of trust between the company and the local community;
- Foster a relationship of trust and understanding between the company management and local government;
- Relieve any tensions between the company and the local community;
- Anticipate and counteract attempts at misrepresenting the Company's activities;
- Promote the contribution of the Company towards an improved living standard in the Project area;

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- Alleviate concerns related to the introduction of new processes and equipment through facts and evidence-based argumentation;
- Improve internal Company communication and thereby increase efficiency of the work process as a whole.

8.2.2 Tools of Communication

A number of methods/tools will be employed for stakeholder engagement to consult with each of the identified key stakeholder groups, such as listed below.

- Face to face discussions;
- Public meetings/open house community forums;
- Formal closed door meetings;
- Flyers and public notices;
- Formal correspondence; website; and/or
- Media reports/announcements

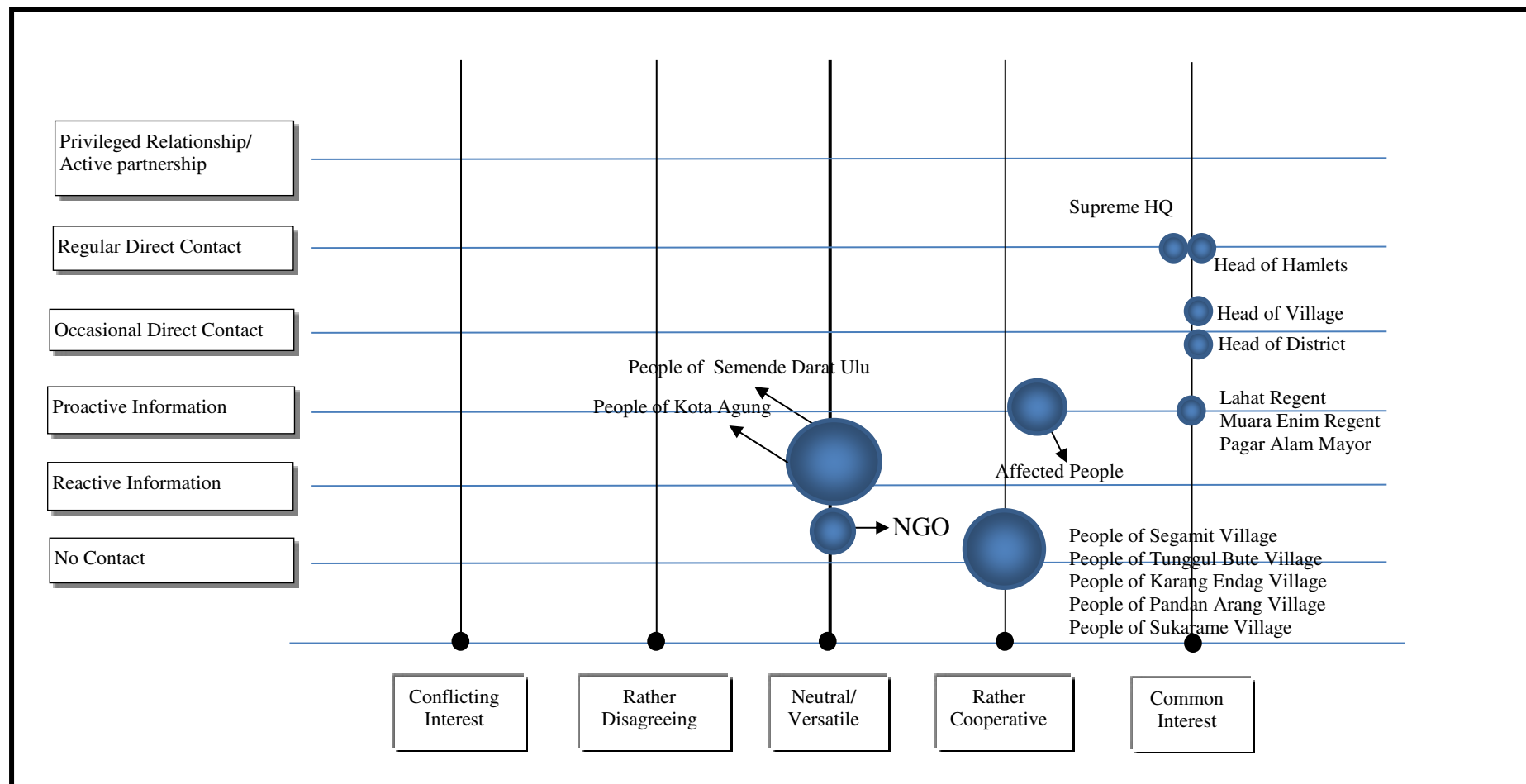
8.3 Degree/Level of Engagement/Dialogue

Engaging in an appropriate way and communicating adequately is fundamental for a good relationship. In order to sufficiently meet the needs of the varied stakeholders Supreme Energy has developed engagement methods tailored according to the needs of the targeted groups. Following is a summary of some of the applied and existing methods of engagement with external groups of stakeholders.

The Stakeholder level of dialogue is measured by two factors, namely, (1) the intensity of the dialogue between the stakeholders and the Company (the SERD), which ranges from privileged relationship/ active partnership on the one hand to limited contact at the other; and (2) the level of stance starting from the common interest, at a varying degree: rather cooperative, neutral/ versatile, rather in disagreement, and conflicting interest.

Figure 8-1 describes the diagram of this stakeholder level of dialogue.

Figure 8-1 Local Stakeholders Level of Dialogue



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Table 2 Stakeholder Level of Dialog & Form of Engagement

No.	Stakeholders	Type of Stakeholder	Dialogue Level	Stance	Engagement Period	Form of Engagement
1	Project Affected People	Community	Proactive Information	Related issues to land acquisition, compensation, livelihood programs, employment, etc	Monthly	Open Dialogue with SERD related function
2	Head of Hamlets (Kepala Dusun)	Government	Regular Direct Contact	Common Interest on employment issue	Monthly	Open Dialogue
3	Head of Village (Kepala Desa)	Government	Direct Contact	Common Interest on employment issue	Monthly	Open Dialogue
4	Head of District (Camat)	Government	Direct Contact	Common Interest on people influx issue	Bi-Monthly	Open Dialogue
5	1. Lahat Regent (Bupati Lahat) 2. Muara Enim Regent (Bupati Muara Enim) 3. Pagar Alam City Mayor (Walikota Pagar Alam)	Government	Proactive Information	Common Interest on economic development and empowerment	Quarterly	Open Dialogue
	a. Energy & Mineral Resources Office	Government	Proactive Information	Common Interest on energy development	Quarterly	- Quarterly Progress Report of the Rantau Dedap Geothermal Plant Project - Quarterly Safety & Environmental Report
	b. Environmental Office	Government	Proactive Information	Common Interest on environmental protection	Quarterly	Six Monthly Enviromental Monitoring Report
	c. Forestry Office	Government	Proactive Information	Common Interest on forestry protection	Quarterly	Update the new applicable regulation

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No.	Stakeholders	Type of Stakeholder	Dialogue Level	Stance	Engagement Period	Form of Engagement
	d. Investment Board Office	Government	Proactive Information	Common Interest on investment opportunities	Quarterly	Update the new applicable regulation
	e. PT. PLN (Persero)	Government	Proactive Information	Common Interest on generating electricity	Monthly & Quarterly	Monthly meeting and reporting Quarterly coordination meeting
6	People of Semende Darat Ulu and Kota Agung	Community	Regular Direct Contact	Common Interest on social and environmental issues	Monthly	Support Community Event and Open Dialogue
7	SERD Community Committee (including Community Reps in GRC)	Community	Regular Direct Contact	Common Interest on social and environmental issues	Monthly	Coordination Meeting and Open Dialogue
8	SERD Stakeholder Forum	Mixed	Regular Direct Contact	Common Interest on social and environmental issues	Annually	Stakeholder Meeting
9	Military / Police Office	Government	Occasional Direct Contact	Common Interest on security and social issues	Monthly	Open Dialogue
10	Mass Media	Media	Occasional Direct Contact	Common Interest	Annually	Open Dialogue
11	Future Lenders	Other Stakeholder	Regular Direct Contact	Common Interest	Six-monthly	Six-monthly report
12	NGOs (WWF, KKI Warsi, and association of 20 National and International NGO on the Environmental Issues)	NGOs	Occasional Direct Contact	Rather cooperative (and situational)	As required	Information dissemination
13	Contractors/ subcontractors	Business Partner	Regular Direct Contact	Common Interest	Six-monthly	Six-monthly report
14	Workers, labour unions	Internal Stakeholders	Occasional Direct Contact	Labor issues including wages, work hours, benefits, etc	As required	Information dissemination
15	Women in communities (etc)	Community	Regular Direct Contact	Common Interest	Monthly	Coordination Meeting and Open Dialogue

9. TIMETABLE AND PLANNED STAKEHOLDER ENGAGEMENT PROGRAM


The following table shows stakeholder engagement program from Short Term consists of Pre-Construction and Construction Phase, Medium Term, which is Early Operation Phase, and finally Long Term, Operation and Post Operation/Decommissioning Phase. Project affected stakeholders may participate throughout the project cycle via provided media and means of participation such as Grievance Redress Mechanism and surveys/studies that will be regularly carried out by SERD.

Table 3 Stakeholder Engagement Program

Objectives	Information Disclosed	Activities/ communication plan	Stakeholders	Time frame	Locations	SERD Responsible Party
Short Term (Pre Construction and Construction Phase)						
Gaining support for the Project from key stakeholders and other project affected stakeholders	Project Description and its positive contribution to environment (renewable energy), social, economic development. Land Acquisition Plan Recruitment for Construction Business opportunities Environmental and Social Impact Assessment Results	Face to Face meeting, multi-stakeholder meetings/briefings, public consultation, public announcement, mass media	National and local government, village leaders, Affected communities (incl. women and vulnerable group of people), environmental and social NGOs	As per national regulation through national EIA (AMDAL) and once during pre-construction phase	National government agencies in Jakarta Provincial government in Palembang Lahat and Muara Enim Regency and City of Pagar Alam Semende Darat Ulu and Kota Agung District	Higher Management (e.g. President and Vice President, Directors), Community Relations and Affair
Public awareness about Project progress.	General project schedule, advance, and milestones achievement. Project's commitment to environmental and social management and monitoring	Milestones announcement through electronic media, fact sheet, internet, newsletters, social media.	National and local government, village leaders, Affected communities (incl. women and vulnerable group of people), environmental and social NGOs,	Regularly from commencement of project activities until construction completion	Lahat and Muara Enim Regency and City of Pagar Alam Semende Darat Ulu and Kota Agung District	Community Relations and Affair and other relevant division such as environmental department

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Objectives	Information Disclosed	Activities/ communication plan	Stakeholders	Time frame	Locations	SERD Responsible Party
			academics, media			
Thorough and careful identification of additional project affected people/households with special attention on vulnerable people (if any)	Project Activities Plan that will affect local households. Project's action plan to mitigate/alleviate impacts including Project's livelihood skill development Program. Impact monitoring report accessible by public/affected communities	Limited stakeholder meeting/consultation.	Potential affected households by Project activities, local government	Prior to Project commencement	Lahat and Muara Enim Regency and City of Pagar Alam Semende Darat Ulu and Kota Agung District	Community Relations and Affair and other relevant division such as environmental department
Stakeholder engagement on environment and social impacts and risks during construction			Affected communities, village leaders, traditional institutions, government agencies, NGOs, contractors, subcontractors		Lahat and Muara Enim Regency and City of Pagar Alam Semende Darat Ulu and Kota Agung District	
Community participation in Project development	Dissemination of Grievance Redress Mechanism (GRM)	Electronic media, fact sheet, internet, newsletters, social and mass media, conferences, Community Committee small group discussion	All stakeholders	From commencement of project activities	Semende Darat Ulu and Kota Agung Sub_district	Community Relations and Affair
Community development through Project's environmental and social programs	Project Corporate Social Responsibility's program	Community participation, public consultation, and public awareness through electronic	Local government, village leaders, affected communities (incl. women and	Regularly from commencement of project activities	Lahat and Muara Enim Regency and City of Pagar Alam	Community Relations and Affair

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Objectives	Information Disclosed	Activities/ communication plan	Stakeholders	Time frame	Locations	SERD Responsible Party
		media, fact sheet, internet, newsletters, social media, conferences, sustainability report	vulnerable group of people)			
Medium Term (Operation Phase)						
Managing stakeholder expectation with accurate information	Recruitment for Project Operation Business opportunities during Operation Phase Grievance Redress Report	Community Perception Survey, Sustainability Report, Grievance Redress Mechanism	Local government, village leaders, Affected communities (incl. women and vulnerable group of people), environmental and social NGOs	Annually from commencement of project activities	Semende Darat Ulu and Kota Agung Sub_district	Community Relations and Affair
Maintain good relationship with Project key external stakeholders and develop feeling of ownership of the project among communities	Project operation and its contribution to local and regional development Project continuous commitment to protecting environment and contribute to local economic development	Face to Face meeting, multi-stakeholder meetings/briefings, focus group discussion	National and local government, village leaders, Affected communities (incl. women and vulnerable group of people), environmental and social NGOs	Regularly and as required from commencement of project activities	National government agencies in Jakarta Provincial government in Palembang Lahat and Muara Enim Regency and City of Pagar Alam Semende Darat Ulu and Kota Agung Sub-District	Higher Management (e.g. President and Vice President, Directors), Community Relations and Affair
Support socio-economic development programs	Continuous contribution and support to local socio-culture and economic development	Electronic media, fact sheet, internet, newsletters, social media, conferences, sustainability report	Local government, village leaders, Affected communities (incl. women and vulnerable group of people)	Regularly from commencement of project activities	Provincial government in Palembang Lahat and Muara Enim Regency and City of Pagar Alam	Community Relations and Affair

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Objectives	Information Disclosed	Activities/ communication plan	Stakeholders	Time frame	Locations	SERD Responsible Party
					Semende Darat Ulu and Kota Agung Sub-District	
The impacts of the Project on vulnerable households are monitored.	Project related programs on affected vulnerable households.	Electronic media, fact sheet, internet, newsletters, social media, conferences, sustainability report, third party survey on progress of project affected households.	Project affected vulnerable households	Regularly from commencement of project activities	<ul style="list-style-type: none"> Semende Darat Ulu and Kota Agung Sub-District 	Community Relations and Affair
Maintain strong positive relationship with stakeholders	Project operation and its contribution to local and regional development. Post-operation plan Project continuous commitment to protecting environment during operation and post operation.	Face to Face meeting, multi-stakeholder meetings/briefings,	National and local government, village leaders, Affected communities (incl. women and vulnerable group of people), environmental and social NGOs	Regularly from commencement of project activities	<ul style="list-style-type: none"> Semende Darat Ulu and Kota Agung Sub-District 	Higher Management (e.g. President and Vice President, Directors), Community Relations and Affair
Managing stakeholder expectations during project operation and post operation/project closure	Project post-operation/decommissioning plan Grievance Redress Report	Community Perception Survey, Sustainability Report, Grievance Redress Mechanism	Local government, village leaders, Affected communities (incl. women and vulnerable group of people), environmental and social NGOs	Annually from commencement of Project activities	<ul style="list-style-type: none"> Semende Darat Ulu and Kota Agung Sub-District 	Community Relations and Affair
Support socio-development program toward	Continuous progress report on community development	Electronic media, fact sheet, internet, newsletters, social media,	Local government, village leaders, affected	Regularly from commencement of	<ul style="list-style-type: none"> Semende Darat Ulu and Kota Agung Sub-District 	Community Relations and Affair

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Objectives	Information Disclosed	Activities/ communication plan	Stakeholders	Time frame	Locations	SERD Responsible Party
community sustainable development.	through progress measures and readiness for sustainable development	conferences, Focus Group Discussion, sustainability report.	communities (incl. women and vulnerable group of people), business, media	project activities		

Stakeholder engagement planning is an ongoing process, hence the SEP a living document that will change and will be adapted to the project progress and the dynamic of Project-Stakeholders relationships. **Figure 9-1** below show the dynamic process of a SEP where stakeholders and issues identification and analysis will change from time to time and will result in an update and change of stakeholder engagement plan. Monitoring and evaluation of the implementation of SEP provide feedbacks to the next improvement of SEP. The implementation of SEP will be documented and reported back to stakeholder and the public.



Figure 9-1 Stakeholder Engagement Process Flow

10. RESOURCES AND RESPONSIBILITIES

10.1 Staff

Stakeholder engagement process is managed by the Business Relations and Communication Sub-department supported by Field Relations section and his/her team

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including the Site Support Management Team. Head of Community Relations and Affair will undertake day to day stakeholder engagement activities supported by site support manager and field relations officer and relations staff. Other sections or department such as Legal, Project, Subsurface, Drilling, Supply Chain Management, Contract, Accounting, and HRD will be included on a need basis. The team will be monitored by Vice President of Relations & SHE.

Responsibilities of the team include but are not restricted to:

- Disseminate Project information;
- Provide timely communication to stakeholders and key stakeholders;
- Create news releases, information and presentation materials;
- Develop and maintain interaction with stakeholder groups;
- Involve in joint projects;
- Liaises with the local government, community, and other strategic stakeholders.



Figure 10-1 Command Line and Structure of Stakeholder Engagement Organization

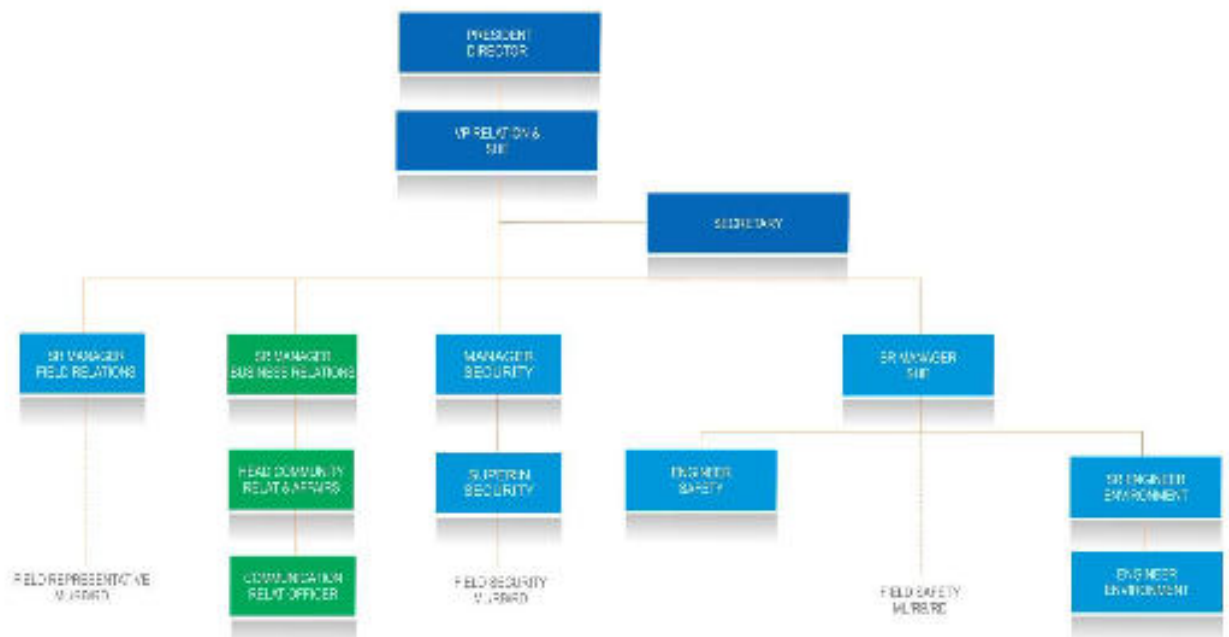


Figure 10-2 Organogram of SERD Business Relations Team in Jakarta

Table 4 Roles and Responsibilities for SEP Implementation

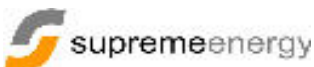
Title	Role/Responsibilities
Senior Manager Business Relations	<ul style="list-style-type: none"> Coordinate the development and evaluation of the SEP document, including the communication strategic and budget to support stakeholder engagement activities Identify and analyse external stakeholders relevant to the Project

Title	Role/Responsibilities
	<ul style="list-style-type: none"> Identify the stakeholders potential risk and impact/problems due to project activity
Senior Manager Field Relations	<ul style="list-style-type: none"> Coordinate, communicate and monitor stakeholder engagement programs implementation with Site Support Manager. Manage and monitoring the local stakeholders behaviours toward Project activity. Identify the local stakeholders' potential risk and impact/problems due to project activity Communicate all major grievances to SERD management
Head of Community Relations and Affair	<ul style="list-style-type: none"> Developing and maintaining relationships with key community groups, government officials, media and public in general. Develop and proposes strategic stakeholders' engagement. Manage grievance redress mechanism Plan, propose and implement community development and social programs in accordance with Work Plan & Budget and the objectives and policy of the company. Monitor the implementation and progress of Corporate Social Responsibility (CSR) programs at site and provides consultation where necessary. Develop and supervise the update of stakeholder database and stakeholder's commitment register. Report SEP implementation to Senior Manager of Business Relations and Senior Manager of Field Relations
Site Support Manager	<ul style="list-style-type: none"> Manage the local SERD's resources utilization for stakeholder engagement programs implementation. Provide inputs and support stakeholder engagement program.

Title	Role/Responsibilities
	<ul style="list-style-type: none"> • Manage and Implement stakeholders' engagement • Manage the GM implementation and site GRC team for resolving all minor grievances
Field Relations Officer	<ul style="list-style-type: none"> • Assist the development of stakeholder engagement program and activities • Implement stakeholder engagement program and activities with the direct referrals from Site Support Manager and Field Relations as well as Head of Community Relations and Affair • Record and document stakeholder engagement activities • Prepare regular report on stakeholder engagement activities • Record and document stakeholder grievances in the grievance mechanism log. • Implement the roles as secretary of GRC
Relations Staff	<ul style="list-style-type: none"> • Assist the development of stakeholder engagement program and activities • Implement stakeholder engagement program and activities with the direction from Head of Community Relations and Affair • Record and document stakeholder engagement activities • Prepare regular report on stakeholder engagement activities • With guidance from Head of Community Relations and Affairs develop and maintain stakeholders' database and commitment register.

10.2 Budget

The project allocates an annual budget of USD 70,000 for stakeholder engagement activities in the initial phase of the Project. Stakeholder engagement budget will increase gradually commensurate with Project development.

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11. GRIEVANCE MECHANISM

This section focuses on the Project Level Grievance Mechanism as required by the ADB's SPS 2009 and IFC PSs. Establishing and implementing a Grievance Mechanism is an important requirement in meeting both lenders requirements as well as ensuring that affected community grievances are managed in a fair and timely manner. A detailed step by step instruction follows including flowchart (Figure 11-1).

11.1 Resolution Step by Step


Step 1: Complaints may be expressed verbally or in writing to the Project field representative PT Supreme Energy in Rantau Dedap. Complaints received by other Project personnel will be forwarded to the Field Relations Representative within a day.

Step 2: Site Support Manager will be responsible for documenting verbal and written complaints. Complaints will be written onto a complaints log and action form within the 24 hours that a complaint was filed/conveyed (see attached). The complaints log and action form records (a) who reports the complaint; (b) the date the complaint was received and recorded; (c) the nature of the complaint; (d) information of proposed corrective action; (e) date of response (verbal and written) provided to the complainant; (f) corrective actions taken by whom and when, and (g) the date the complaint was closed out.

“Minor” complaints will be then directed to the Site Grievance Resolution Committee (GRC) within 1 (one) day period, which could include the Relation Response Team, Community Committee, and/ or Contractor Representatives depending on particular cases for necessary actions and immediate tactics with limited adverse impact on the community and the Company. This will be followed by action plan and implementation no longer than 2 (two) working days. And it goes to Step 8.

As for “Major” complaints, the cases which have high adverse impact to the community and the Company will be directed to Step 3

Step 3: All complaints log and action forms will be forwarded to the management team on weekly basis. Appropriate actions to close out the complaint will be determined and written onto the form. Where necessary the Relation, Project,

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Security and/ or SHE team will investigate complaints from the community and an investigation report will be developed. The Community Committee shall be involved during this step to inform the action status. The process of Step 3 will take in general 7 (seven) working days. However, it depends on the nature and the complexity of the issues/complaints.

Step 4: A written response for every grievance will be prepared within 14 (fourteen) working days. The response will be delivered verbally before the written copy is provided to the complainant. The complainant will be asked to sign and date the complaints log and action form to confirm receipt of the Project written response and Action Plan.

Step 5: Action Plan implementation. The management PT Supreme Energy recognizes that eventually timelines for possible actions will be determined by the nature of the grievance. If more time is required to implement appropriate actions, the Relations and/ or Security team will inform the complainant within 21 days. Relation and/ or Security Team, however, will assume responsibility for ensuring all actions are implemented to close out the complaint.

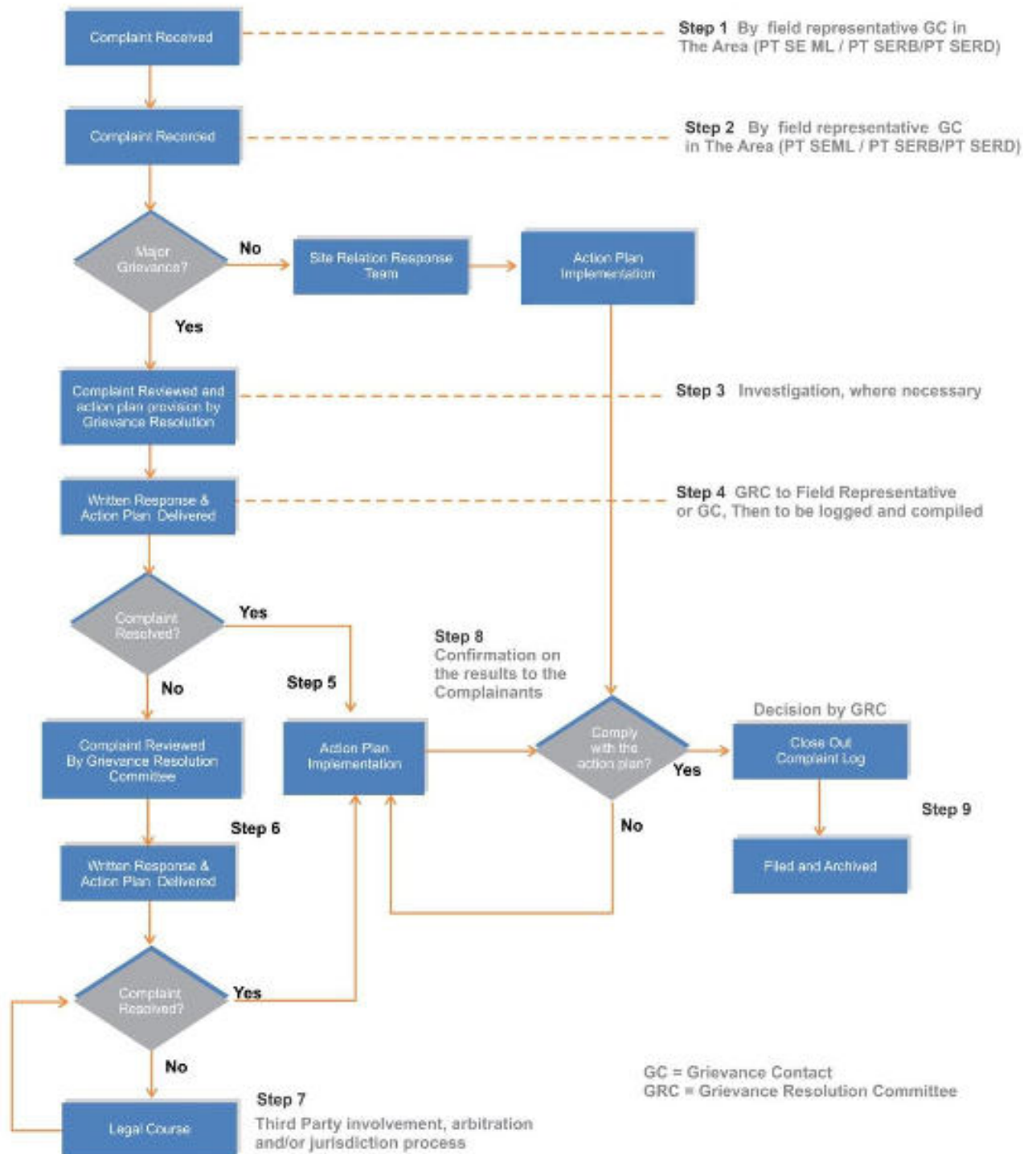


Figure 11-1 Grievance Mechanism Flowchart

In most cases the written response and agreed actions may be sufficient to resolve the complaint; otherwise more actions will be taken. When the actions

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are completed the process will be continued by confirming to the Complainants on the compliancy of the results with the agreed action plan.

If unresolved,

Step 6: the complainant will be referred to the Grievance Resolution Committee. The Committee will comprise department of Relations, Security, and Site Support. Other sections or department i.e., SHE, Legal, Project, Subsurface, Drilling, Supply Chain Management, Contract, Accounting, HRD, etc. will be included on a needs basis. The Grievance Resolution Committee aims to resolve complaints within 21 working days after received the referral by the Relations and Security Team. Again, depending on the nature of the complaint, a longer timeline may be agreed upon with the complainant. If an agreeable solution is reached, the complainant will be asked to sign on the log book, date, complaints and the agreements to confirm receipt of agreement with the Project written response.

When it is resolved the process will be continued by action plan implementation (Step 5) and confirming the results to the Complainants.

Step 7: Should all the steps above be insufficient in resolving the issue, the final resolution is found by legal counsel. The Indonesian law jurisdiction shall apply.

When it is resolved the process will be continued by the action plan implementation and confirming the results to the Complainants.

Step 8: The confirmation on the results from the Complainants should be submitted within 7 (seven) days after the results confirmation log is given from the SERD, otherwise the complaint log will be closed. Should both parties agree on the compliances of results; both parties will sign and date the agreement form. Otherwise, the process will be given back to the Grievance Resolution Committee for the action plan re-implementation.

Step 9: The agreement on the results will become the log closing and will be recorded and archived as a formal document for filing and evaluation purposes.

In the initial stage of the Project, H.M Goerillah Tan is appointed as Grievance Contact (GC). Issues and grievance related to the Project should be addressed to the GC as

detailed below, and it is preferred for a complainant to fill up Grievance Form. Alternatively, grievances can be directed to the SERD Community Committee (see details below).

11.2 Grievance Mechanism Points of Contact

Table 5 Grievance Contact Points

Role	Contact Details
SERD Grievance Contact Number	0812.7978.1900
SERD Grievance Contact and Field Representatives	H. M. Goerillah Tan (Field Relations Officer)
Grievance Contact Alternative	Franky Tungka (Site Support Manager)
SERD Office	PT Supreme Energy Rantau Dedap SERD Camp, Dusun Talang Pisang, Desa Tunggul Bute, Kecamatan Kota Agung, Kabupaten Lahat, Sumatera Selatan
SERD Community Representatives 1. Tunggul Bute Village Head 2. Segamit Village Head 3. Kota Agung District Head 4. Semende Darat Ulu District Head (temporarily SERD Community Committee had been dissolved)	Jutawan - Jalalludin – 0812.7330.0696 Arief - Tasman – 0812.8090.3497
SERD Website	www.supreme-energy.com

11.3 Community Committee

Community Committee (CC) is formed by the Company to bridge between the Company needs and the communities' needs and aspiration around the Project site. The aim is to create a balanced and conducive Company-Community relation.

Members of CC will be selected from communities in the Project affected area and based on consensus from head of sub-districts, and head of villages. SERD will issue a decree and inaugurate CC members.

The tasks of CC among others are as follows:

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- To continuously coordinate and communicate to bridge the Company's and Communities' needs.
- To communicate/disseminate information that has been categorized for public information by the Company.
- To attend ad-hoc meetings based on needs and annual stakeholders meeting in October annually.

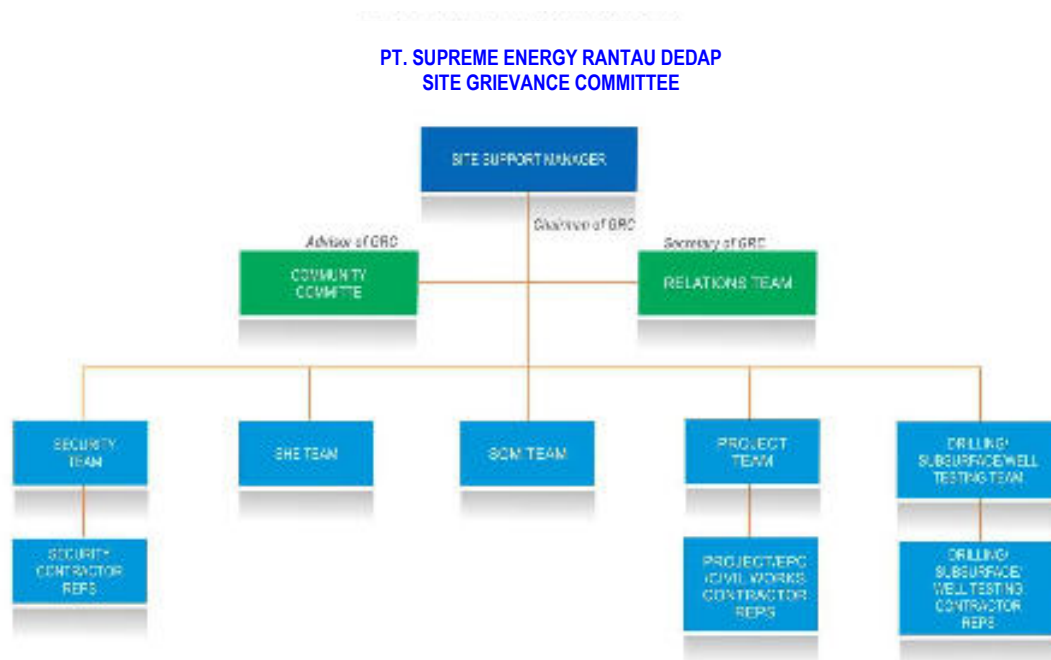



Figure 11-2 Community Committee in Grievance

11.4 Dissemination Program

A regular dissemination program will be introduced to the Company system with regards to the Grievance Mechanism dissemination as follows:

1. Develop the role and function of the community working group as the front liner on the dissemination process. The Group facilitates a regular gathering between the Company's representative and the community, among others to introduce and maintain the awareness on the Grievance Mechanism.
2. Regular update to the Head of the Village (kepala desa), as the arm of the Grievance Contact, in understanding community knowledge on the Grievance Mechanism.

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3. Distribute printed materials (newsletter, leaflet) on the Grievance Mechanism to the community.

12. MONITORING AND EVALUATION

Monitoring stakeholder engagement process is still new to the Project. A process of establishing monitoring criteria is an initial phase of development. The results to be analysed will provide background for planning better initiatives for the operation, closure and rehabilitation project stage.

The following SEP activities require monitoring and evaluation from assigned personnel and team in the Project:

- Implementation of SEP that includes update of stakeholder database and issues, as well as documentation of stakeholder engagement activities. Throughout the project life Supreme Energy will maintain communication channels with relevant stakeholders as identified. Any additional stakeholders identified during the life of mine will also be added and communication with them will be initiated.
- Implementation of Grievance Mechanism as part of SEP which includes dissemination of Grievance Mechanism, grievance logging and tracking, effectiveness of grievance management, and number of grievances solved.

Evaluation of SEP implementation will be carried out at least annually. Evaluation is essential to provide feedback to improve Project SEP and enhance Project-stakeholder's relationship.

13. REPORTING

Stakeholder engagement activities and significant changes or updates in the production process and upgrade, stakeholder's concerns, environmental and social issues will be continuously reported and published to a wider audience in a transparent way through public domain documents and websites such Company's sustainability report, annual report, Company website, newsletters, articles, local media and other outreach tools.

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14. MANAGEMENT FUNCTION

The development and management of SEP is the responsibility of Manager of Business Relations in coordination with Field Relations Manager as elaborated in detail in section 10.

SEP will be aligned and integrated with the Company's ESMS and Communication Policies and Communication Plan.

The implementation of SEP will be overseen by Manager of Business Relations. The manager will oversee the performance of SEP implementation such as proper identification of stakeholders, number of new stakeholders identified, number of grievances addressed and solved, and level of stakeholders' satisfaction to the Company's responses, and effective dissemination of Grievance Mechanism.

Human resources to implement stakeholder engagement program will be hired and trained properly so that s/he can perform the function effectively, understands local culture and customs, and is able to fulfil practical and administrative work loads in the SEP.

Although the SEP is designed for external stakeholders, it is important that the Company's employees, in general understand engagement plans and activities with external stakeholders, and in particular, the external Grievance Mechanism. Company employees are considered 'ambassadors' of the Company among communities and stakeholders and any employee could be approached at any time by external stakeholders with regards to Company and project activities.

SEP tools among others include stakeholder database, stakeholder engagement log, and Grievance Mechanism. With the advance of information technology, SEP tools can be managed in a more integrated way.

15. CUSTODIAN

This document is maintained by Relations & SHE Department. Original and amendment(s), if any, shall be kept by Relations & SHE Department. Distributed copies may not be the most updated version, please consult to Relations & SHE Department for the updated document/copies. All forms are available at Relations & SHE Departments.

APENDICES

Stakeholder Database

No	Name	Position	Institution	Contact Number	Email	Addresses	Website	Aims/interest	Category

Stakeholder Engagement Log

Type of Engagement	Location	Date	Stakeholders (Individual, groups/organizations)	SERD Representative	Key issues	Company Response	Documentation	Follow Up Action	Report back

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Grievance Log

Catatan Keluhan

Part 1

Bagian 1

Contact Details and Grievance Description

Rincian Kontak and Deskripsi Keluhan

GRIEVANCE REGISTRATION NUMBER: _____
Nomor Registrasi Keluhan

DATE RECEIVED: _____
Tanggal diterima

TO BE COMPLETED BY THE PROJECT
Untuk dilengkapi oleh Tim Proyek

LOCATION: _____
Lokasi

(Jorong, Nagari, Kecamatan)

Complainant: (Name, Surname) _____
Pelapor Keluhan (Nama, nama keluarga)


Telephone Number: _____
Nomor Telepon

Address: _____
Alamat

TO BE COMPLETED BY COMPLAINANT
Untuk dilengkapi oleh pelapor keluhan

GRIEVANCE DESCRIPTION (include, e.g., date of incident, location, names of attached evidence, general description):

DESKRIPSI KELUHAN (termasuk tanggal kejadian, lokasi, nama bukti terlampir, deskripsi umum):

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TO BE COMPLETED BY COMPLAINANT

Untuk dilengkapi oleh pelapor keluhan

Part 2
Proposed Response/Corrective Action
Bagian 2
Usulan Tanggapan/Tindakan Perbaikan

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IMMEDIATE ACTION:

Tindakan segera

Assign Priority:

Penetapan Prioritas

- ☐ **Level A** (grievance can be resolved directly between GC/Grievance Coordinator and complainant); **Reason:**

Level A (keluhan bisa diselesaikan antara GC/ Koordinator Keluhan and pelapor keluhan); **Alasan :**

- ☐ **Level B** (requires the input and oversight of SHE Team Lead, Project Manager or similar); **Reason:**

Level B (memerlukan masukan and kajian dari Team Lead SHE, Manajer Proyek Manager atau setara); **Alasan :**

- ☐ **Level C** (requires mediation by an external and independent party (e.g., community committee); **Reason:**

Level C (memerlukan mediasi dari pihak luar and pihak independen); **Alasan :**

Determine Admissibility:

Penentuan Diterimanya

- ☐ **Admissible; Reason:**

Diterima; Alasan : _____

- ☐ **Not Admissible; Reason:**

Tidak Diterima; Alasan: _____

If Admissible, Assign Responsibility for Evaluating:

Jika Diterima, Tetapkan Tanggung Jawab Untuk Dievaluasi:

- ☐ **Grievance assigned to GC, Date:** _____

Keluhan ditugaskan kepada GC, Tanggal:

- ☐ **Grievance forwarded to Department or Contractor, Date:** _____

Keluhan diserahkan kepada Department atau Kontraktor, Tanggal :

- ☐ **Grievance forwarded to the Senior Manager Field Relations , Date:** _____

Keluhan diserahkan kepada Manajer Senior Relasi Lapangan, Tanggal :

Responsible Person:


Penanggungjawab:

Signature:

Tanda Tangan:

Date:

Tanggal:

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TO BE COMPLETED BY THE PROJECT
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Part 3

Admissible Grievance Investigation

Investigasi Keluhan yang Diterima

Date investigated: _____
Tanggal diinvestigasi:

Names of investigators: _____
Nama-nama dari para penyelidik:

Names of claimants/representatives present: _____
Nama-nama dari para pemohon klaim / perwakilan yang hadir:

Description of Evidence (attach additional sheets, photos, documents): _____
Deskripsi bukti-bukti (lampirkan lembar tambahan, foto-foto, dokumen-dokumen):

TO BE COMPLETED BY THE PROJECT
Untuk dilengkapi oleh Tim Proyek

RESOLUTION DETAILS

Detail Penyelesaian

☐ Claim Not Valid; Reason: _____
Tuntutan tidak akurat; Alasan

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☐ **Claim Valid, Proposed Corrective Action:** _____
Tuntutan akurat; Usulan Tindakan Perbaikan

Responsible Person:

Penanggungjawab:

Signature:

Tanda Tangan:

Date:

Tanggal:

TO BE COMPLETED BY THE PROJECT

Untuk dilengkapi oleh Tim Proyek

Part 4

Grievance Close-Out

Pengakhiran Keluhan

I/We, _____, who instituted Claim Tracking # _____ agree that this grievance has been resolved to our satisfaction on this date _____. We renounce all future claims concerning this issue.

Saya/Kami, _____, kami yang mengajukan tuntutan Catatan Keluhan # _____ setuju bahwasanya keluhan ini sudah diselesaikan secara memuaskan pada tanggal _____. Kami lepaskan SERD dari semua tuntutan di kemudian hari yang terkait dengan tuntutan ini.

Names / Nama-nama

Signatures / Tanda tangan – tanda tangan

TO BE COMPLETED BY COMPLAINANT

Untuk dilengkapi oleh pelapor keluhan


Settlement:

Penyelesaian :

Name of GC Representative: _____.

Perwakilan Komite Keluhan

Witnessed by: _____. (Name and Title of Local Official)

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Disaksikan oleh : _____ (nama and jabatan pejabat setempat)

Date: _____.

Tanggal :

We, the GC Representative and _____ (Name and Title of Local Official) state that the claimant(s) _____ who instituted Claim Tracking # _____ have refused on this date _____ to sign a grievance close-out. The claimant(s) have been informed that the project considers the grievance to have been appropriately addressed according to the project's grievance mechanism. The claimants have also been informed of their right to pursue the grievance in civil court.

Kami, Perwakilan Komite Keluhan and _____ (nama and jabatan pejabat setempat) menyatakan bahwa penuntut (-penuntut) _____ yang mengajukan tuntutan Catatan Keluhan # _____ menolak pada tanggal ini _____ untuk menandatangani penyelesaian keluhan. Penuntut (-penuntut) telah diberi tahu bahwa proyek tersebut beranggapan bahwa keluhan telah tepat ditujukan menurut prosedur mekanisme keluhan yang baku . Penggugat juga diinformasikan memiliki hak untuk mengajukan keluhan di pengadilan sipil .

Name of GC Representative: _____.

Perwakilan Komite Keluhan

Witnessed by: _____ . (Name and Title of Local Official)

Disaksikan oleh : _____ (nama and jabatan pejabat setempat)

Date: _____.

Tanggal :

TO BE COMPLETED BY COMPLAINANT

Untuk dilengkapi oleh pelapor keluhan

Land Procurement & Certification Guidelines



Supreme Energy Geothermal Power Project Development


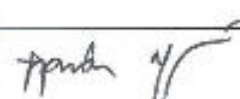
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The Supreme Energy project companies - PT Supreme Energy Muara Laboh, PT Supreme Energy Rajabasa and PT Supreme Energy Rantau Dedap are independent companies developing geothermal projects in Sumatra, Indonesia. Based on the agreement of the shareholders of the individual project companies, the Supreme Energy companies are managed in an integrated way in order to maximize the synergies in terms of use of resources and organization of their core and supporting processes. Consequently, important portions of the documentation body developed and applied within each company (manuals, procedures, description of processes, guidelines etc.) are common to all project companies. The applicability of each document to one or several project companies is reflected in the reference of each document.

Any document applicable to PT Supreme Energy Muara Laboh contains the characters "ML" in the document reference.

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Any document applicable to the PT Supreme Energy Rajabasa project company contains the characters "RB" in the document reference.

Any document applicable to the PT Supreme Energy Rantau Dedap project company contains the characters "RD" in the document reference.

If a document applies to all three Supreme Energy companies, the term "Supreme Energy" may refer to any and all of these companies.

Within each document, for any reference to the project company, the term "Company" will be used. This term will refer to those companies the names of which are referred to in the document reference. The term Project refers to the project developed by the Company.

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1. General

Proyek Panas Bumi pada umumnya berada didaerah pegunungan, yang status lahannya dapat berupa kawasan hutan dan/atau Area Penggunaan Lain (APL). Kawasan hutan dikuasai oleh Pemerintah dan penggunaannya melalui Ijin Pinjam Pakai sesuai ketentuan yang berlaku. APL statusnya dapat berupa: hak milik perorangan, penguasaan adat, hak penggunaan oleh pihak perusahaan/swasta, atau dikuasai oleh negara.

Dokumen ini dipergunakan sebagai petunjuk dalam pelaksanaan pembebasan sampai proses pengurusan sertifikasi lahan atau tanah yang diatasnya akan dibangun berbagai fasilitas untuk pembangunan proyek panas bumi di Wilayah Kerja Pengusahaan (WKP) yang dikuasai oleh PT Supreme Energy melalui afiliasinya.

Panduan ini dibuat dengan merujuk kepada peraturan perundangan yang berlaku di Indonesia, antara lain :

1	UU No.5 Tahun 1960	11	PMNA/KBPN no.3 Tahun 1997 jo PerkaBPN no. 8 Tahun 2012
2	UU No.25 Tahun 2007	12	PMNA/KBPN no.2 Tahun 1999
3	UU No.26 Tahun 2007	13	PMNA/KBPN No. 9 Tahun 1999
4	UU No.40 Tahun 2007	14	PerKa BPN No.4 Tahun 2006
5	UU No.28 Tahun 2009	15	PerKa BPN No.7 Tahun 2007
6	PP No.40 Tahun 1996	16	PerKa BPN No.2 Tahun 2013
7	PP No.24 Tahun 1997	17	PerKa BPN No.1 Tahun 2014
8	PP No.11 Tahun 2010	18	PerMen ATR / BPN 15 Tahun 2014
9	PP No.13 Tahun 2010		
10	PP No.15 Tahun 2010		

2. Ruang Lingkup

Panduan ini menjabarkan tahap-tahap pelaksanaan pembebasan dan proses sertifikasi lahan yang harus dilakukan oleh Departemen Proyek, Legal, dan Keuangan, serta Departement Relations melalui tim pembebasan lahan dan/atau yang bekerja sama dengan konsultan, dan/atau tim pembebasan bentukan badan pemerintah, dan/atau masyarakat, untuk menunjang pelaksanaan proyek panas bumi, sesuai peraturan perundangan yang berlaku.

Panduan ini mengatur tugas dan tanggung jawab serta alur komunikasi antar departemen internal Supreme Energy dan pihak eksternal yang terkait.

Panduan ini juga menginformasikan data-data dan persyaratan yang diperlukan untuk pelaksanaan pembebasan lahan dan proses sertifikasi lahan.

Panduan ini akan disesuaikan jika ada perubahan peraturan perundangan yang berlaku

3. Tugas dan Tanggung Jawab serta Alur Komunikasi

Dalam proses pengadaan dan sertifikasi lahan, beberapa tahapan penting yang melibatkan koordinasi baik internal perusahaan maupun pihak lain/eksternal harus dilalui. Tahapan-tahapan tersebut merupakan *critical path* yang tata kelola dan tata waktunya harus diperhatikan, karena prosesnya akan mempengaruhi kelanjutan dari tahapan tersebut.

Di internal perusahaan, departemen yang terlibat antara lain : Departemen Proyek, Departemen Relation, Departemen Legal dan Departemen Finance BSD.

Alur komunikasi (*Interface*) tersebut meliputi beberapa tahapan pokok, yaitu:

1. Penyusunan informasi dasar.
2. Persiapan dan pematapan rancangan teknis.
3. Review internal
4. Survey lokasi
5. Pengadaan lahan
6. Proses sertifikasi

Berbagai tahapan penting/pokok tersebut adalah proses saling terkait yang dijabarkan pada tabel dibawah.

Item	Interfaces	Interface Detail			
		Details	Location	Affected Parties	Responsibility Parties
1	Basic Information	- Working Area Coordinates	Jakarta	Relation, Project, Sub-surface, Legal	Relation Dept.
		- Land Utilization Status (BPN Map)			
		- Location Permit			
		- UKL/UPL Permit			
2	Persiapan dan pematapan rancangan teknis (desain)	- SE Engineer(s)/Consultant to provide Final Land Acquisition Layout Drawing(s) issue for use	Jakarta	Engineers, Project, Consultant	Project Dept.
		- Define outline land boundaries			
		- Provide Land Boundary Coordinate(s)			
3	Internal Review	- Clarification of Project Site Location	Jakarta	Project, Relation	Project Dept.
		- Clarification of Project Schedule			
		- Handover final Land Acquisition Layout Drawing(s)			
		- Forming Land Procurement Team	Jakarta, Site	Relation	Relation Dept.
4	Land Survey	- Assign/nominate Land Surveyor	Jakarta	Project	Project Dept.

		<ul style="list-style-type: none"> - Relations complete initial discussion/enquiries and recommend revisions to Land Boundary 	Jakarta, Site	Project, Surveyor, Relation	Project Dept.
		<ul style="list-style-type: none"> - Surveyor pegs out land boundary IP's coordinate with temporary post. 	Site		
		<ul style="list-style-type: none"> - Survey land parcel and pegs out with semi permanent post. 			
		<ul style="list-style-type: none"> - Surveyor prepare land parcel document. 			
		<ul style="list-style-type: none"> - Surveyor to prepare Integrated Land Parcel drawing & report showing coordinates of Land Parcels and land owner 	Jakarta, Site		
		<ul style="list-style-type: none"> - As-built purchased land by the Surveyor 	Site		
		<ul style="list-style-type: none"> - Install permanent post and benchmark of Land Boundaries IP's 	Site		
		<ul style="list-style-type: none"> - Filing Survey Documentation to EDMS 	Jakarta, Site	Project, Surveyor	Project Dept.
5	Land Procurement	<ul style="list-style-type: none"> - Appointing Local Notary - Provide Price Table - Dissemination to affected land owner - Price Negotiation process to affected Land Owner - Provide all documentation i.e Deed of relinquishment, land owner statement, SKT, copy of ID Card, etc. - Obtain Land Owner Bank Account 	Site	Relation, Legal	Relation Dept.
		<ul style="list-style-type: none"> - Payment process to Land Owner & Tax 	Jakarta, Site	Relation, Legal, Finance	Finance Dept.
		<ul style="list-style-type: none"> - Handover Procured Land Report to Project. (Format Refer to Appendix B) 	Jakarta	Relation, Project	Relation Dept.
		<ul style="list-style-type: none"> - Filing Hand Over Document to EDMS 	Jakarta	Project, Relation	Project Dept.
6	Certification Process	<ul style="list-style-type: none"> - Appointing Certification Consultant / Vendor - BPN land survey (measurement and checking installed permanent post and benchmark) 	Jakarta	Relation	Relation Dept.
			Site		

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		Obtain Official Land Map from BPN	Site		
		- Provide Certification Requirements i.e. Technical Recommendation from Forestry, SSP/PPH, IPB, environmental permits, Etc	Jakarta, Site		
		- Submit Certification Application to BKPM	Jakarta		
		-Obtain Decree Letter <2Ha : BPN Regency 2Ha - 15Ha : Regional BPN >15 Ha : Central BPN	Jakarta		
		- Registering Decree Letter to BPN	Jakarta, Site		
		- Certificate Copy upload to EDMS	Jakarta	Project, Relation	Project Dept.

4. Prosedur Pelaksanaan Pengadaan dan Sertifikasi Lahan

4.1. Prosedur Pelaksanaan Pengadaan Tanah

Pada tahapan pengadaan Lahan, tim pengadaan lahan akan dibentuk dan ditentukan secara internal Perusahaan oleh VP. Relations & SHE .

Departemen lainnya dapat menunjuk wakilnya untuk bekerja sama dalam proses pembebasan lahan agar target penyelesaian pembebasan lahan berjalan lancar, dan sesuai dengan tata waktu target penyelesaian pembebasan lahan yang direncanakan.

Tim ini akan berhubungan dengan beberapa *stakeholder*/pihak eksternal yang berperan dalam proses pembebasan lahan dan sertifikasi lahan yaitu antara lain:

1. Kepala Desa
2. Pimpinan/tokoh/Lembaga adat resmi
3. Camat
4. Gubernur/Bupati sesuai kewenangannya
5. BKPM
6. Notaris
7. Kantor Pertanahan, BPN, Dinas-Dinas/SKPD terkait.
8. Institusi Legal (District Court, Provincial Court; Supreme Court)
9. Perbankan
10. Surveyor
11. Panitia Pengadaan lokal

Tahapan aktivitas yang akan dilaksanakan pada proses pembebasan lahan, dirancang sedemikian rupa sehingga sesuai dengan peraturan perundangan yang berlaku, termasuk juga akan disesuaikan dengan adat kebiasaan (jika ada) di lokasi pembebasannya. Prosedur pelaksanaan pengadaan lahan melalui tahapan sebagai berikut :

No	Tahapan	Penjelasan
1	Penyiapan surat pemberitahuan kepada pihak-pihak terkait yang berwenang	Memberikan informasi hal-hal sebagai berikut: <ul style="list-style-type: none">• Adanya rencana pembebasan lahan• Permohonan untuk tidak menerbitkan Surat Keterangan Tanah (SKT)• Kesesuaian Tata Ruang Wilayah• Rekomendasi Kawasan Hutan

2	Overlay Gambar dengan lokasi	Penandaan lokasi lahan yang akan dibebaskan
3	Identifikasi Pemilik Lahan	Bersama surveyor melakukan pendataan penggarap/pemilik lahan, baik individu maupun kelompok tani.
4	Pertemuan informal dengan para pemilik	Sosialisasi dan untuk mendapatkan dukungan dari pemilik lahan melalui pendekatan tokoh-tokoh kunci dan berpengaruh.
5	Sosialisasi dengan Unsur Pimpinan Kecamatan, Kelurahan dan tokoh/lembaga adat.	Sosialisasi sistem dan prosedur pembebasan lahan, meliputi administrasi, sistem pembayaran, retribusi, dan notaris. Mendapatkan masukan dan dukungan dari pihak terkait ini.
6	Menyiapkan formulir dan dokumen administrasi lainnya.	<p>Dokumen yang disiapkan antara lain;</p> <ul style="list-style-type: none"> -Berita Acara -Surat Pernyataan. -Surat Kuasa. <p>Mendokumentasikan semua administrasi dengan baik</p>
7	Sosialisasi dan Negoisiasi harga.	Sosialisasi dan negosiasi harga dilakukan secara kolektif dan transparan. Tercapainya kesepakatan harga yang berazaskan kewajaran dan keadilan bagi kedua belah pihak.
8	Koordinasi dengan Notaris.	<p>Membuat akta-akta yg diperlukan untuk pelepasan hak.</p> <p>Melcgalisasi semua proses transaksi dan saksi-saksi yang diperlukan.</p> <p>Menyiapkan dokumen pendukung untuk proses pelepasan hak dan selanjutnya untuk proses sertifikasi.</p> <p>Berkonsultasi dengan kantor pertanahan setempat.</p>
9	Identifikasi Lahan bersama Kepala Desa dan lembaga adat setempat, penggarap/pemilik lahan dan surveyor. Untuk penunjukan batas, tanaman, garapan, dan bukti pemilikan /	<p>Dibuat berita acara pemeriksaan lahan yang ditanda tangani bersama, dan peta lokasi masing-masing penggarap. Daftar hadir, amprah uang lelah tim.</p> <p>Sebagai bagian dari dokumen pembebasan</p>

	penguasaan	lahan, Data catatan lahan tiap-tiap bagian tanah harus diukur dengan tenaga surveyor / juru ukur yang kompeten. Salah satu bentuk dokumen pengukuran dan pencatatan data juru ukur harus dilampirkan sebagaimana Contoh terlampir. (Lihat Appendix D)
10	Penyiapan legal dokumen untuk ke Notaris	-Surat Alas Hak (bukti penguasaan). -Surat pernyataan kepemilikan. -Surat Kuasa untuk kelompok. -KTP dan KK atau surat nikah -Akte Notaris. -Kwitansi dan Materai
11	Pembukaan rekening bank, untuk masing-masing penggarap.	Masing-masing penggarap memiliki rekening tabungan baru di Bank setempat.
12	Pembayaran pembelian lahan.	Melalui transfer Bank: <ul style="list-style-type: none"> Dilakukan setelah semua persyaratan administrasi terpenuhi. Sebagai bukti pihak perusahaan telah membayar secara langsung kepada penggarap/pemilik lahan. <p>Kontribusi kepada kepala desa dan lembaga adat setempat sebagai saksi sesuai ketentuan yang berlaku.</p>

Detail prosedur pengadaan lahan dapat dilihat pada Appendix A

4.2. Prosedur Proses sertifikasi Lahan

Untuk kegiatan pengusahaan panas bumi yang dikelola oleh perusahaan swasta, maka permohonan hak atas tanah yang digunakan untuk kegiatan, statusnya adalah Hak Guna Bangunan atau Hak Pakai (HGB/HP). Masa berlakunya hak tersebut akan disesuaikan dengan masa berlakunya Ijin Panas Bumi (IPB) yang dimiliki oleh perusahaan.

Prosedur sertifikasi lahan untuk memperoleh HGB/HP tersebut, ditetapkan dalam peraturan perundangan yang berlaku dibidang pertanahan. Dalam hal ini, Menteri Agraria dan Tata Ruang/Kepala Badan Pertanahan Nasional (MATR/BPN) menerbitkan Peraturan MATR/BPN No. 15 Tahun 2014 tentang Standar Pelayanan dan Pengaturan Agraria, Tata

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Ruang dan Pertanahan Dalam Kegiatan Penanaman Modal. Bagan alir proses sertifikasi lahan ini dapat dilihat sebagaimana Appendix E.

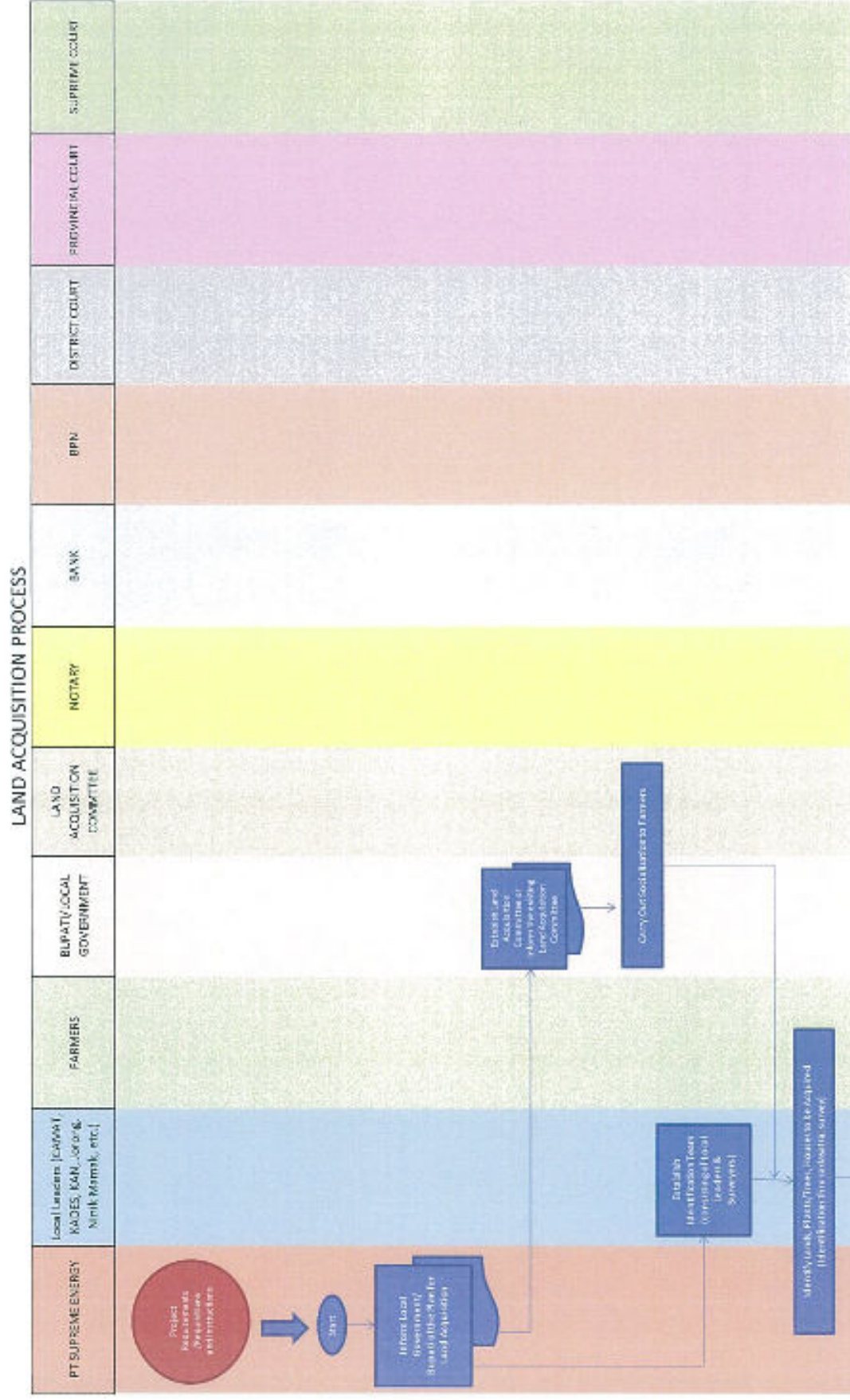
5. Time Schedule

Departemen Relation melalui tim pengadaan lahan akan membuat rencana kerja pembebasan dan sertifikasi lahan seperti terlampir (lihat Appendix C).

6. Hasil Kerja

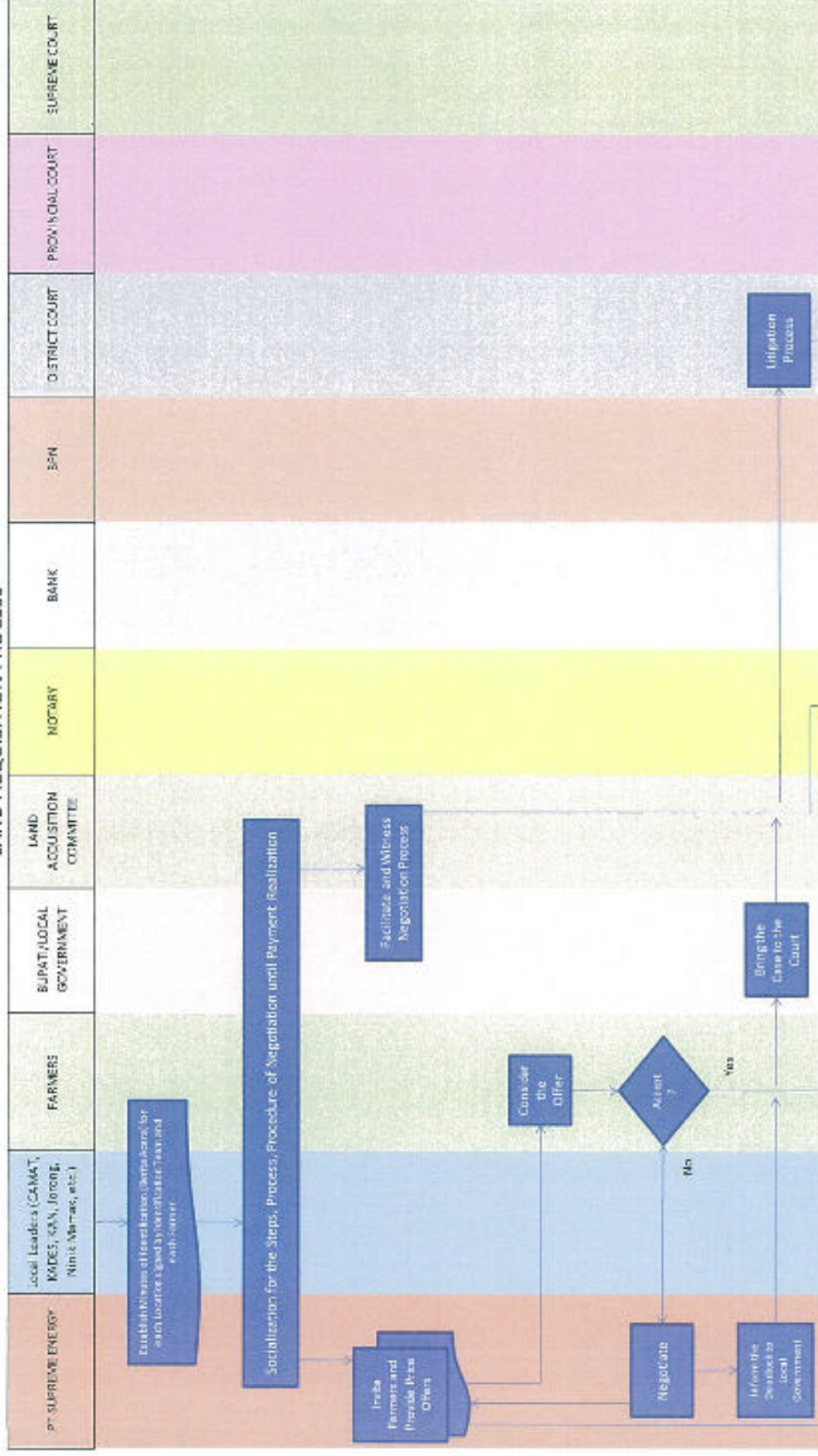
Dokumen pembebasan lahan, seperti catatan rapat (meeting) , surat menyurat, gambar dan dokumen Legal lainnya juga harus diberikan kepada pihak departemen Project dalam bentuk hard Copy, Scan Copy atau Electronic copy lainnya, untuk di simpan dalam sistem dokumentasi project (ELO).

Appendix A. Land Acquisition and Certification Process

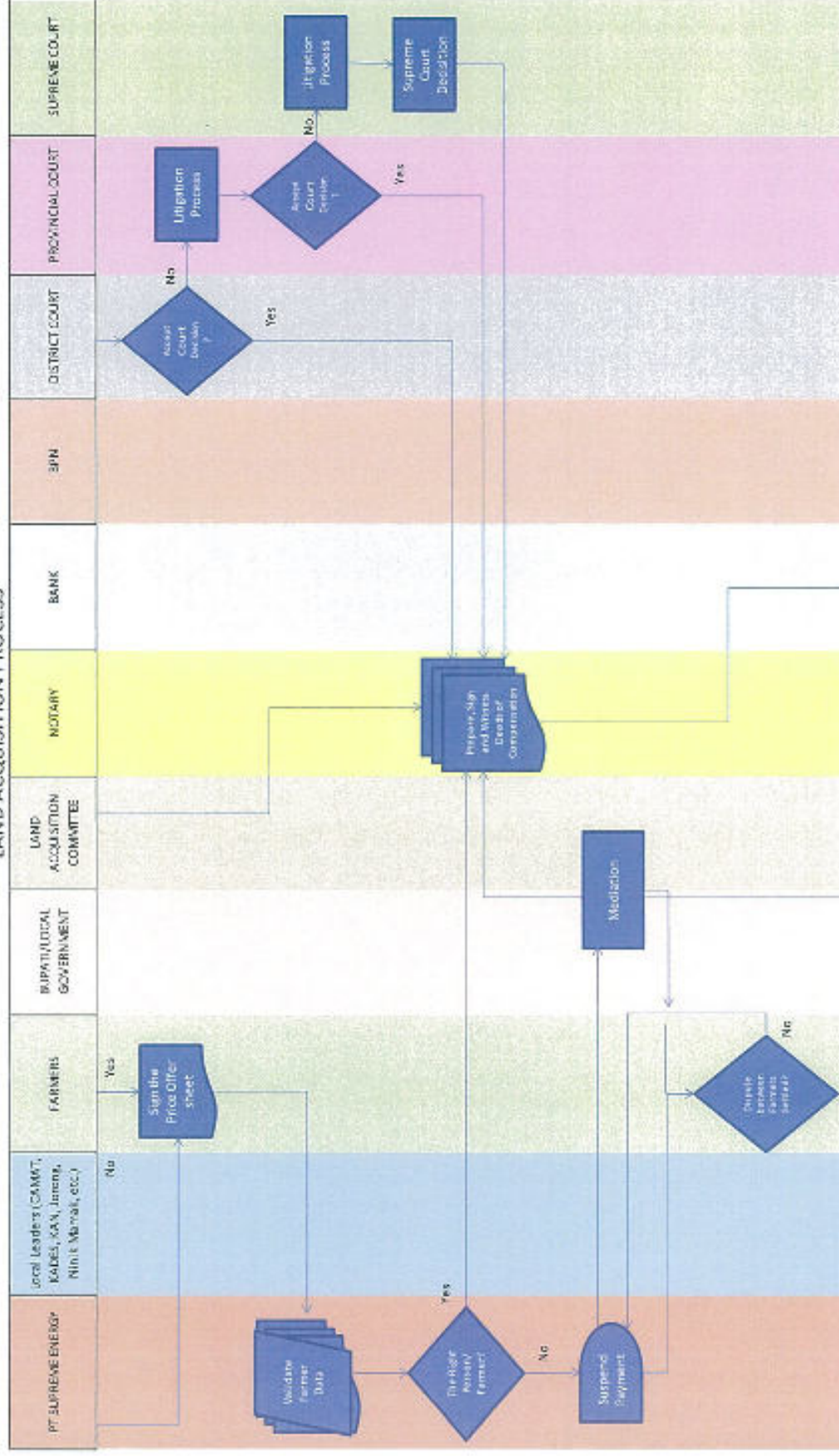




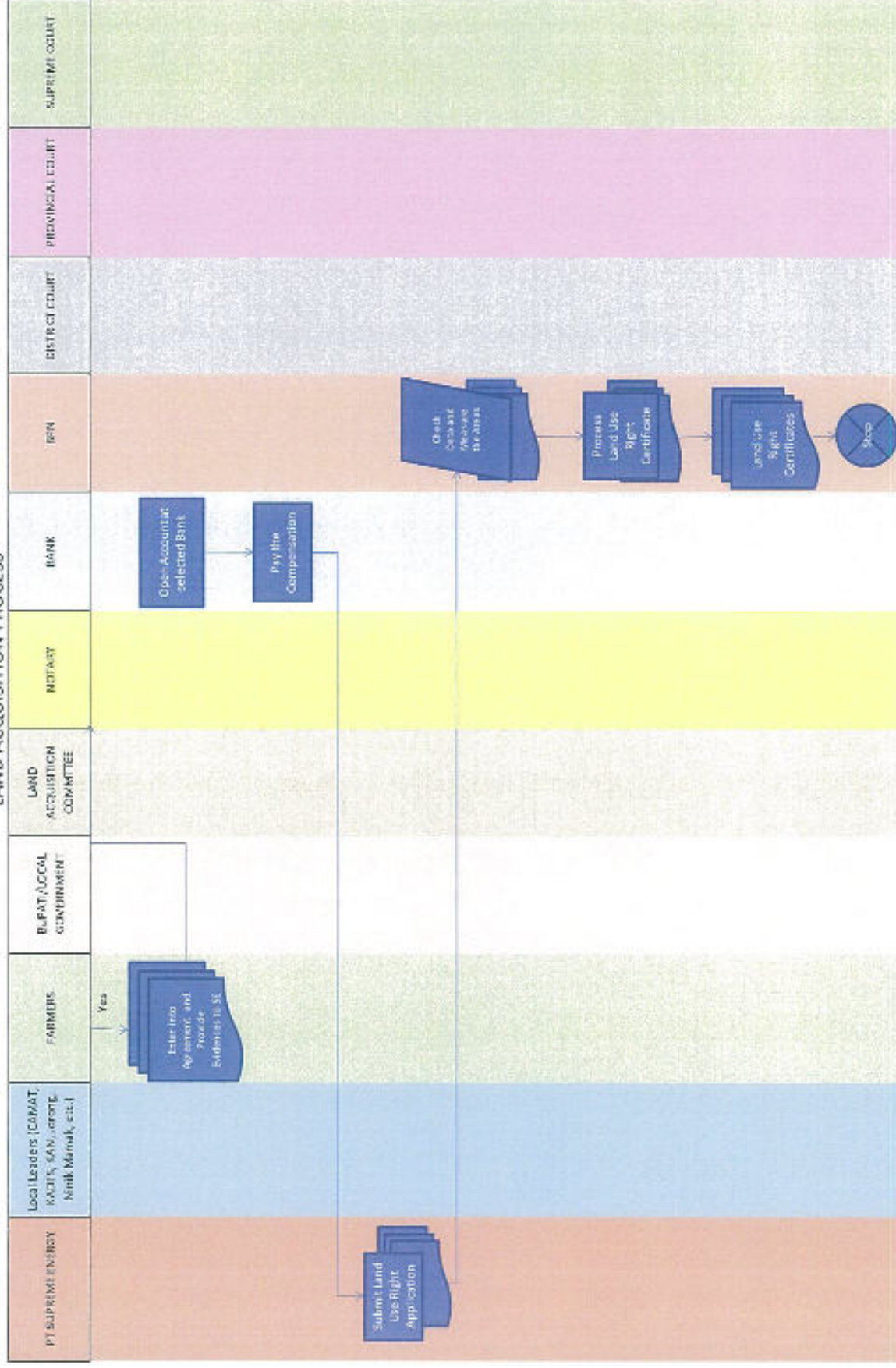
LAND ACQUISITION PROCESS



LAND ACQUISITION PROCESS



LAND ACQUISITION PROCESS



Appendix B. Land handing Over

Contoh Format Serah terima lahan dari Team Pembebasan lahan kepada Project Department



Muara Labuh Geothermal Power Project Land Handing Over Certificate

SEML Form #—

LHOC #.....

Project Title: _____
Development stage no. _____
Contractor _____

Site / Location : _____
Area (m2) : _____
List Land Parcel : _____
References/ Drawings/ Docs : _____

This is to certify that the Land as intention or described above is being handing over from SEML Land Acquisition Team to SEML Project Dept, for further process or work executions relevant to or under the Project Plan /objectives:

Parties	Name / Representative	Date Site Inspection	Date Handing Over	Signature
SEML Relation Dept				
SEMLProject				
Others				

Remarks:

Attachments: Drawings/Sketches/Pictures/Other Documents; Number of pages:

Prepared by: _____ Date _____ Certified _____ Date _____



AGI Rev Mar 14

Appendix C. Rencana Jadwal Waktu Pekerjaan



(Contoh Time schedule yang harus di buat, nama aktivitas dapat disesuaikan dengan bentuk dan nama kegiatan yang direncanakan Team pembebasan lahan)

WBS	Activity	PIC	Duration
1	Land Procurement	PIC	Duration
1.1	Complete Land Drawings (Project)	PRJ	TBA
1.2	Notification Letter to authorized Party	REL	TBA
1.3	Stacking Out Land Boundary	PRJ	TBA
1.4	Land Owner Identification & Cadastral Survey	REL	TBA
1.5	Informal meeting with Land Owner	REL	TBA
1.6	Dissemination to Key Stakeholder(s)	REL	TBA
1.7	Administrative Preparation (documents)	REL	TBA
1.8	Price Negotiation	REL	TBA
1.9	Legal Document Preparation (Notary)	REL	TBA
1.10	Payment Implementation	REL	TBA
2	Land Certification		
2.1	Land measurement with BPN	REL	2 month
2.2	Certification Application	REL	1 month
2.3	Issuance of PNPB	REL	3 months
2.4	Issuance of Decree Letter	REL	1 month
2.5	Land Certification	REL	1 month

Note : REL : Relation Department

PRJ : Project Departement

Appendix D. Format Pendataan dan Pengukuran Tanah

 supremeenergy		Identifier Number : <div style="text-align: right; font-size: 1.2em;">01</div>
FIELD LAND OWNERSHIP SURVEY QUESTIONNAIRE FORMULIR KUESIONER KEPEMILIKAN TANAH		
Project / Proyek : Proyek Geothermal, Rantau Dedap, Sumatera Selatan		Location / Lokasi : Rantau Dedap Survey Date / Tanggal Survei : 12 Juni 2012

Propinsi / Province :	Sumatera Selatan	Land Ownership Legal Type / Jenis Hukum Kepemilikan Tanah :	Hak Milik
Kabupaten / Regency :	Muara Enim	Document of legal / Certificate No. Dokumen Hukum / No. Sertifikat :	
Kecamatan / Sub-district :	Semende	Legal Land Owner / Kepemilikan Secara Hukum :	Jasurah
Desa / kampung :	Segamit	Area m ² (as written in certificate / Area dalam m ² sesuai dengan yang tertulis dalam sertifikat) :	20000 m ²

A. General Land Condition / Data Tanah Secara Umum

No. of boundary corners / Jumlah Batas atau sudut	Type of boundary corners / tipe batas sudut-sudut	General Description of Land / Deskripsi Tanah secara umum
9	Sungai & Pohon	Hutan & Kebun

B. Land Use / Penggunaan Lahan

Occupant / Didiami, Yes / No (Ya / Tidak), If Yes (jika Ya) :

No.	Name of Family Head / Nama Kepala Keluarga	Occupant Status (Owner / Hire / Illegal) / Status Penghuni (Pemilik/Penyewa/Tidak Resmi)	No. of Persons in House / Jumlah penghuni dalam Rumah	Type of House / Tipe Rumah	Staying Duration / Lamanya menghuni	Contact No. / Kontak No.
-	-	-	-	-	-	-

 supremeenergy	 geoindo SUPPORT SERVICE	Identifier Number. : 01
FIELD LAND OWNERSHIP SURVEY QUESTIONNAIRE FORMULIR KUESIONER KEPEMILIKAN TANAH		
Project / Proyek : Proyek Geothermal, Rantau Dedap, Sumatera Selatan		Location / Lokasi : Rantau Dedap Survey Date / Tanggal Survei : 12 Juni 2012

Cultivated / Dibudidayakan : Yes / No (Ya / Tidak) , If Yes (jika Ya) :

No.	Name of Farmer / Nama Petani	Farmer Status (Owner / Hire / Illegal) Status Petani (Pemilik/ Penyewa/ Tidak Resmi)	Plantation type / Tipe Perkebunan	Age Plantation / Usia (lamanya) perkebunan	Farming Duration / Lamanya Perkebunan	Contact No./ Kontak No.
1	Jasurah	Pemilik	Kopi			085369639510

Describe other land use status (if any) / Jelaskan Penggunaan Lahan Lainnya (jika ada) :

A.

.....




.....

.....

B. Other Remark :

- Equipment Used / Peralatan yang digunakan: Total Station / Geodetic GPS (RTK / Static Survey)
- Reference Control Point Used / Titik Acuan: BM 16
- Coordinate System / Sistem Koordinat:
 - WGS 1984
 - Projection / Proyeksi: UTM 48 South
 - Measurement Unit / Unit Pengukuran: Meter
- Raw Measurement Data Attached / Lampiran Data Pengukuran Awal

 supremeenergy		Identifier Number. : : 01
<p align="center">FIELD LAND OWNERSHIP SURVEY QUESTIONNAIRE FORMULIR KUESIONER KEPEMILIKAN TANAH</p>		
Project / Proyek : Proyek Geothermal, Rantau Dedap, Sumatera Selatan		Location / Lokasi : Rantau Dedap Survey Date / Tanggal Survei : 12 Juni 2012

	Surveyed By / di survei oleh:	Witness By:	
		Local Government / Pemerintah Setempat	Land Owner / Pemilik Tanah
Signature / Tandatangan :			
Name / Nama :	Budi Rubiana		Jasurah
Date / Tanggal :	12 Juni 2012	12 Juni 2012	12 Juni 2012

Notes :

..... Area dalam boundary = 7080,861 m2

..... Pohon kopi dalam boundary = 1772 batang

Attachments / Lampiran

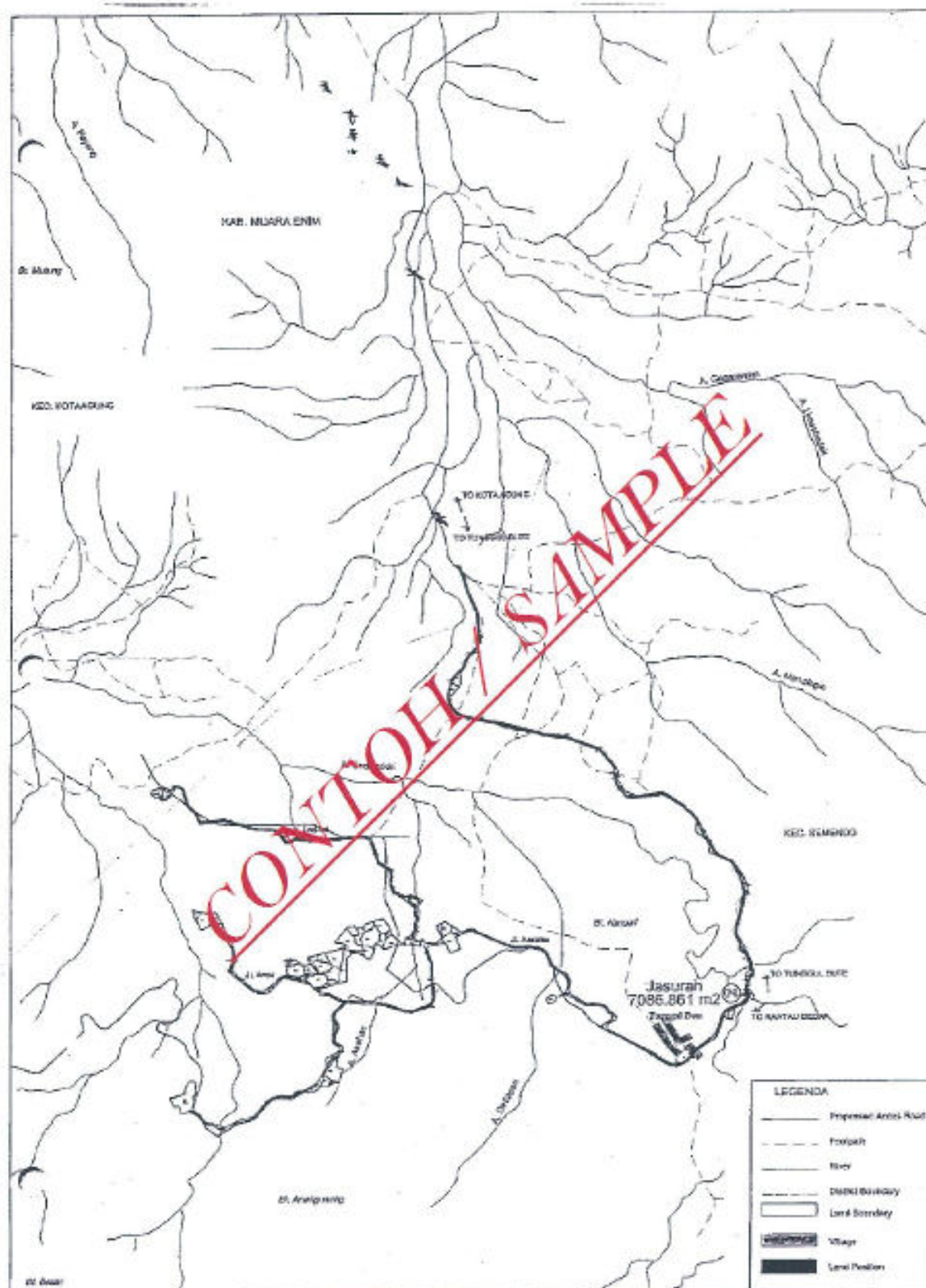
C. Plans / Peta

(i) Key Plan / Peta Petunjuk

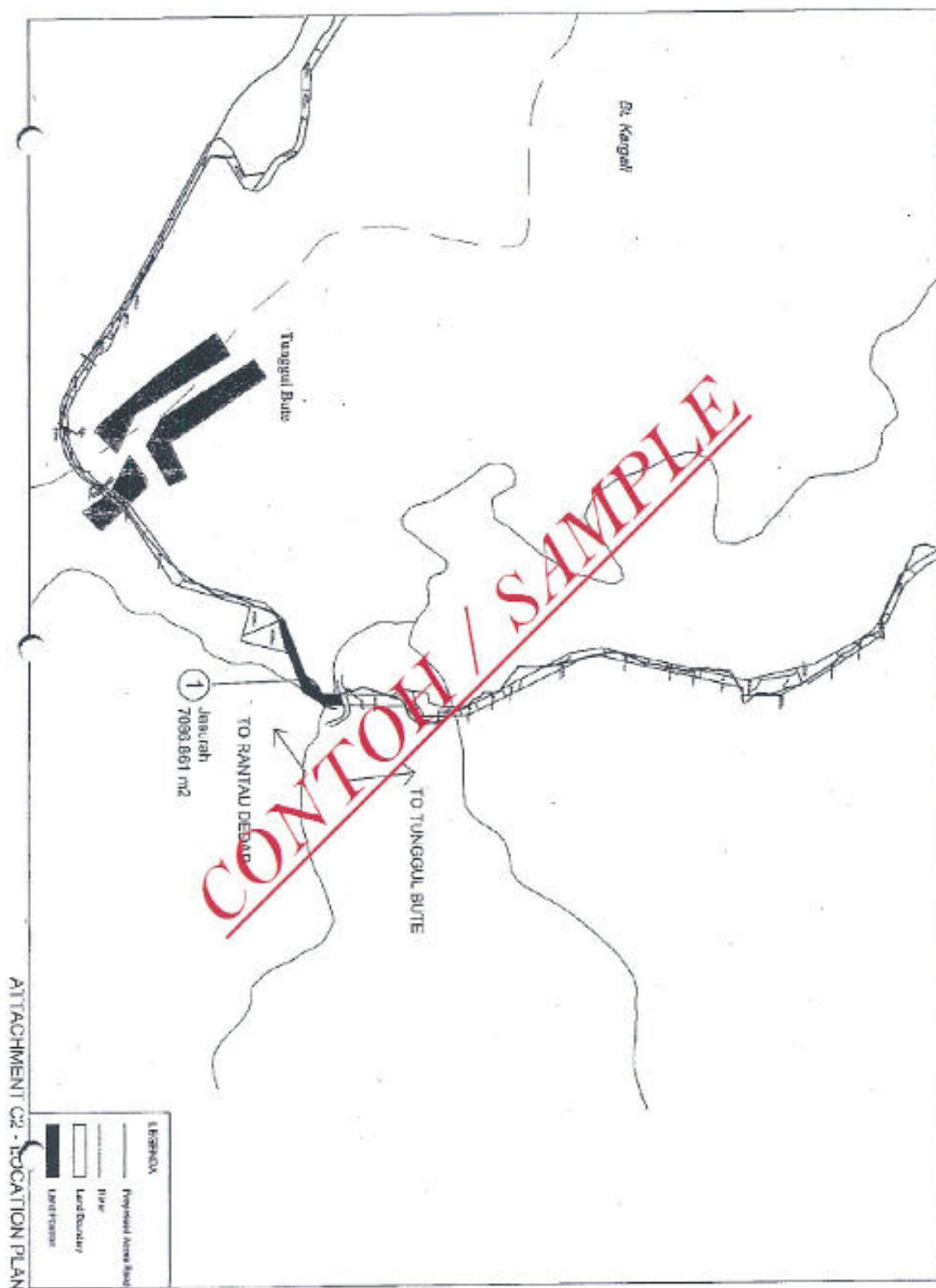
(ii) Location Plan / Peta Lokasi

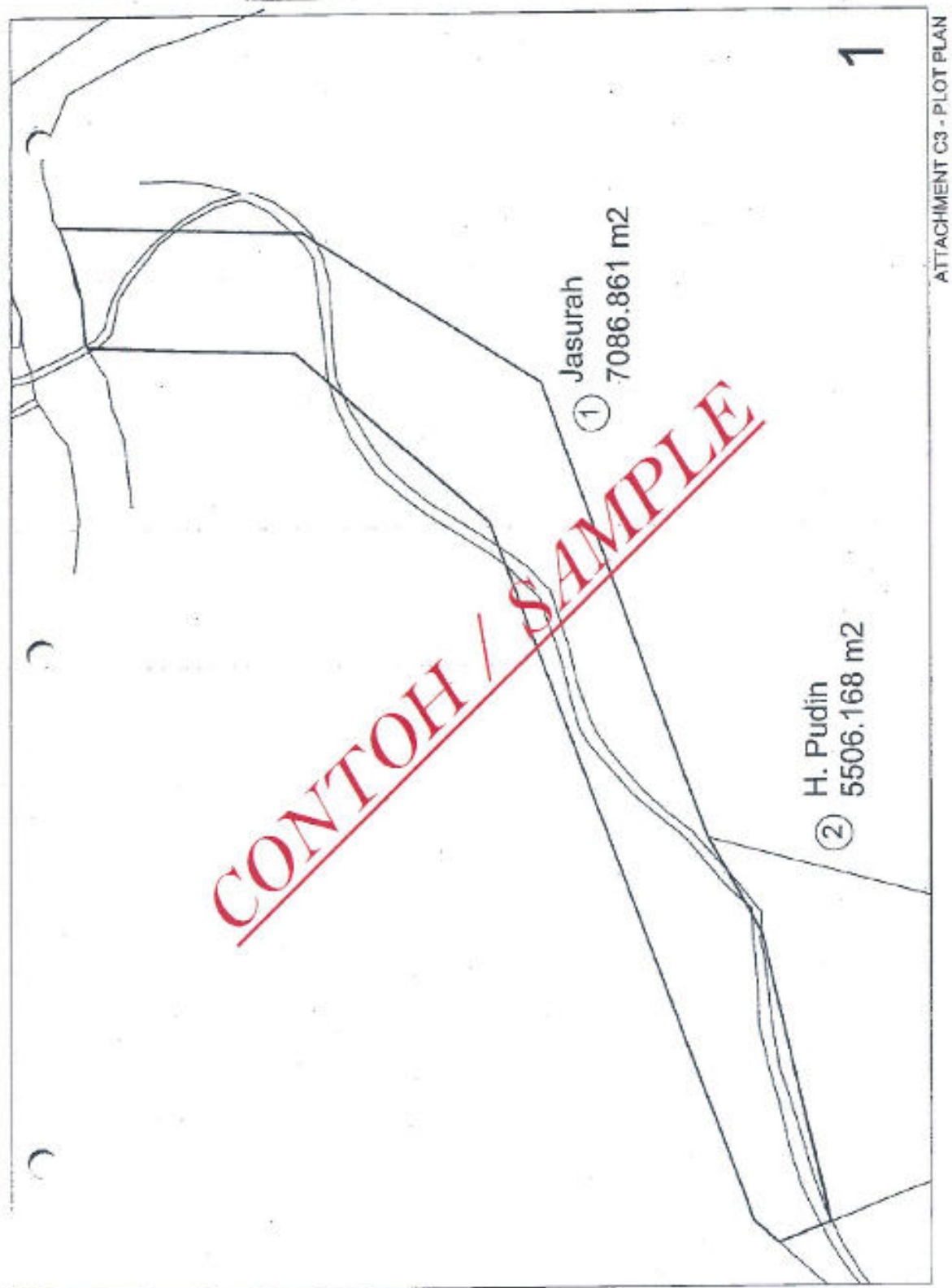
(iii) Plot Plan / Peta Kavling

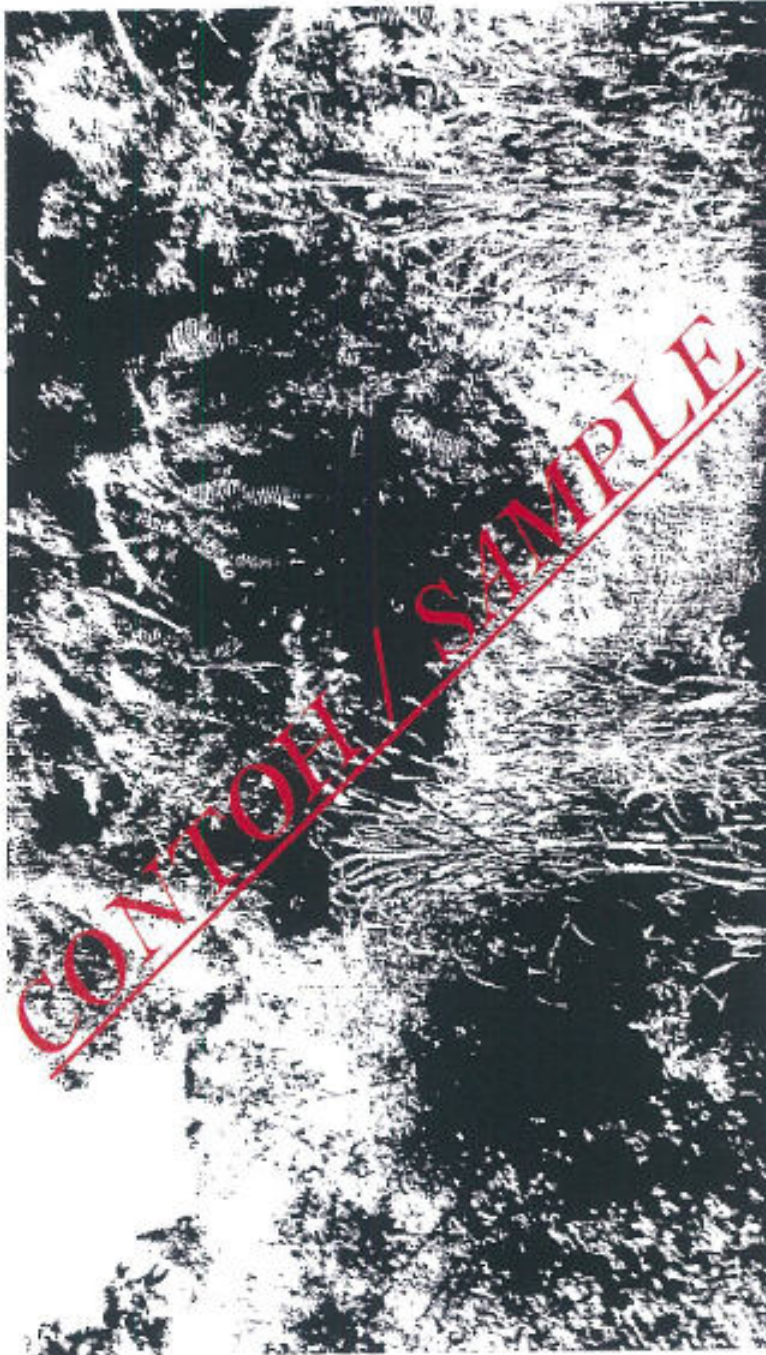
D. Photographs



ATTACHMENT C1 - KEY PLAN








ATTACHMENT D - PHOTOGRAPH

RSH Procedure Sponsorship and CSR Guidelines

August 2014

ML/RB/RD-RSH/REL-MAN-SOP01-Rev 0

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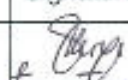
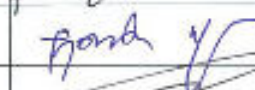



Approval PT. SE Muara Laboh

	Position	Name	Signature	Date
Prepared By	Business Manager Relations	Ismoyo Argo		
Reviewed By	VP. RSH	Prijandaru Effendi		
Approved By	Operations Director	Victor van der Mast		
Approved By	Finance Director	Yasuki Sato		
Approved By	President Director	Triharyo I. Soesilo		

Approval PT. SE Rajabasa

	Position	Name	Signature	Date
Prepared By	Business Manager Relations	Ismoyo Argo		
Reviewed By	VP. RSH	Prijandaru Effendi		
Approved By	Operations Director	Victor van der Mast		
Approved By	Finance Director	Yasuki Sato		
Approved By	President Director	Triharyo I. Soesilo		

Approval PT. SE Rantau Dedap

	Position	Name	Signature	Date
Prepared By	Business Manager Relations	Ismoyo Argo		
Reviewed By	VP. RSH	Prijandaru Effendi		
Approved By	Operations Director	Victor van der Mast		
Approved By	Finance Director	Yokoji Harunaga		
Approved By	President Director	Triharyo I. Soesilo		

Revision History

Rev	Date	Prepared By	Approved By	Issued For
0	20 Aug 2014	IA	TIS	Use

	REL-Procedure SPONSORSHIP & CSR GUIDELINES	Ref:	ML/RB/RD-RSH/SHE-MAN- SOP20- Rev 0
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The Supreme Energy project companies - PT Supreme Energy Muara Laboh, PT Supreme Energy Rajabasa and PT Supreme Energy Rantau Dedap are independent companies developing geothermal projects in Sumatra, Indonesia. Based on the agreement of the shareholders of the individual project companies, the Supreme Energy companies are managed in an integrated way in order to maximize the synergies in terms of use of resources and organization of their core and supporting processes. Consequently, important portions of the documentation body developed and applied within each company (manuals, procedures, description of processes, guidelines etc.) are common to all project companies. The applicability of each document to one or several project companies is reflected in the reference of each document.

Any document applicable to PT Supreme Energy Muara Laboh contains the characters "ML" in the document reference.

Any document applicable to the PT Supreme Energy Rajabasa project company contains the characters "RB" in the document reference.

Any document applicable to the PT Supreme Energy Rantau Dedap project company contains the characters "RD" in the document reference.

If a document applies to all three Supreme Energy companies, the term "Supreme Energy" may refer to any and all of these companies.

Within each document, for any reference to the project company, the term "Company" will be used. This term will refer to those companies the names of which are referred to in the document reference. The term Project refers to the project developed by the Company.

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2. Definitions	5
3. General	5
4. CS Team (CST)	5
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1. Purpose

The guidelines are to provide the policy and procedure to participate in sponsorship (hereinafter called "Proposals") and Corporate Social Responsibility (CSR) Programs (hereinafter called "Programs") to the external parties.

2. Definitions

- i. Company shall mean PT. Supreme Energy Muara Laboh, PT. Supreme Energy Rajabasa, and PT. Supreme Energy Rantau Dedap.
- ii. Employee shall mean employee of the Company, either permanent or direct contract.

3. General

In general, Company will participate in the Program as appropriate and subject to the availability of funds based on the approved budget.

Sponsorship ("Proposals") may be given for conventions, government or non-government events, business forums, seminars, exhibitions, among other which have relevancy and/or supporting Company's business objectives and strategy.

Corporate Social Responsibility programs ("Programs") may be given for new technology development, green campaign, health, education and/or community empowerment / development related events that support to Company's objectives and strategy.

A team, so called CSR & Sponsorship Team (CST), shall be established to prepare, review, propose and amend the Proposals & Programs. CST also shall provide recommendation for Proposals & Programs approval in accordance with the Guidelines.

In the condition that a very urgent and sudden Sponsorship/Donation/Contribution Proposal where review and approval recommendation from CST is not possible to obtain, the approver, based on the Company's Approval Authority Schedule (AAS) and subject to the availability of the budget, may decide and approve.

Sufficient time should be given to CST and the approver to review and approve the Proposal & Program request.

The ultimate responsibility of approving the sponsorship, donation or contribution is on the person listed in the Company's Approval Authority Schedule (AAS).

4. CS Team (CST)

CST shall consist of:

1. Related User : Field Relations Manager / Site Support Manager
2. Reviewer 1 : Head of Community Relations & Affairs
3. Reviewer 2 : Manager of Business Relations (CST Chairman)
4. Approver : VP Relations & SHE (in accordance with AAS)

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Responsibilities of the CST:

- a. Prepare, review, and propose the Annual Programs to the VP Relations & SHE after got the input and information from Annual Stakeholder Meeting in each field.
- b. Review the Programs from an external party and provide recommendation (approval or regret) to the approver in accordance with AAS.
- c. Ensure that all activities related to the Programs will follow the Guidelines and be able to protect Company's interest, image and to avoid any potential problems to Company.
- d. Prepare and review the necessary agreement and/or Contract for the implementation of the Programs and Proposals.
- e. Should there be any program (exclude from annual Programs) proposed by an external party and the program is approved, CST shall prepare the request for funds and payment to Finance & Business Strategic Development (BSD) Department. If the Program is not approved, CST shall prepare and send the regret letter.
- f. CST shall be responsible for maintaining the data of all Programs, approvals, rejections and/or any documents related up to 5 years. Database should be kept confidential but accessible for members or any other designated person to see.
- g. CST shall propose the budget to and also maintain the expenses to be always within the approved budget.
- h. Should the total expenses exceed or about to exceed the approved budget, a revision shall be made in accordance with the Work Program & Budget Procedures.

5. Exclusion from the Proposals and Programs :

The followings shall not be done or conducted :

- i. Company shall not participate in any Proposal and/or Programs that is intended to support any certain political party and/or particular politician. Company should observe the neutrality or independency from any political party and its candidates/politicians.
- ii. The Proposals and/or The Programs shall not be applicable for individual.

6. Approvals


For the approver, please refer to the AAS.

7. Procedures for Proposals

The followings are steps to be taken in responding to Proposals :

1. Receiving of Proposals, Initial Evaluation and Review Routing
 - a. Employee who receives the Proposals (via email, hard copy or fax) shall forward the proposal(s) to the Head of Community Relations & Affairs..
 - b. Head of Community Relations & Affairs shall compile the proposal(s) and shall put the proposal into the database and provide copy of the proposal to CST no later than 1 (one) week prior for routing approval using Form *Pengajuan Proposal* as described on attachment 1.
2. Response to Proposals
 - a. After completion of the review, CST shall follow up with the decision process and approval.

f b.

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- b. Upon the final decision, CST shall provide response to the applicant/External Party (ies). The letter(s) shall be signed by VP Relations & SHE.
 - c. If the proposal is approved and it requires purchase of goods or services, Head of Community Relations and Affair shall issue MSR for procurement process.
 - d. If the proposal is approved and it requires necessary agreement, CST and Legal Team shall prepare and review agreement and/or contract.
3. Processing Time
Sufficient time should be provided for CST to review and provide a recommendation and for the Approver to review and approve the Proposal requested; however, a maximum of 15 (fifteen) working days should be adequate to issue the approval or rejection, including the time for sending the response to the applicant/ external party (ies).
4. Recording and Database Maintenance
CST shall record and maintain all documents related to the Proposals in copies.
5. Reporting
 - a. CST shall monitor quarterly expenditure and provide semi-annual expenditure report to VP Relations and SHE on realization of the Proposals.
 - b. Reports should be kept in the database.

As for the proposal prepared by CST, the steps from point 1 up to 5 above shall apply.

8. Procedures for Programs

The followings are steps to be taken in responding to Programs :

1. Receiving of Programs
 - a. The Programs shall be collected by Site Support Manager from each field through Stakeholder Meeting which should be held in October every year.
 - b. Site Support Manager should provide an assessment and propose potential programs and send to Field Relations Manager (carbon copied to Head of Community Relations & Affair).
 - c. Head of Community Relations & Affair shall compile the Programs and shall put the Programs into the database for future CST evaluation and review.
 - d. The CST chairman shall schedule the meeting to evaluate and review the Programs.
2. Initial Evaluation and Review Meeting
 - a. CST shall review the Programs in the quarterly and/or ad-hoc meeting and prepare the summary.
 - b. CST shall review the Programs and provide Programs Plan and Budget (PPB) 2 months prior to program implementation year (January to December).
3. Program Approval
 - a. After completion of the PPB, CST shall follow up with the decision process and approval.

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- b. Upon the final decision, CST shall provide Program Plan and Budget (PPB) to VP Relations and SHE for next year implementation no longer than 1 month before implementation.
 - c. A copy of PPB shall also circulated to BOD for information. BOD may request for a presentation / meeting to clarify or to review the Programs.
 - d. If the PPB is approved and it requires purchase of goods or services, Head of Community Relations and Affair shall issue MSR for procurement process.
 - e. If the PPB is approved and it requires necessary agreement, CST and Legal Team shall prepare and review agreement and/or contract.
 - f. In the urgent and sudden situation for a program (hereinfter called "Special Program"), where it is NOT included in the program plan proposed by CST, the BoD / VP Relations and SHE, may decide and approve Special Program.
4. Recording and Database Maintenance
CST shall record and maintain all documents related to the Programs in copies.
5. Reporting
 - a. Field Relations Manager shall provide a semi-annual report to the VP Relations and SHE on realization of the Program.
 - b. Reports should be kept in the database.

As for the program prepared by CST, the steps from point 1 up to 5 above shall apply.

9. Programs Implementation

- a. Execution
The execution of the Programs shall be done in safely and timely manner. If the program could not execute on time, CST will informs and explain the details through semi-annual report. The execution of the program shall be well-documented, including the report and expenses. The person-in charge to execute the programs is Field Relations Manager and possible to delegate to Site Support Manager and his team at site.
In the term of good corporate governance and to have better implementation, Company allowed the implementation of the Programs are conducted by consultant or business partner that had been verified by Company procurement process.
- b. Monitoring and Evaluation
The Programs shall be monitored and evaluated by Field Relations Manager and possible to delegate to Site Support Manager and his team at site to ensure the program is implemented and meet the safety, quality, schedule and budget.
- c. Reporting & Documentation
The principle of planning, executing, monitoring and evaluating shall be documented in each program. Field Relations Manager and possible to delegate to Site Support Manager and his team at site may liaise with related Department or external parties to have good documentation. All copies of the reports and documentations shall be sent to CST.

f 6.

 supremeenergy	REL-Procedure SPONSORSHIP & CSR GUIDELINES	Ref:	ML/RB/RD-RSH/REL-MAN- SOP01- Rev 0
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10. Programs Plan and Budget (PPB)

Programs Plan and Budget, as described in attachment 2, shall comprise four (4) main areas known as “4 Pillars” as follows:


- a. **Health and Education:** Providing wider and better health and education opportunity for local communities such as provide health program, green campaign, improvement of school buildings, books and libraries, education related equipment and tools, teachers, education program, scholarship, etc.
- b. **Infrastructure:** Providing resources to address community needs in the form of better infrastructure for the community in the form of clean water, electricity, etc..
- c. **Economic Empowerment:** Enhancing community capacity/income and self-sustaining capabilities, green campaign, etc.
- d. **Community Relations :** Enhancing Company and Community relationship through participation and contribution on local values / wisdom including capacity building of leaders, village head in conflict resolution and mentoring.

The program and plans also shall comply to regulation, follow industrial best practice and adhere the financial institutions requirements. In addition, Program Plans and Budget shall be formalized :

- a. Local resources based
- b. Community based
- c. Economic empowerment
- d. Sustainable Program
- e. Participatory Program

11. Custodian

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Attachment 1



PT. SE ML/RD/RB

Form Pengajuan Proposal
Proposal Form

		Rekomendasi / Recommendation
Judul Proposal / Proposal Title		
Penyelenggara/ Organizer		
Tanggal Kegiatan/ Event Date		
Review By	Field Rel. Manager / Site Supp Manager Date :	
Review By	Head of Community Relations & Affair Date :	
Review By	Business Relations Manager Date :	
Approved By	VP Relations & SHE Date :	

69.

f

Attachment 2

SUPREME ENERGY CSR PROGRAMS PLAN & BUDGET FORM YEAR.....

No.	Program	Objectives	Month												Total
			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
I. HEALTH & EDUCATION															
1.															
II. INFRASTRUCTURE															
2.															
III. ECONOMIC EMPOWERMENT															
3.															
IV. COMMUNITY RELATIONS															
4.															
Grand Total															

Prepared by,	Reviewed by,	Reviewed by,	Acknowledged by,	Approved by,
Field Relations Officer	Site Support Manager	Head of Community Relations & Affair	Manager of Business Relations	VP Relations & SHE
				Board of Directors

No.	Program	Jan	Feb	Mar	Apr	Mei	Jun	Jul	Aug	Sept	Okt	Nov	Des	Total
EDUCATION & HEALTH														
		Sub Total												0
COMMUNITY EMPOWERMENT														
1	Fresh Water Fish Breedings (seeds)										25.000.000			25.000.000
2	Coffee Post Production Training and Equipment for Women Organization									25.000.000			25.000.000	50.000.000
3	Cultivation and Farm Improvement Equipment for Farmer / Cultivator Groups							50.000.000				50.000.000		100.000.000
4	Capacity Building Training for Local Group Leader (Village Heads / Community Leader) or Local Entrepreneur										50.000.000	50.000.000	50.000.000	150.000.000
5	ISDP - Safety Net to Vulnerable Affected People						5.000.000			5.000.000			5.000.000	15.000.000
6	Land Acqusition and Livelihood Monitoring Impact Study								75.000.000	75.000.000	75.000.000	75.000.000	50.000.000	350.000.000
		Sub Total												690.000.000
INFRASTRUCTURE														
7	School Building Improvement - Yayasan Area									30.000.000			30.000.000	60.000.000
8	Fresh Water Piping Improvement								25.000.000					25.000.000
		Sub Total												85.000.000
COMMUNITY RELATIONS														
9	Ramadhan Safari						20.000.000							20.000.000
10	Donation for Plantation (green campaign)									25.000.000				25.000.000
11	Ied Mubarak							20.000.000						20.000.000
12	Independence Day								30.000.000					30.000.000
13	Idul Adha (Qurban)										30.000.000			30.000.000
14	Sponsorship	5.000.000	5.000.000	5.000.000	5.000.000	5.000.000	5.000.000	5.000.000	5.000.000	5.000.000	5.000.000	5.000.000	5.000.000	60.000.000
15	Army and Police Anniversarry							15.000.000			15.000.000			30.000.000
16	Muara Enim Anniversary										25.000.000			25.000.000
17	Lahat Anniversary								25.000.000					25.000.000
18	Pagar Alam Anniversary												25.000.000	25.000.000
19	Stakeholder Meeting					10.000.000					20.000.000			30.000.000
20	Special Program (Ad hoc)						10.000.000	10.000.000	10.000.000	10.000.000	10.000.000	10.000.000	10.000.000	70.000.000
		5.000.000	5.000.000	5.000.000	5.000.000	15.000.000	30.000.000	90.000.000	160.000.000	165.000.000	245.000.000	180.000.000	190.000.000	
		Sub Total												390.000.000
		Grand Total												1.165.000.000
		Annual Budget (USD)												90.000
		Annual Budget (IDR)												1.170.000.000

Provision of Integrated Social Development Program Study Services



Final Report Skill Development Plan and Livelihood Opportunities Development

Inti
Hexa
Semesta



Abbreviations

ADB	Asia Development Bank
BAPPENAS	Badan Perencanaan Pembangunan Nasional
BLK	Balai Latihan Keterampilan
BLKD	Balai Latihan Keterampilan Daerah
BLKP	Balai Latihan Keterampilan dan Produktivitas
CDM	Clean Development Mechanism
CSMS	Contractor Safety Management System
CSR	Corporate Social Responsibility
EIA	Environmental Impact Assessment
EIR	Extractive Industry Review
EMP	Environmental Management Plan
ESMP	Environmental and Social Management Plan
EPC	Engineering, Procurement and Construction
ESIA	Environmental and Social Impact Assessment
HSE	Health, Safety, and Environmental
IEE	Initial Environmental Examination
IHS	Inti Hexa Semesta
IPP	Indigenous Peoples Plan
IPs	Indigenous Peoples
ISDP	Integrated Social Development Program
NGO	Non-Governmental Organization
PDD	Project Design Document
PTSE	PT Supreme Energy
RKL	Rencana Pengelolaan Lingkungan
RPL	Rencana Pemantauan Lingkungan
SERD	Supreme Energy Rantau Dedap
UKL	Upaya Pengelolaan Lingkungan
UPL	Upaya Pemantauan Lingkungan
UPTD	Unit Pelaksana Teknis Daerah
VU	Vulnerable

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I. Introduction

1. PT. Supreme Energy Rantau Dedap (SERD), is the operation company established by the Joint Venture of Supreme Energy, GDF Suez and Marubeni. This joint venture company has taken up the implementation of Rantau Dedap geothermal development project, which is located in the Muara Enim, Lahat and Pagar Alam Regencies of South Sumatra, approximately 255 km from Palembang (Map 1 refers).
2. The Project implementation is proposed in two phases. Phase 1 constitutes the geothermal resources exploration and drilling phase. While the steam field development and power plant construction will be taken as part of Phase 2.
3. SERD is currently undertaking exploratory drilling to investigate the geothermal resource and, if investigations are satisfactory, to subsequently undertake the development of the geothermal power project through to commercial operation of a geothermal power plant comprising two units of approximately 110MW each.

Map 1: Location of the PT. Supreme Energy Rantau Dedap (SERD)

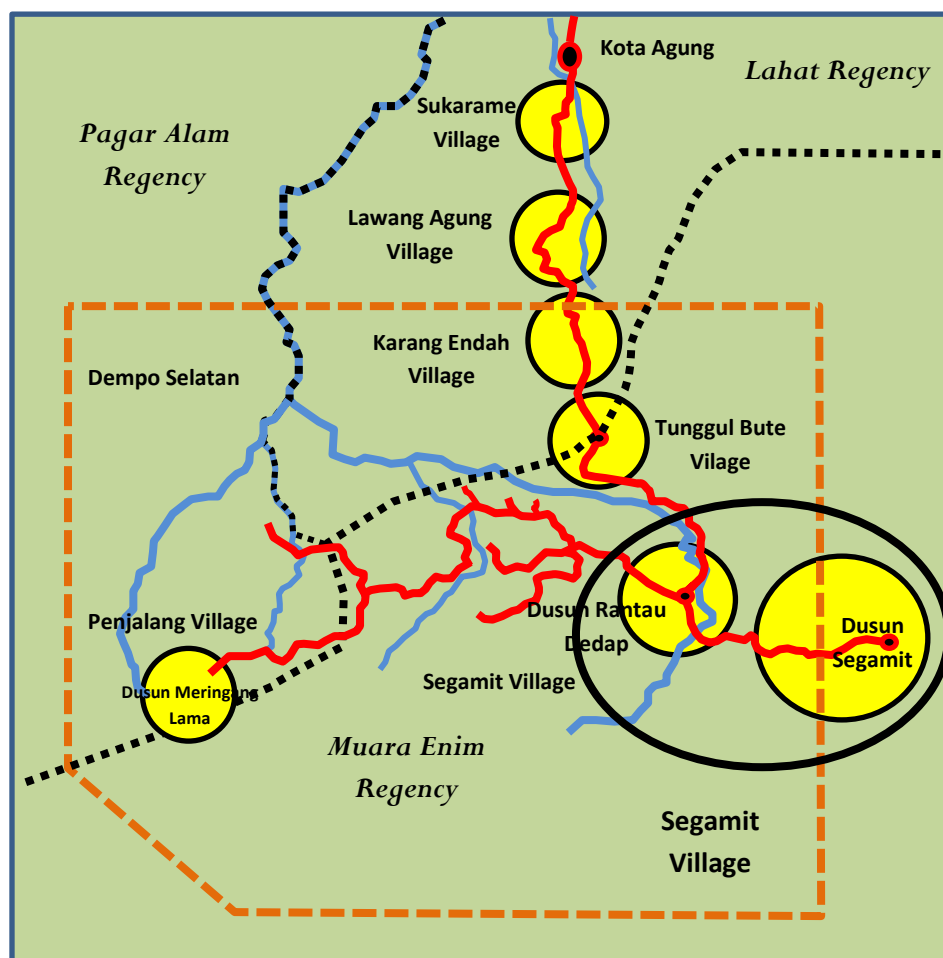


4. The SERD, in line with its commitment to the communities in the project area and especially the affected communities has taken up the implementation of an Integrated Social Development Program (ISDP) to (i) address adverse impacts on the communities in the project area, especially the affected persons, and (ii) Implement various activities that are beneficial to the larger communities, based on community needs and expectations in the Project area.

5. The ISDP is implemented by SERD through the relations team and supported by the community relation staff. The target beneficiaries will include the land owners and coffee cultivators within the protection area directly affected by the Project, the communities in the project villages and the sub districts of Semende Darat Ulu, Kota Agung and Dempo Selatan.

6. The Subject Site includes of 4 Villages (Desa) in Kota Agung Sub District namely, Desa Sukarami, Desa Lawang Agung, Desa Karang Endah, and Desa Tunggul Bute. One rather big Village (Desa) in Semende Darat Ulu Sub District, namely Desa Segamit (Map 1 refers) and one village (Desa) in Dempo Selatan Sub District namely, Desa Penjalangan.

Map 1: The Subject Site



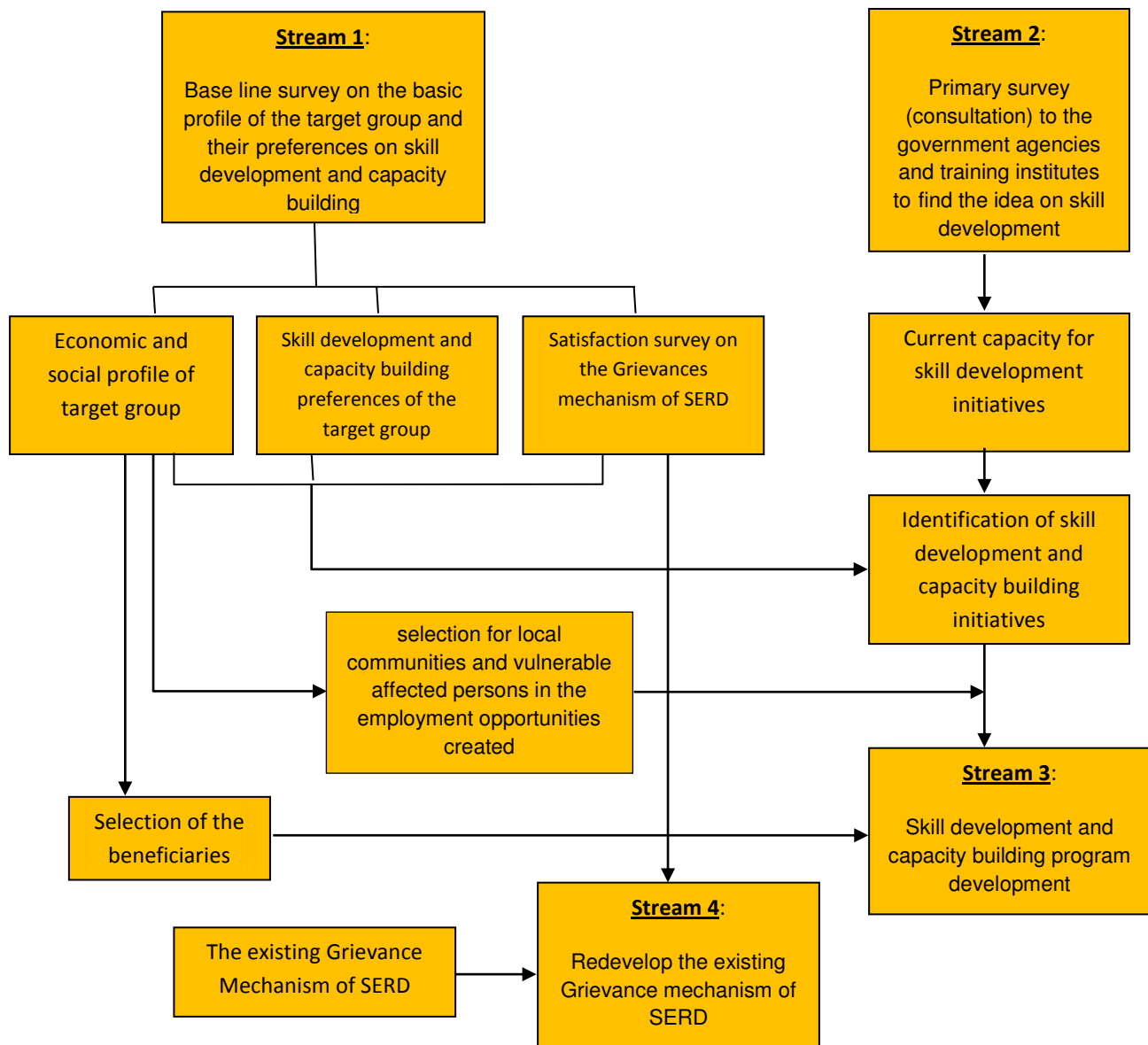
7. This report describes the Field Survey implemented in the area and the strategy of Capacity Building initiatives and the Local Economic Development to the most affected people in the area.
8. The Survey is aimed to describe the social and economic profiles of the affected people, as well as assess the needs of the affected households for capacity and skills building.
9. The profile identification includes (a) information of the household members, education levels, employment, age, skill levels, (b) main sources of livelihood, incomes from coffee plantations, non-agricultural activities, income expenditure pattern, savings, indebtedness, (c) land ownership information, (d) expectations and preferences of households – skill development, training requirements.
10. Furthermore, to analyse the supply side of the capacity building/ training for the targeted group, the Team also conducted consultations with government agencies, training institutes to understand the ongoing opportunities for skill development and training available members of the Forum Desa, village and community leaders, apart from the SERD team to understand the needs and priorities of the communities on skill development and training activities.

II. Approach and Methodology

2.1 General Approach

11. Based on the TOR provided, we concluded there are 4 main streams and assignments to be delivered in this Project, which related to (i) base line survey on the basic profile of the target group and their preferences on the skill development and capacity building initiatives, (ii) primary survey to the government agencies and training institutes to find the idea on skill development program, (iii) skill development and capacity building program development and (iv) fine tune the SERD's Grievance mechanism.
12. As for this report purposes, the process is focused on the basic social and economic profile of the targeted group, demand and supply identification for the capacity building/ skills development and local economic development. Figure 1 shows the flow and general approach of the project implementation, and the approach for this report.

Figure 1: General Approach



2.2 Methodology

13. In gathering the information through field survey and consultation with the government agencies and training institutes, the guided interview method will be applied. Therefore, questionnaire and question checked list will become the most important survey tools.

14. This also become the reason that more field surveyors will be required to implement the survey to the target group, besides the formal interview and consultation to the government agencies and training institutes.

15. There are three main contents in the questioner. **The first content** will be the basic information on social and demographical profile of the respondents, economical profile, income and expenditure pattern, and land ownership.

16. **The second content** will be the list of preferred Capacity Building activities (preferences in the skills development and training need assessment). While **the third content** is the information on the house holds knowledge and comments on the Grievance Mechanism.

17. In parallel with the survey, a series consultation with various institutions related to the capacity building and training activities will be conducted. This is to find out the current training capacity and initiatives available in the market.

18. The information gathered from this in-depth interview is aimed to find out the followings:

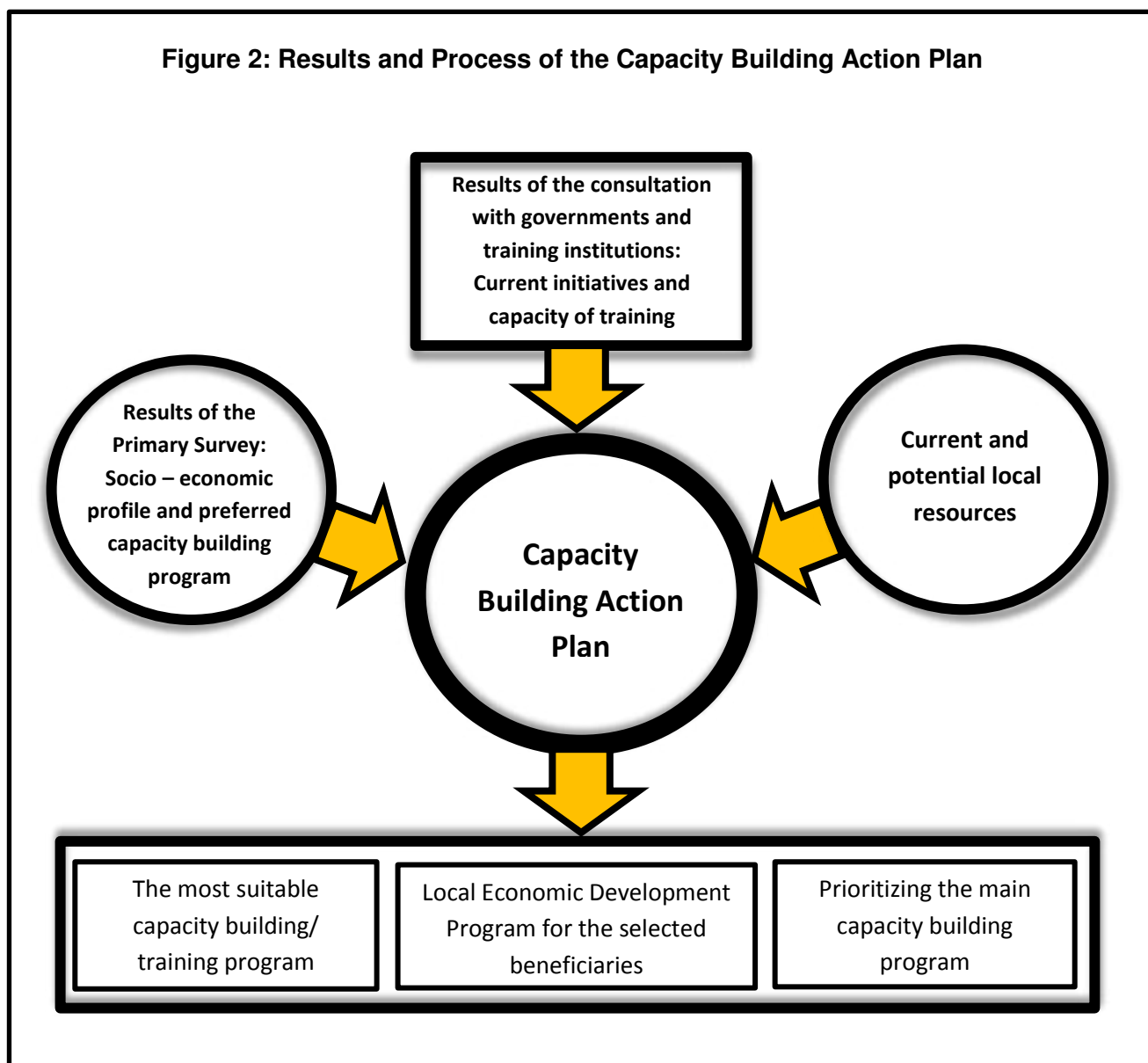
- Type and size of the initiatives available in the market.
- Current government policies on the capacity building initiatives.
- Current gaps on the capacity building provision in the region.

19. The targeted Institutions will be as follows:

- Local Government Development Planning Board (Bappeda) of Lahat, Muara Enim Regency and Pagar Alam City.
- Local Government Employment Unit (BKD) of Lahat, Muara Enim Regency and Pagar Alam City.
- Office of Manpower and Transmigration of Lahat, Muara Enim Regency and Pagar Alam City.
- Regional Training Center (BLKD)/ UPTD LLK UKM of Lahat Regency
- Center of Learning Activities (SKB) of Districts within Lahat, Muara Enim Regency and Pagar Alam City managed by the Sub-District Government offices.
- Community Learning Centers (PKBM) around Lahat, Muara Enim Regency and Pagar Alam City, managed by the communities, NGOs or private sectors.

20. The next step is to prepare the capacity building action plan. This stage will compile the results of three analyses. First analysis is related to the results from the primary survey, which will show the basic social and economic profile of the households, and their preference of the capacity building/ training program, and the information on the level of knowledge and comments on the Grievance Mechanism. The second analysis is the information on the current capacity building initiatives and capacity within the area and the third analysis is the current and potential local resources.

21. The capacity building action plan will become a filter in identifying and prioritizing the most suitable capacity building initiatives in each village. Figure 2 describes the process and results of the capacity building action plan provision.



2.2.1 The Questioner

22. The Questioner development is the first step to be taken in the Project implementation. The questioner was designed to accommodate the three main items, namely the Social and economic Profile of the most affected people in the subject site, the interest of the most affected people on the capacity building program of their skills and knowledge, and their knowledge and appreciation on the current Grievance mechanism introduced and applied by the PT Supreme Energy.

23. The draft 1 questioner was completed and delivered to Supreme on 2nd October 2014, and was reviewed and delivered back to the Consultant by 3rd October 2014.

24. The Pilot Testing on the Questioner was conducted between 6 October and 9 October 2014 in Kabupaten Bogor, Kota Palembang, and Kabupaten Banyuasin, with the total respondents of 3, 4, and 2 respondents respectively.

25. These locations were chosen as they represent similar conditions with the subject site in Rantau Dedap. They are located around the “industrial” activities, their main economic activity is the agriculture and plantation, possess quite large land.

26. In overall, the form of the questioner was easy to be followed by both the surveyors as well as the respondents. Some notes were given to some terms, and the test also found some redundancies which need to be revised. Annex 1 shows the final draft of the questioner.

2.2.2 The Respondents

27. As for the respondents, the number of households becomes the basic targeted unit. The valid basic data will be based on the latest census of Indonesian Statistical Bureau (Year of 2010) on the number of population and households per Village (Desa) in Sukrame Village, Lawang Agung Village, Karang Endah Village, Tunggul Bute Village, Segamit Village and Penjalang Village.

28. However, the Addendum1 to the Enquiry Document, dated on 21 August 2014, has changed the sample of the survey to become all the affected people, which is based on the list generated by SERD, with the total sample of about 109 respondents plus some potential respondents in the new area of Dusun Meranging.

29. Therefore, in terms of the total number of sample, we are of the opinion that the changes is still under the statistically justified number, however, we should change the distribution of sample with accordance to the list provided by the SERD.

30. Based on the list, the sample distribution will be as follows:

No.	Villages	No. Sample	No.	Villages	No. Sample
1.	Segamit	69	4.	Karang Endah	9
2.	Sukrame	3	5.	Tunggul Bute	27
3.	Lawang Agung	1	6.	Penjalang (Dusun Meringang)	8

31. Another adjustment was applied following the initial recognition in the Field. Some of the listed affected people have passed away, and the other has moved to other places. There were only 81 original listed affected people remaining in the area. The substitutions were taken based on the consultation with the Head of Villages and Hamlets. Furthermore, the Field Survey Team also took additional respondents to give more accurate data.

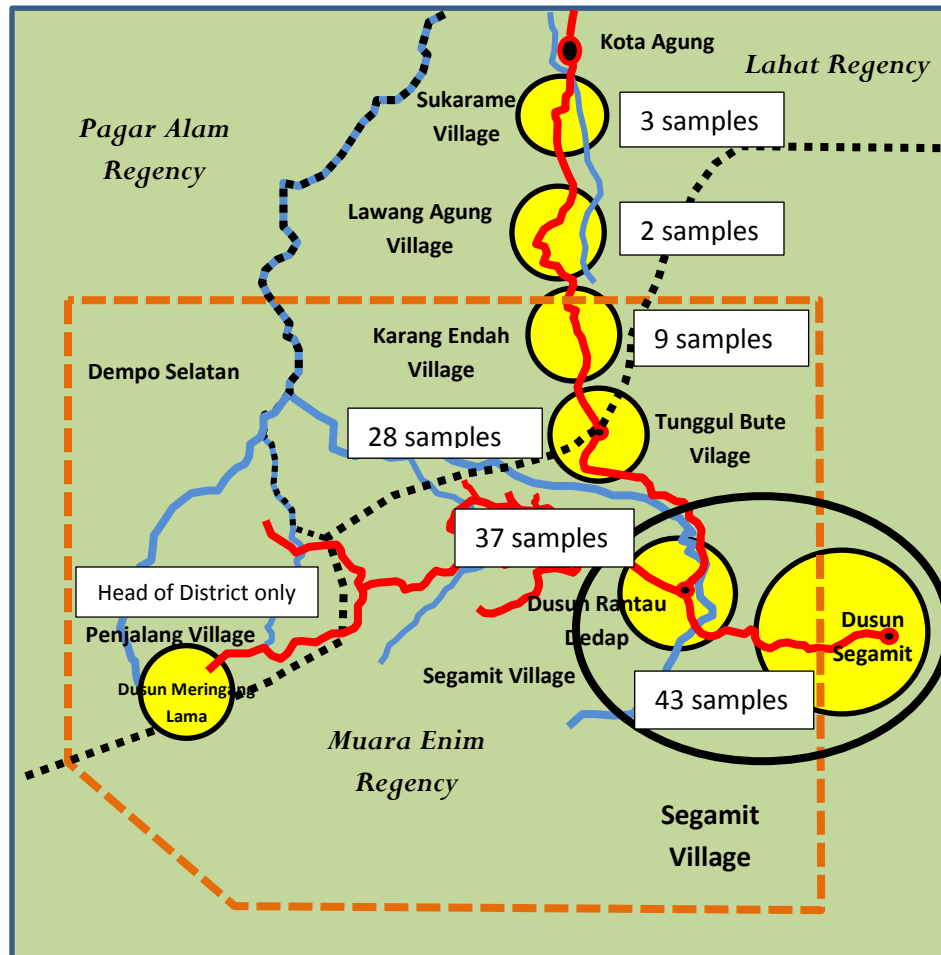
32. In the end, the final number of respondents was 122 respondents comprise of 78 original listed affected people, 31 substituted respondents and 13 additional respondents. As for the additional area (Dusun Meringang), the survey was conducted in the last period of the survey. And since the area is an additional area which has not been formally “touched” by the PT Supreme Energy, the Team and the Supreme Field Team agreed that the interview was conducted with Local Authority, in this case was the Head of District. Therefore, the analysis will be focused on the 122 respondents from the 5 Villages, and a separate description will be prepared for the results of interview and preliminary recognition in Kecamatan dempo Selatan, Kelurahan Panjalang.

33. The distribution of the final list of respondents is shown in the Table 1 and the mapping of the respondent list is described in the Map 2. Please see Annex 2 for the final list of respondents.

Table 1. Number and Distribution of Respondents

No	Desa/Dusun	Scope of Area	Number of Listed-Affected People	Adjusted number of respondents
A.	Kabupaten Muara Enim			
	Desa Segamit			
	1. Dusun Segamit	4 dusun	35	43
	2. Dusun Rantau Dedap	Dusun IV	34	37
B.	Kota Pagaralam			
	Desa Penjalang	Dusun Meringang	8	Interview the Head of Kecamatan
C.	Kabupaten Lahat			
	1. Desa Tunggul Bute	Desa Tunggul Bute	27	28
	2. Desa Karang Endah		9	9
	3. Desa Lawang Agung		1	2
	4. Desa Sukarame		3	3
		Total	117	122

Map 2: Respondents Distribution



III. Description on the Socioeconomic Profile

3.1 Villages Profile

34. PT. Supreme Energy Rantau Dedap (SERD), is the operation company established by the Joint Venture of Supreme Energy, GDF Suez and Marubeni. This joint venture company has taken up the implementation of Rantau Dedap geothermal development project.

35. The target beneficiaries will include the land owners and coffee cultivators within the protection area directly affected by the Project, the communities in the project villages and the sub districts of Semende Darat Ulu, Kota Agung and Dempo Selatan.

36. The coverage area of the Subject Site includes 6 villages which are located in the Muara Enim, Lahat and Pagar Alam Regencies of South Sumatra. The villages are as follows:

1. Muara Enim Regency (Semende Darat Ulu Sub District):
 - Segamit Village
2. Lahat Regency (Kota Agung Sub District):
 - Sukarame Village
 - Lawang Agung Village
 - Karang Endah Village
 - Tunggul Bute Village
3. Pagaralam Regency (Dempo Selatan Sub District):
 - Penjalang Village

37. These Villages cover the area of about 98.94 Km², or about 12% of the total area of the three Sub Districts. Penjalang Village and Segamit Village are the two biggest areas in the Subject site, with area of 47 Km² and 26 Km² respectively, while the area of the other Villages are less than 10 Km².

38. Table 2 Shows the area of Subject Site per village in compare to the total area of the Sub District included in the Subject Site.

39. These areas are considered as the low density areas, with total density of 169.25 persons per square kilometer, with total of 8,791 people spread over the 98.94 square kilometer areas. And most of the areas consist of coffee farm and paddy field and forest.

40. Tunggul Bute Village is the densest area at the subject site, with the density of 327 persons per square kilometer. While Karang Endah Village shows the least dense area, with density of 49.13 persons per square kilometer. Table 3 refers.

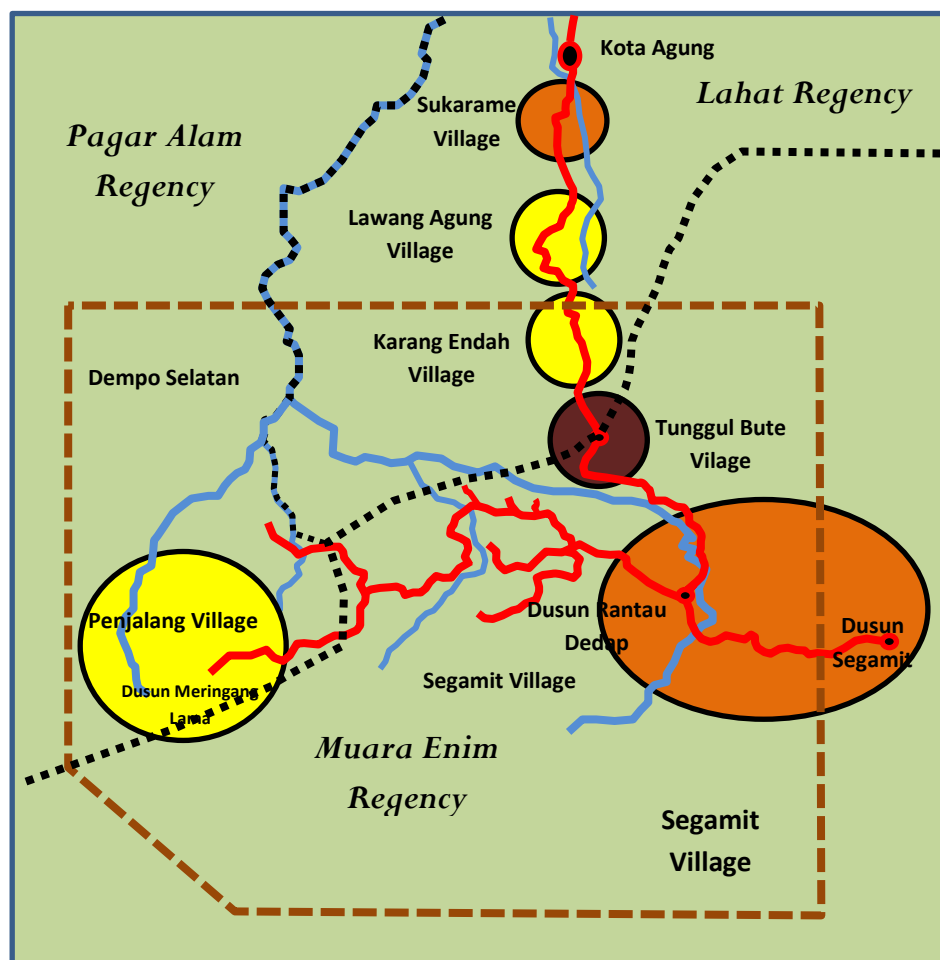
41. Map 3 describes the density path of the Villages within the Subject Site.

Table 2: Area of the Villages and Sub Districts within the Subject Site

No.	Sub Districts/ Villages	Area (km2)		Percentage
	Kota Agung Sub District	151.98		
1.	Sukarame Village		6.43	4.2%
2.	Lawang Agung Village		7.30	4.8%
3.	Karang Endah Village		7.47	4.9%
4.	Tunggul Bute Village		4.74	3.1%
	Semende Darat Ulu Sub District	426.69		
5.	Segamit Village		26	6.0%
	Dempo Selatan Sub District	217.95		
6.	Penjalang Village		47	22%
	Total	769.62	98.94	12%

Source: Kota Agung, Semende Darat Ulu and Dempo Selatan Sub District Statistical Bureau, Sub District In Figures 2014. The Sub District Area by Villages

Map 3: Population Density Per Village in the Subject Site



Note:



Density of more than 200 persons per square kilometer



Density of between 100 and 200 persons per square kilometer



Density of less than 100 persons per square kilometer

42. Table 3 shows the number and the distribution of the population and households of these targeted villages.

43. The Table describes that the total population within the Subject Site is about 8,791 persons, or about 22% of the total population of the entire three Sub Districts. Segamit Village has the highest number of population of 2,997 persons, followed by Penjalang Village of 2,384, Tunggul Bute Village of 1,550, Sukarama Village of 934, Lawang Agung of 559 and Karang Endah Village of 367 persons respectively.

44. Most of the people in the subject site work as the farmer in the coffee plantation and in the paddy field around the area.

**Table 3: Number of Population and Households by Village
at the Subject Site in 2013**

No.	Sub Districts/ Villages	Population		Percentage	Density (person/ Km2)
	Kota Agung Sub District	12.476			
1.	Sukarama Village		934	7%	145
2.	Lawang Agung Village		559	4%	77
3.	Karang Endah Village		367	3%	49
4.	Tunggul Bute Village		1.550	12%	327
	Semende Darat Ulu Sub District	16.254			
5.	Segamit Village		2.997	18%	115
	Dempo Selatan Sub District	11.378			
6.	Penjalang Village		2.384	21%	50
	Total	40.108	8.791	22%	

Source: Kota Agung, Semende Darat Ulu and Dempo Selatan Sub District Statistical Bureau, Sub District In Figures 2014. The Sub District Demography by Villages

42 The facilities of these Villages indicate that the area is tending to be the rural area. The facilities available in the area are limited to the basic facilities. Unfortunately, the data for Penjalang Village facilities is not available as yet. Therefore, the analysis is limited to the five villages only.

43 The education facilities in the area are limited up to the Junior High School only. Table 4 indicates that 3 Junior High School are available in Tunggul Bute and Segamit Village. As for the Primary School, the distribution is rather spread out. There are four of them located in Segamit Village, two in Tunggul Bute Village and one in Karang Endah Village.

Table 4: Education Facilities by Villages at the Subject Site 2013

No.	Sub Districts/ Villages	Kinder Garden	Primary School	Junior High School	Senior High school
1.	Sukarame Village	-	-	-	-
2.	Lawang Agung Village	-	-	-	-
3.	Karang Endah Village	1	1	-	-
4.	Tunggul Bute Village	1	2	1	-
5.	Segamit Village	1	4	2	-
	Total	3	7	3	-

Source: Kota Agung, and Semende Darat Ulu Sub District Statistical Bureau, Sub District in Figures 2014. Education Facilities by Villages

44 Unlike the education facilities, the religion facilities in the area are quite complete. There are mosques available in every village. However, the other facilities for non-Muslim people have not available as yet. This condition indicates that the area tend to be a traditional and homogeneous area. Table 5 shows the religion facilities in the 5 villages,

45 While for the health facilities, the common facility in the area is up to the Sub-Health Center only (Puskesmas Pembantu). Table 6 describes the Health facilities by villages. The Table indicates that only one Health Center available in the area, and located in Sukarame Village.

Table 5: Religion Facilities by Villages at the Subject Site 2013

No.	Sub Districts/ Villages	Mosques	Mushola	Church	Vihara
1.	Sukarama Village	2	-	-	-
2.	Lawang Agung Village	2	-	-	-
3.	Karang Endah Village	2	-	-	-
4.	Tunggul Bute Village	4	4	-	-
5.	Segamit Village	4	3	-	-
	Total	14	10	-	-

Source: Kota Agung, and Semende Darat Ulu Sub District Statistical Bureau, Sub District In Figures 2014. Religion Facilities by Villages

Table 6: Health Facilities by Villages at the Subject Site 2013

No.	Sub Districts/ Villages	Hospital	Health Center	Sub- Health Center	Village Health Facilities
1.	Sukarama Village	-	1	-	-
2.	Lawang Agung Village	-	-	-	-
3.	Karang Endah Village	-	-	-	-
4.	Tunggul Bute Village	-	-	1	1
5.	Segamit Village	-	-	1	1
6.	Penjalang Village			1	
	Total	-	1	3	2

Source: Kota Agung, Semende Darat Ulu and Dempo Selatan Sub District Statistical Bureau, Sub District In Figures 2014. Health Facilities by Villages

46. By looking at the availability of the facilities in the Villages, it can be concluded that Segamit and Tunggul Bute Village tend to become the better equipped area. They have more sufficient facilities and sufficient crowd to do more development.

3.2 Socioeconomic Profile of the Most Affected People

47. The Socioeconomic profiling is based on the field survey conducted in the 5 villages, namely, Segamit Village, Sukarama Village, Karang Endah Village, Lawang Agung Village, and Tunggul Bute village.

48. The analysis will be based on the 122 samples spread over the 5 villages.

3.2.1 Social Profile

49. The social conditions of the respondents at the Subject Site is indicated as prominently **a traditional agricultural social structure**, which is indicated by domination of the male working class who mostly work as farmers with relatively low income, mostly due to the low education level.

50. The respondents of the Field Survey are mostly come from the “Productive Age Group”, the Figure 3 Shows that the respondents who are coming from the age group between 30 to 44 years are dominating the target group.

51. In total, the number of respondents with age between 20 years old and 60 years old is about 85% of the total respondents

52. While the number of the respondents with age over 60 years old and less than 20 years old, who are usually categorized as a dependent people, are only about 15% of the total respondents.

Figure 3: Number of Respondents by Age Group

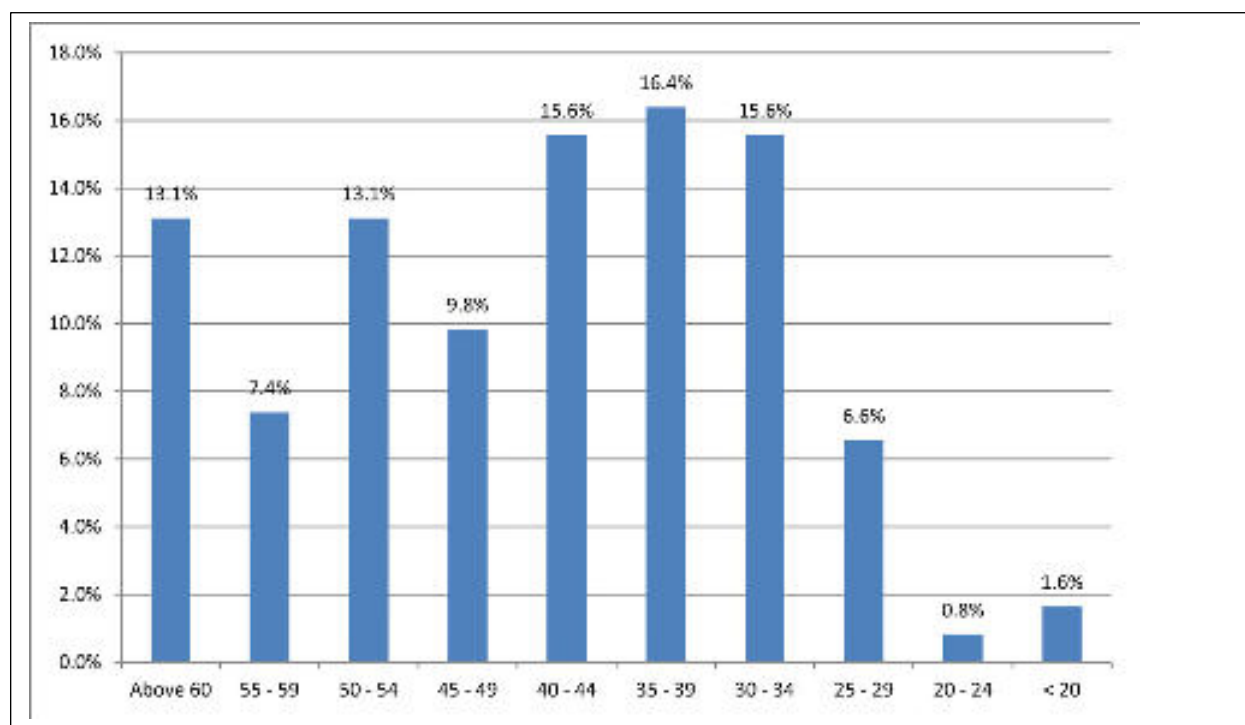
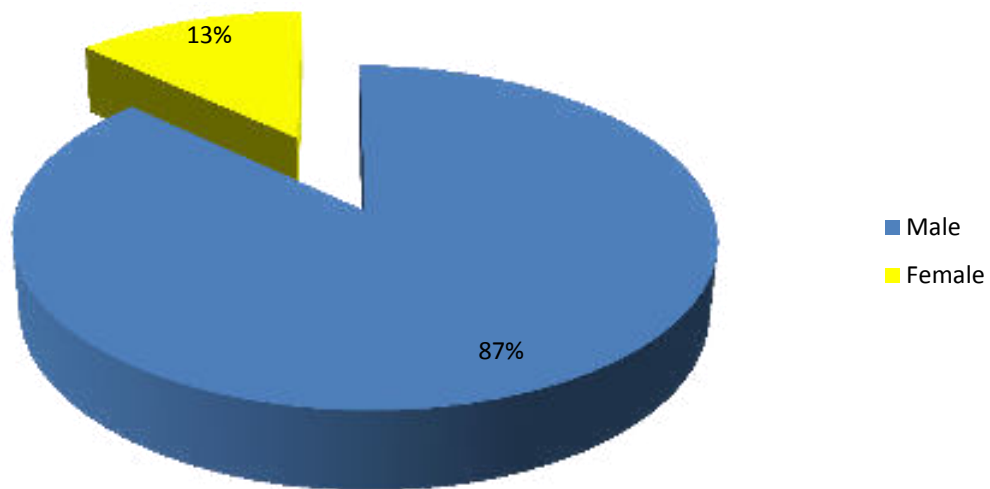


Figure 4: Number of Population by Gender



53. Most of the respondents are the head of the family or the bread winner, the Survey noted that 87% of them are male, leave only 13% of them being female. Figure 4 refers.

54. The Subject Site is located quite a distance from the “urbanized” areas which have sufficient education facilities. The areas are facilitated mostly by primary education facilities. Therefore, the respondents’ education background is primarily in the level of basic education.

55. About 34% of the respondents have the primary school level of education only, while another 30% and 24% of them have the junior and Senior High School certification respectively, and only 3% completing the university level.

56. This level of education is in line with the employment structure at the subject site. About 85% of the respondents are farmers who work either in their owned plantation or working as the farmer in somebody else’s plantation. Only 5% and 7% of them are working as traders or in the services sector respectively. Figure 4, 5 and 6 are reflecting the above conditions in more detail.

57. The above social conditions show that the Subject Site is prominently a traditional agricultural social structure.

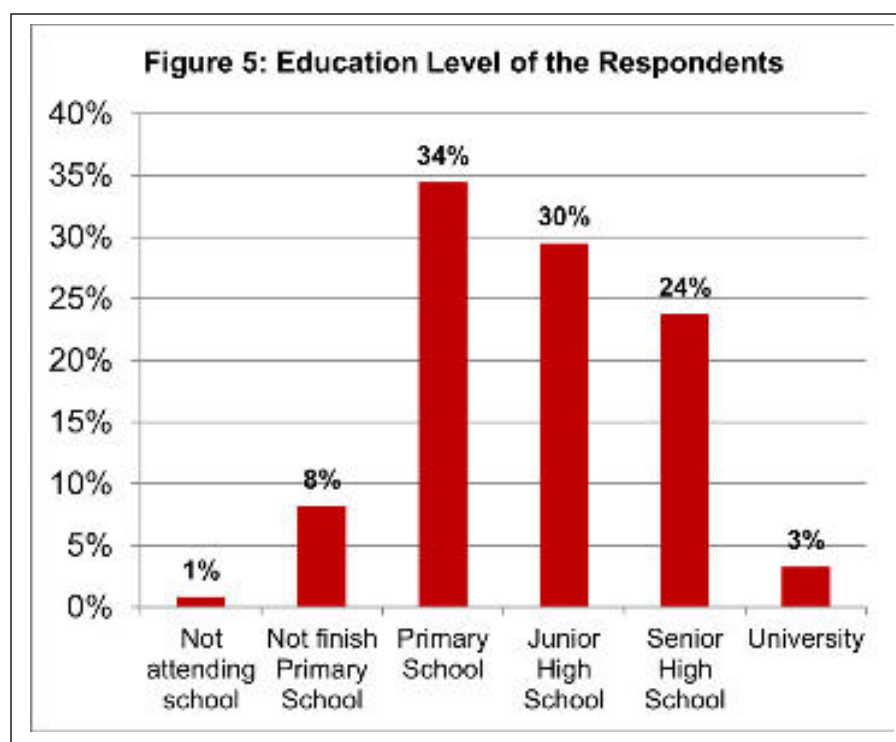
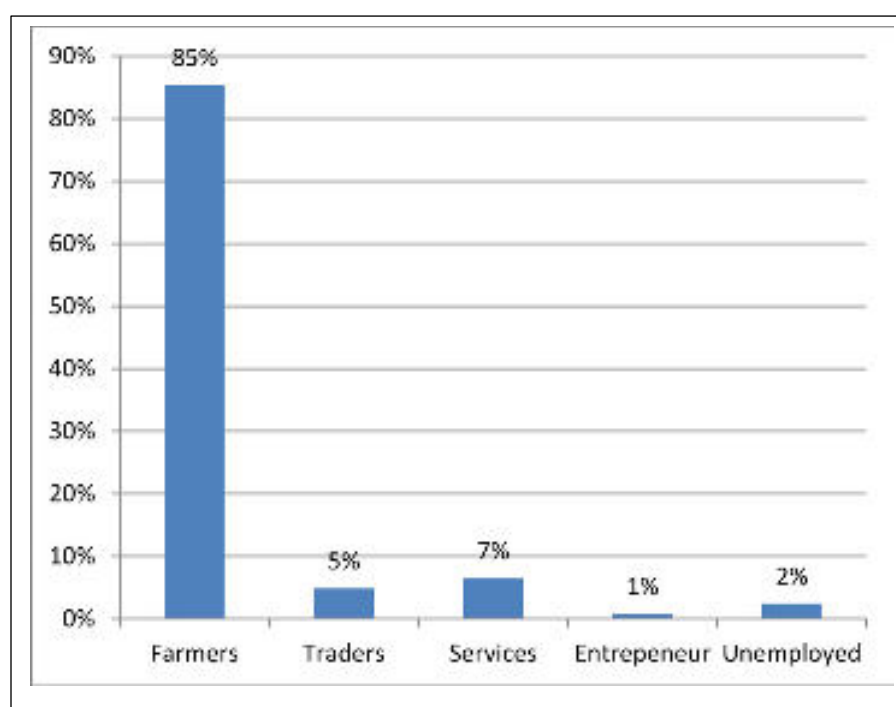


Figure 6: Number of Respondents by Type of Employment



3.2.2 Economic Profile

58. The results of the Field survey indicate that economic development of the Subject Site is still have a plenty room for improvement. The economic profile can be categorized as the traditional agricultural based economy indicated by two indicators, namely, high employment rate with reatively low income; and with the fact that the education level of the people is not sufficient to boost up the economy, due to the decent individual wages/ income.

59. Furthermore, the economic growth of the area is rather stagnant, since most of the respondents do not have sufficient room for saving and investment. Mostly the income of the respondents is utilized to fulfill their basic needs.

60. The respondents are also having a huge economic burden, indicated by low household income, together with high number of dependents within one family.

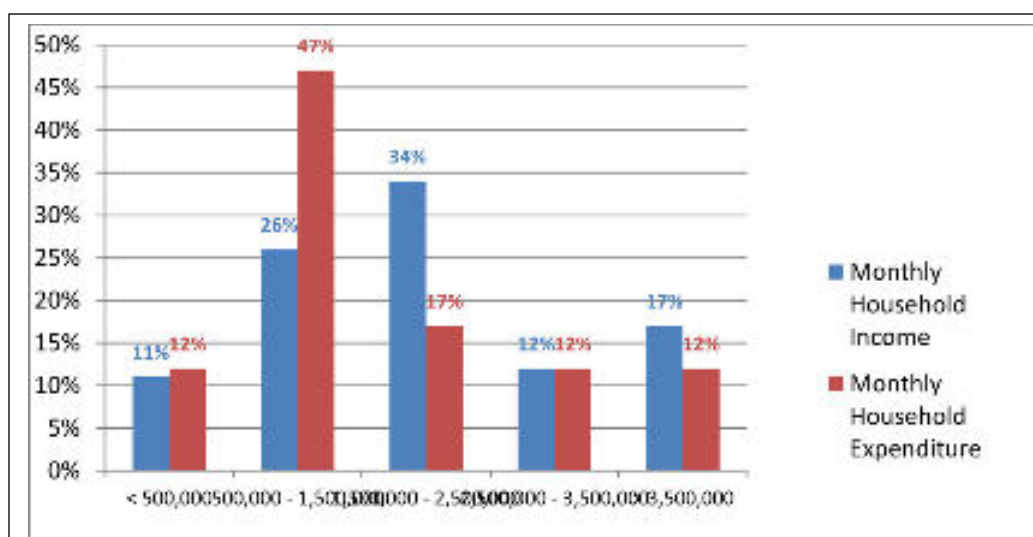
61. Although the unemployment rate in the Subject Site is relatively low of about 2% only (figure 6 refers), but at the same time the monthly household's income of the respondents mostly remain low.

62. The Survey found that about 26% of the respondents stated that their Monthly Household income is still between IDR 500,000 and IDR 1,500,000, and another 34% for those who have the Monthly Household income between IDR 1,500,000 and IDR 2,500,000. Therefore, in general their income is still below the minimum wages standard of the South Sumatera Province (IDR 2,213,000 per month).

63. Meanwhile, the expenditure of the respondents is also mostly between IDR 500,000 and IDR 2,500,000. **By this means, although the people is living above the proverty line (maximum spending of IDR 291,000 per month),** most of the respondents have a stagnant economic pattern, not much room for saving and investment. The Survey found that only 11.38% of the respondents saving their income, mostly up to IDR 400,000 (Figure 8 and 9 refers).

64. Figure 7 shows the household income and expenditure pattern of the respondents at the subject site.

Figure 7: Monthly Household's Income and Expenditure of the Respondents



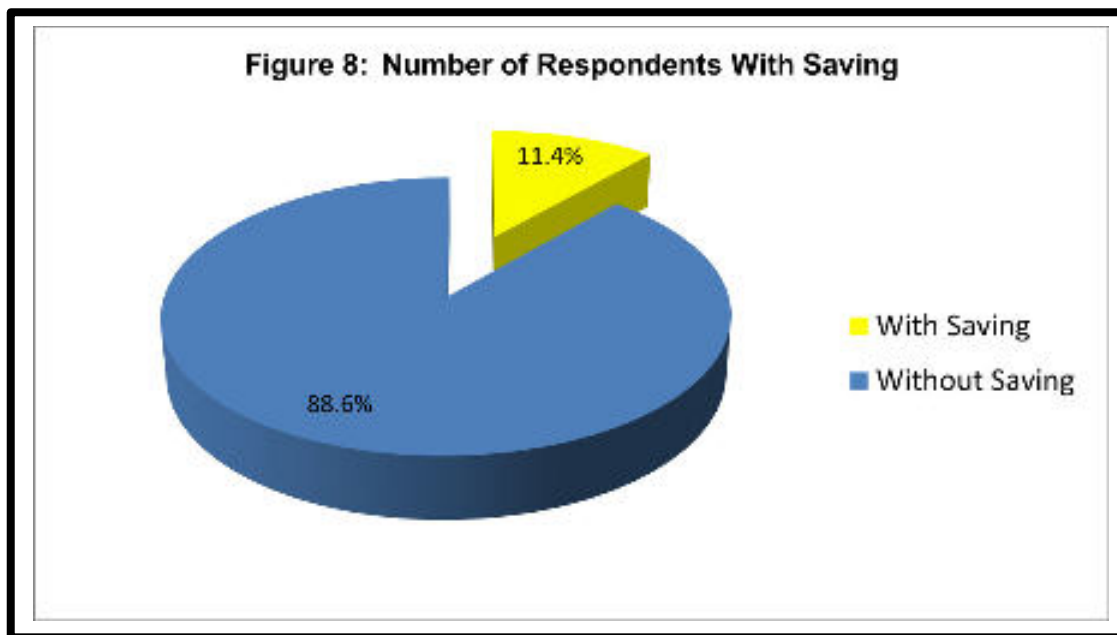
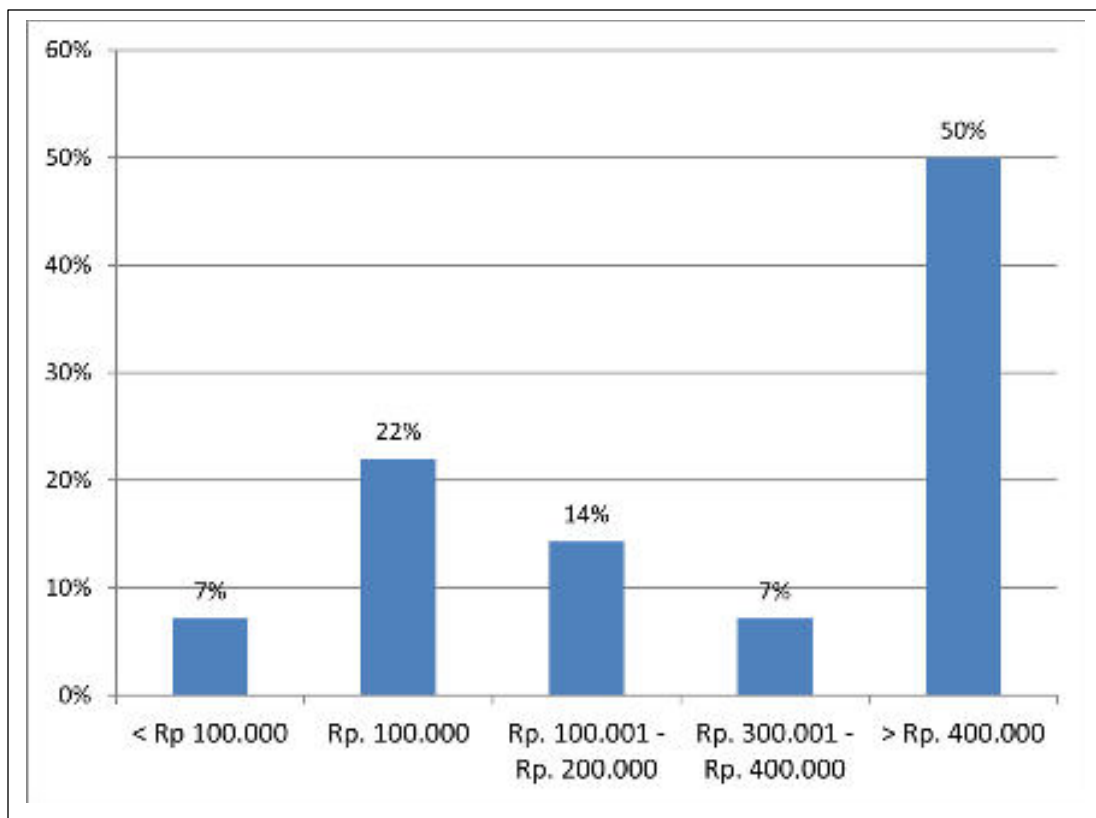


Figure 9: The Amount of Monthly Saving of the Respondents



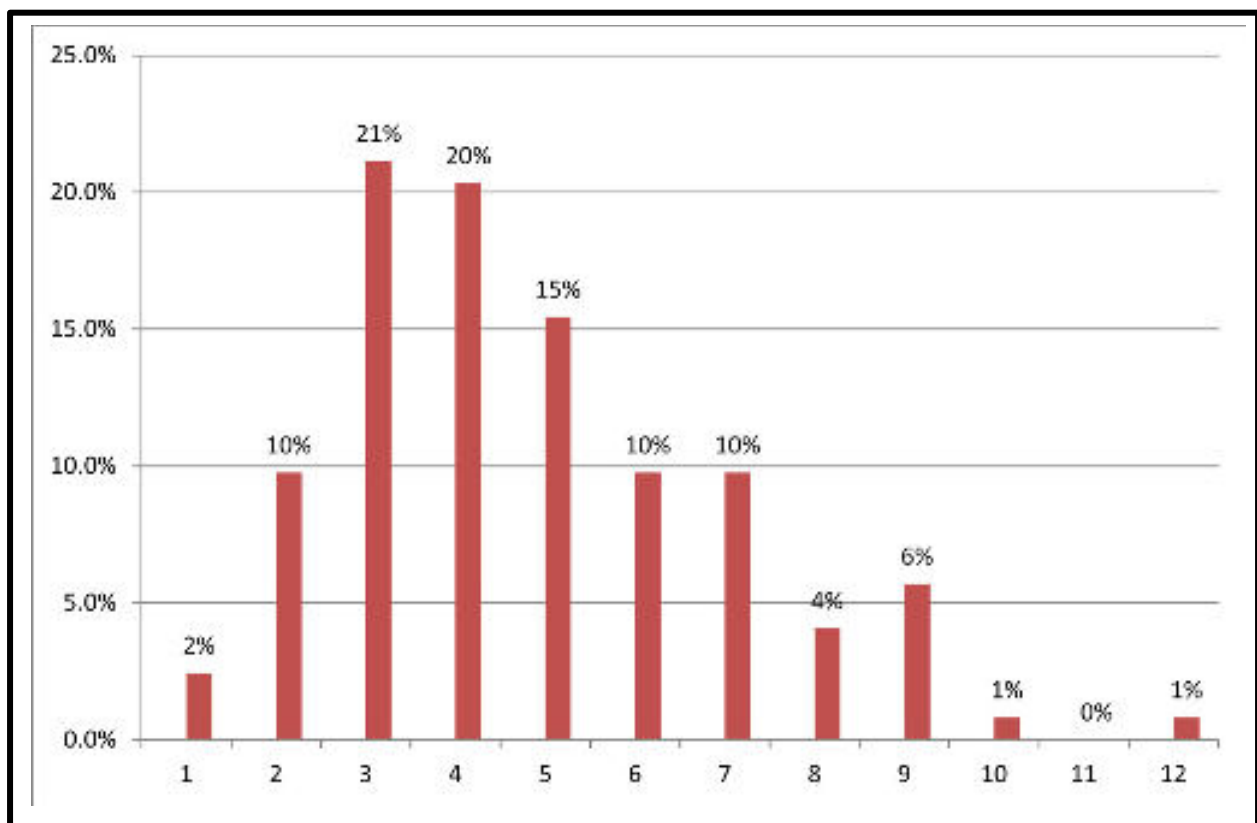
65. The economic burden of the respondents is also indicated by the number of dependents per household, which will determine the level of expenditure compared to the income.

66. The Survey indicated that the number of dependent in the households varied quite significantly between 1 and 12 persons. The Figure10 describes the number of the dependents of the Households.

67. The Figure shows that quite a significant number, about 56% the households, have the number of dependents between 3 to 5 persons, the common number in Indonesia. Furthermore, the Table describes that about 32% of the respondents have dependents between 6 and 12 persons, while the rest 12% have less than 3 persons.

68. These facts together with the low level of households' income indicated that the economics of the family at the Subject Site is still in the level of surviving.

Figure 10: Number of Dependents per Household at the Subject Site



69. Another economic indicator is the property ownership, in this case is the farm/ plantation land and house ownership.

70. Based on the Survey results, it is noticed that only about 7% of the respondents do not own their land. About 5% of the respondents are renting the land, while another 2% the land are belong to the Foundation or the Village as the “wakaf” (donation).

71. This means that 93% of the farm/ plantation land is owned by the respondents, whether it is purchased, own by family or as an inheritance. This is possible since most of the respondents, 60% of them, have been living in the Subject site more than 10 years, and the land price was still very affordable. Figure 11 and 12 refers.

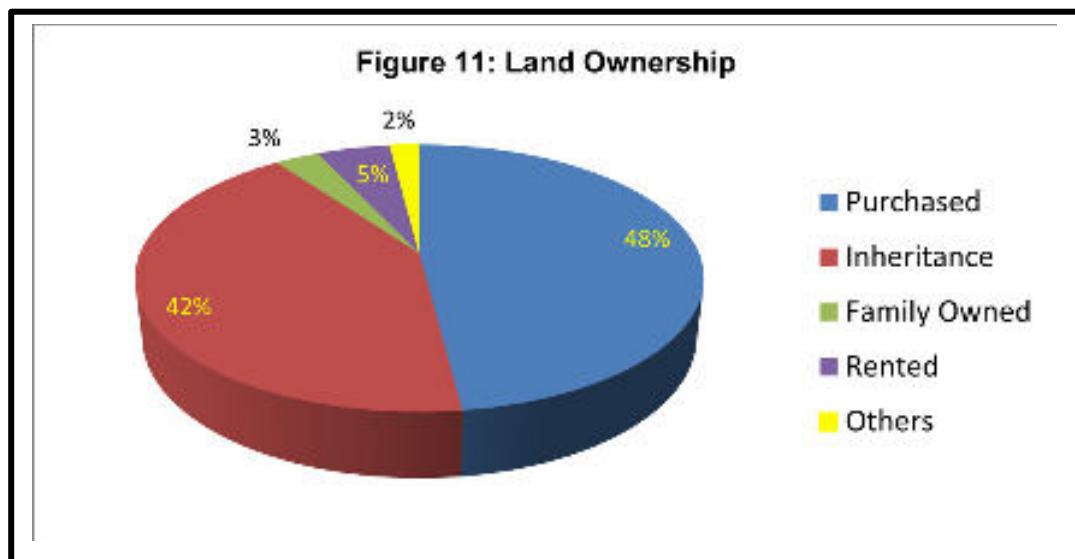
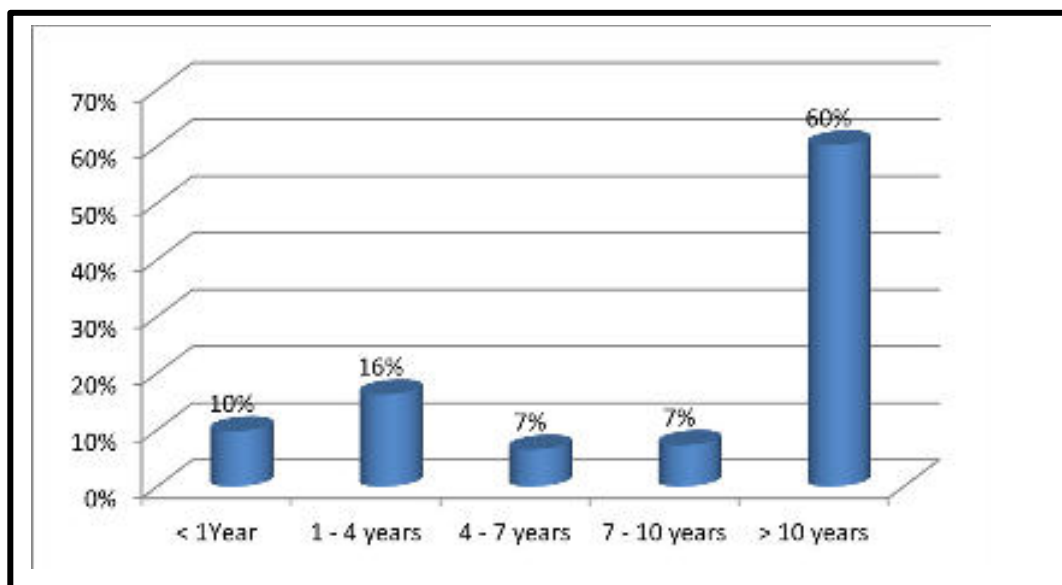


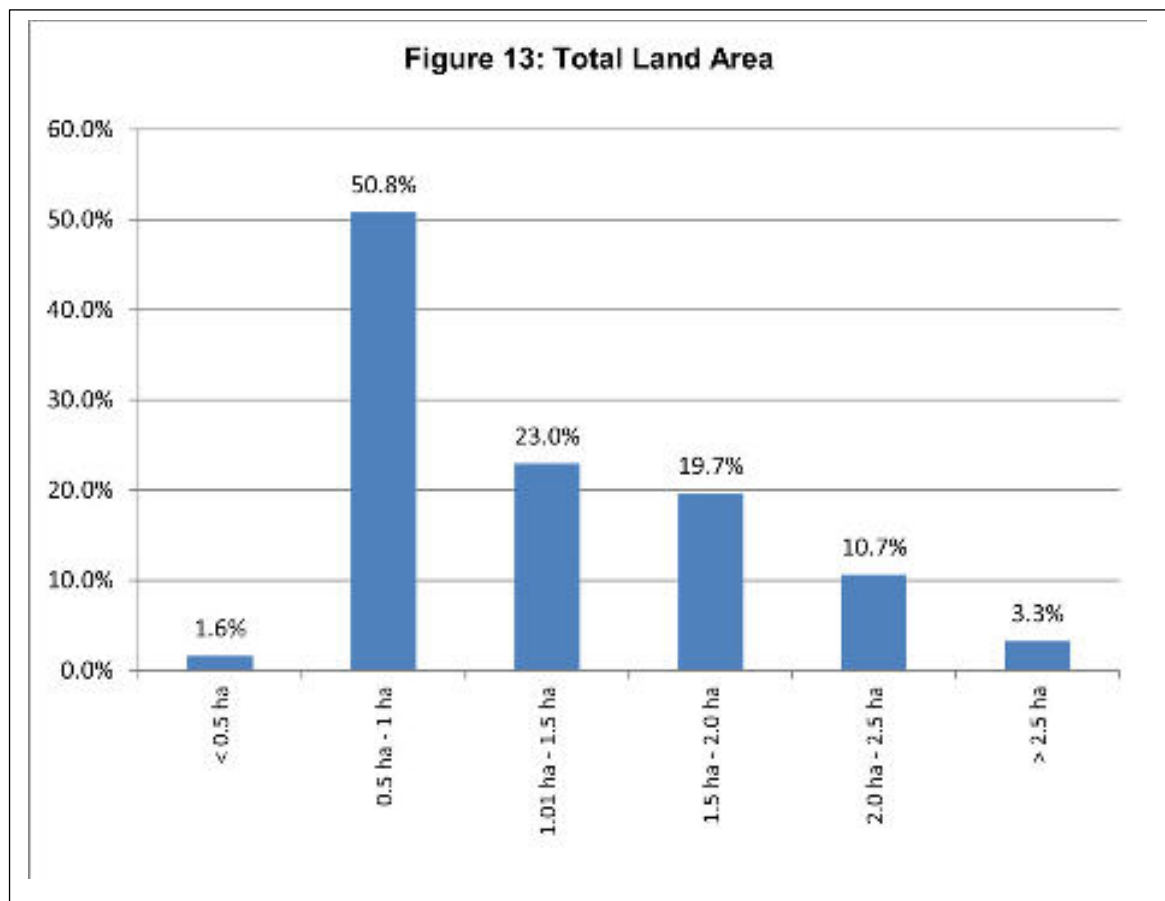
Figure 12: Length of Stay of the Respondents



72. The Survey results indicate that most of the respondents, of about 50.8%, own the farm/ plantation land with total area of between 0.5 ha and 1.5 ha, this is the typical size of the Farm in the area, which is more manageable in terms of operation and maintenance.

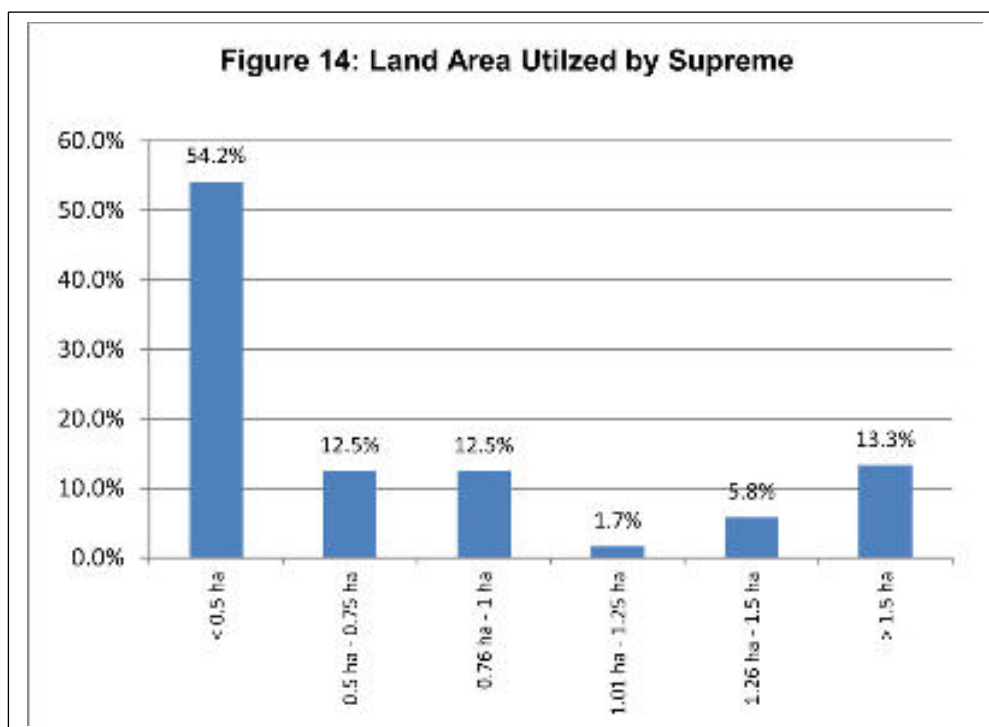
73. Another typical land area is the farm/ plantation with area between 1 ha and 1.5 ha, about 23% of respondents are included into this category. Another 19.7% and 10.7% possess land with total area between 1.5 ha and 2.0 ha, and between 2.0 ha and 2.5 ha. Only 3.3% has land with total area more than 2.5ha.

74. The Figure further shows that only few respondents who has land with area less than 0.5ha. It is recorded that only 1.6% of respondents fall into this category. Figure 13 refers.



75. The SERD has acquired some of the total land owned by the respondents, to be developed as part of the Project implementation. Compensation has been given to the related respondents as the most affected people within the Subject Site.

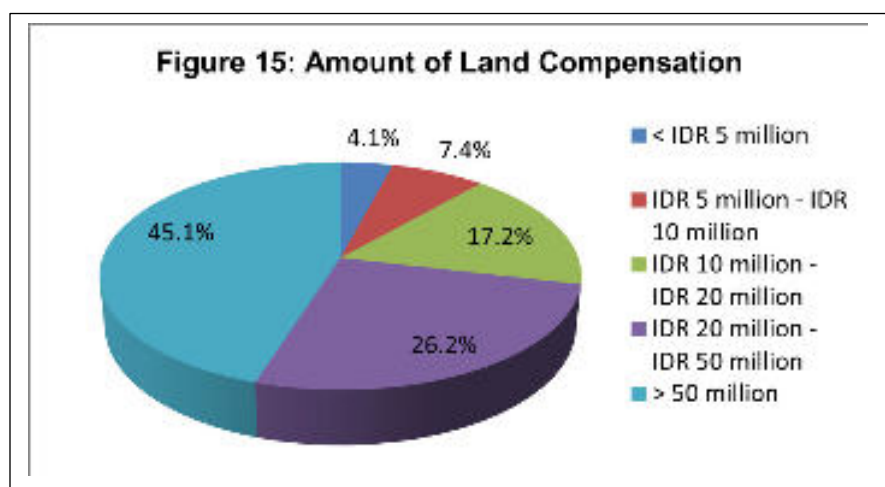
76. Figure 14 describes that part of the land owned by the respondents has been acquired by the Company. It shows that mostly the Company acquires land about 0.5 ha or less from the respondents as stated by about 54.2% of the respondents. Furthermore, most of the acquired lands are taken from the non-productive area. This is quite appropriate for the land owner, since most of them own about 0.5 ha to 1 ha, which would give them some space for working or investing in the remaining area.



77. Compensation to the land owner has been settled to the amount of between IDR 5 million to more than IDR 50 million, depend on the land size and number of trees in the area. Figure 15 refers.

78. Unfortunately, most of respondents do not have sufficient knowledge to utilize the compensation wisely. Most of the respondents use the money for consumptive purposes, including purchasing house and vehicle, purchase the TV, pay the debt, house renovation, pay the tuition fee for the school, pilgrimage for Hajj, and medical treatment.

79. Very few of them save or invest the money into more profitable and sustainable investment, like buy the land, buy coffee seeds, and using it for the working capital.



80. Another economic indicator is house ownership and houses conditions. The Survey indicates that based on the house ownership, about 76.43% of the respondents owned their house by purchased the house (72.36%) or as an inheritance (4.07%).

81. Table 8 shows the house ownership of the respondents. The Table also shows that only about 5% of the respondents renting their house. While for the rest of the respondents, the house is belong to the family (parents, parents in law, children), and about 4% stated that house is belong to their work institution.

82. The Survey found that 93.5% of the houses are single houses. About 94.30% is covered by Zinc roof, and 61.8% have a board wall. This is a typical house in the rural area. Furthermore, these houses are located just in adjacent to their Farm/ plantation.

Table 7: Houses Ownership of the Respondents

No	House Ownership	Percentages
1	Purchased	72,36%
4	Inheritance	4,07%
2	Parent's house	7,32%
3	Parent in Law's house	4,88%
5	Children's house	2,44%
6	Rented	4,88%
8	Others	4,07%
	Total	100,00%

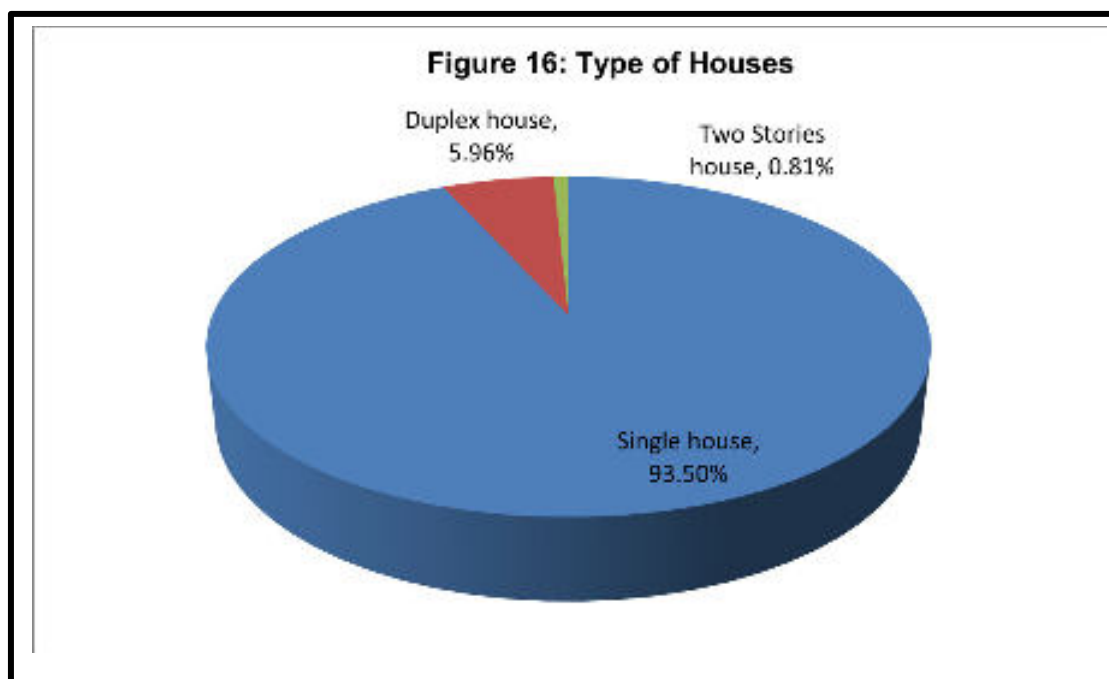


Table 8: Roof Materials

No	Roof Materials	Percentages
1	Zinc	94,30%
2	Roof Tile	1,63%
3	Shingle	1,63%
4	Others	2,44%
	Total	100,00%

Table 9: Wall Materials

No	Wall Materials	Percentages
1	Board	61,79%
2	Zinc	0,81%
3	Wood	10,57%
4	Brick	19,51%
5	Others	7,32%
	Total	100,00%

IV. Capacity Building/Skill Development Action Plan

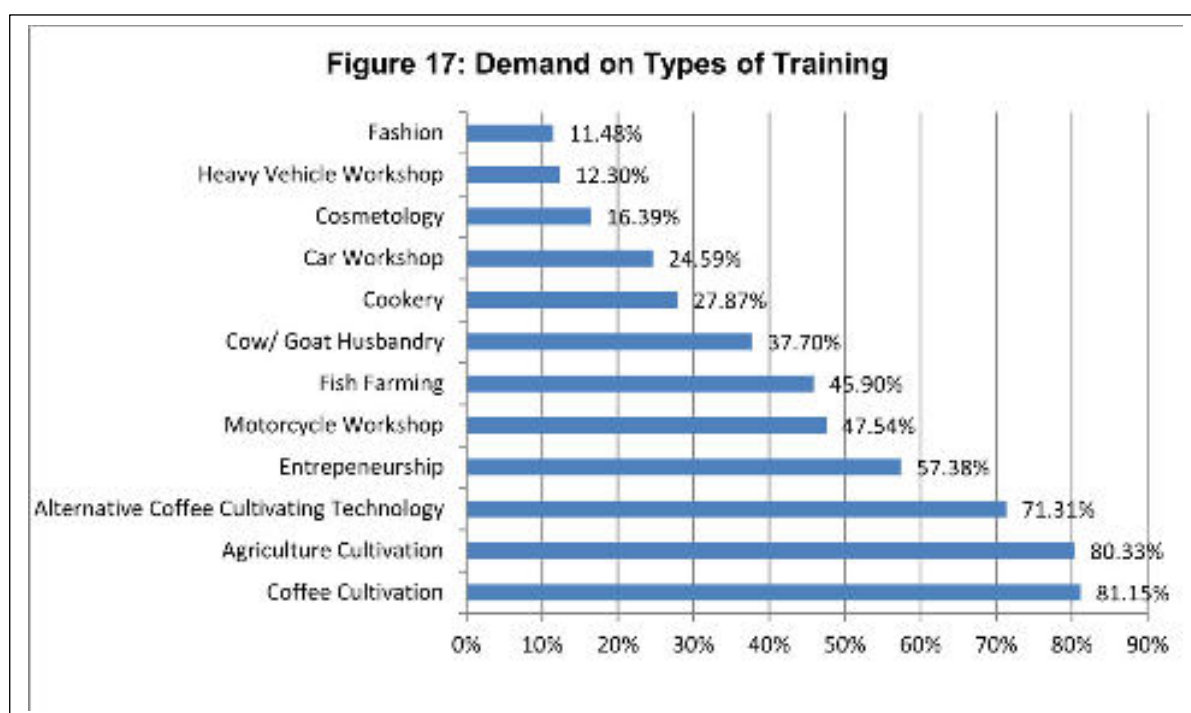
4.1 Demands for Capacity Building

4.1.1 Types of Training

83. The analysis of the demand for capacity building is based on the findings from the field survey at the Subject Site. The Survey indicates list of training offered to the respondents who can chose more than one training types. Based on that survey, it is noted the preference of the respondents on the training types.

84. Figure 17 shows the preference of the respondents on the training types. The Figure indicates that generally respondent choose training which suits to their background. Since most of them are Farmers, their most interested area is the cultivation related matters.

85. The Figure describes that more than 50% of the respondents choose the training related to coffee cultivation (81.15%), agricultural cultivation (80.33%), alternative coffee cultivation technology (71.31%), and training on entrepreneurship (57.38%).



86. Another favorite farm related training programs are Fish Farming (45.90%), and Cow/ Goat Husbandry (37.70%).

87. As for the services sector, the favorite training type is the training for Motorcycle Workshop, this is due to the fact that most of transportation mode is provided by the motorcycle, therefore the demand for mechanics is quite high. About 47.54% of the respondents choose this type of training to be implemented.

88. According to the survey results, it is noted that the demand for more specific training, which has no direct relation to the farm related issues is rather low. Training for car workshop and cookery are chosen by 24.52% and 27.87% of respondents respectively. While the interest for training for fashion, heavy vehicle workshop, and cosmetology are less than 20%.

89. Furthermore, about 7.38% of respondents give the following suggestions for the additional type of training, namely:

- Agriculture productive uplift
- Water processing
- Passion fruit cultivation
- How to plant vegetables
- Moral improvement
- Union training
- Car driving training
- Sewing course
- Seniors gymnastics

4.1.2 Desired Training Methods

90. In terms of training method, most of the respondents are more interested on having a practical training method like On-the-job type of training. They are not really keen to have a class-lecturing-session type of training.

91. Learning the best practices and field trip are two other training methods they would like to have. Table 10 shows the respondents' preferences in terms of training method.

Table 10: Respondents' Preference on Training Method

Training Methods	Percentage
On the job training	62%
Learning from the best practices	39%
Field Trip	24%
Discussion and problem solving	17%
All model combination	15%
Lecturing	6%

4.1.3 Training Time Management

92. Due to the fact that most of the respondents are the farmers, who mostly spend more time in the farm/ plantation, most of them prefer to have short time training with duration of about 2-3 hours per day.

93. Table 11 describes the respondents' preference in training duration. It shows that 44% of the respondents prefer to have a 2-3 hours session,

Table 11: Preference on Training Duration

Training Duration per Day	Percentage
2-3 Hours	44%
Full Day	20%
Half Day a.m.	16%
Half Day p.m.	8%
1 Hour	7%
Morning – Evening	2%
Evening after 6 p.m.	1%
Suit to the program	2%

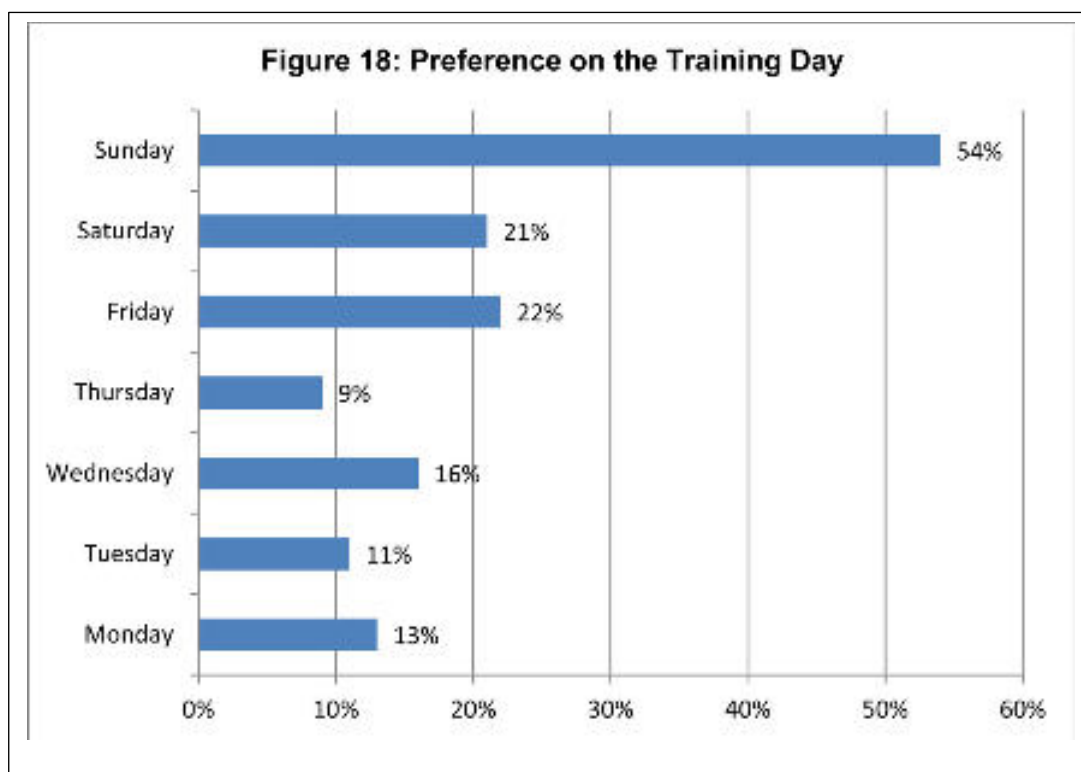
94. In general respondents prefer to have the morning session training. They indicate that 8 a.m. is the ideal starting time for the training program. This preference might be related to their working schedule in the field. Table 12 refers.

Table 12: respondents' preference on Training Hours

Training Hours	Percentage
Morning	42%
08:00	54%
10:00	7%
Noon	15%
13:00	11%
15:00 – 17:00	4%
Evening	9%

95. As for the training day, the respondents were given a choice for multiple answers to suit their preference. The survey indicates that Friday and the weekends are the favorite days for training. Figure 18 refers.

96. The Figure shows that 54% of the respondents prefer Sunday as the training day, followed by Friday (22%) and Saturday (21%). This is due to the fact that usually they take day off during the weekend.



4.1.4 The Facilitator

97. The respondents have quite high expectation on the profile and attitude of the training facilitators. In general they prefer someone who has wide and broad experiences, but on the other hand possess good inter-personal skills and tend to be a good facilitator rather than an instructor.

98. High Educational Degree and scientifically explanations would not be the important factors for the respondents. They would prefer the more down-to-the-earth person with common and daily language. This preference would be tightly in line with the respondents' education background.

99. Related to those preferences, the survey asked the respondents on the degree of important of several aspects related to the profile of facilitators. Three categories were introduced, namely: Very Important, Important and Not Important. Table 13 shows the results of the survey by putting the most favorable answer on each category.

Table 13: Degree of Important of Facilitator Profile

Facilitator's attitude	Degree of Important
Experienced and fit with the material	very important
Use daily language	very important
Serious	important
Insightful	important
Give a lot of case examples	important
Serious but friendly	important
Good inter-personal skills	important
Mastering the Technologies	important
Has complete reference	important
Has connection with the government	important
Systematic	important
Has high educational degree	Not important
Use scientifically language	Not important

4.2 Supplies for Capacity Building Initiatives

100. The analysis on the supply for capacity building initiatives is based on the consultations and interview with the Governments and Private institutions, as well as the higher education institutions.

101. The consultations concluded that in the South Sumatera Province, there are various institutions which can be contributed in providing the Capacity Building initiatives for the people at the Subject Site through various trainings and well programmed skill developments. Those Institutions are managed either by the government, private, society organization or even university.

102. Government Institutions who usually provide these trainings to wide-scale community generally work under the Department of Labor and Transmigration (Depnakertrans). In South Sumatera Depnakertrans there is 1 UPTD Vocational Training Centre (BLK) Province level, and 13 UPTD District/City level. The existence of these BLK is one of many instruments of human capacity building through knowledge transfer, skill, and productive working ethos. The main task from this BLK is to implement numbers of training and labor skill in various Industrial sectors. Then these tasks will be implemented in the form of various vocational skills training enforcement.

103. Skill training is also provided by private institutions around South Sumatera, especially Palembang. Private Skill Training Institutions mostly focused on computer training, automotive, foreign language, hand phone technicians, cookery, and fashion.

104. According to the Local Accreditation Institution of the South Sumatera Province, there were 3 accredited institutions established in South Sumatera up to August 2013. The Institutions are PTS Solution Palembang, Poltek Palembang and LPK Duta Prima Palembang.

105. Nevertheless, there are many more institutions that have not been accredited as yet but have a good reputation as the training institutions. They are very cooperative and eager to take part in developing the capacity building at the Subject Site, for example the PalCom Tech and Komputer MDP training center.

106. In the South Sumatera, there are also various skill training centers which are managed by the Society Organization who are mainly focused in the Community Development or Capacity Building, for instant the Khatulistiwa Hijau, WBH and Yayasan Bina Vitalis.

107. As for the Universities, there are two institutions that have a lot of experiences and excellent human resources in order to provide these skill trainings, namely Sriwijaya University and Politeknik Sriwijaya. Both of them are also supported by relatively complete facilities to perform public skill trainings

4.2.1 Government Training Institutions

A. BLK of the South Sumatera Province

108. The BLK of South Sumatera Province is located at Jl. Residen H. Amaluddin Sako Palembang 30164 Phone. 0711-81187 Fax. 0711-813753. This BLK is quite sufficient in providing vocational training and possesses various agriculture vocations which are very relevant to the Rantau Dedap people needs as *the most affected people*. All other existing vocations in Province BLK are as follows:

Table 14: Vocational and Sub Vocational of BLK of the South Sumatera Province

NO	VOCATIONAL	SUB VOCATIONAL
1.	Automotive	1. Light Vehicles 2. Motorcycle
2.	Mechanical Technology	1. Production Machine 2. Welding
3.	Electricity	1. Electronics 2. Industry Electricity 3. Power Installation 4. Cooling Technology 5. Lighting Technology
4.	Construction	1. Wood
5.	Trade System	1. Office Computer
6.	Various Vocational	1. Sewing/Tailor 2. Cosmetology
7.	Agriculture	1. Farming 2. Fishery 3. PHP 4. Livestock 7. Cultivation

B. BLKP of Palembang City

109. Balai Latihan Keterampilan dan Produktivitas (BLKP) Palembang is located at Jl. Kapten Anwar Sastro Palembang 30129 phone. 0711-318066. BLKP is a Disnakestrans Technical Implementer unit.

110. This BLK implements various trainings in the following aspects:

- Automotive sector,
- Electricity,
- Mechanical and technology,
- Construction,
- Trade system,
- And various other vocations like cosmetology and hair dresser.

C. BLK of Prabumulih City

111. BLK of Prabumulih city is located at Jl. Jenderal Sudirman Km 3.5 Prabumulih, phone. 0713-320618. the vocational provided by this BLK are as follows:

Table 15: Vocational Provided By BLK of Prabumulih City

NO	VOCATIONAL
1.	Bicycle Automotive
2.	Gasoline Car Automotive
3.	Electric Welding
4.	Cosmetology
5.	Office Secretary
6.	Electricity Installation
7.	Furniture
8.	Cooking
9.	Sewing/ Tailor

D. BLK of Musi Banyuasin District

112. BLK of Musi Banyuasin district is located at JL. Kolonel Wahid Udin, Lk.II, Kelurahan Kayuara 30711 Sekayu Phone 0713-320618 Fax. 0713-320618. This BLK's programs are as follows:

Table 16: Vocational Provided By BLK of Banyuasin

NO	Vocational
1	Office Computer
2	Computer Technicians
3	Cosmetology
4	Cooling Technology
5	Sewing/ Tailor
6	Motorcycle
7	Electricity welding
8	Embroidery

E. BLK of Pagaram District

113. BLK of Pagaram is located at Jl. Mayjen S. Parman No. 1 Pagaram Phone. 0730-622528. This BLK is working under the Agency of Social and Labor Pagaram. As the characteristic of the city, the BLK's main focus is on the agriculture. Another focus is also given to the training on the electricity or machines.

F. BLK of Banyuasin District

114. BLK of Banyuasin district is located at JL. Lingkar Sukojo Banyuasin, Phone. 0711 7690 038. This BLK run their activities in their own workshop building.

115. The building size is approximately 10m x 15m. And this building is becoming very useful for the youth training activities in Banyuasin. This BLK has 3 vocational, which are automotive, sewing/tailor, and computer skills.

G. BLK of Lahat District

116. BLK of Lahat District is located at Jl. Jend. A. Yani Km.1,5, Pagar Agung, Lahat Regency. This Institution's vocational are focus on the following programs:

- Electric welding,
- Electronics,
- Motorcycle,
- Hair Dressing
- Mechanic, and
- Gardening seed manufacture.

H. BLK of Baturaja OKU District

117. BLK of Baturaja Ogan Komering Ulu (OKU) district is located at JL Jend Ahamad Yani, Km 4 Kemelak Baturaja, Phone. +62 735 321152. This BLK has the following vocational:

- Sewing,
- Cosmetology,
- Metal machinery.

118. BLK Baturaja is also provide on-site primary training in the community centers, among others the industrial sector and computer processing skills and carbide welding in Lekis Rejo village, electronic trainings in Kurup village, and lighting electricity in Sumber Bahagia village.

I. BLK of Musi Rawas

119. BLK of Musi Rawas is located at Jl. Wateryang No. 91 Kab. Musi Rawas Prop. Sumatera Selatan, Phone. 0733-322150. This BLK provides skill training in automotive only.

J. BLK of Ogan Komering Ilir (OKI) District

120. BLK of Kayuagung OKI district provides trainings in the following areas:

- Agriculture,
- Sewing,
- Computer, and
- Cosmetology.

K. BLK Indralaya

121. BLK Indralaya Ogan Ilir is located at Jl. Indralaya Lintas Timur Km. 35 Kec. Indralaya Kab. Ogan Ilir, Phone 0711-580692 Fax. 0711-580692.

122. Thus BLK provides vocational in the following areas:

- Agriculture,
- Sewing, and
- Computer.

4.2.2 Private Institutions

123. Private Capacity Building and training institutions in South Sumatera are mostly provide training in service sectors and technology related matters.

124. Training on computer, Language and hospitality are becoming their prime offer to the market. The Institutions are as follows:

A. PTS Solution Palembang

125. Palembang Techno Science (PTS) Solution Palembang, is located in Jl. Jenderal Bambang Utoyo No 1F Terminal Lemabang. This institution provides trainings in Computer activities and has been accredited B.

B. Poltek Palembang

126. Pelatihan Kerja Politeknik Kebun Jahe Institution is located in Jl.Jend Sudirman 579, Palembang, telp. 0711319854. This institution provides hospitality training, and categorized as accredited C.

C. LPK Duta Prima Prabumulih

127. LPK Duta Prima Prabumulih is addressed at Jl. Jenderal Sudirman 2 C Prabumulih. This institution provides Computer Operating training.

128. In 2010, this institution gained the block grant Pendidikan Kecakapan Hidup for LPK (PKH-LPK) as the reward from the government. The reward of 20 million rupiah was awarded as a capital to conduct training for 20 training participants.

D. Palcom Tech Palembang

129. LKP Palcom Tech is located at Jl Basuki Rahmat Palembang 30127, phone 0711380022. This LKP provides Computer training. For this moment, it has 3 branch offices in Lahat, Baturaja, and Kota Prabumulih.

E. LPK Dewantara Mandiri Baturaja

130. LPK Dewantara Mandiri is located in JL Selamat Riyadi, No. 263, Baturaja Timur Kabupaten Ogan Komering Ulu, phone 0735323527 0735320620. It provides Computer trainings for people.

4.2.3 Higher Education Institutions

A. Sriwijaya University

131. Sriwijaya University has a FISIP Sociology Laboratorium (Labsos) that can be utilized as an alternative in providing capacity building and training at the Subject Site. This Laboratorium has various experiences in doing society empowerment and also has one special pilot village in Ogan Komering Ilir.

132. The Pilot Village which is managed by LabSos has a goal to mobilize the village's economy that supported by social capital owned by their local native. This FISIP Labsos often conduct researches with cooperation with the stakeholders, one of them is PT ConocoPhilips, in social mapping and social network between their 1st and the second ring of PT ConocoPhilips area, as part of an effort to increase the villager's capacity.

133. Another existing laboratory under UNSRI's study programs also conducts various trainings to develop the people's capacity. For example, the Faculty of Agriculture gives trainings and empowerment to increase the farmers' capacity. Another example is the Faculty of Economy who collaborates several times with the stakeholders in this capacity building efforts.

134. Other optional place to commence this skill training in order to develop public's capacity in Sriwijaya University is the Lembaga Pengabdian kepada Masyarakat (LPM). This institution conducts public services such as village society empowerment through their Community Service (Kuliah Kerja Nyata/ KKN) program or other cooperative activities with the stakeholders annually.

B. Politeknik Sriwijaya

135. The other University that can be an alternate for developing capacity Building at the Subject Site is Politeknik Sriwijaya (POLSRI). This university is located in Bukit Besa just adjacent to the Sriwijaya University Palembang.

136. The POLSRI has tons of experiences in cooperation activity with the stakeholders in Capacity Building business. For example, the collaboration with the Ministry of Public Works, ConocoPhilips, JOB Pertamina Talisman Jambi Merang and PT PLN. That cooperation were held either as opened class or fixed schedule trainings.

4.3 Community Capacity Building Strategy

137. In general, the survey results indicate that the development of the capacity required by the community at the Subject Site focused on improving life skills, especially in the field of agricultural/ plantation, animal husbandry, and fisheries. The Subject Site economic life is strongly influenced by the production of coffee and the fluctuations in the price of coffee. The failure in the harvest or low market price of coffee would greatly affect the public welfare. On the other hand, the income from other employment is generally not too significant, since the nature of the side employment is still in the same sector, which is agriculture/ farm related works, which mostly was merely to meet subsistence needs.

138. The respondents at the Subject Site are also hoping to get training in the field of breeding cow/ goat and fisheries. Although both of these activities have not become the main source of livelihood of the villagers as yet, but both are considered quite promising for improving the welfare of the society. Therefore, training in the field of animal husbandry and fishery could be an option to improve the productivity of the society. At least the results can be used as a safety net for household economy.

139. General strategy in developing the capacity of the most affected community at the Subject Site could be implemented through the development of the life skill based on local economy, by focusing on the skills which are tailored to the local environment conditions and local basic skills available in the community. The strategy would be applied by using the people-centered, participatory, empowering, gender equity, and sustainable approach.

140. The strategy is three folded, aims in enhancing the knowledge on the integrated business approach, improve the local economy by optimizing the local resources, and sustainable approach to strengthen the community ability in dealing with other stakeholders. Figure19 refers.

141. The Figure elaborates that the capacity building strategy would be implemented into three clusters of activities as follows:

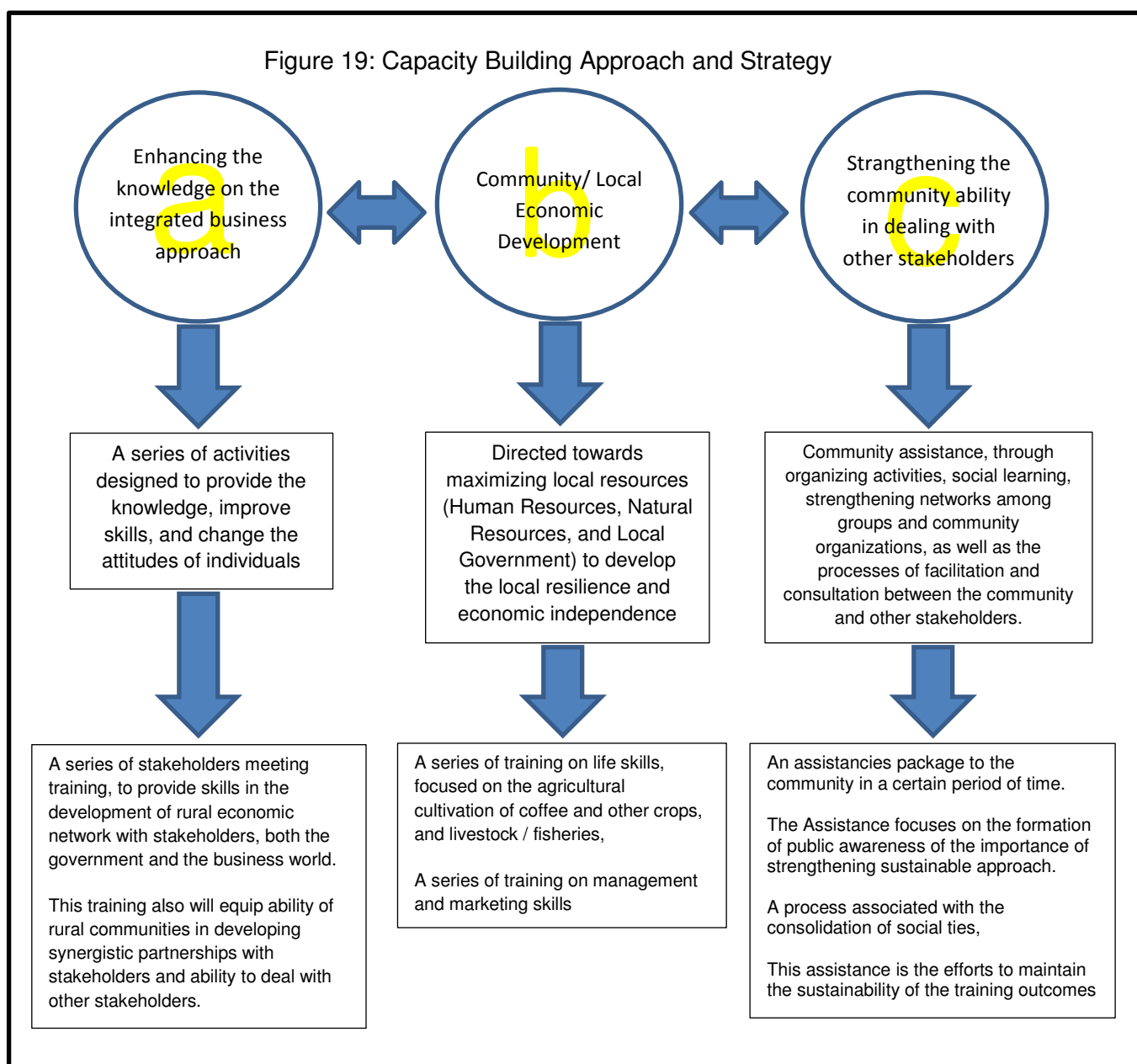
- a. Integrated business skills development, a series of activities designed to provide the knowledge, improve skills, and change the attitudes of individuals, so it can be used as a source of business to meet the needs in a sustainable manner.
- b. Community economic development, which is directed towards maximizing local resources to develop resilience and economic independence of the community, in order

to achieve accelerated economic development through the involvement of local governments, businesses, and local communities.

- c. Community assistance, which is aimed at organizing activities, social learning, strengthening networks among groups and community organizations, as well as the processes of facilitation and consultation between the community and other stakeholders.

142. The above strategy would be implemented through series of training to the community. There will be two types of training that can be conducted, namely economic life skill training based agriculture and livestock/ fisheries and training for stakeholders meeting.

Figure 19: Capacity Building Approach and Strategy



4.3.1 Life Skill Training

143. Based on the needs analysis, it is concluded that there is a need to develop the community capacity in thinking, deciding, and do something that is considered appropriate to solve the problems faced by utilizing their owned ability. Therefore, the development efforts and capacity building could be done mainly in two areas of economic life, namely (1) the agricultural/plantation, particularly coffee plantation starting from planting, maintenance, and coffee processing technology, resulting in high-quality coffee, and marketing of coffee at a high selling price, and focusing on the vegetables production that has the 3-6 months harvest period; (2) breeding cows/ goats and fisheries.

144. With regard to the identified needs, the Life Skill Training is intended to develop the potential and skills in the field of agricultural cultivation of coffee and other crops, and livestock/ fisheries as a means to meet their needs and improve the quality of life. With life skills training, community gain life skills in accordance with the expertise and capabilities. These skills are aimed to drive the economy for their survival.

145. With accordance to the demand for capacity building survey, the following training activities could become an alternative program, namely:

146. Main Training Activities:

- Training on Efficient Coffee Cultivation Process
- Training on Efficient Agriculture Cultivation Process
- Introduction on Alternative Coffee Cultivating Technology
- Training on Fish Farming Mechanism
- Training on Cow/ Goat Breeding Process

147. Supporting Training Activities:

- Training on Automotive Mechanical Skills
- Training on Motorcycle Workshop Management

4.3.2 Stakeholder Meeting Training

148. It is important to introduce the Stakeholders Meeting Training to the public to provide skills in the development of rural economic network with stakeholders, both the government and the business world. This training also will equip ability of rural communities in developing synergistic partnerships with stakeholders, so that social capital can be used to accelerate the improvement of rural economy. Stakeholders Meeting Training can also develop the soft skills in the community in an argumentative dialogue with stakeholders.

149. The nature of the trainings and other initiatives in this regards have to be for the managerial level. The training would be addressed to the “group leader”, such as the member of Forum Desa, other informal leaders, the local association leaders, and the local entrepreneurs.

150. List of training on this regards is as follows:

- Training on Entrepreneurship
- Training on the Effective Marketing
- Language Training
- Training on the SME Management
- Introduction on the Basic Computer for business management

151. Soft skill training:
- Training on effective speaking
 - Training on negotiation skills
 - Training on basic accountancy system

152. Besides training activities, other initiatives can also be arranged to accommodate the needs of the Community to build the networks.

153. Initiatives like conducting regular or scheduled business gathering with local and also regional business institutions, Governments and other stakeholders would give opportunities to the community to interact with the other stakeholders. In this regards the Forum Desa could take the lead.

4.3.3 Community Assistance

154. The Community Assistance focuses on the formation of public awareness of the importance of strengthening the sustainable approach to the economic development. Community assistance is a process associated with the consolidation of social ties and network, especially in solving social and economic problems together. This assistance is also aimed to maintain the sustainability of the training outcomes. The Assistance will be conducted to the community in a certain period of time.

4.4 Community Capacity Building Through Skill Trainings Institutions

155. Profile of skill training institutions in South Sumatera shows that there numbers of options for skill training Institutions which can be chosen as the selected Institutions to develop the Rantau Dedap's people skill and capacity. These choices can be selected and tailored to the Community needs.

156. BLKI South Sumatera Province is one of the government's institutions which is possible to be selected to provide this Capacity Building and skill training program due to their existing vocational and their future programs. The BLK has also vocational in agriculture area which is potentially required by the people at the Subject Site.

157. BLKP Palembang is also be used to do trainings in collaboration with the stakeholders outside the existing vocational. One of them is the Food Processing Trainings, Computer Skill Training, and Stakeholders Meeting. Those training were held by cooperating with JOB Pertamina Talisman Jambi Merang. The training was done in a public residential area, which make it easy to be accessed by the society.

158. The private institutions would contribute in the more service oriented training, including computer skills, language training and other soft skill training.

159. The Higher Education Institutions like Sriwijaya University and Politeknik Sriwijaya could give some more prepared programs. They have an institutionalized competence and skills, facilities and their experiences in conducting the capacity building programs, and supported by scientific methods which can make a better result.

160. The Higher Education Institutions would be more appropriate to provide the Stakeholder Meeting Training and the community assistance program.

161. To manage all the capacity building initiatives, including the creation of specific tailored made trainings, the system requires one unit that able to become a “HUB” for the initiatives. The Unit can be placed within the Company Structure or appointing one professional capacity building institution with sufficient experience and track record as the Capacity Building Manager.

162. The main role of the Capacity Building Manager is act as the clearing house for the capacity building initiatives of the Company. The roles include analyses and accommodate further the capacity building needs, select the beneficiaries, matching the needs and the providers, manage the training program implementation, and feeling the gaps of capacity building providers including developing tailored made training programs.

V. Livelihood Development Program

163. The Livelihood Development in the Subject Site is aimed to cater to the economically most unfortunate people and for the most vulnerable people. Therefore, the type of activities will be determined by these target groups.

164. It is recognized that the economics of the Subject Site is need to be improved. The main issues are low wages and income from the coffee plantation activities. The production of coffee has been going down due to the reduction of the plantation area and pricing management failure, which push the price down.

165. There is a need for a breakthrough in the coffee plantation management to boost up the production as well as the price.

166. At the same time, a quick yielding program is also required to cater to the most unfortunate and vulnerable people in the area.

5.1 Strategy For The Livelihood Development

167. In general, two types of activities can be developed, namely the employment provision for those who are still active but having problem in finding sufficient income to support the basic needs of the family. The other activity is catering the most vulnerable people by providing the safety net program.

5.2 Employment Provision Program

168. Based on the survey of the current employment, most of the people in the Subject Site are working as the farmer for the coffee plantation, with low income/ wages.

160. On the other hand the coffee production is going down, so as the prices. Ideally to boost up the local economy, the coffee plantation revitalization program should be introduced. There is a need to have the breakthrough in terms of having more productive coffee plantation, increase the price and plantation sustainable development program. This would take some times.

170. Another approach would be by creating new livelihood program, either in the primary sectors (agriculture), in the secondary sector (trading, marketing), or the tertiary sector (services).

171. In the short run, the most possible sector that could give more immediate yield is the service sector. Therefore, the employment provision is focused on the employment creation through the service sector. Several opportunities have been started to be implemented. The following program can become alternatives:

- Providing transportation facilities
- Providing the stone crusher facilities
- Providing services for the neighborhood (laundry, catering)
- Providing services for the Company

172. In the long run, the coffee plantation revitalization program could be introduced, and the employment provision program will be tied up to that revitalization program.

173. The revitalization program would comprise of a multi aspect development. The program consists of coffee plantation production enhancing program, marketing, and pricing management. The program will be closely related to the capacity building program on the life skill development, in terms of providing the appropriate human resources.

174. As the bridging program, the employment creation in the other plantation can be introduced. For the moment, there is a strawberry plantation in the Subject Site and the potential on Fisheries and Cow/ Goat breeding.

Figure 20: Strawberry Plantation at the Subject Site



5.3 Safety Net Program

175. The safety net program is directed to cater the most vulnerable people, in the form of economic assistance package based on the need of the people.

176. There will be several categories of vulnerable people, it could be caused by the incapable of the bread winner in providing economic support to the family due to the aging problem, or due to the large number of dependents in the family, physical handicap, etc.

177. Therefore, type of assistance would be varied, starting from the basic needs fulfillment (charity), soft loan program, or the scholarship program for the children.

VI. Selection of the Beneficiaries for the Skill Development Program

6.1 Life Skill Training and Supporting Training Program

178. The Life Skill Training is intended to develop the potential and skills in the field of agricultural cultivation of coffee and other crops, and livestock/ fisheries as a means to meet their needs and improve the quality of life.

179. With life skills training, community gain life skills in accordance with the expertise and capabilities. These skills are aimed to drive the economy for their survival. Therefore, the trainings are directed to those who are still productive, show interest to learn new things, and yet still earn very low income.

180. Furthermore, the life skill development should be accompanied by the supporting training development to cater to the need of skills for the services sector. In this case, focus is given to the development of the automotive related activities, particularly in providing the skillful automotive mechanics and the automotive workshop management.

181. The training will be directed to those who have sufficient education background at the level of Senior High School at the least. Although the beneficiaries listed below are the head of family only, this program is basically directed to all the family members who meet the criteria. Moreover, more female candidates are encouraged to participate.

6.1.1 The Criteria of the Target Group

182. To meet the above goal, the following criterias are set to filter out the respondents. The beneficiary criterias for the life skill training are:

1. Age between 17 and 45 years old
2. Minimum education level: Elementary School
3. Total Household Income less than IDR 2,213,000 per month (regional minimum wages)
4. The training preferences are covered by the Program.

183. As for the supporting training program, the beneficiary criterias are as follows:

1. Age between 17 and 45 years old
2. Minimum education level:
 - for the mechanic and fashion training: Elementary School
 - for Automotive Workshop Management: Senior High School
3. Total Household Income less than IDR 2,213,000 per month (regional minimum wages)

6.1.2 The Proposed Beneficiaries

Respondents No.	Name	Sex	Age	Education	Life Skill Training Programs Preference					Supporting		
					Training on Efficient Coffee Cultivation Process	Training on Efficient Agriculture Cultivation Process	Introduction on Alternative Coffee Cultivating Technology	Training on Fish Farming Mechanism	Training on Cow/Goat Breeding Process	Automotive Mechanic	Automotive Workshop Management	Fashion
R3	Sakinah	P	30	Junior High School						X		X
R4	Firdaus	M	37	Senior High School	X		X					X
R5	Muhammad	M	35	Senior High School						X	X	X
R6	Hasan	M	30	Elementary School						X		X
R7	Sukran	M	40	Elementary School						X		X
R8	Daulan Syehwani	M	35	Elementary School								X
R11	Buthani	M	36	Elementary School						X		
R13	Aulia	M	41	Elementary School								X
R15	Zainal Arifin	M	31	Junior High School						X		
R16	Hakim (Watoni)	M	43	smu/tidak tamat pt					X			X
R19	Mursidah	F	25	Elementary School		X	X	X		X		X
R21	Mardan	M	41	Senior High School								
R24	Irawan Saputra	M	27	Junior High School		X	X			X		
R26	Agustan	M	40	Junior High School		X	X					X
R28	Ali Candra (Misran)	M	27	Elementary School								X
R31	Taksil	M	40	Senior High School								

Respondents No.	Name	Sex	Age	Education	Life Skill Training Programs Preference					Supporting		
					Training on Efficient Coffee Cultivation Process	Training on Efficient Agriculture Cultivation Process	Introduction on Alternative Coffee Cultivating Technology	Training on Fish Farming Mechanism	Training on Cow/Goat Breeding Process	Automotive Mechanic	Automotive Workshop Management	Fashion
R32	Zaidan Hasbi	M	41	Junior High School								
R35	Alwani	M	32	Senior High School		X	X			X	X	
R36	Sadikin (Tahmim)	M	35	Senior High School								
R38	Setinan	M	31	Elementary School								
R39	Ripkan	M	40	Senior High School								
R40	Muzid Tahidin	M	31	Senior High School	X		X		X			
R41	Subhan	M	40	Senior High School	X		X					
R45	Mirayati	F	25	Junior High School				X				X
R46	Muhammad bin Ibrahim	M	34	Junior High School			X	X	X	X		X
R47	Akram	M	33	Elementary School					X			X
R49	Markun	M	38	Senior High School								
R50	Kurnawan	m	40	Elementary School						X		
R52	Jamatul	M	18	Elementary School					X			X
R53	Hasan Basri	M	30	University	X		X			X	X	
R56	Zamril	M	41	Junior High School					X			X
R57	H Amiril	M	32	Senior High School								
R60	Zamhur	M	37	Junior High School						X		

Respondents No.	Name	Sex	Age	Education	Life Skill Training Programs Preference					Supporting		
					Training on Efficient Coffee Cultivation Process	Training on Efficient Agriculture Cultivation Process	Introduction on Alternative Coffee Cultivating Technology	Training on Fish Farming Mechanism	Training on Cow/Goat Breeding Process	Automotive Mechanic	Automotive Workshop Mamagement	Fashion
R61	Sjahrinudin	M	38	Elementary School						X		
R62	Saparudin	M	36	Junior High School		X	X					X
R64	Lina Hartati (Tantawi)	F	18	Junior High School		X						
R67	Azhar C	M	30	Junior High School		X				X		X
R69	Irнау (Fauzi)	F	45	Elementary School								X
R74	Munai	F	25	Elementary School								X
R77	Martini	F	32	Elementary School								X
R84	Saparudin	F	40	Senior High School	X		X			X	X	X
R90	Ahmad Firmansyah	M	37	Senior High School					X			X
R92	Hartini	F	39	Junior High School		X	X					X
R96	Januar	M	21	Elementary School			X	X	X	X		
R99	Lasman	M	32	Junior High School						X		X
R100	Syahril M Nuh	M	41	University					X	X	X	X
R104	Wiliadi	M	34	Elementary School					X			X
R105	Jusri	M	44	Senior High School						X		
R107	Midi	M	29	Senior High School						X	X	X
R108	Rahmidi	M	25	Senior High School								X

Respondents No.	Name	Sex	Age	Education	Life Skill Training Programs Preference					Supporting		
					Training on Efficient Coffee Cultivation Process	Training on Efficient Agriculture Cultivation Process	Introduction on Alternative Coffee Cultivating Technology	Training on Fish Farming Mechanism	Training on Cow/Goat Breeding Process	Automotive Mechanic	Automotive Workshop Management	Fashion
R109	Asrin	M	31	Junior High School				X	X	X		X
R110	Kamis (Kamson)	M	30	Elementary School						X		X
R111	Candra	M	25	Junior High School					X			X
R112	Putrawan	M	39	Junior High School				X	X	X		X
R113	Jon Kanidi	M	27	Junior High School				X		X		X
R116	Zarwanudin	M	41	Elementary School					X	X		
R117	Habibi	M	32	Senior High School					X	X	X	X
R118	Hamzah	M	35	Elementary School					X			
R120	Juli Pahlepi	M	40	Elementary School			X	X	X	X		X

6.2 The Stakeholder Meeting Training

184. The nature of the stakeholder-meeting-trainings is directed for the managerial level. The training would be addressed to the “group leaders”, such as the member of Forum Desa, other informal leaders, the local association leaders, and the local entrepreneurs.

185. Therefore, beside the age and education level factors, the main criteria of the beneficiaries for the stakeholder meeting training will be focused more to the leadership and the knowledge on the functions and involvement in the Forum Desa.

6.2.1 The Criteria of the Target Group

1. Age between 25 and 55 years old
2. Minimum Education level: Junior High School
3. Sufficient Knowledge on and actively involved in the Forum Desa
4. Good Leadership Capacity
5. Community leader (formal and informal)
6. Local Entrepreneur

6.2.2 The Proposed Beneficiaries

No	Name	Sex	Age	Education	Remarks
1	Muhammad	M	35	Senior High School	<ul style="list-style-type: none">- Member of School committee- Aware of the existence of Supreme/SERD,- Used to be involved actively in the Forum Desa, and has a negative perception on the Forum.
2	Sukran	M	40	Elementary School	<ul style="list-style-type: none">- Member of Farmer Association,- Aware on the Forum Desa, and used to be involved in the Forum.- Has a negative perception on the Forum Desa.
3	Daulan Syehwani	M	35	Elementary School	<ul style="list-style-type: none">- Member of Forum Desa- Member of Village Community Council- Has a positive perception towards the Forum.
4	Maftuhul Fuad	M	50	Junior High School	<ul style="list-style-type: none">- Active member of Forum Desa- Has a positive perception towards the Forum.- Informal Leader in the Community

No	Name	Sex	Age	Education	Remarks
5	Teuku Afifudin (Sapawi)	M	50	Junior High School	<ul style="list-style-type: none"> - Owner of Pondok Pesantren Darul Ulum, - Member of the Forum Desa, - Member of the Village Community Council. - Member of Village Empowerment Committee.
6	Ali Candra (Misran)	M	27	Elementary School	<ul style="list-style-type: none"> - Used to be a member of the Forum Desa. - Advisor to the Village Youth Organization - Has a negative perception on Forum Desa.
7	Jamidi	M	46	Junior High School	<ul style="list-style-type: none"> - Never involved in the Forum Desa, - Member of the Village Community Council. - Member of Village Empowerment Committee.
8	Taksil	M	40	Senior High School	<ul style="list-style-type: none"> - Active Member of the Forum Desa, - Member of the Village Community Council. - Member of Village Empowerment Committee. - Advisor to the Village Youth Organization - Village administrator (Sekdes)
9	Zaidan Hasbi	M	41	Junior High School	<ul style="list-style-type: none"> - Member of the Forum Desa - Participated in the comparison study tour to Kamojang, Garut, conducted by PT SERD. - Has a positive attitude towards the Forum Desa.
10	Muzid Tahidin	M	31	Senior High School	<ul style="list-style-type: none"> - Used to be a member of the Forum Desa. - Advisor to the Village Youth Organization - Has a positive attitude to the Forum Desa.
11	Markun	M	38	Senior High School	<ul style="list-style-type: none"> - Member of the Village Community Council. - Does not aware on the existence of the Forum Desa.
13	Jasurah	M	55	Junior High School	<ul style="list-style-type: none"> - Chief of the Pondok Pesantren (TPA), - Does not aware on the Forum Desa
14	Tisro	M	46	Junior High School	<ul style="list-style-type: none"> - Active Member of Forum Desa - Member of An NGO

No	Name	Sex	Age	Education	Remarks
17	Syahril M Nuh	M	41	University	<ul style="list-style-type: none"> - Former Head of Village - Currently is a member of the Local Administrator.
18	Pahran	M	38	Senior High School	<ul style="list-style-type: none"> - Vice Head of BPD, - Does not aware on the Forum Desa.
19	Rahmidi	M	25	Senior High School	<ul style="list-style-type: none"> - Used to be a Member of the Forum Desa, - Member of the Village Community Council. - Secretary of the Village Youth Organization - Dissapointed for not being recruited by PT SERD
21	Nazarudin	M	48	Senior High School	<ul style="list-style-type: none"> - An Ustadz (Religion Teacher) - Member of the Village Community Council.

VII. Selection of the Beneficiaries for the Livelihood Development Program

7.1 Employment Provision Program

186. The Employment Provision Program is targeted to those who are still active with difficulties in finding sufficient income.

7.1.1 Criteria of the Target Group

187. Therefore, the eligible criteria of the target group including the followings:

- Productive age group
- Number of dependents more than 3 persons
- **Total Household Income less than IDR 2,213,000 per month (regional minimum wages)**
- No additional/ secondary employment

7.1.2 The Proposed Beneficiaries

Respondents No.	Names	Age	Employment	Number of Dependents	Main Income (in IDR)
R11	Buthani	36	Farmer Owner	7	<500,000
R13	Aulia	41	Farmer Owner	4	<500,000
R14	Mursiah	47	Farmer Owner	12	<500,000
R15	Zainal Arifin	31	Farmer Owner	7	<500,000
R16	Hakim (Watoni)	43	Farmer Owner	9	<500,000
R19	Mursidah	25	Farmer Owner	9	<500,000
R20	Hadi	54	Farmer Owner	6	<500,000
R21	Mardan	41	Farmer Owner	4	<500,000
R23	Silahudin	47	Farmer Owner	4	<500,000
R28	Ali Candra (Misran)	27	Farmer Owner	8	<500,000
R32	Zaidan Hasbi	41	Farmer Owner	6	<500,000
R75	Sohirin	56	Farmer Owner	4	<500,000
R82	Kasrudin	47	Farmer Labor	4	<500,000
R88	Anuar	59	Farmer labor	5	<500,000
R98	Nasrun	53	Farmer Owner	9	<500,000
R99	Lasman	32	Farmer Owner	6	<500,000
R102	Sarhandi	52	Farmer Owner	7	<500,000
R105	Jusri	44	Farmer Owner	5	<500,000
R112	Putrawan	39	Farmer Owner	4	<500,000
R114	Irfani	54	Farmer Owner	8	<500,000
R116	Zarwanudin	41	Farmer Owner	5	<500,000

Respondents No.	Names	Age	Employment	Number of Dependents	Main Income
R119	Nazarudin	48	Farmer Owner	6	<500,000
R121	Sinwani	55	Farmer Owner	7	<500,000
R6	Hasan	30	Farmer Owner	6	500,000 - 1,500,000
R9	Amim	48	Farmer Owner	7	500,000 - 1,500,000
R24	Irawan Saputra	27	Aautomotive Workshop	7	500,000 - 1,500,000
R26	Agustan	40	Farmer Owner	5	500,000 - 1,500,000
R30	Jamidi	46	Farmer Owner	5	500,000 - 1,500,000
R33	Panani	52	Farmer Owner	5	500,000 - 1,500,000
R38	Setinan	31	Farmer Owner	4	500,000 - 1,500,000
R40	Muzid Tahidin	31	driver	7	500,000 - 1,500,000
R41	Subhan	40	Farmer Owner	5	500,000 - 1,500,000
R42	Hon	75	Farmer Owner	9	500,000 - 1,500,000
R51	Abil Kasim	55	Farmer labor	7	500,000 - 1,500,000
R52	Jamatul	18	Farmer Owner	4	500,000 - 1,500,000
R55	Tarmizi	49	Farmer Owner	6	500,000 - 1,500,000
R56	Zamril	41	Farmer Owner	5	500,000 - 1,500,000
R61	Syahrinudin	38	Farmer Owner	4	500,000 - 1,500,000
R64	Lina Hartati (Tantawi)	18	Farmer Owner	7	500,000 - 1,500,000
R66	Rasidi	59	Farmer labor	7	500,000 - 1,500,000
R67	Azhar C	30	Farmer Owner	5	500,000 - 1,500,000
R77	Martini	32	Farmer Owner	4	500,000 - 1,500,000
R85	Tulham	52	Farmer Owner	4	500,000 - 1,500,000
R86	Tisro	46	Farmer Owner	4	500,000 - 1,500,000
R97	Hulman	50	Farmer Owner	10	500,000 - 1,500,000
R100	Syahril M Nuh	41	Farmer Owner	4	500,000 - 1,500,000
R101	Astan	60	Farmer Owner	6	500,000 - 1,500,000
R117	Habibi	32	Farmer Owner	5	500,000 - 1,500,000
R120	Juli Pahlepi	40	Farmer Owner	6	500,000 - 1,500,000
R122	Nastaim	52	Farmer Owner	4	500,000 - 1,500,000
R3	Sakinah	30	Farmer Owner	7	1,500,000 - 2,500,000
R5	Muhammad	35	Farmer Owner	8	1,500,000 - 2,500,000
R8	Daulan Syehwani	35	Farmer Owner	8	1,500,000 - 2,500,000
R18	Paslun	51	Farmer Owner	9	1,500,000 - 2,500,000
R27	Teuku Afifudin (Sapawi)	50	Farmer Owner	6	1,500,000 - 2,500,000
R31	Taksil	40	Farmer Owner	4	1,500,000 - 2,500,000

Respondents No.	Names	Age	Employment	Number of Dependents	Main Income
R39	Ripkan	40	Farmer Owner	4	1,500,000 - 2,500,000
R49	Markun	38	Farmer Owner	4	1,500,000 - 2,500,000
R50	Kurnawan	40	Farmer Owner	4	1,500,000 - 2,500,000
R58	Syarifuddin	55	Farmer Owner	4	1,500,000 - 2,500,000
R60	Zamhur	37	Farmer Owner	5	1,500,000 - 2,500,000
R69	Irnanu (Fauzi)	45	Farmer Owner	5	1,500,000 - 2,500,000

7.2 Safety Net Program

188. The Safety Net Program is targeted to the most vulnerable people. This category of person can be defined as people who are not able to take activities due the age, disabilities, and have quite high burden.

7.2.1 Criteria of the Target Group

189. The eligible criteria for this group are as follows:

- Elderly people with age more than 60 years old, female-single-parents or has any disabilities.
- Number of dependents 3 persons or more.
- Total household monthly income less than IDR 1,500,000 (this is to ensure that the program is directed to the targeted most vulnerable group)
- No additional employment

7.2.2 The Proposed Beneficiaries

No	Resp. No.	Name	Age	Sex	Employment	Marital Status	Number of Dependents	Main Income
1	R115	Kaluri	90	M	Farmer Owner	Married	3	< Rp. 500.000
2	R89	Basin	83	M	Farmer Owner	Married	6	< Rp. 500.000
3	R65	Cik Dernah	80	F	Not Working	Widow	7	-
4	R54	H Sikam	79	M	Farmer Owner	Married	6	Rp 500,000 - Rp 1,500,001
5	R10	Nunya	78	F	Trader	Widow	3	Rp 500,000 - Rp 1,500,000
6	R87	Amron	77	M	Farmer Owner	Widow	4	-
7	R42	Hon	75	M	Farmer Owner	Married	9	Rp. 500.000 - Rp. 1.500.000
8	R29	Kartubi	73	M	Farmer Owner	Married	3	Rp. 500.000 - Rp. 1.500.000

No	Resp. No.	Name	Age	Sex	Employment	Marital Status	Number of Dependents	Main Income
9	R103	Sunah	70	F	Farmer Owner	Widow	5	Rp. 500.000 - Rp. 1.500.000
10	R43	Nizarudin	65	M	Farmer Owner	Married	3	Rp. 500.000 - Rp. 1.500.000
11	R59	Munib	65	M	Farmer Labor	Married	5	Rp. 500.000 - Rp. 1.500.000
12	R17	Jaswan	62	M	Farmer Owner	Married	9	< Rp. 500.000
13	R91	Senaiyati	62	F	Farmer Owner	Widow	5	< Rp. 500.000
14	R101	Astan	60	M	Farmer Owner	Married	6	Rp. 500.000 - Rp. 1.500.000
15	R12	Umsila	56	F	Farmer Owner	Widow	2	< Rp. 500.000
16	R14	Mursiah	47	F	Farmer Owner	Widow	12	< Rp. 500.000
17	R92	Hartini	39	F	Farmer Owner	Widow	3	Rp. 500.000 - Rp. 1.500.000

VIII. Grievance Mechanism Redevelopment

190. The Grievance Mechanism Redevelopment is aimed to review the current mechanism developed by PT Supreme Energy, by taking into account the logical sequences of the Mechanism and the comments from the community through the primary field survey.

191. The redevelopment is applied to enhance the effectiveness of the Mechanism to ensure that any Grievances are processed appropriately in transparent and fairness manner for both parties. Moreover, the mechanism should ensure the proper record and filing system for evaluation purposes.

8.1 Existing Grievance Mechanism of PT. Supreme Energy.

192. PT Supreme Energy has established the Grievance Resolution Mechanism and has been applied though the year of its operation.

193. The Company's activities are based on the concept of partnership. However, the Company recognizes that complaints during the Project development may arise. The Project also recognizes the need to acknowledge such complaints or claims and to have an established grievance tracking and resolution mechanism to efficiently and transparently address issues as they arise.

194. Accordingly community members in the Project area, particularly those who are mostly affected should have access to the grievance tracking and resolution mechanism.

195. While the Project aims to resolve the majority of individual, group and community grievances by direct resolution at individual or group level, a hierarchal grievance resolution mechanism has been developed as follows:

1. direct resolution at the individual or group level;
2. community-level resolution through public meetings;
3. resolution through a stakeholder group comprising Project representatives, government representatives, religious and village leaders, and the complainants; and finally
4. recourse to legal counsel if the grievance cannot be resolved.

196. The Company establishes a centralized grievance log and tracking system. This database will be utilized to allow all registered grievances to be tracked and recalled as and when necessary. The Project's performance in managing and closing out grievances will be reviewed as part of internal and external monitoring.

197. The followings is the complaints resolution process of the Grievance Mechanism of PT Supreme Energy.

198. Resolution Step by Step

Step 1: Complaints may be expressed verbally or in writing to the Project field representative PT Supreme Energy in Muara Laboh, Rantau Dedap or Rajabasa. Complaints received by other Project personnel will be forwarded to the Project field representative.

Step 2: Site Support Manager will be responsible for documenting verbal and written complaints. Complaints will be written onto a complaints log and action form (see attached). The complaints log and action form records (a) who reports the complaint; (b) the date the complaint was received and recorded; (c) the nature of the complaint; (d) information of proposed corrective action; (e) date of response (verbal and written) provided to the complainant; (f) corrective actions taken by whom and when, and (g) the date the complaint was closed out.

Step 3: All complaints log and action forms will be forwarded to the management team. Appropriate actions to close out the complaint will be determined and written onto the form. Where necessary the Relation, Project, Security and/ or SHE team will investigate complaints from the community and an investigation report will be developed.

Step 4: A written response for every grievance will be prepared within 14 days. The response will be delivered verbally before the written copy is provided to the complainant. The complainant will be asked to sign and date the complaints log and action form to confirm receipt of the Project response.

Management PT Supreme Energy recognizes that eventually timelines for possible actions will be determined by the nature of the grievance. If more time is required to implement appropriate actions, the Relations and/ or Security team will inform the complainant. Relation and/ or Security Team, however, will assume responsibility for ensuring all actions are implemented to close out the complaint.

In most cases the written response and agreed actions may be sufficient to resolve complaints.

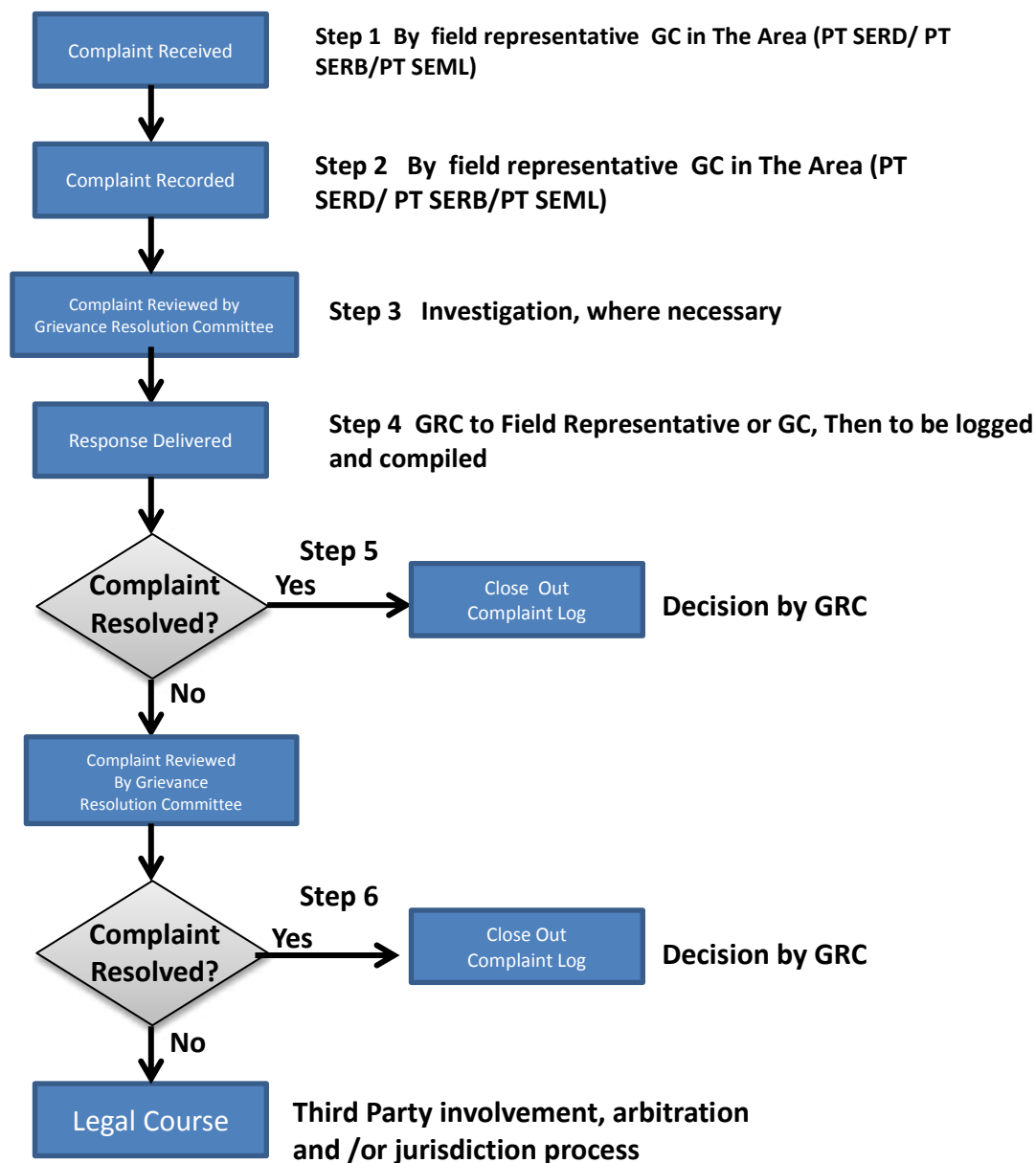
If unresolved,

Step 5: the complainant will be referred to the Grievance Resolution Committee. The Committee will comprise department of Relations, Security, and Site Support. Other sections or department i.e., SHE, Legal, Project, Subsurface, Drilling, Supply Chain Management, Contract, Accounting, HRD, etc will be included on a needs basis. The Grievance Resolution Committee aims to resolve complaints within 21 days. Again, depending on the nature of the complaint, a longer timeline may be agreed upon with the complainant. If an agreeable solution is reached, the complainant will be asked to sign on the log book, date, complaints and the agreements to confirm receipt of and agreement with the Project response.

Step 6: Should all the steps above be insufficient in resolving the issue, the final resolution is found by legal counsel. The Indonesian law jurisdiction shall apply.

199. Figure 20 shows the flow chart of the resolution process established in the Grievance Mechanism of PT Supreme Energy.

Figure 20: Existing Grievance Mechanism of PT. Supreme Energy



GC = Grievance Contact
GRC = Grievance Resolution Committee

8.2 Issues on the Existing Grievance Mechanism

8.2.1 Filing and Evaluation System

200. Based on the existing grievance resolution procedure, the complaints are logged in and reviewed by the Grievance Resolution Committee for appropriate action plan. The written response on the grievance will be then given to the Complainant within 14 to 21 days to be agreed upon and signed by both parties. It was mentioned that in most cases the written response and agreed actions may be sufficient to resolve complaints.

201. However, the process does not include the post actions evaluation in its “loops”, which ensure the common agreement of both parties on the results of the grievance resolutions. This step is skipped out, and assuming that the complainants have agreed and satisfied with the results as they have signed the agreed responses.

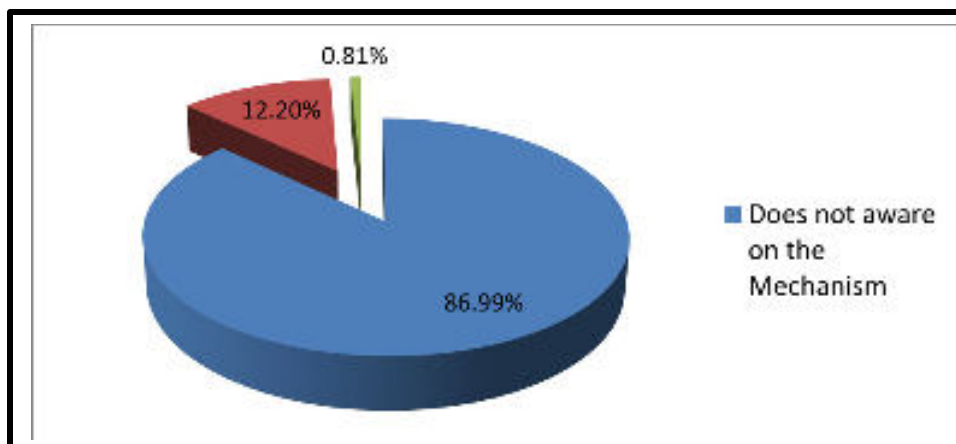
202. Furthermore, the Grievance Mechanism does not show the regular filing and archiving procedure which provides a formal recording of the grievances and the resolutions as well as the results of the grievance resolutions. The mechanism closes the complaint log out as the actions are completed.

8.2.2 Community Appreciation on the Existing Grievance Mechanism of PT Supreme Energy

203. A field survey to the most affected people’s appreciation on their appreciation to the Grievance Mechanism was conducted in parallel with the socio-economic profile survey.

204. Based on the Survey, it was indicated that only about 12% of the respondents aware on the existence of the Mechanism. Figure 21 shows the number of respondents by their awareness on the Grievance Mechanism.

Figure 21: Awareness on the Grievance Mechanism



205. Out of this, about 87% of them are familiar with the procedure. Therefore, in total there was only about 10% of the total respondents who are aware on the existence of the Mechanism and familiar with the procedure (Table.17 refers).

Table 17: Cross Tabulation between the Awareness of the Grievance Mechanism and knowledge on the Grievance Procedures

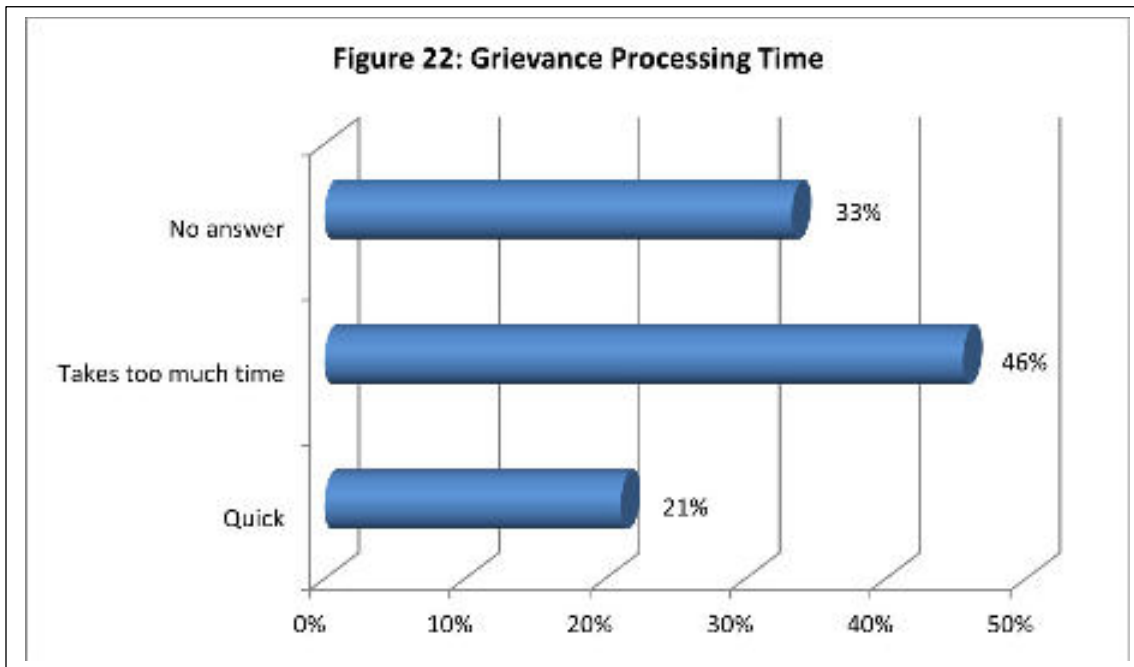
Awareness of the Grievance Mechanism	Knowledge on the Grievance Procedures	
	Familiar	Does not Familiar
Does not aware on the Mechanism	2%	86%
Aware of the Mechanism	10%	2%

206. This condition is aroused due to the fact that the Mechanism has not been disseminated sufficiently. About 81.30% of respondents indicate that they do not aware on such disseminations.

Table 18: Frequency of the Grievance Mechanism Dissemination

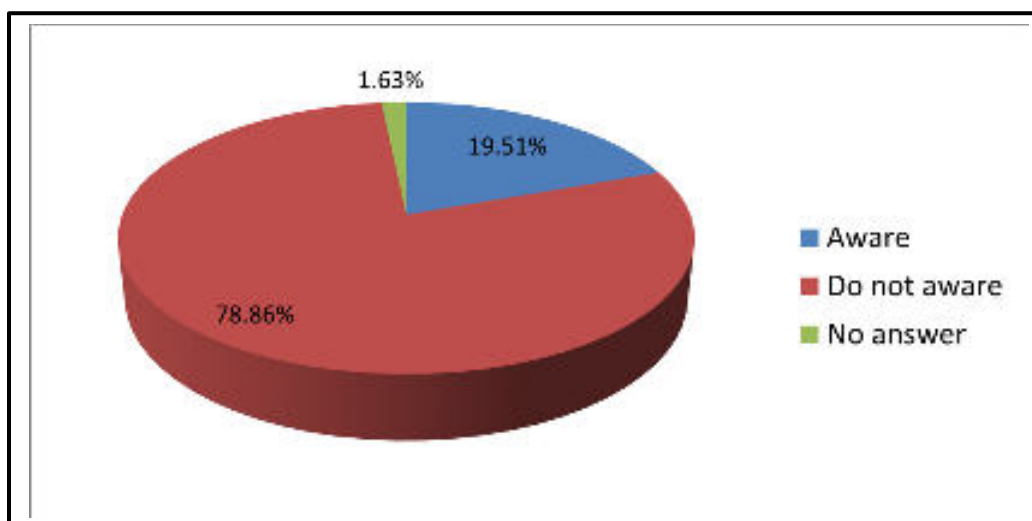
No	Dissemination on the Grievance Mechanism	Percentage
1	Not aware on the dissemination of the Mechanism	81,30%
2	2 - 3 times per annum	7,32%
3	> 3 times per annum	1,63%
4	Once a year	5,69%
5	Once a year but not properly scheduled	0,81%
6	Not answering	2,44%
7	Never known on the mechanism	0,81%
	Total	100,00%

207. For those who are aware on the Mechanism and familiar with the procedures, the survey indicates that accumulatively about 46% of the respondents think that the grievance process takes too long, another 21% sees the process is rather quick, while the rest do not give answer. Figure 22 refers.



208. Most of the grievances are logged in by individual or through the Village apparatus directly to the Company. Most of the respondents do not aware on the existence of “Forum Desa” who can represent them in dealing with other stakeholders. Only about 19% of the respondents aware on the existence of the “Forum Desa” . Figure 23 refers.

Figure 23: Awareness on the Forum Desa



209. The respondents were split equally on their answer to the question about the difficulties on logging in the grievance to the Company. About 35.77% of the respondents say that they do not have any difficulties on logging in the grievances, while another 32.52% of them say the otherwise.

Table 18: Difficulties on Logging in the Grievances

No	Difficulties on Logging in the Grievances	Persentase
1	Do not have any difficulties	35,77%
2	Having difficult	32.52%
3	Do not aware on the Mechanism	2,44%
4	Not answering	29,27%
	Total	100,00%

8.3 PT Supreme Energy's Grievance Mechanism Redevelopment

210. It has been identified that there are two main issues on the existing Grievance Mechanism of the SERD. Firstly, the existing grievance process requires the maintenance of a grievance log, unfortunately it is not regularly maintained at the site. SERD shall require strengthening its grievance process, through formal recording of the grievances.

211. Based on the existing grievance resolution procedure, the complaints are logged in and reviewed by the Grievance Resolution Committee for appropriate action plan. The written response on the grievance will be then given to the Complainant within 14 to 21 days to be agreed upon and signed by both parties. It was mentioned that in most cases the written response and agreed actions may be sufficient to resolve complaints.

212. However, the process does not include the post actions evaluation in its “loops”, which ensure the common agreement of both parties on the results of the grievance resolutions. This step is skipped out, and assuming that the complainants have agreed and satisfied with the results as they have signed the agreed responses.

213. Furthermore, the Grievance Mechanism does not show the regular filing and archiving procedure which provides a formal recording of the grievances and the resolutions as well as the results of the grievance resolutions. The mechanism closes the complaint log out as the actions are completed.

214. The second issue was the insufficient dissemination of the grievance mechanism to the community.

215. The redevelopment of the grievance mechanism is aimed to answer to these two challenges through the improvement of the filling/ archiving and evaluation procedures and develop a regular dissemination mechanism.

8.3.1 Grievance Log Filing/ Archiving and Evaluation Procedure

216. In overall the Company's Grievance mechanism has been established and operated effectively in accommodating the grievance. However, these efforts have not been recorded properly to become a formal document to be presented to the either internal management or to the community.

217. The current procedure shows that the only document signed by the Company and the complainant is the complaints log and action form to confirm receipt of the Project response. While the document recording the results and the agreement on the results have not been provided as yet.

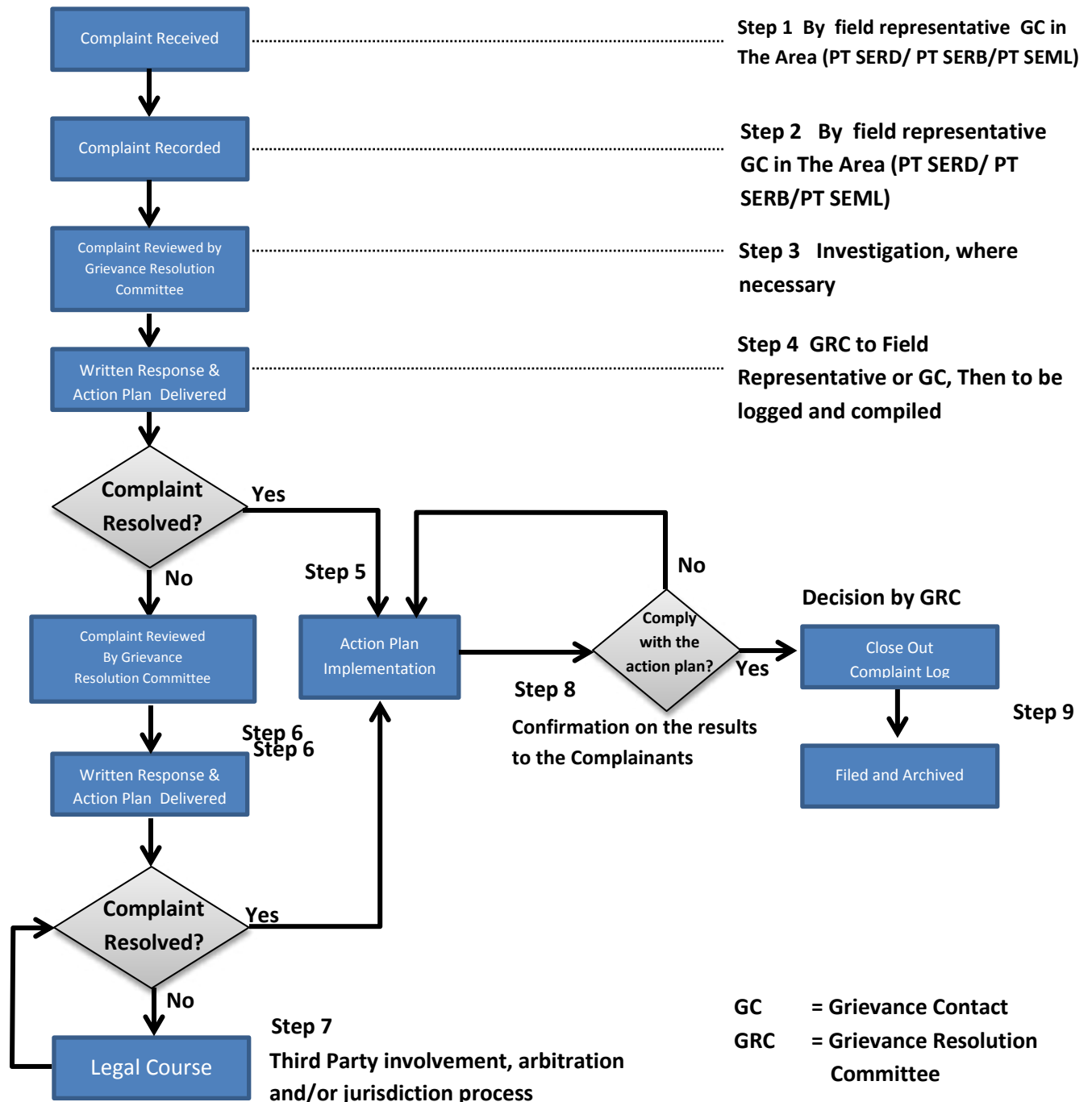
218. Therefore, one mechanism of recording the results that can be evaluated regularly is essential to be added.

219. The Figure 2 shows the redeveloped grievance mechanism of the Company. The Figure describes that one process of agreement on the results is added and then will be followed by filing and archiving process. All the results of the grievance resolutions and actions will be

confirmed to the Complainants and the agreement will be formally documented and archived as the minutes of the agreement. Otherwise, the process will be going back to the action plan re-implementation by the Grievance Resolution Committee.

220. This additional steps in the procedure will provide the Company with the formal binding document so that the Relations Team maintains the records and updates both to the management and the communities on how the grievances are addressed.

Figure 24: Redeveloped Grievance Mechanism



Resolution Step by Step

- Step 1:** Complaints may be expressed verbally or in writing to the Project field representative PT Supreme Energy in Muara Laboh, Rantau Dedap or Rajabasa. Complaints received by other Project personnel will be forwarded to the Project field representative.
- Step 2:** Site Support Manager will be responsible for documenting verbal and written complaints. Complaints will be written onto a complaints log and action form (see attached). The complaints log and action form records (a) who reports the complaint; (b) the date the complaint was received and recorded; (c) the nature of the complaint; (d) information of proposed corrective action; (e) date of response (verbal and written) provided to the complainant; (f) corrective actions taken by whom and when, and (g) the date the complaint was closed out.
- Step 3:** All complaints log and action forms will be forwarded to the management team. Appropriate actions to close out the complaint will be determined and written onto the form. Where necessary the Relation, Project, Security and/ or SHE team will investigate complaints from the community and an investigation report will be developed.
- Step 4:** A written response for every grievance will be prepared within 14 days. The response will be delivered verbally before the written copy is provided to the complainant. The complainant will be asked to sign and date the complaints log and action form to confirm receipt of the Project written response and Action Plan.
- Step 5:** Action Plan implementation. The management PT Supreme Energy recognizes that eventually timelines for possible actions will be determined by the nature of the grievance. If more time is required to implement appropriate actions, the Relations and/ or Security team will inform the complainant. Relation and/ or Security Team, however, will assume responsibility for ensuring all actions are implemented to close out the complaint.

In most cases the written response and agreed actions may be sufficient to resolve the complaint, otherwise more actions will be taken. When the actions are completed the process will be continued by confirming to the Complainants on the compliancy of the results with the agreed action plan.

If unresolved,

- Step 6:** the complainant will be referred to the Grievance Resolution Committee. The Committee will comprise department of Relations, Security, and Site Support. Other sections or department i.e., SHE, Legal, Project, Subsurface, Drilling, Supply Chane Management, Contract, Accounting, HRD, etc will be included on a needs basis. The Grievance Resolution Committee aims to resolve complaints within 21 days. Again, depending on the nature of the complaint, a longer timeline may be agreed upon with the complainant. If an agreeable solution is reached, the complainant will be asked to sign on the log book, date, complaints and the agreements to confirm receipt of agreement with the Project written response.

When it is resolved the process will be continued by action plan implementation (Step 5) and confirming the results to the Complainants.

Step 7: Should all the steps above be insufficient in resolving the issue, the final resolution is found by legal counsel. The Indonesian law jurisdiction shall apply.

When it is resolved the process will be continued by the action plan implementation and confirming the results to the Complainants.

Step 8: The confirmation on the results from the Complainants should be submitted within 7 (seven) days after the results confirmation log is given from the SERD, otherwise the complaint log will be closed. Should both parties are agreed on the compliances of results, both parties will sign and date the agreement form. Otherwise, the process will be given back to the Grievance Resolution Committee for the action plan re-implementation.

Step 9: The agreement on the results will become the log closing and will be recorded and archived as a formal document for filing and evaluation purposes.

8.3.2. Dissemination Program

221. It is noted that the Grievance Mechanism has not been disseminated sufficiently. Therefore, a regular dissemination program should be introduced to the system, as follows:

1. Revitalizing the role and function of the “Forum Desa” as the front liner on the dissemination process. The Forum would facilitate a regular gathering between the Company’s representative and the community, among others to introduce and maintain the awareness on the Grievance Mechanism.
2. Regular update to the Head of the Village or “Kadus”, as the arm of the Grievance Contact, in understanding the community knowledge on the Grievance Mechanism.
3. Distribute the printed materials (newsletter) on the Grievance Mechanism to the community.

ANNEX 1

The Questioner

QUESTIONER PROFILE OF AFFECTED HOUSEHOLD

No. Questioner	
Tanggal Wawancara	
Lokasi	1. Desa Segamit (Muaraenim) 2. Desa Tunggul Bute (Lahat) 3. Desa Karang Endah (Lahat) 4. Desa Lawang Agung (Lahat) 5. Desa Sukarame (Lahat) 6. Desa Penjalang
Pewawancara	
Diperiksa Oleh	

Kuesioner ini adalah alat bantu pencarian data di lapangan. Kuesioner ini jangan diberikan kepada responden untuk diisi secara langsung oleh yang bersangkutan. Pewawancara harus mempertanyakan langsung kepada responden tanpa mengganggu proses wawancara.

Penting untuk menjadi perhatian bagi setiap pewawancara adalah senantiasa mencatat materi-materi yang muncul ke permukaan walaupun tidak dipertanyakan oleh kuesioner ini.

Hal lain yang dapat mendukung proses penggalian data ini adalah dengan menambahkan data-data berupa foto.

A. Identitas Responden

Nama						
Alamat	Kabupaten					
	Kecamatan					
	Desa					
	Dusun/Kampung		RW		RT	
Usia: tahun	Jenis Kelamin		<input type="checkbox"/> L	<input type="checkbox"/> P	
Pendidikan:	<input type="checkbox"/> Paket A/B/C	<input type="checkbox"/> SD/setara	<input type="checkbox"/> SMP/ setara	<input type="checkbox"/> SMU/ setara	<input type="checkbox"/> PT/Univ.	
		<input type="checkbox"/> tidak tamat SD/setara	<input type="checkbox"/> tidak tamat SMP/setara	<input type="checkbox"/> tidak tamat SMU/setara		
Pendidikan tambahan:	1. _____ 2. _____ 3. _____					

Status Perkawinan	<input type="checkbox"/> Belum kawin	<input type="checkbox"/> Kawin	<input type="checkbox"/> Duda/janda	Jumlah Anggota Keluarga	<input type="text"/>
Status Kependudukan	<input type="checkbox"/> Penduduk Asli Kecamatan	<input type="checkbox"/> Pendatang kecamatan lain	<input type="checkbox"/> Pendatang dari kabupaten/kota lain	<input type="checkbox"/> Pendatang dari provinsi lain	
Jumlah anggota keluarga yang saat ini bekerja	<input type="text"/>	Jumlah anggota keluarga yang saat ini bersekolah	<input type="text"/>	Jumlah anggota keluarga penyandang cacat	<input type="text"/>

DATA KELUARGA

No	Nama suami/istri atau anak	Status dalam Keluarga	Usia	Pendidikan
1	<input type="checkbox"/> L <input type="checkbox"/> P			
2	<input type="checkbox"/> L <input type="checkbox"/> P			
3	<input type="checkbox"/> L <input type="checkbox"/> P			
4	<input type="checkbox"/> L <input type="checkbox"/> P			
5	<input type="checkbox"/> L <input type="checkbox"/> P			
6	<input type="checkbox"/> L <input type="checkbox"/> P			
7	<input type="checkbox"/> L <input type="checkbox"/> P			
8	<input type="checkbox"/> L <input type="checkbox"/> P			

B. Profil Ekonomi

1. Apa pekerjaan Bapak/Ibu/Sdr saat ini?
 - a. petani pemilik
 - b. petani penggarap
 - c. buruh tani
 - d. PNS
 - e. Pegawai swasta
 - f. Pedagang
 - g. Ibu Rumah tangga
 - h. Asisten Rumah tangga (pembantu rumah tangga)
 - i. Lainnya,.....
2. Sudah berapa lama Bapak/Ibu/Sdr bekerja pada pekerjaan sekarang ini?
 - a. < 1 tahun
 - b. 1 – 5 tahun
 - c. 5 – 10 tahun
 - d. > 10 tahun

3. Berapa penghasilan Bapak/Ibu/Sdr dari pekerjaan tersebut setiap bulan?
 - a. < Rp 500.000
 - b. Rp 500.000 – Rp 1.500.000
 - c. Rp 1.500.001 – Rp 2.500.000
 - d. Rp 2.500.000 – Rp 3.500.000
 - e. > Rp 3.500.000
4. Selain dari pekerjaan yang sekarang, apakah Bapak/Ibu/Sdr mempunyai pekerjaan lain (sampingan)?
 - a. Ya, sebutkan.....
 - b. Tidak
5. Jika ya, berapa rata-rata penghasilan Bapak/Ibu/Sdr dari pekerjaan sampingan tersebut setiap bulan?
 - a. < Rp 500.000
 - b. Rp 500.000 – Rp 1.500.000
 - c. Rp 1.500.001 – Rp 2.500.000
 - d. Rp 2.500.000 – Rp 3.500.000
 - e. > Rp 3.500.000
6. Berapa rata-rata penghasilan pasangan Bapak/Ibu/Sdr atau anggota keluarga lain yang tinggal di rumah yang sama setiap bulan?

NO	STATUS (Suami/Istri/anak/.....)	PENGHASILAN PER BULAN (dalam Rupiah)	PENGHASILAN SAMPINGAN PER BULAN (dalam Rupiah)
1			
2			
3			
4			
5			

7. Berapa rata-rata pengeluaran rumah tangga Bapak/Ibu/Sdr setiap bulan?
 - a. < Rp 500.000
 - b. Rp 500.000 – Rp 1.500.000
 - c. Rp 1.500.001 – Rp 2.500.000
 - d. Rp 2.500.000 – Rp 3.500.000
 - e. > Rp 3.500.000
8. Dengan rata-rata pengeluaran rumah tangga Bapak/Ibu/Sdr setiap bulan tersebut, apakah masih bisa menyimpan uang/menabung setiap bulannya?
 - a. Ya
 - b. Tidak

9. Jika ya, berapa rata-rata Bapak/Ibu/Sdr bisa menabung/menyimpan uang dalam sebulan?
- \leq Rp 100.000
 - Rp 100.001 – Rp 200.000
 - Rp 200.001 – Rp 300.000
 - Rp 300.001 – Rp 400.000
 - $>$ Rp 400.000
10. Apakah selama ini Bapak/Ibu/Sdr memiliki pinjaman uang?
- Ya
 - Tidak
11. Bagaimana cara bapak/ibu/sdr melunasi pinjaman uang?
- Dengan angsuran per hari
 - Dengan angsuran per minggu
 - Dengan angsuran per bulan
 - Dengan termin pembayaran
 - Dibayar/dikembalikan kalau sudah ada uangnya
 - Tidak perlu dibayar/dikembalikan
 - lain-lain:
12. Kepada siapa Bapak/Ibu/Sdr meminjam uang? (boleh memilih lebih dari satu)
- | | | | |
|--------------------|--------------------------|--------------------|--------------------------|
| a. Orang tua | <input type="checkbox"/> | h. Rentenir | <input type="checkbox"/> |
| b. Mertua | <input type="checkbox"/> | i. Tengkulak | <input type="checkbox"/> |
| c. Kakak | <input type="checkbox"/> | j. Pegadaian | <input type="checkbox"/> |
| d. Adik | <input type="checkbox"/> | k. Koperasi | <input type="checkbox"/> |
| e. Saudara lainnya | <input type="checkbox"/> | l. Bank | <input type="checkbox"/> |
| f. Tetangga | <input type="checkbox"/> | m. Lainnya : | <input type="checkbox"/> |
| g. Majikan | <input type="checkbox"/> | | |
13. Dipergunakan untuk apa uang hasil pinjaman/kredit tersebut? (jawaban bisa lebih dari satu)
- | | | | |
|----------------------------------|--------------------------|--------------------------------|--------------------------|
| a. biaya makan sehari-hari | <input type="checkbox"/> | f. biaya pembayaran sewa rumah | <input type="checkbox"/> |
| b. biaya sekolah anak | <input type="checkbox"/> | g. biaya berobat | <input type="checkbox"/> |
| c. pembelian kendaraan bermotor | <input type="checkbox"/> | h. biaya modal usaha | <input type="checkbox"/> |
| d. biaya pembelian tanah | <input type="checkbox"/> | i. lainnya(sebutkan) | <input type="checkbox"/> |
| e. biaya pembelian rumah tinggal | <input type="checkbox"/> | | |
14. Bagaimana status tanah tempat rumah tinggal yang Bapak/Ibu/Sdr huni?
- tanah warisan
 - tanah sewa
 - tanah milik sendiri
 - tanah pinjaman dari orang tua
 - Tanah Pemberian orangtua
 - Tanah milik orangtua/mertua
15. Berapa luas tanah tempat tinggal (rumah dan pekarangan) Bapak/Ibu/Sdr?
- | | |
|-------------------|-------------------|
| a. $<$ 0,5 ha | e. 1,26 – 1,50 ha |
| b. 0,5 – 0,75 ha | f. $>$ 1,50 ha |
| c. 0,76 – 1 ha | |
| d. 1,01 – 1,25 ha | |

16. Apakah ada bagian tanah Bapak/Ibu/Sdr yang digunakan oleh proyek SERD?
 - a. Ya
 - b. Tidak ada
17. Jika ada, berapa luas tanah Bapak/Ibu/Sdr yang terpakai oleh proyek SERD?
 - a. < 0,5 ha
 - b. 0,5 – 0,75 ha
 - c. 0,76 – 1 ha
 - d. 1,01 – 1,25 ha
 - e. 1,26 – 1,50 ha
 - f. > 1,50 ha
18. Apakah penggantian atas bagian tanah Bapak/Ibu/Sdr yang didapat dari SERD sudah sesuai dengan harga pasar setempat?
 - a. sudah sesuai, bahkan masih di atas harga pasar
 - b. sudah sesuai dan sesuai dengan standar pasar lokal
 - c. di bawah standar, tetapi sudah memenuhi harapan
 - d. di bawah standar, tetapi terpaksa diterima
19. Berapakah uang penggantian yang Bapak/Ibu/Sdr dapatkan?
 - a. < Rp . 5.000.000,-
 - b. Rp. 5.000.000,- hingga Rp. 10.000.000,-
 - c. Rp. 10.000.000,- hingga Rp. 20.000.000,-
 - d. Rp. 20.000.000,- hingga Rp. 50.000.000,-
 - e. > Rp. 50.000.000,-
20. Uang penggantian atas bagian tanah tersebut dipergunakan untuk apa? (*jawaban bisa lebih dari satu*)
 - a. untuk biaya sekolah anak-anak
 - b. untuk membeli tanah di lokasi lain sebagai pengganti bagian tanah yang digunakan SERD
 - c. Untuk membeli rumah lain di tempat lain
 - d. Untuk membeli kendaraan roda dua dan/atau kendaraan roda empat
 - e. Untuk keperluan konsumsi rumah tangga sehari-hari
 - f. Untuk keperluan lain.....
21. Apakah sebagian uang hasil penggantian tersebut ada yang ditabungkan?
 - a. Ya ada, sebutkan berapa.....
 - b. Tidak ada
22. Jika tidak, mengapa tidak menabung?

.....

.....
23. Bagaimana status rumah tinggal Bapak/Ibu/Sdr saat ini?
 - a. rumah pribadi
 - b. rumah orang tua
 - c. rumah saudara
 - d. rumah orang lain
 - e. rumah mertua
 - f. lainnya,

24. Berapa luas bangunan rumah Bapak/Ibu/Sdr?
- $< 36 \text{ m}^2$
 - $36 - 45 \text{ m}^2$
 - $46 - 70 \text{ m}^2$
 - $> 70 \text{ m}^2$
25. Sejak kapan Bapak/Ibu/Sdr bertempat tinggal di rumah yang sekarang ditinggali?
- < 1 tahun
 - $1 - 4$ tahun
 - $4,1 - 7$ tahun
 - $7,1 - 10$ tahun
 - > 10 tahun
26. Bagaimana kondisi rumah Bapak/Ibu/Sdr huni?
- rumah tunggal
 - rumah deret/kopel
 - rumah susun
27. Bahan material atap rumah Bapak/Ibu/Sdr terbuat dari apa?
- seng
 - genteng
 - daun
 - sirap
 - lainnya:
28. Bahan material dinding rumah Bapak/Ibu/Sdr terbuat dari apa?
- Bilik
 - Triplek
 - Papan
 - Seng
 - Kayu
 - Batu bata/bata merah
 - Batako
 - Asbes
 - lainnya (sebutkan)
29. Bila memiliki lahan pertanian, berapa luas lahan pertanian yang dimiliki Bapak/Ibu/Sdr sekarang?
- $< 0,5$ ha
 - $0,5 - 1$ ha
 - $1,1 - 1,5$ ha
 - $1,6 - 2$ ha
 - > 2 ha
 - tidak memiliki lahan pertanian

30. Berapa luas lahan pertanian yang dikuasai Bapak/Ibu/Sdr sekarang?
- g. < 0,5 ha
 - h. 0,5 – 1 ha
 - i. 1,1 – 1,5 ha
 - j. 1,6 – 2 ha
 - k. > 2 ha
 - l. tidak memiliki lahan pertanian
31. Bagaimana cara Bapak/Ibu/Sdr berangkat ke tempat kerja?
- a. tidak mengeluarkan ongkos
 - b. berjalan kaki
 - c. menggunakan sepeda
 - d. menggunakan motor
 - e. menggunakan mobil
 - f. tidak bekerja
32. Berapa lama jarak yang harus ditempuh untuk mencapai tempat kerja?
- a. < 15 menit
 - b. 15 menit – 30 menit
 - c. 30 menit – 1 jam
 - d. 1 – 2 jam
 - e. 2 – 3 jam
 - f. Tergantung panggilan kerja
 - g. Bekerja di rumah
33. Berapa lama jarak yang harus ditempuh pasangan Bapak/Ibu/Sdr untuk mencapai tempat kerja?
- a. < 15 menit
 - b. 15 menit – 30 menit
 - c. 30 menit – 1 jam
 - d. 1 – 2 jam
 - e. 2 – 3 jam
 - f. Tergantung panggilan kerja
 - g. Bekerja di rumah
34. Berapa biaya ongkos transportasi untuk mencapai ke dan kembali dari tempat kerja?
- a. < Rp 5.000
 - b. Rp 5.001 – Rp 10.000
 - c. Rp 10.001 – Rp 15.000
 - d. > Rp 15.000
 - e. tidak mengeluarkan uang
 - f. tidak bekerja
35. Berapa biaya ongkos transportasi pasangan Bapak/Ibu/Sdr untuk mencapai ke dan kembali dari tempat kerja?
- a. < Rp 5.000
 - b. Rp 5.001 – Rp 10.000
 - c. Rp 10.001 – Rp 15.000
 - d. > Rp 15.000
 - e. tidak mengeluarkan uang
 - f. tidak bekerja

36. Berapa lama waktu kerja Bapak/Ibu/Sdr di tempat kerja?
- < 2,5 jam
 - 2,6 – 8 jam
 - 8 – 12 jam
 - tidak menentu
 - tidak bekerja
37. Berapa lama waktu kerja pasangan Bapak/Ibu/Sdr di tempat kerja?
- < 2,5 jam
 - 2,6 – 8 jam
 - 8 – 12 jam
 - tidak menentu
 - tidak bekerja
38. Berapa biaya yang diperlukan untuk sekolah anak-anak setiap hari?
- < Rp 5.000
 - Rp 5001 – Rp 10.000
 - Rp 10.001 – Rp 15.000
 - > Rp 15.000
 - tidak mengeluarkan biaya
39. Berapa biaya yang disisihkan untuk keperluan makan sehari seluruh keluarga?
- < Rp. 5.000,00
 - Rp 5.000,00 – Rp 10.000,00
 - > Rp. 10.000,00
 - Tidak menyisihkan biaya

C. Profil Sosial

35. Kegiatan sosial apa yang diikuti Bapak/Ibu/Sdr di lingkungan tempat tinggal? (*jawaban bisa lebih dari satu*)
- arisan
 - pengajian
 - Forum Desa (SERD)
 - Lembaga Kemasyarakatan Desa
 - Lembaga Pemberdayaan Desa
 - Kepala Dusun/RT/RW
 - Pembina Karang Taruna
 - Lembaga Swadaya Masyarakat
 - Tidak mengikuti kegiatan sosial
 - Tidak ada kegiatan sosial
 - Lainnya,

36. Berapa banyak suku bangsa yang berdiam di lingkungan tempat tinggal Bapak/Ibu/Sdr?
- hanya 1 suku bangsa, yaitu suku bangsa
 - terdapat 2 suku bangsa, yaitu, suku bangsa dan suku bangsa
 - > 3 suku bangsa, yaitu,, dan suku bangsa
 - sudah tidak ada lagi perbedaan suku bangsa
37. Suku bangsa apa yang paling banyak di tempat tinggal Bapak/Ibu/Sdr?
.....
38. Pernahkah terjadi pertentangan/konflik antar etnik/sukubangsa?
- ya, sering sekali setiap tahun
 - ya, hanya pada waktu-waktu tertentu lebih dari sekali dalam setahun
 - ya, tapi jarang
 - tidak pernah terjadi pertentangan/konflik antar suku bangsa
39. Apakah ada perlakuan berbeda bagi kaum laki-laki dan bagi kaum perempuan?
- ada
 - tidak ada
40. Apakah ada hak keistimewaan yang diberikan kepada perempuan termasuk kaum ibu?
- Ada hak keistimewaan dalam kegiatan pemilihan kepala desa atau kegiatan politik lokal lainnya
 - Ada hak keistimewaan dalam musyawarah desa
 - tidak ada hak keistimewaan khusus, semua sama
 - ibu-ibu tidak pernah/jarang disertakan dalam kegiatan pengambilan keputusan dalam rapat-rapat desun/desa
41. Sepengetahuan Bapak/Ibu/Sdr, pernahkah desa ini menerima bantuan program pemerintah?
- sering menerima bantuan program/proyek dari pemerintah
 - jarang menerima bantuan program/proyek dari pemerintah
 - tidak pernah menerima bantuan program/proyek dari pemerintah
 - tidak pernah mengetahui menerima bantuan program/proyek dari pemerintah
 - bantuan program/proyek hanya datang dari pihak swasta non pemerintah
 - lainnya :
42. Jika menjawab sering menerima bantuan program/proyek pemerintah, seberapa sering?
- 1 program/proyek setiap tahun
 - 2 – 3 program/proyek setiap tahun
 - > 3 program/proyek setiap tahun
 - lainnya :
43. Program/proyek apa yang pernah ada dalam 3 tahun terakhir ini?
.....
.....
.....

44. Apakah program/proyek tersebut melibatkan warga desa?
 - a. Ya
 - b. Tidak
45. Jika menjawab jarang menerima bantuan program/proyek pemerintah, seberapa jarang?
 - a. 1 program/proyek selama 3 tahun terakhir (sejak tahun 2011)
 - b. 1 program/proyek selama 5 tahun terakhir (sejak tahun 2009)
 - c. dulu pernah ada program/proyek dalam 10 tahun terakhir (sejak tahun 2004)

D. Forum Desa (SERD)

46. Apakah selama ini Bapak/Ibu/Sdr mengetahui adanya Forum Desa (SERD)?
 - a. Ya
 - b. Tidak
47. Jika ya, apakah selama ini Bapak/Ibu/Sdr turut aktif di Forum Desa?
 - a. Ya, lebih dari 3 kali
 - b. Ya, antara 2 – 3 kali
 - c. Ya, hanya sekali
 - d. Tidak pernah turut aktif
48. Apakah selama ini Bapak/Ibu/Sdr merasa puas dengan aktivitas Forum Desa?
 - a. Ya
 - b. Tidak
49. Jika tidak, mengapa?

.....

.....

.....
50. Apakah selama ini Bapak/Ibu/Sdr mengetahui adanya kegiatan proyek eksplorasi panas bumi geothermal oleh SERD?
 - a. Ya
 - b. Tidak
51. Apakah selama ini Bapak/Ibu/Sdr merasa terganggu dengan kegiatan proyek eksplorasi panas bumi oleh SERD?
 - a. Ya
 - b. Tidak
52. Jika ya, mengapa merasa terganggu? Sebutkan!

.....

.....

.....
53. Apakah selama ini Bapak/Ibu/Sdr merasakan manfaat dari kegiatan eksplorasi panas bumi/geothermal oleh SERD?
 - a. Ya
 - b. Tidak

54. Jika ya, apa manfaat yang Bapak/Ibu/Sdr rasakan dari kegiatan eksplorasi panas bumi tersebut?

.....
.....
.....

E. Mekanisme Pengaduan Kepada SERD

55. Apakah selama ini Bapak/Ibu/Sdr mengetahui tentang bagaimana mekanisme melakukan pengaduan/keluhan kepada SERD jika terjadi masalah?

- a. Ya
- b. Tidak

56. Apakah warga di sini pernah diberikan sosialisasi/pemberitahuan tentang cara menyampaikan pengaduan/keluhan kepada SERD?

- a. Ya, lebih dari 3 kali dalam setahun
- b. Ya, antara 2 – 3 kali dalam setahun
- c. Ya, hanya sekali dalam setahun
- d. Tidak pernah

57. Apakah Bapak/Ibu/Sdr mengetahui prosedur pengaduan/keluhan kepada SERD?

- a. Ya
- b. Tidak

58. Apakah menurut Bapak/Ibu/Sdr mekanisme pengaduan/keluhan tersebut mempengaruhi hubungan antara SERD dengan masyarakat?

- a. Ya, berpengaruh positif (terjalin hubungan kerjasama antara SERD dan masyarakat)
- b. Sedikit berpengaruh positif
- c. Tidak berpengaruh
- d. Berpengaruh negatif (terjadi kesenjangan antara SERD dan masyarakat)

59. Jika berpengaruh negatif, mengapa? Sebutkan!

.....
.....
.....

60. Apakah mekanisme pengaduan/keluhan masyarakat terhadap SERD ini terlalu berbelit-belit?

- a. Ya
- b. Tidak

61. Apakah Forum Desa terlibat dalam mekanisme pengaduan/keluhan kepada SERD?

- a. Ya
- b. Tidak

62. Jika tidak, mengapa?

.....
.....
.....

63. Selama ini, bagaimana masyarakat mengalami kesulitan dalam melakukan pengaduan/keluhan kepada SERD?
- Ya
 - Tidak
64. Selama ini, bagaimana SERD menanggapi pengaduan/keluhan dari masyarakat?
- langsung ditanggapi
 - langsung diselesaikan
 - membutuhkan waktu lama
 - tidak pernah ada penyelesaian
65. Selama ini, bagaimana proses pengaduan/keluhan terhadap SERD?
- sangat cepat
 - cukup cepat
 - cukup lama
 - sangat lama

DRAFT SKILL NEEDS ASSESSMENT OF AFFECTED HOUSEHOLDS

Kami ingin mendapatkan pemahaman yang lebih jauh berkaitan dengan kebutuhan peningkatan kemampuan dan keterampilan setiap rumah tangga yang terdampak.

1. Pada area apa Bapak/Ibu/Sdr bersedia untuk ditingkatkan kapasitasnya

<input type="checkbox"/> kewirausahaan	<input type="checkbox"/> pengolahan kopi
<input type="checkbox"/> perbengkelan motor	<input type="checkbox"/> teknologi alternatif pengolahan kopi
<input type="checkbox"/> perbengkelan mobil	<input type="checkbox"/> peternakan kambing/sapi
<input type="checkbox"/> perbengkelan kendaraan alat berat	<input type="checkbox"/> budi daya pertanian
<input type="checkbox"/> tata boga	<input type="checkbox"/> budi daya ikan
<input type="checkbox"/> tata rias	<input type="checkbox"/> lainnya :
<input type="checkbox"/> tata busana	
2. Metode pelatihan apa yang membuat Bapak/Ibu/Sdr paling tertarik

<input type="checkbox"/> ceramah materi	<input type="checkbox"/> diskusi dan pemecahan masalah
<input type="checkbox"/> belajar dari contoh praktek terbaik	<input type="checkbox"/> kunjungan lapangan
<input type="checkbox"/> pemaparan dan ujian	<input type="checkbox"/> OJT (pelatihan sambil bekerja)
<input type="checkbox"/> kombinasi semua model	<input type="checkbox"/> Lainnya:
3. Dalam satu hari berapa jam yang dapat disediakan untuk pelatihan:

<input type="checkbox"/> satu jam	<input type="checkbox"/> seharian
<input type="checkbox"/> dua – tiga jam	<input type="checkbox"/> malam hari lepas magrib
<input type="checkbox"/> setengah hari pagi	<input type="checkbox"/> dari pagi hingga malam
<input type="checkbox"/> setengah hari siang	<input type="checkbox"/> Lainnya:
4. Pada jam berapa waktu yang dianggap waktu paling nyaman untuk pelatihan:

<input type="checkbox"/> 08.00 pagi	<input type="checkbox"/> 13.00 siang	<input type="checkbox"/> pagi
<input type="checkbox"/> 10.00 pagi	<input type="checkbox"/> 15.00 sore	<input type="checkbox"/> siang
<input type="checkbox"/> 10.00 – 12.00 pagi	<input type="checkbox"/> 15.00 – 17.00 sore	<input type="checkbox"/> sore
5. Pada hari apa yang dianggap sebagai hari yang tepat untuk mengikuti pelatihan:

<input type="checkbox"/> Senin	<input type="checkbox"/> Jumat
<input type="checkbox"/> Selasa	<input type="checkbox"/> Sabtu
<input type="checkbox"/> Rabu	<input type="checkbox"/> Minggu
<input type="checkbox"/> Kamis	
6. Apa yang paling dapat mempengaruhi Bapak/Ibu/Sdr untuk mengikuti pelatihan:

<input type="checkbox"/> Tema pelatihan	<input type="checkbox"/> Keberlanjutan pelatihan
<input type="checkbox"/> Lokasi pelatihan	<input type="checkbox"/> Biaya pelatihan
<input type="checkbox"/> Fasilitas pelatihan	<input type="checkbox"/> Tujuan pelatihan
<input type="checkbox"/> Lama/durasi pelatihan	<input type="checkbox"/> Lainnya:

7. Berapa pentingnya pelatihan berikut ini:

	Sangat penting	Penting	Tidak yakin	Tidak unt sekarang	Tidak penting
<input type="checkbox"/> Prosedur Pengaduan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> kewirausahaan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> perbengkelan motor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> perbengkelan mobil	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<input type="checkbox"/> perbengkelan kendaraan alat berat	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> tata boga	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> tata rias	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> tata busana	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> pengolahan kopi	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> teknologi alternatif pengolahan kopi	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> peternakan kambing/sapi	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> budi daya pertanian	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> budi daya ikan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8. Fasilitator yang seperti apa yang anda harapkan:

	Sangat penting	Penting	Tidak yakin	Tidak sekarang	Tidak penting
<input type="checkbox"/> memiliki pengalaman sesuai materi	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> serius	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> berpengetahuan luas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> banyak memberikan contoh kasus	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> serius tapi santai	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> sering bercanda & cair dengan peserta	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> menguasai teknologi presentasi	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> memiliki referensi yang komplit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> memiliki gelar tinggi	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> memiliki koneksi dengan pemerintah	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> selalu sistematis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> bahasa yang digunakan bahasa sederhana/umum	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> bahasa yang digunakan bahasa ilmiah/bahasa buku	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

9. Apakah Bapak/Ibu/Sdr pernah mengikuti pelatihan ?

- a. Ya
b. Tidak

10. Pelatihan apakah yang pernah Bapak/Ibu/Sdr ikuti?

- | | |
|--|---|
| <input type="checkbox"/> kewirausahaan | <input type="checkbox"/> pengolahan kopi |
| <input type="checkbox"/> perbengkelan motor | <input type="checkbox"/> teknologi alternatif pengolahan kopi |
| <input type="checkbox"/> perbengkelan mobil | <input type="checkbox"/> peternakan kambing/sapi |
| <input type="checkbox"/> perbengkelan kendaraan alat berat | <input type="checkbox"/> budi daya pertanian |
| <input type="checkbox"/> tata boga | <input type="checkbox"/> budi daya ikan |
| <input type="checkbox"/> tata rias | <input type="checkbox"/> lainnya : |
| <input type="checkbox"/> tata busana | |

11. Berapa lama pelatihan tersebut Bapak/Ibu/Sdr jalani?

- | | |
|---|--|
| <input type="checkbox"/> satu hari | <input type="checkbox"/> satu bulan |
| <input type="checkbox"/> lebih dari satu hari | <input type="checkbox"/> lebih dari satu bulan |
| <input type="checkbox"/> satu minggu | <input type="checkbox"/> satu tahun |
| <input type="checkbox"/> lebih dari satu minggu | <input type="checkbox"/> lebih dari satu tahun |

12. Apakah hasil yang Bapak/Ibu/Sdr peroleh dari pelatihan tersebut ?

- ☐ menambah pengetahuan
- ☐ menambah keterampilan
- ☐ menambah kemampuan
- ☐ tidak mendapat manfaat

ANNEX 2

Questioner English Version

QUESTIONER

PROFILE OF AFFECTED HOUSEHOLD

No. of Questioner	
Date of Interview	
Locations	1. Desa Segamit (Muaraenim) 2. Desa Tunggul Bute (Lahat) 3. Desa Karang Endah (Lahat) 4. Desa Lawang Agung (Lahat) 5. Desa Sukarama (Lahat) 6. Desa Penjalang
Interviewer	
Verify by	

The questioner is the tool for collecting the data in the Field, and it becomes the guidance for the interviewer, do not let the respondents fill the questioner directly.

Note: it is important for the interviewer to notes everything that come up outside the questioner.

The other supporting information is the pictures that would be important to be added to the information gathered.

F. Respondent Biodata

Name						
Address	Regency					
	District					
	Village					
	Hamlet		RW	<input type="text"/>	RT	<input type="text"/>
Age: year month		Sex		<input type="checkbox"/> M	<input type="checkbox"/> F
Education:	<input type="checkbox"/> Paket A/B/C	<input type="checkbox"/> Primary School	<input type="checkbox"/> Junior High School	<input type="checkbox"/> Senior High School	<input type="checkbox"/> College/Uni.	
		<input type="checkbox"/> not completing Primary School	<input type="checkbox"/> not completing Junior High School	<input type="checkbox"/> not completing Senior High School		
Additional trainings:	1. _____ 2. _____ 3. _____					

Marital Status	<input type="checkbox"/> Not married	<input type="checkbox"/> Married	<input type="checkbox"/> Widow/divorce	Number of family members	<input type="text"/>
Domicile status	<input type="checkbox"/> originally from the district	<input type="checkbox"/> migrant from other Districts	<input type="checkbox"/> Migrant from other Regencies/cities	<input type="checkbox"/> Migrant from other Province	
Number of currently working family members	<input type="text"/>	Number of currently studying family members	<input type="text"/>	Number of family member who are disable	<input type="text"/>

FAMILY DATA

No	Name of spouse or children	Relationship	Age	Education
1	<input type="checkbox"/> M <input type="checkbox"/> F			
2	<input type="checkbox"/> M <input type="checkbox"/> F			
3	<input type="checkbox"/> M <input type="checkbox"/> F			
4	<input type="checkbox"/> M <input type="checkbox"/> F			
5	<input type="checkbox"/> M <input type="checkbox"/> F			
6	<input type="checkbox"/> M <input type="checkbox"/> F			
7	<input type="checkbox"/> M <input type="checkbox"/> F			
8	<input type="checkbox"/> M <input type="checkbox"/> F			

G. Economic Profile

40. What is your current job?

- j. Farm owner
- k. sharecroppers
- l. farm workers
- m. Civil Servant
- n. Private Sector Employment
- o. Traders
- p. Housewife
- q. Domestic helper
- r. Others,.....

41. How long you have been working for your current job?

- e. < 1 year
- f. 1 – 5 years
- g. 5 – 10 years
- h. > 10 years

42. How much is your monthly income from your current job?
- < Rp 500.000
 - Rp 500.000 – Rp 1.500.000
 - Rp 1.500.001 – Rp 2.500.000
 - Rp 2.500.000 – Rp 3.500.000
 - > Rp 3.500.000
43. Do you have any side jobs?
- If yes, please state the jobs
 - No
44. If Yes, How much do you earn monthly ?
- < Rp 500.000
 - Rp 500.000 – Rp 1.500.000
 - Rp 1.500.001 – Rp 2.500.000
 - Rp 2.500.000 – Rp 3.500.000
 - > Rp 3.500.000
45. How much is the average monthly income of your spouse or any other family members who live with you?

NO	Relations (Spouse/ children//.....)	Monthly Income (in Rupiah)	Additional monthly income (in Rupiah)
1			
2			
3			
4			
5			

46. What is your family monthly expenditure?
- < Rp 500.000
 - Rp 500.000 – Rp 1.500.000
 - Rp 1.500.001 – Rp 2.500.000
 - Rp 2.500.000 – Rp 3.500.000
 - > Rp 3.500.000
47. Do you have any chances to save part of your monthly households income?
- Yes
 - No
48. If Yes, How much money you can save each month?
- ≤ Rp 100.000
 - Rp 100.001 – Rp 200.000
 - Rp 200.001 – Rp 300.000
 - Rp 300.001 – Rp 400.000
 - > Rp 400.000

49. Do you have ever any loans?
- c. Yes
 - d. No
50. If Yes, how do you pay the loan back?
- h. Daily installments
 - i. Weekly installments
 - j. Monthly installments
 - k. Any other installments arrangement
 - l. Will be paid anytime you have money (does not paid in regular basis)
 - m. Does not required to be paid back
 - n. Others, please state:
51. Whom do you borrow the money from? (you can chose more than one answer)
- | | | | |
|---------------------------|--------------------------|-------------------|--------------------------|
| h. Parents | <input type="checkbox"/> | n. moneylenders | <input type="checkbox"/> |
| i. Parents in law | <input type="checkbox"/> | o. middleman | <input type="checkbox"/> |
| j. Big brother/ sister | <input type="checkbox"/> | p. Pawn shop | <input type="checkbox"/> |
| k. Little brother/ sister | <input type="checkbox"/> | q. Cooperatives | <input type="checkbox"/> |
| l. Other relatives | <input type="checkbox"/> | r. Bank | <input type="checkbox"/> |
| m. Neighbours | <input type="checkbox"/> | s. Others : | <input type="checkbox"/> |
| n. Employer | <input type="checkbox"/> | | |
52. What is the purpose of taking the loan? (you can chose more than one answer)
- | | | | |
|-----------------------|--------------------------|-------------------------------|--------------------------|
| f. For daily expenses | <input type="checkbox"/> | j. Pay the housing rental | <input type="checkbox"/> |
| g. School tuition fee | <input type="checkbox"/> | k. Medical expenses | <input type="checkbox"/> |
| h. Buy a vehicle | <input type="checkbox"/> | l. Working capital | <input type="checkbox"/> |
| i. Buy the land | <input type="checkbox"/> | m. Others, please state | <input type="checkbox"/> |
| j. Buy the house | <input type="checkbox"/> | | |
53. What is status of land that you currently live in?
- g. Inheritance
 - h. Rented
 - i. Owned
 - j. Parents lent the land
 - k. Parents give the land
 - l. Belong to the Parents/ Parent in Law
54. What is the land size of your shelter (house and garden)
- e. < 0,5 ha
 - f. 0,5 – 0,75 ha
 - g. 0,76 – 1 ha
 - h. 1,01 – 1,25 ha
 - i. 1,26 – 1,50 ha
 - j. > 1,50 ha
55. Are there any parts of your land utilized/ purchased/ rented by SERD Project?
- c. Yes
 - d. No

56. If Yes, what is the size of the area being utilized/ purchased/ rented by SERD Project SERD?
- g. < 0,5 ha
 - h. 0,5 – 0,75 ha
 - i. 0,76 – 1 ha
 - j. 1,01 – 1,25 ha
 - k. 1,26 – 1,50 ha
 - l. > 1,50 ha
57. Was the amount of the compensation for the land utilized/ purchased/ rented from the SERD Project in accordance with the current local land market?
- e. Higher than the market price
 - f. In accordance with the local market price
 - g. Slightly below the local market price, but was still fair and acceptable price
 - h. Below the market price,
58. How much was the compensation?
- a. < Rp . 5.000.000,-
 - b. Rp. 5.000.000,- hingga Rp. 10.000.000,-
 - c. Rp. 10.000.000,- hingga Rp. 20.000.000,-
 - d. Rp. 20.000.000,- hingga Rp. 50.000.000,-
 - e. > Rp. 50.000.000,-
59. What did you spend the compensation for? (multiple answers)
- g. For tuition fee
 - h. To buy another land in the neighboring place to substitute the land utilized/ purchased/ rented by the SERD Project.
 - i. To buy a house
 - j. To buy the vehicles
 - k. To buy the daily consumption goods
 - l. For other things, please state
60. Did you save part of the compensation?
- c. If Yes, How Much
 - d. No
61. If Not, what was the reasons?
-
-
-
62. What is your current house status?
- g. Personnel belonging
 - h. Parents' house
 - i. Belong to the relatives
 - j. Belong to someone else (friends)
 - k. Parents in Law's house
 - l. Others, please state

63. What is the building size of your house?
- e. < 36 m²
 - f. 36 – 45 m²
 - g. 46 – 70 m²
 - h. > 70 m²

64. How long have you been living in the current house?
- f. < 1 year
 - g. 1 – 4 years
 - h. 4,1 – 7 years
 - i. 7,1 – 10 years
 - j. > 10 years

65. What is the type of your current house?
- d. Single house
 - e. Duplex house
 - f. Flat

66. What kind of house roof materials do you use
- f. Zinc
 - g. Ceramic roof tile
 - h. Leaf
 - i. shingle

Others:

67. What kind of house wall materials do you use?
- j. Bamboo wall
 - k. Plywood
 - l. Board
 - m. Zinc
 - n. Wood
 - o. Brick
 - p. Batako (another kind of brick)
 - q. Asbestos
 - r. Others, please state

68. If you own the farm, what is the area of your current farm?
- m. < 0,5 ha
 - n. 0,5 – 1 ha
 - o. 1,1 – 1,5 ha
 - p. 1,6 – 2 ha
 - q. > 2 ha
 - r. Do not own any farms

69. What is the area of the farm you currently managed?
- s. < 0,5 ha
 - t. 0,5 – 1 ha
 - u. 1,1 – 1,5 ha
 - v. 1,6 – 2 ha
 - w. > 2 ha
 - x. Do not manage any farms

70. How do you go to your workplace?
- g. Costless (living in the workplace)
 - h. By foot
 - i. Riding a bicycle
 - j. Riding a motor bike
 - k. Riding a car
 - l. Do not work
71. How long do you need to go to your workplace?
- h. < 15 minutes
 - i. 15 minutes – 30 minutes
 - j. 30 minutes – 1 hour
 - k. 1 – 2 hours
 - l. 2 – 3 hours
 - m. On Call basis
 - n. Work at home
72. How long does your spouse need to go to his/ her workplace?
- h. < 15 minutes
 - i. 15 minutes – 30 minutes
 - j. 30 minutes – 1 hour
 - k. 1 – 2 hours
 - l. 2 – 3 hours
 - m. On Call basis
 - n. Work at home
73. What is your returned transportation cost to go to your workplace?
- g. < Rp 5.000
 - h. Rp 5.001 – Rp 10.000
 - i. Rp 10.001 – Rp 15.000
 - j. > Rp 15.000
 - k. No costs
 - l. Do not work
74. What is your spouse returned transportation cost to go to your workplace?
- m. < Rp 5.000
 - n. Rp 5.001 – Rp 10.000
 - o. Rp 10.001 – Rp 15.000
 - p. > Rp 15.000
 - q. No costs
 - r. Do not work
75. How long is your daily working hour
- f. < 2,5 hours
 - g. 2,6 – 8 hours
 - h. 8 – 12 hours
 - i. Un certain
 - j. Do not work

76. How long is your spouse daily working hour?
- k. < 2,5 hours
 - l. 2,6 – 8 hours
 - m. 8 – 12 hours
 - n. Un certain
 - o. Does not work
77. What is the daily costs for the children to go to the school?
- f. < Rp 5.000
 - g. Rp 5001 – Rp 10.000
 - h. Rp 10.001 – Rp 15.000
 - i. > Rp 15.000
 - j. No expensed
78. How much money do you allocate for your family daily food expenses?
- e. < Rp. 5.000,00
 - f. Rp 5.000,00 – Rp 10.000,00
 - g. > Rp. 10.000,00
 - h. Do not allocate specific amount

H. Social Profile

55. What kind of social activities do you involve in your village? (multiple answers)
- l. Regular social gathering (Arisan)
 - m. Islamic studies
 - n. Forum Desa (SERD)
 - o. Local Community Council
 - p. Local Capacity Empowerment Committee
 - q. Head of Hamlets or local administrators (RT/ RW)
 - r. Advisor to the Local Youth Organization
 - s. Member of Non-Government Organization
 - t. Do not involve in any social activities
 - u. No Social Activities are available
 - v. Others,
56. How many tribes living in your area?
- e. only 1 tribe, which is
 - f. 2 tribes, which are,
 - g. > 3 tribes, which are
 - h. No distinctions among the tribes
57. What is the dominant tribes living in your area?
-
58. Were there any ethnic conflicts in your area?
- e. Yes, quite often every year
 - f. Yes, more than twice a year
 - g. Yes, Occasionally
 - h. Never
59. Were there any gender inequality issues in your area?
- c. Yes they are
 - d. No
60. Were there any special rights given to the women in your area?
- e. There is a special rights given to the women in the local election process and other local political activities
 - f. There is a special rights in conjunction with the Village community activities
 - g. Nothing
 - h. Women/ wife are rarely involved in the decision making process in the village meetings.
61. As long as you are concerned, have the village ever get any assistant programs from the Governments?
- g. Very often
 - h. Rarely get any programs from the Government
 - i. Never received any assistant programs from the Government
 - j. Never aware on the availability of such programs in the area
 - k. Programs/ Projects mostly come from the non-government and private sectors.
 - l. Others:

62. If the answer of the question number 41 is 'often', then how often does your village get any programs from the Government?
- e. 1 program/ project annually
 - f. 2 – 3 programs/ projects annually
 - g. > 3 programs/ Projects annually
 - h. Others :
63. What kind of Programs/ Projects were there in the last 3 years?
-
-
-
64. Were the programs/ projects involved the village community?
- c. Yes
 - d. No
65. If the answer of the question number 41 is 'rarely', then how rare does your village get any programs from the Government?
- d. 1 program/project in the last 3 years (since 2011)
 - e. 1 program/project in the last 5 years (since 2009)
 - f. There was a program/ projects about 10 years ago (since 2004)

I. Forum Desa (SERD)

66. Do you aware on the existence of Forum Desa (SERD)?
- c. Yes
 - d. No
67. If the answer is Yes, do you involve actively in the Forum Desa?
- e. Yes, more than 3 times
 - f. Yes, between 2 – 3 times
 - g. Yes, once
 - h. Never involved
68. Do you satisfy with the Forum Desa activities?
- c. Yes
 - d. No
69. If No, what were the reasons?
-
-
-
70. Do you aware of the geothermal project activities in your area by SERD?
- c. Yes
 - d. No

71. Do you have any disturbances caused by geothermal project activities in your area by SERD?
c. Yes
d. No

72. If Yes, what were the reasons and why are you disturbed. Please elaborate.....

.....
.....
.....

73. Have you got any good impacts from the geothermal exploration activities by SERD in your area.?

- c. Yes
- d. No

74. If Yes, what kinds of benefits and good impacts that you experienced from the geothermal exploration activities by SERD?

.....
.....
.....

J. Grievance Mechanism of SERD

66. Do you aware on the grievance/ complain mechanism to the SERD when you have any problems towards the Company?

- c. Yes
- d. No

67. Do you and the other villagers have ever have any disseminations on the claim/ complain mechanism to the SERD?

- e. Yes, more than 3 times a year
- f. Yes, between 2 – 3 times a year
- g. Yes, once a year
- h. Never

68. Do you know about the complaint procedures towards SERD?

- c. Yes
- d. No

69. Do you think that the grievance mechanism affects the relationship between the community and the SERD positively?

- e. Yes, it gives a positive impact (create the mutual benefits relationship)
- f. Slightly affected in a positive way
- g. No impact
- h. Create a negative impact

70. If it gives the rather negative impacts, why would that be? Please explain

.....
.....
.....

71. Does the SERD grievance mechanism too complicated for you?

- c. Yes
- d. No

72. Does the Forum Desa involve in the grievance mechanism?

- c. Yes
- d. No

73. If No, why would that be?

.....

.....

.....

74. So far, does the community experience any difficulties in claim the complaints to the SERD?

- c. Yes
- d. No

75. So far, how the SERD give any responses to the grievances from the community?

- e. Directly attended and responded
- f. Directly completing the complaints
- g. Need a long time to response
- h. Never be solved

76. So far, how the grievance process to the SERD being handled?

- e. Very quickly
- f. Quick enough
- g. Long enough
- h. Very long time

DRAFT SKILL NEEDS ASSESSMENT OF AFFECTED HOUSEHOLDS

We would like to have a deeper understanding on the need of the capacity and skill building for the most affected households.

13. What would be the capacity building and skill development area that you think you need to have

- | | |
|--|---|
| <input type="checkbox"/> entrepreneurship | <input type="checkbox"/> coffee processing |
| <input type="checkbox"/> motor bike workshop | <input type="checkbox"/> coffee processing technology |
| <input type="checkbox"/> car workshop | <input type="checkbox"/> cow/ goat husbandry |
| <input type="checkbox"/> heavy duty workshop | <input type="checkbox"/> agriculture cultivation |
| <input type="checkbox"/> culinary art | <input type="checkbox"/> fish farming |
| <input type="checkbox"/> cosmetic | <input type="checkbox"/> others: |
| <input type="checkbox"/> fashion | |

14. What would be the training method that would be attracting you?

- | | |
|---|---|
| <input type="checkbox"/> lectures | <input type="checkbox"/> discussion and problem solving |
| <input type="checkbox"/> good lessons learned | <input type="checkbox"/> field trips |
| <input type="checkbox"/> presentations and examinations | <input type="checkbox"/> on the job training |
| <input type="checkbox"/> combinations of all models | <input type="checkbox"/> others: |

15. How long would you spent your time daily for training activities:

- | | |
|--|---|
| <input type="checkbox"/> one hour | <input type="checkbox"/> full day |
| <input type="checkbox"/> two – three hours | <input type="checkbox"/> in the evening |
| <input type="checkbox"/> half day in the morning | <input type="checkbox"/> morning to evening |
| <input type="checkbox"/> half day in the afternoon | <input type="checkbox"/> others: |

16. What will be the most conveniences time for training activities:

- | | | |
|--|---|--|
| <input type="checkbox"/> 08.00 am | <input type="checkbox"/> 01.00 pm | <input type="checkbox"/> whole morning |
| <input type="checkbox"/> 10.00 am | <input type="checkbox"/> 03.00 pm | <input type="checkbox"/> whole afternoon |
| <input type="checkbox"/> 10.00 am–12.00 pm | <input type="checkbox"/> 03.00 – 05.00 pm | <input type="checkbox"/> evening |

17. What day would be the most convenience day for training activities:

- | | |
|------------------------------------|-----------------------------------|
| <input type="checkbox"/> Monday | <input type="checkbox"/> Friday |
| <input type="checkbox"/> Tuesday | <input type="checkbox"/> Saturday |
| <input type="checkbox"/> Wednesday | <input type="checkbox"/> Sunday |
| <input type="checkbox"/> Thursday | |

18. What would be the most affecting thing for you to attend the:

- | | |
|--|---|
| <input type="checkbox"/> Training Theme/ Topic | <input type="checkbox"/> Sustainability of the training |
| <input type="checkbox"/> Training Location | <input type="checkbox"/> Training Costs |
| <input type="checkbox"/> Training Facilitator | <input type="checkbox"/> Training Goals |
| <input type="checkbox"/> Training duration | <input type="checkbox"/> Others: |

19. How important would the following trainings be for you

	Very important	Important	Not sure	Not for this time	Not important
<input type="checkbox"/> Grievance procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> entrepreneurship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> motorbike mechanics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> car mechanics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> heavy duty vehicle mechanic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> culinary art	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> cosmetic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> fashion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> coffee processing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> alternatives Technology for coffee processing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> cow/ goat husbandry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> agriculture cultivation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> fish farming	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

20. What kind of facilitator would you prefer:

	Very important	Important	Not sure	Not for this time	Not important
<input type="checkbox"/> experienced in their areai	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> serious	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> good knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> give more case studies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> relax but serious	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> give more jokes as the ice breakers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> good knowledge on the presentation technology	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Very important	Important	Not sure	Not for this time	Not important
<input type="checkbox"/> have good references	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> have an academic degree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> possess a good connectivity with the Government	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> always systematic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> using a simple language	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> using scientific languages	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

21. Do you have ever attended the training before?

- a. Yes
- b. No

22. What kind of training did you attend?

- ☐ entrepreneurship
- ☐ motor bike workshop
- ☐ car workshop
- ☐ heavy duty workshop
- ☐ culinary art
- ☐ cosmetic
- ☐ fashion
- ☐ coffee processing
- ☐ coffee processing technology
- ☐ cow/ goat husbandry
- ☐ agriculture cultivation
- ☐ fish farming
- ☐ others:

23. How long did the training conducted ?

- ☐ one day
- ☐ more than one day
- ☐ one week
- ☐ more than one week
- ☐ one month
- ☐ more than one month
- ☐ one year
- ☐ more than one year

24. What were the results that you had from the training?

- ☐ more knowledge
- ☐ more skills
- ☐ more ability/ capacity
- ☐ did not get any important results

ANNEX 3

List of Actual Respondents

LIST OF ACTUAL RESPONDENTS

Questioner Number	Name of Respondents	Respondent's Status (Registered/ Substitutes/ Additional)	Villages
DESA (VILLAGE) SEGAMIT			
1	Maftuhul Fuad	registered	Segamit
2	Agustan	registered	Segamit
3	Silahudin	registered	Aremantai
4	Kartubi	registered	Segamit
5	Daulan Syehwani	registered	Segamit
6	Mukrad	registered	Aremantai
7	Mardan	registered	Siring Agung
8	Hadi	registered	Segamit
9	Hasan	registered	Segamit
10	Jamidi	registered	Segamit
11	Tahsil	registered	Segamit
12	Zaidan Hasbi	registered	Segamit
13	Alikan	registered	Segamit
14	Amim	registered	Segamit
15	Panani	registered	Aremantai
16	Alwani	registered	Aremantai
17	Saparudin	registered	Pajar Bulan
18	Paslun	registered	Aremantai
19	Jaswan	registered	Aremantai
20	Zainal Arifin	registered	Segamit
21	Muhammad	registered	Aremantai
22	Firdaus	registered	Segamit
23	Tengku Apifudin (Sapawi)	Substitute	Segamit
24	Ali Candra (Misran)	Substitute	Segamit
25	Sukran (Jajar)	Substitute	Aremantai
26	Nunya (Samaad)	Substitute	Segamit
27	Mursidah (Kurnain)	Substitute	Segamit
28	Sadikin (Tahmim)	Substitute	Aremantai
29	Watoni (Hakim)	Substitute	Aremantai
30	Mursiah (Luthun)	Substitute	Segamit
31	Sakinah (Ali Sadikin)	Substitute	Aremantai
32	Ciknani	Substitute	Aremantai
33	Rahmat	Substitute	Segamit
34	Imyari	Substitute	Aremantai

Number	Name of Respondents	Respondent's Status (Registered/ Substitutes/ Additional)	Villages
36	Ripkan	Substitute	Segamit
37	Muzid Tahidin	Substitute	Aremantai
38	Irawan Samudra (Darmudin)	Additional	Segamit
39	Aulia	Additional	Pajar Bulan
40	Umsila	Additional	Aremantai
41	Buthani	Additional	Aremantai
42	Subhan	Additional	Aremantai
43	Hon	Additional	Segamit

Number	Name of Respondents	Respondent's Status (Registered/ Substitutes/ Additional)	Villages
DUSUN RANTAU DEDAP			
44	Nizamudin	registered	Dusun Rantau Dedap
45	Said Armi	registered	Dusun Rantau Dedap
46	Khalilullah	registered	Dusun Rantau Dedap
47	Muhammad Bin Ibrahim	registered	Dusun Rantau Dedap
48	Akram	registered	Dusun Rantau Dedap
49	Holwani	registered	Dusun Rantau Dedap
50	Markun	registered	Dusun Rantau Dedap
51	Kurnawan	registered	Dusun Rantau Dedap
52	Abil Kasim	registered	Dusun Rantau Dedap
53	Jamatul (Misran)	registered	Dusun Rantau Dedap
54	Hasan Ibnani	registered	Dusun Rantau Dedap
55	Siham	registered	Dusun Rantau Dedap
56	Tarmizi	registered	Dusun Rantau Dedap
57	Zamri	registered	Dusun Rantau Dedap
58	M Amiril	registered	Dusun Rantau Dedap
59	Syarifudin	registered	Dusun Rantau Dedap
60	Munib	registered	Dusun Rantau Dedap
61	Zamhur	registered	Dusun Rantau Dedap
62	Syahrinudin	registered	Dusun Rantau Dedap
63	Nasrun	registered	Dusun Rantau Dedap
64	Saparudin	registered	Dusun Rantau Dedap
65	Riduan	registered	Dusun Rantau Dedap
66	Rasidi	registered	Dusun Rantau Dedap
67	Azhar C	registered	Dusun Rantau Dedap

Number	Name of Respondents	Respondent's Status (Registered/ Substitutes/ Additional)	Villages
69	Irna	registered	Dusun Rantau Dedap
70	Sohirin (Tantawi)	Substitute	Dusun Rantau Dedap
71	Cik Denah (Makarim)	Substitute	Dusun Rantau Dedap
72	Bunet (Pengganti)	Substitute	Dusun Rantau Dedap
73	Supriyanto	Substitute	Dusun Rantau Dedap
74	Sehran	Substitute	Dusun Rantau Dedap
75	Sadli Hasan	Substitute	Dusun Rantau Dedap
76	Alwi	Substitute	Dusun Rantau Dedap
77	Jasurah	Substitute	Dusun Rantau Dedap
78	Martini/Sadri (Pengganti)	Substitute	Dusun Rantau Dedap
79	Kisman	Additional	Dusun Rantau Dedap
80	Jamatul Dadang	Additional	Dusun Rantau Dedap

Number	Name of Respondents	Respondent's Status (Registered/ Substitutes/ Additional)	Villages
DESA TUNGGUL BUTE			
81	Januar	registered	Tunggul Bute
82	Hulman	registered	Tunggul Bute
83	Nasrun	registered	Rantau Dedap dan Aremantai
84	Lasman	registered	Tunggul Bute
85	Syahril M. Nuh	registered	Tunggul Bute
86	Astan	registered	Tunggul Bute dan Lahat
87	Sarhandi	registered	Tunggul Bute
88	Sunnah	registered	Tunggul Bute
89	Wiliadi	registered	Tunggul Bute
90	Jusri	registered	Tunggul Bute
91	Pahrhan	registered	Tunggul Bute
92	Midi	registered	Tunggul Bute
93	Soleh (Ramidi)	registered	Tunggul Bute
94	Asrin	registered	Tunggul Bute
95	Kamis	registered	Tunggul Bute
96	Candra	registered	Tunggul Bute

Number	Name of Respondents	Respondent's Status (Registered/ Substitutes/ Additional)	Villages
98	Jon Kanedi	registered	Tunggul Bute
99	Haryani (Irfani)	registered	Tunggul Bute
100	Kaluri	registered	Tunggul Bute
101	Wandin	registered	Tunggul Bute
102	Habibi	registered	Tunggul Bute
103	Hamzah	registered	Tunggul Bute
104	Nazarudin	registered	Tunggul Bute
105	Juli Pahlepi/Ipi	registered	Tunggul Bute
106	Syarif	Substitute	Tunggul Bute dan Lahat
107	Nastaim	Substitute	Tunggul Bute
108	Sinwani	Additional	Tunggul Bute

Number	Name of Respondents	Respondent's Status (Registered/ Substitutes/ Additional)	Villages
DESA KARANG ENDAH			
109	Kasrudin	registered	Lawang Agung
110	Tulham	registered	Sukarame
111	Tisro	registered	Sukarame
112	Amron	registered	Sukarame
113	Anuar	registered	Lawang Agung
114	Basin	registered	Kota Agung (Karang Endah)
115	Ahmad Firmansyah	registered	Kota Agung (Karang Endah)
116	Romli	registered	Kota Agung (Karang Endah)
117	Senaiyati (Rahman)	Substitute	Karang Endah
118	Hartini (Juarsa)	Substitute	Pagaruyung (Karang Endah)
119	Maisalah (A. Zainul)	Substitute	Tanjung Laut (Karang endah)
120	Kimson	Substitute	Karang Endah
121	Laskar	Substitute	Karang Endah
122	Dadang Mulyana	Additional	Karang Endah

FINAL REPORT

Provision of Socio Economic Evaluation & Monitoring Impact Analysis

Ref. No. 17000024-OQ-10103



PT. Supreme Energy Rantau Dedap

Abbreviations

ADB	Asia Development Bank
BAPPENAS	Badan Perencanaan Pembangunan Nasional
BLK	Balai Latihan Keterampilan
BLKD	Balai Latihan Keterampilan Daerah
BLKP	Balai Latihan Keterampilan dan Produktivitas
CDM	Clean Development Mechanism
CSMS	Contractor Safety Management System
CSR	Corporate Social Responsibility
EIA	Environmental Impact Assessment
EIR	Extractive Industry Review
EMP	Environmental Management Plan
ESMP	Environmental and Social Management Plan
EPC	Engineering, Procurement and Construction
ESIA	Environmental and Social Impact Assessment
HSE	Health, Safety, and Environmental
IEE	Initial Environmental Examination
IHS	Inti Hexa Semesta
IPP	Indigenous Peoples Plan
IPs	Indigenous Peoples
ISDP	Integrated Social Development Program
NGO	Non-Governmental Organization
PDD	Project Design Document
PTSE	PT Supreme Energy
RKL	Rencana Pengelolaan Lingkungan
RPL	Rencana Pemantauan Lingkungan
SERD	Supreme Energy Rantau Dedap
UKL	Upaya Pengelolaan Lingkungan
UPL	Upaya Pemantauan Lingkungan
UPTD	Unit Pelaksana Teknis Daerah
VU	Vulnerable

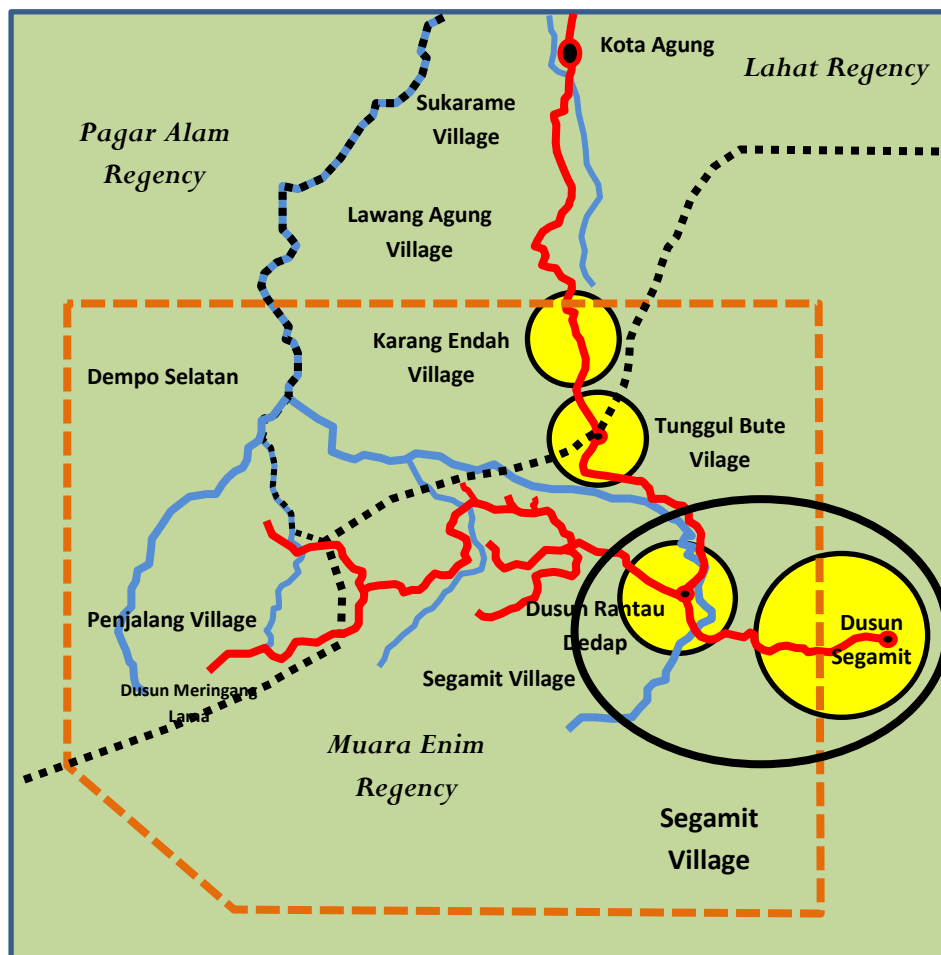
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APPENDIX 1: QUESTIONER	

I. Introduction

1. The SERD, in line with its commitment to the communities in the project area and especially the affected communities has taken up the implementation of an Integrated Social Development Program (ISDP) to (i) address adverse impacts on the communities in the project area, especially the affected persons, and (ii) Implement various activities that are beneficial to the larger communities, based on community needs and expectations in the Project area.
2. The ISDP is implemented by SERD through the relations team and supported by the community relation staff. The target beneficiaries will include the land owners and coffee cultivators within the protection area directly affected by the Project, the communities in the project villages and the sub districts of Semende Darat Ulu, Kota Agung and Dempo Selatan.
3. The Subject Site includes of 4 Villages (Desa) in Kota Agung Sub District namely, Karang Endah (Kabupaten Lahat), Desa Tunggul Bute (Kabupaten Lahat), Dusun Rantau Dedap dan Desa Segamit (Kabupaten Muara Enim).

Map 1: The Subject Site



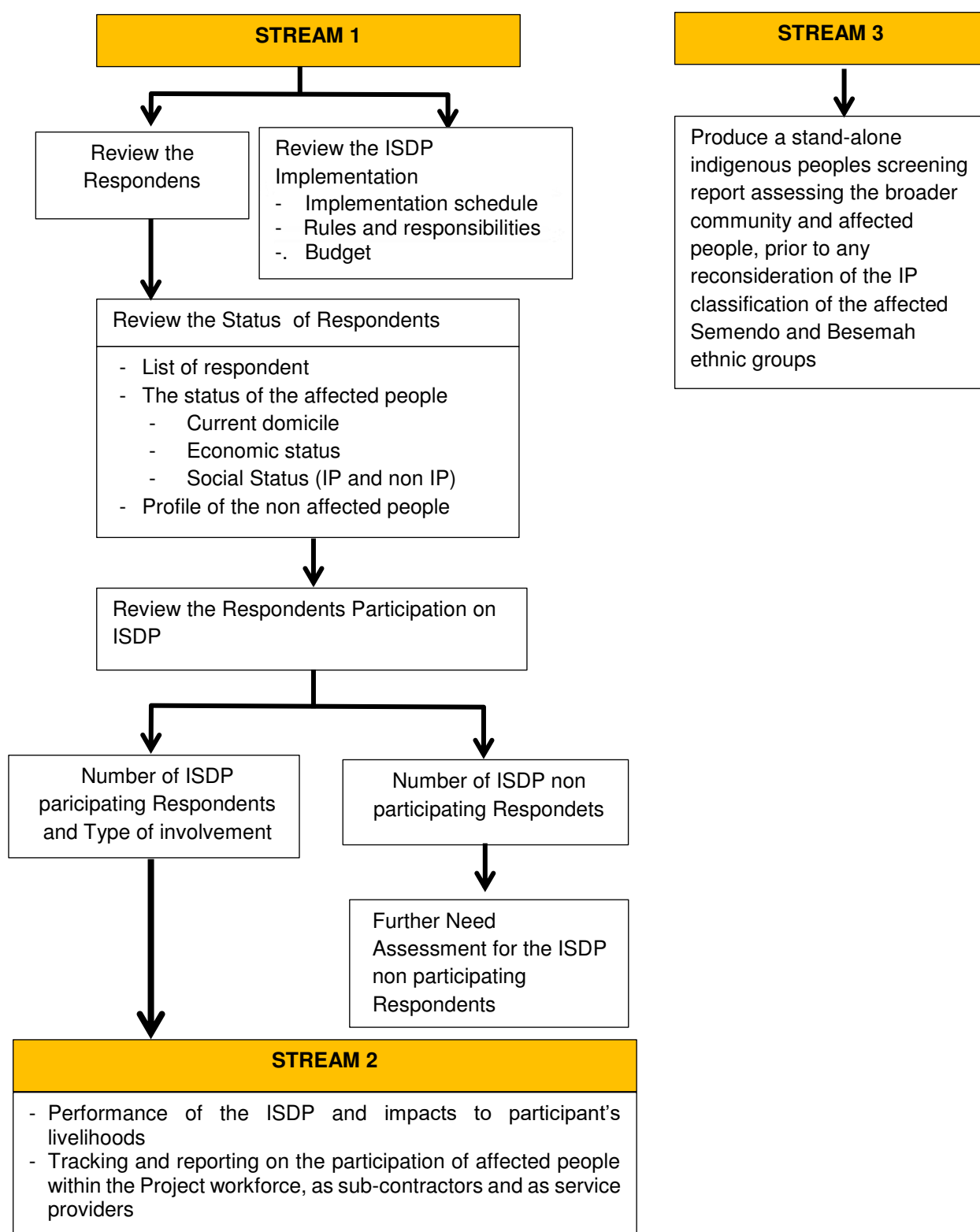
4. This report describes the Field Survey implemented in the area and the strategy of Capacity Building initiatives and the Local Economic Development to the most affected people in the area.
5. The Survey is aimed to describe the social and economic profiles of the affected people, as well as assess the needs of the affected households for capacity and skills building.
6. The profile identification includes (a) information of the household members, education levels, employment, age, skill levels, (b) main sources of livelihood, incomes from coffee plantations, non-agricultural activities, income expenditure pattern, savings, indebtedness, (c) land ownership information,.

II. Approach and Methodology

2.1 General Approach

7. Based on the TOR provided, we concluded there are 4 main streams and assignments to be delivered in this Project, which related to (i) update on the socio economic profile of the most affected people, (ii) evaluate the training program and its impact on the economic improvement of the affected people in (iii) further training needs assessment for the affected people (iv) identify the existence of the Indigenous People in the Subject Site.
8. As for this report purposes, the process is focused on the basic social and economic profile of the targeted group. Figure 1 shows the flow and general approach of the project implementation, and the approach for this report.

Figure 1: General Approach



2.2 Methodology

9. In gathering the information through field survey and consultation with the related parties on the Indegeneous people issues, the guided interview method will be applied. Therefore, questionnaire and question checked list will become the most important survey tools. Furthermore, Focus Group Discussions are held to discuss 3 main issues, namely the impact of the training, training need assessment and the Existence of the Indegeneous People in the Subject Site.

10. There are three main contents in the questioner. **The first content** will be the basic information on social and demographical profile of the respondents, economical profile, income and expenditure pattern, and land ownership.

11. **The second content** focus on the impact of the project on the economic improvement of the affected people. While **the third content** will be about the evaluation on the training activities held in the subject site in 2016.

12. In parallel with the survey, a series of in-depth interview are laso conducted. The information gathered from this in-depth interview is aimed to find out the followings:

- Respondent idea on the existence of indigeneous people.
- Respondent idea on the impact of training activities.

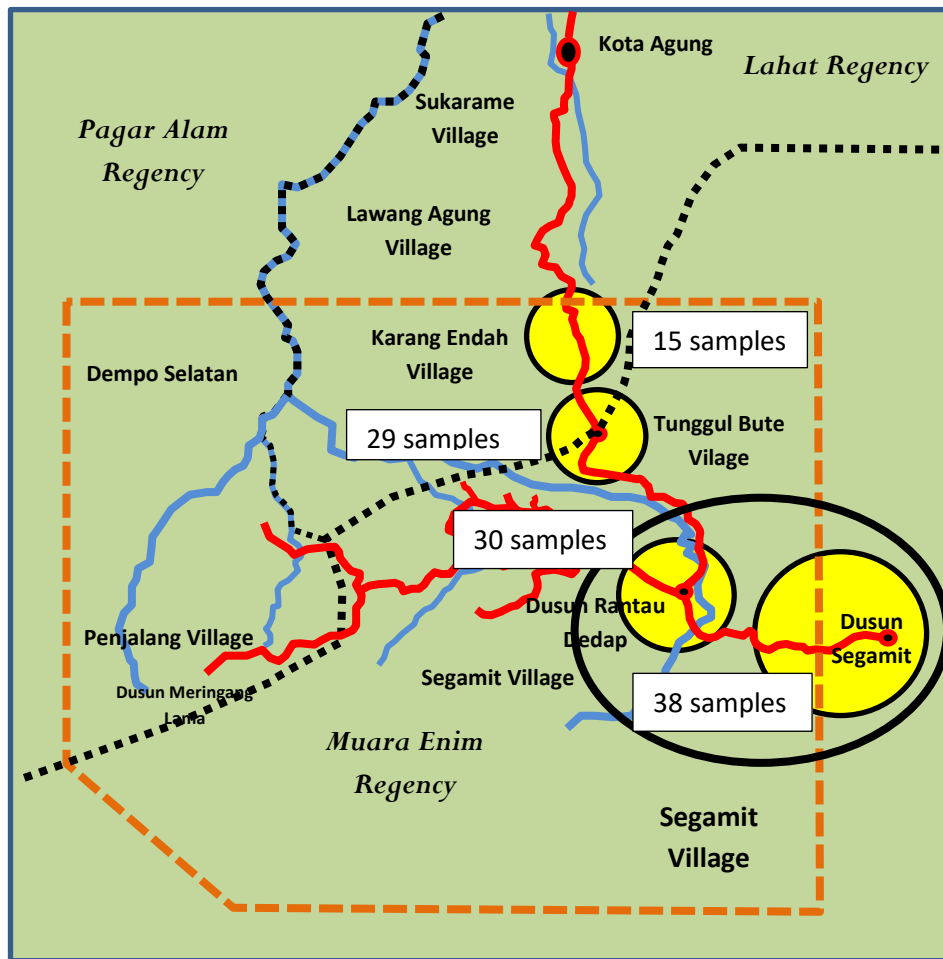
13. As for the respondents, the number of the affected households becomes the basic targeted unit. The valid basic data will be based on the number of affected households listed by the SERD.

14. The previous baseline survey conducted in 2014 showed the list of affected people were 112 households are remain in the subject site .plus 10 non affected people. As for this study, the survey will be focused on the affected people only. The distribution of the final list of respondents is shown in the Table 1 and the mapping of the respondent list is described in the Map 2.

Table 1. Number and Distribution of Respondents

No	Desa/Dusun	Scope of Area	Number of Listed-Affected People
A.	Kabupaten Muara Enim		
	Desa Segamit		
	1. Dusun Segamit	4 dusun	38
	2. Dusun Rantau Dedap	Dusun IV	30
C.	Kabupaten Lahat		
	1. Desa Tunggul Bute	Desa Tunggul Bute	29
	2. Desa Karang Endah		15
		Total	112

Map 2: Respondents Distribution



III. Description on the Socioeconomic Profile

3.1 Villages Profile

15. PT. Supreme Energy Rantau Dedap (SERD), is the operation company established by the Joint Venture of Supreme Energy, GDF Suez and Marubeni. This joint venture company has taken up the implementation of Rantau Dedap geothermal development project.

16. The target beneficiaries will include the land owners and coffee cultivators within the protection area directly affected by the Project, the communities in the project villages and the sub districts of Semende Darat Ulu and Kota Agung.

17. The coverage area of the Subject Site includes 6 villages which are located in the Muara Enim and Lahat Regencies of South Sumatra. The villages are as follows:

1. Muara Enim Regency (Semende Darat Ulu Sub District):
 - Segamit Village
2. Lahat Regency (Kota Agung Sub District):
 - Sukarame Village
 - Lawang Agung Village
 - Karang Endah Village
 - Tunggul Bute Village

18. These Villages cover the area of about 98.94 Km², or about 12% of the total area of the three Sub Districts. Penjalang Village and Segamit Village are the two biggest areas in the Subject site, with area of 47 Km² and 26 Km² respectively, while the area of the other Villages are less than 10 Km².

19. Table 2 shows the area of Subject Site per village in compare to the total area of the Sub District included in the Subject Site.

20. These areas are considered as the low density areas, with total density of 169.25 persons per square kilometer, with total of 8,791 people spread over the 98.94 square kilometer areas. And most of the areas consist of coffee farm and paddy field and forest.

21. Tunggul Bute Village is the densest area at the subject site, with the density of 327 persons per square kilometer. While Karang Endah Village shows the least dense area, with density of 49.13 persons per square kilometer. Table 3 refers.

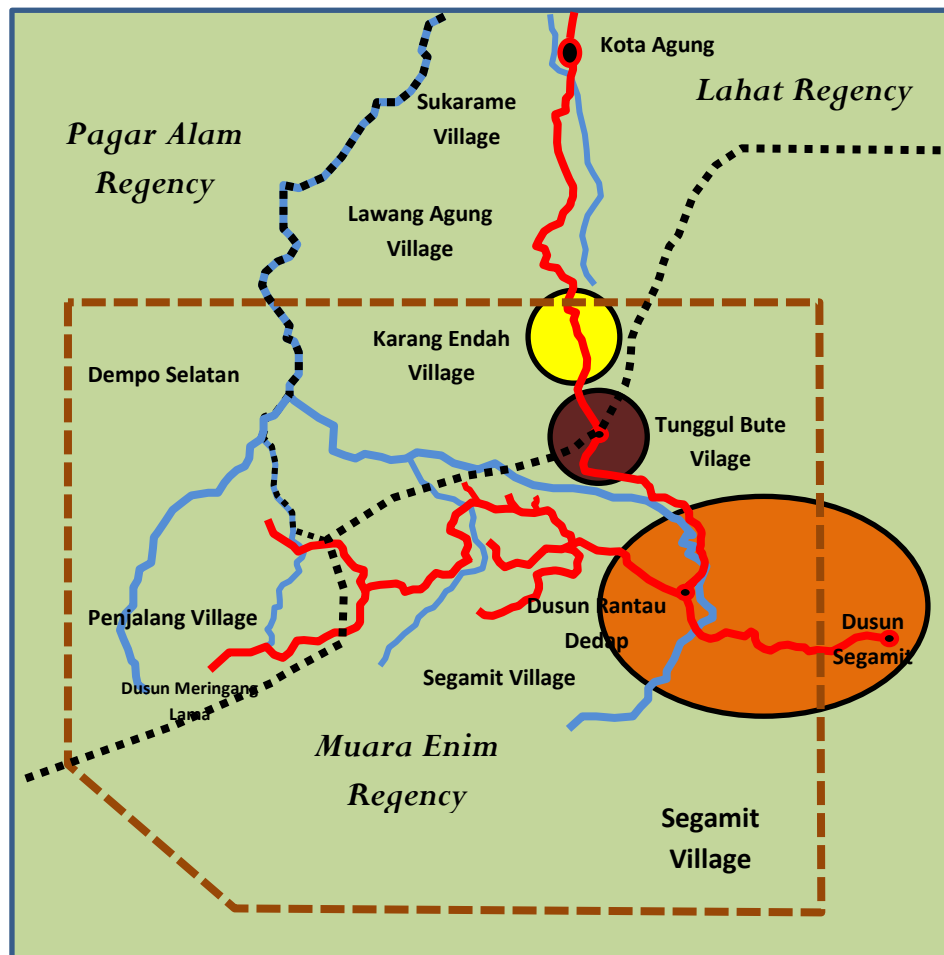
22. Map 3 describes the density path of the Villages within the Subject Site.

Table 2: Area of the Villages and Sub Districts within the Subject Site

No.	Sub Districts/ Villages	Area (km2)		Percentage
	Kota Agung Sub District	151.98		
1.	Sukarama Village		6.43	4.2%
2.	Lawang Agung Village		7.30	4.8%
3.	Karang Endah Village		7.47	4.9%
4.	Tunggul Bute Village		4.74	3.1%
	Semende Darat Ulu Sub District	426.69		
5.	Segamit Village		26	6.0%
	Total	578.67	51.94	8.98%

Source: Kota Agung, and Semende Darat Ulu Sub District Statistical Bureau, Sub District in Figures 2014. The Sub District Area by Villages

Map 3: Population Density Per Village in the Subject Site



Note:

- Density of more than 200 persons per square kilometer
- Density of between 100 and 200 persons per square kilometer
- Density of less than 100 persons per square kilometer

23. Table 3 shows the number and the distribution of the population and households of these targeted villages.

24. The Table describes that the total population within the Subject Site is about 8,791 persons, or about 22% of the total population of the entire three Sub Districts. Segamit Village has the highest number of population of 2,997 persons, followed by Penjalang Village of 2,384, Tunggul Bute Village of 1,550, Sukarama Village of 934, Lawang Agung of 559 and Karang Endah Village of 367 persons respectively.

25. Most of the people in the subject site work as the farmer in the coffee plantation and in the paddy field around the area.

**Table 3: Number of Population and Households by Village
at the Subject Site in 2013**

No.	Sub Districts/ Villages	Population		Percentage	Density (person/ Km2)
	Kota Agung Sub District	12,476			
1.	Sukarama Village		934	7%	145
2.	Lawang Agung Village		559	4%	77
3.	Karang Endah Village		367	3%	49
4.	Tunggul Bute Village		1,550	12%	327
	Semende Darat Ulu Sub District	16,254			
5.	Segamit Village		2,997	18%	115
	Total	29,000	6,407	22%	

Source: Kota Agung, and Semende Darat Ulu Sub District Statistical Bureau, Sub District In Figures 2014. The Sub District Demography by Villages

3.2 Social Profile of the Most Affected People

26. The Social profiling is based on the field survey conducted in the 3 villages, namely, Segamit Village, Karang Endah Village, and Tunggul Bute. The survey in Segamit Village was conducted in 2 hamlet (Dusun) only namely Dusun Segamit and Dusun Rantau Dedap.

27. The analysis will be based on the 112 households comprise of total 520 people.

3.2.1 Demography

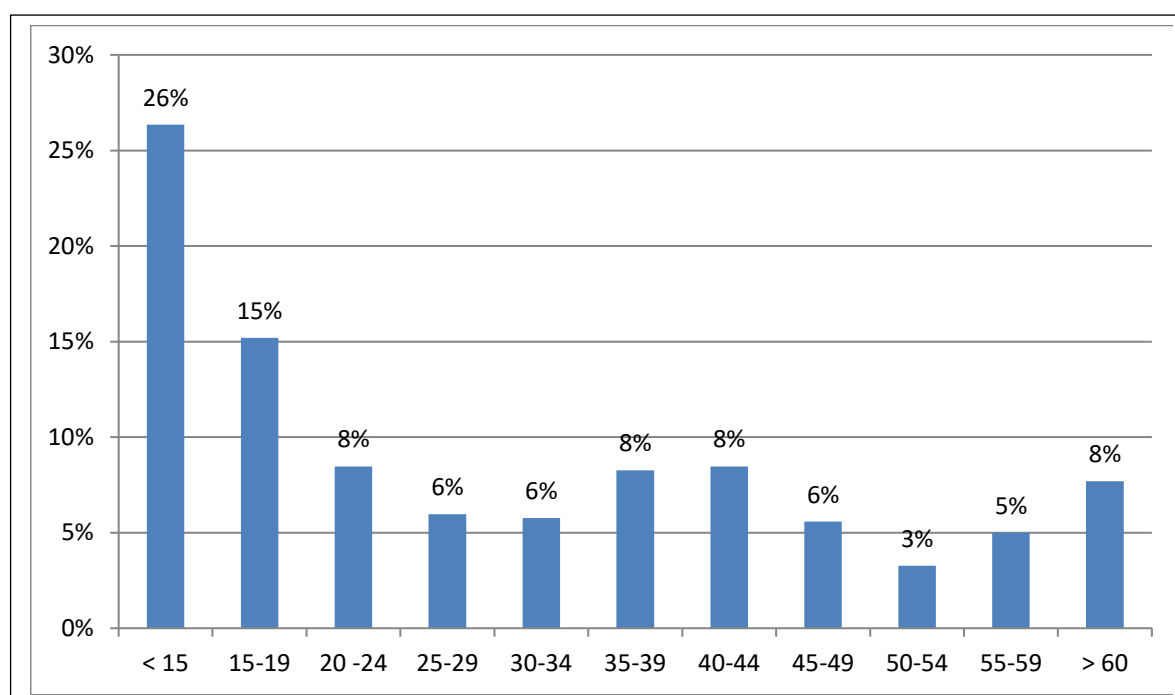
The affected people at the Subject Site mostly coming from Semende Ethnicity. The survey indicated about 77 percent of them are Semendeans. Furthermore, in terms of religion, all of the affected people are registered as moslem.

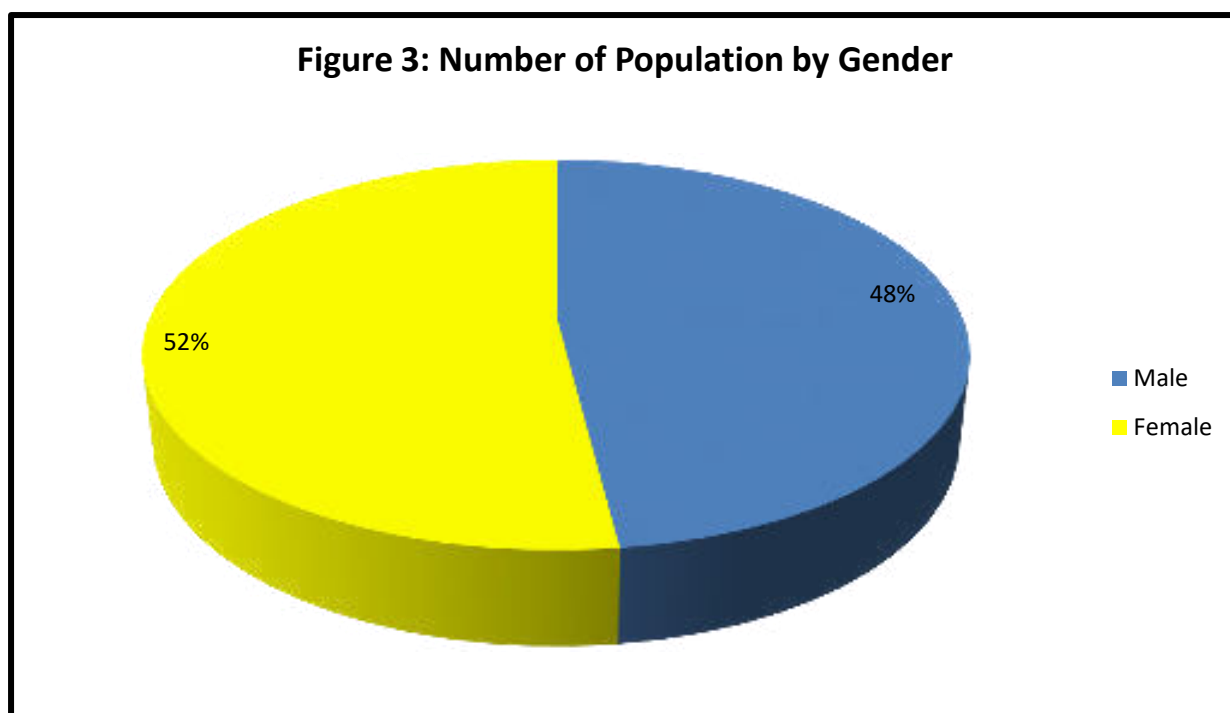
28. Half of the respondents of the Field Survey are coming from the “Dependent Age Group”, the Figure 2 Shows that the respondents who are coming from the age under 20 years old are dominating the target group (41%).

29. In total, the number of respondents with age between 20 years old and 60 years old is about 51% of the total respondents

30. While the number of the respondents with age over 60 years old and less than 20 years old, who are usually categorized as a dependent people, is as much as 49.% of the total respondents.

Figure 2: Number of Respondents by Age Group





31. The Survey noted that 52% of respondents are female, leave another 48% of them being male. Figure 3 refers.

In terms of vulnerable people, the survey defined the vulnerable people into 3 categories, namely, the elderly (age of more than 60 years old), disabled people, and female single parents.

Based on that definition, the survey found 42 vulnerable people. Table 4 shows the number of vulnerable people by their category. The Table indicates 18 female elderly people and 21 male elderly people, 2 persons are disabled and 1 female single parents. Given by the family member data, the survey notes there are 2 female elderly who has liabilities or burden in supporting her family member.

Table 4. Vulnerable People

Vulnerable People Categories	Number
Female Elderly	18
Male Elderly	21
Disabled	2
Female Single Parent	1
Total	42

32. The Subject Site is located quite a distance from the “urbanized” areas which have sufficient education facilities. The areas are facilitated mostly by primary education facilities. Therefore, the respondents’ education background is primarily in the level of basic education.

33. About 29.21% of the respondents have the primary school level of education only, while another 22.15% and 21.15% of them have the junior and Senior High School certification respectively, and only 4.42% completing the university level.

34. This level of education is in line with the employment structure at the subject site. Out of 520 affected people, about 54.04% are not participating in the working market as as their out of the productive age or their status as housewife. For those who are participating in the labor market, about 77.41% are farmers who own plantation, and about 0.14% as the farmer labor.

35 The Chart indicates that 12.14% of the people are categorised as unemployment, while the other 10.45% are working in other services sectors. Figure 3, 4 and 5 are reflecting the above conditions in more detail.

36. The above social conditions show that the Subject Site is prominently a traditional agricultural social structure.

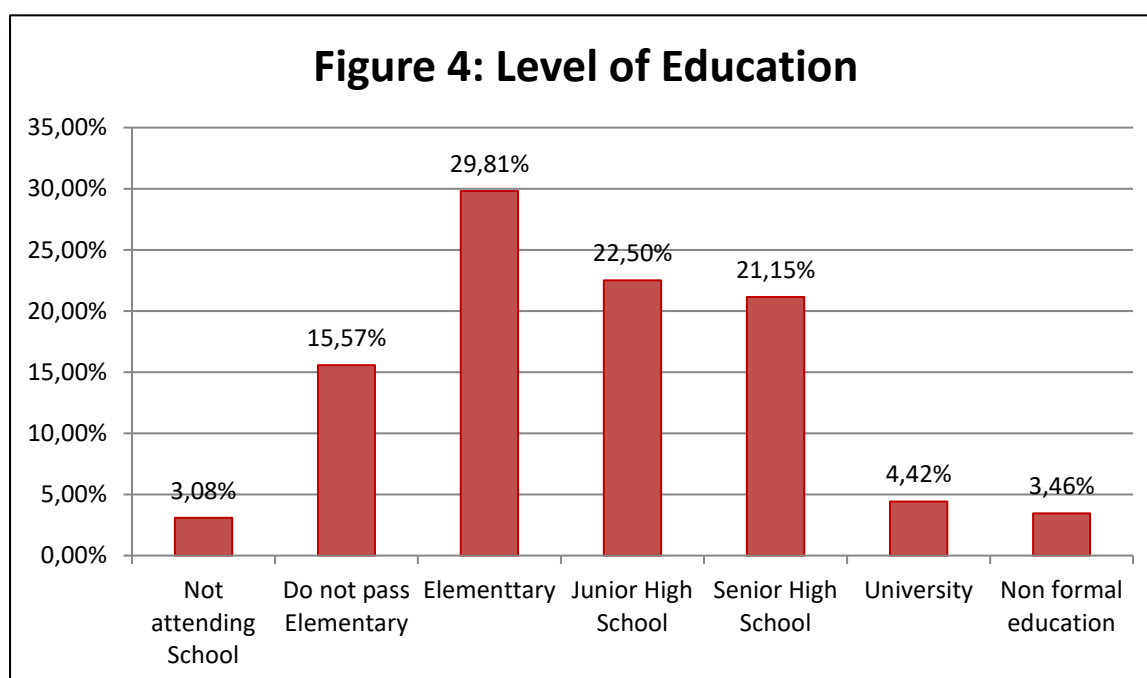
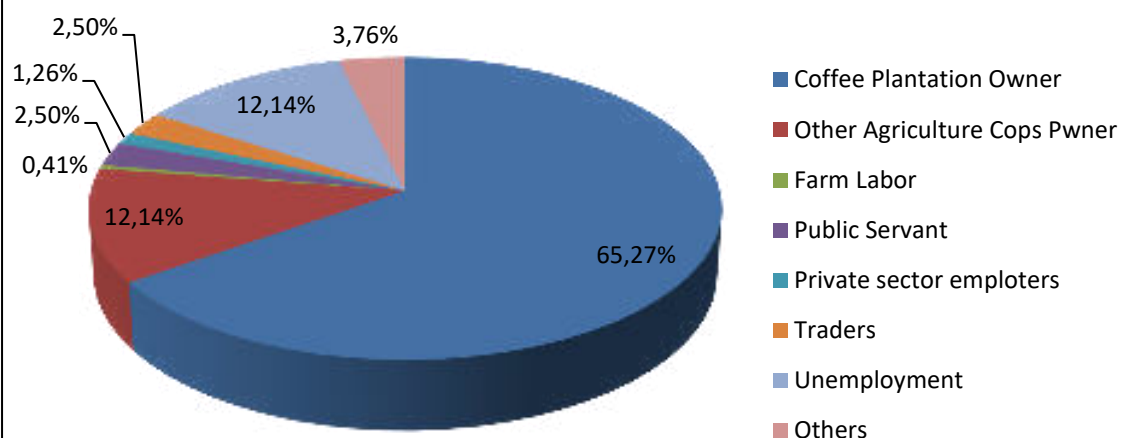


Figure 5 Type of Employment



3.2.2 Indegeneous People Issues

3.2.2.1 Indigenous People Criteria

37. Based on the criteria in the Social Audit Report set out by SERD, there are 4 criterias in defining indigenous people, as follows:

1. Self-identification as members of a distinct indigenous cultural group and recognition of this identity by others;
2. Collective attachment to geographically distinct habitats or ancestral territories in the project area and to the natural resources in these habitats and territories
3. Customary cultural, economic, social, or political institutions that are separate from those of the dominant society and culture
4. A distinct language, often different from the official language of the country or region

38. These criterias have to be considered as one integrated set of criteria, means that to be classified as the IP, all criterias have to be fulfilled.

39. In determining the IP status of Sumende, the above 4 criterias will be further examined from 3 different perspectives, as follows:

1. Regulatory perspectives.
2. Academical perspectives.
3. Sumende's community perspectives.

3.2.3.2 Background of Sumende Ethnic Group

40. Sumende people is located along the Ular Sawe and Gunung Dempo Mountains go along until Raja Basa Mountain.

41. Based on the study on the Local Culture Identification of Muara Enim (2014), Sumende is referred as geographical teritorry, and also referred as the name of a certain community. Geographically, Sumende referred as a teritorry or spatial, it used to called Sumende sub-district in Muara Enim District where bordering with Bengkulu Province, Lahat District and Ogan Komering Ulu District.

42. Sumende began to open in 1650 AD or 1072 H by the Puyang (Ancestor) called Sheikh Nurqodim al-Baharudin. He is better known as "Puyang Crew" which is a descendant of Sunan Gunung Jati through the lineage of the eldest daughter of the queen of "Panembahan" of Cirebon who is married to Queen Agung Mpu Hyang Dade Abang (Dzulfikriddin, 2001,1).

43. Livelihoods system in Sumende is basically a farmer, both in the plantation and paddy fields, especially for coffee plantation.

44. The cultural system includes values, norms, customs, rules adopted by the community/ community groups in the region, which will be able to meet the expectations of the community.

45. Sumende was formed its kinship system with matrilineal lineage. While its belief system is based on Islamic beliefs.

3.2.3.3 IP Status of Sumende Ethnic Group

46. The Subject Site is dominated by affected people with Sumende ethnic background. The survey found that 77.7% of the affected people are Sumende.

47. However, based on the observations, in-depth interviews with the Sumende community and the FGD on the IP Sumende issues, it can be concluded that the Sumende community is known as a strong community in holding customary rules, but can not be referred to as the Indigenous People, for the following reasons:

1. Sumende society is not a secluded or closed society, they mingle with the surrounding community, even go abroad.
2. Sumende society is a fairly educated society especially in the field of religious education (Islam).
3. The social, economic, and political system is no different from the surrounding community, including the language derived from the Malay language.
4. The Sumende community has no customary or “ulayat” lands that are the source of their livelihood communally

3.3 Economic Profile

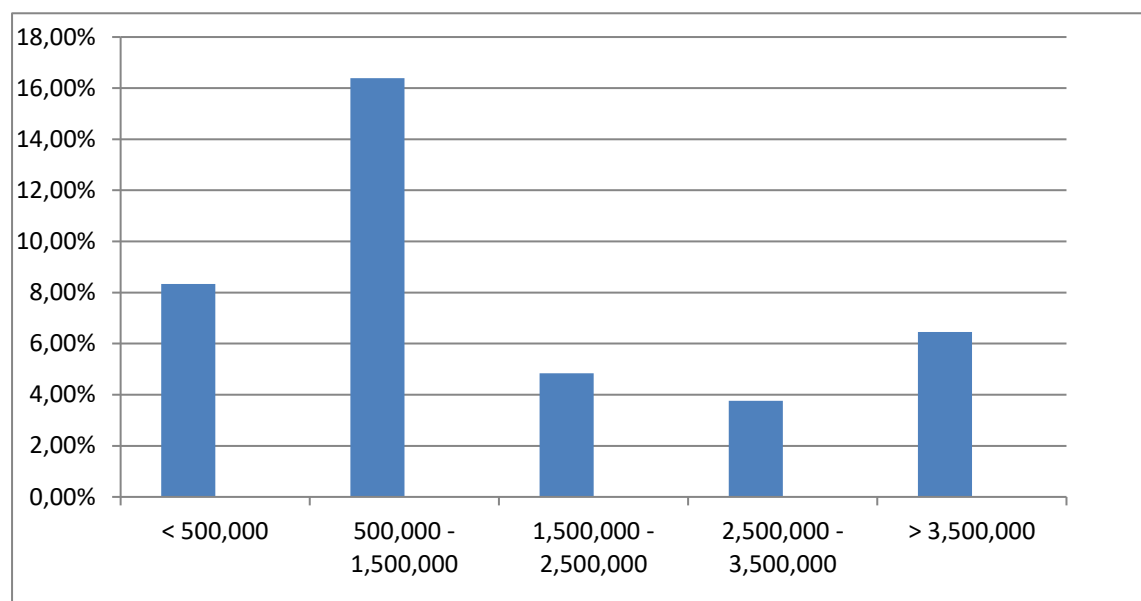
3.3.1 Productivity

48. The results of the field survey indicate that economic development of the subject site is still have a plenty room for improvement. The level of dependant in the household is rather high. The figures show that the percentage of the household members who do not have any income is as high as 66.18% of the total members.

3.3.2 Income

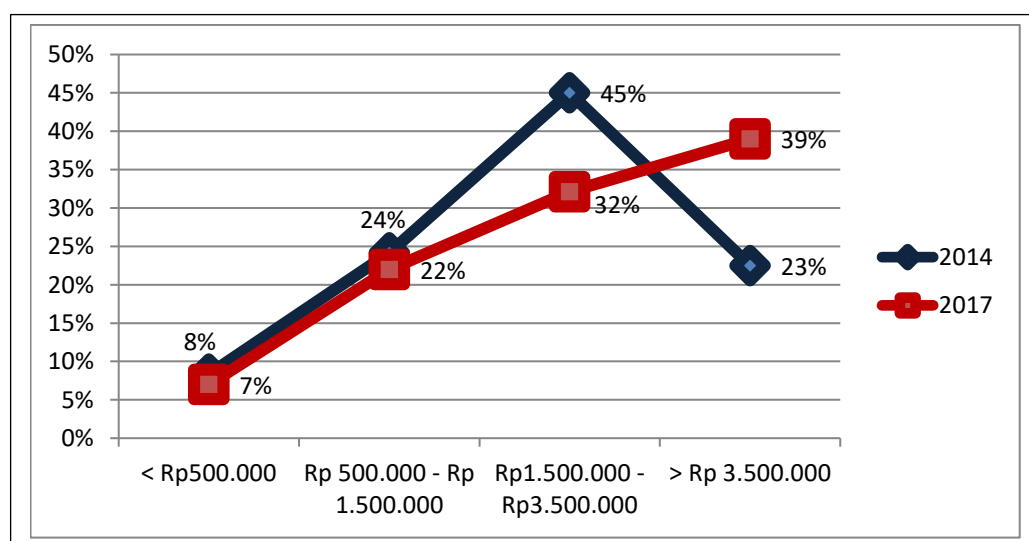
49. Moreover, the survey also found that the income of the people is still low. Almost half of the household members who earned money stated that their monthly household income is still between IDR 500,000 and IDR 1,500,000. Figure 6 shows the income of the household members at the Subject Site.

Figure 6: Income Distribution of the Household Members at The Subject Site



50. However, when we compare the current total income per household with the condition in 2014 (The baseline survey), there is a shift towards the higher income. Figure 7 indicates that the number of households with total monthly income between Rp 1,500,000 and Rp 3,500 in 2014 has been shifted to the level of more than Rp 3,500,000 in 2017. The Figure shows that the percentage is reduced from 45% in 2014 to 32% in 2017, while the households with total income of more than Rp 3,500,000 has been shifted up from 23% in 2014 to 39% in 2017.

Figure 7: Total Household Income in 2014 and 2017



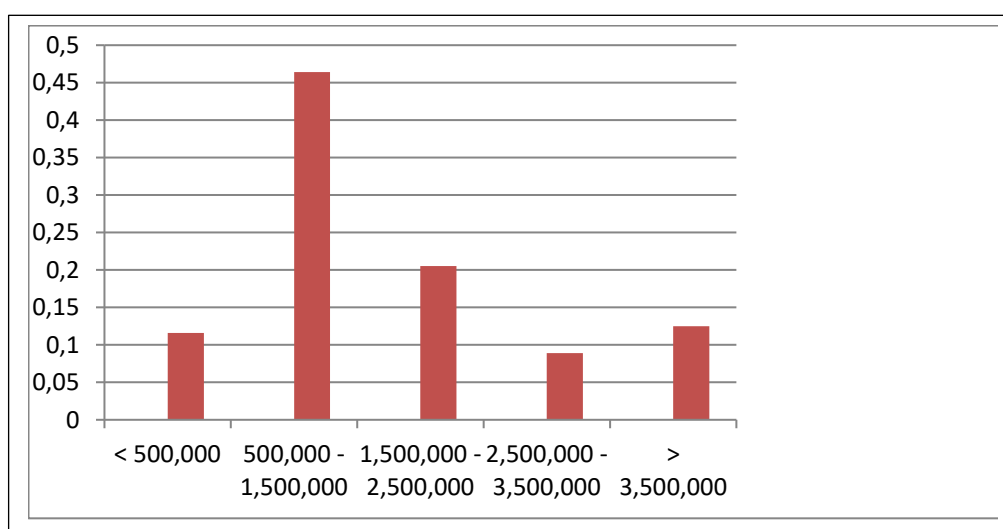
50. From 112 households, can be averaged there are 5 family member. Based on BPS (national statistic bureau) of Sumatera Selatan Province year 2016, the poverty line in rural is Rp. 331.570,-. The number represent the income per capita, in the contexts of poverty this number also can be considered as expense per capita. Therefore, the income per household of Rp. 1.657.850,- is the threshold of one to be considered living in poverty line. Based on the survey especially on household monthly income, households with income below Rp. 500.000,- reaches 5.96%, 11.73% is the household with income of Rp. 500.000 – Rp. 1.500.000,-, and 3.46% is the household with income of Rp. 1.500.000 – Rp. 2.500.000,-. It shows that the household that live under poverty line in the percentage range between 17.69% and 21.15%.

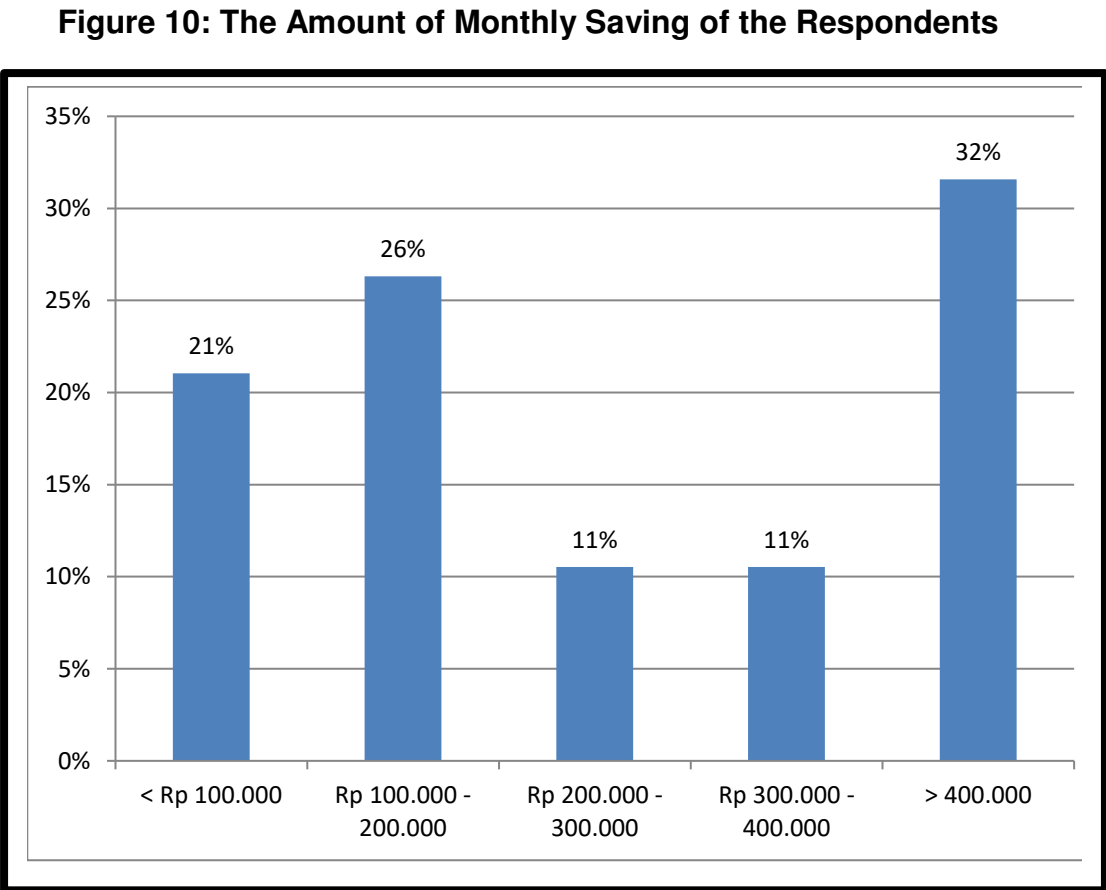
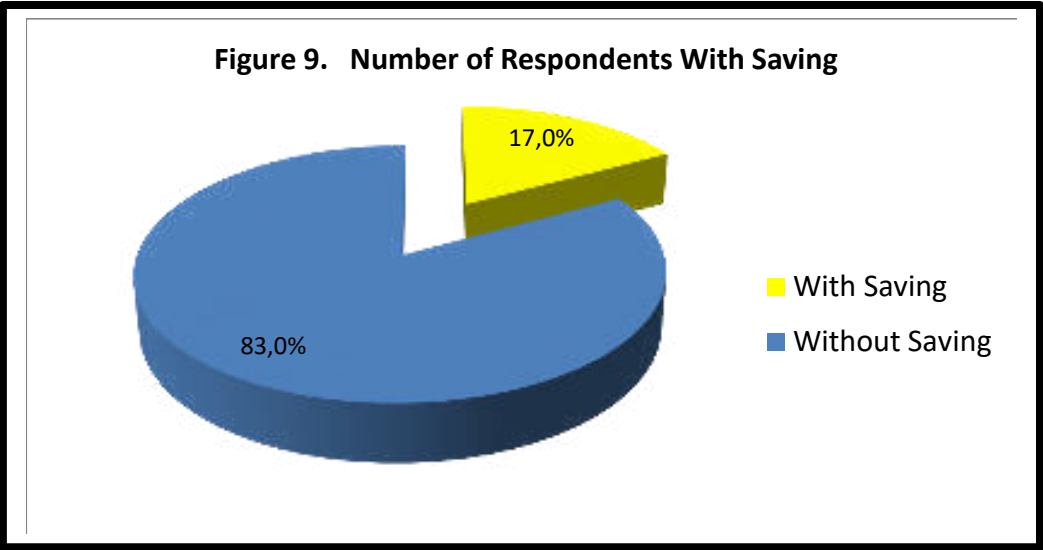
3.3.3 Expenditure

51. Meanwhile, the average household monthly expenditure is mostly around IDR 500,000 and IDR 2,500,000 (Table 8 refers). By this means that most of the respondents have a stagnant economic pattern, not much room for saving and investment. The Survey found that only 17% of the households saving their income, out of which only about 32% of them saving more than IDR 400,000 (Figure 9 and 10 refers).

52. This condition is commonly happened in the traditional agricultural based economy, where the education level of the people is not sufficient to boost up the economy, due to the decent individual wages/ income. Therefore, the high employment rate does not really affect the individual income.

Figure 8: Expenditure Distribution of the Household Members at The Subject Site





3.3.4 Land Ownership

53. Another economic indicator is the property ownership, in this case is the farm/plantation land and house ownership.

54. Based on the Survey results, it is noticed that only about 5.4% of the respondents do not own their land. About 2.7% of the respondents are renting the land, while another 1.8% the land are belong to the Foundation or the Village as the “wakaf” (donation), and another 0.9% are lent by the family.

55. This means that 94.6% of the farm/plantation land is owned by the respondents, whether it is purchased, own by family or as an inheritance. This is possible since most of the respondents, 77% of them, have been living in the Subject site more than 5 years. Figure 11 and 12 refers.

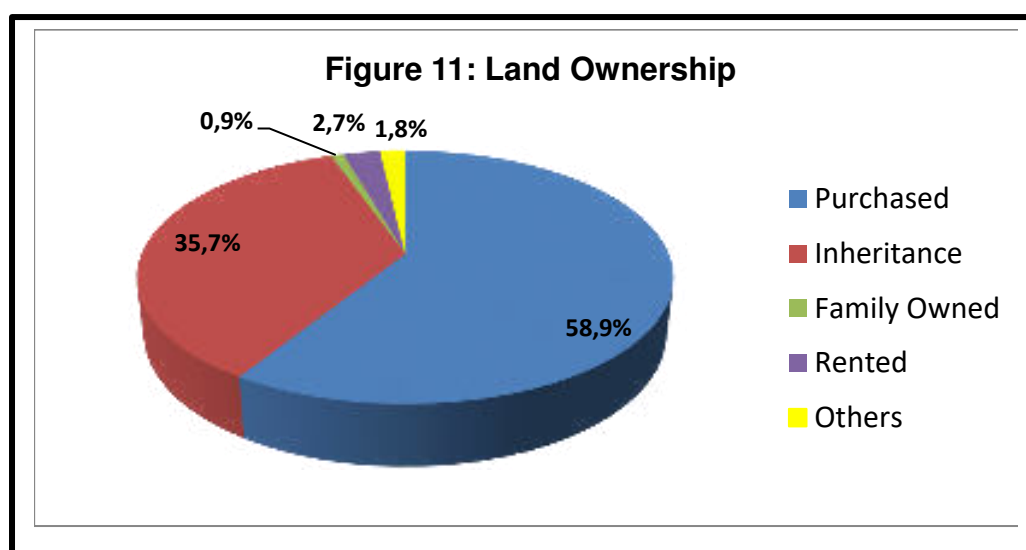
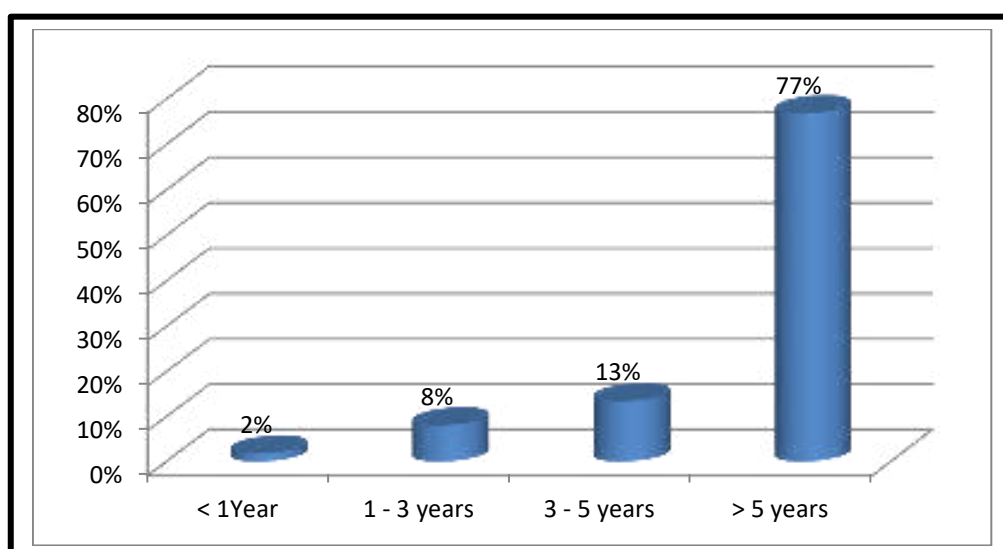
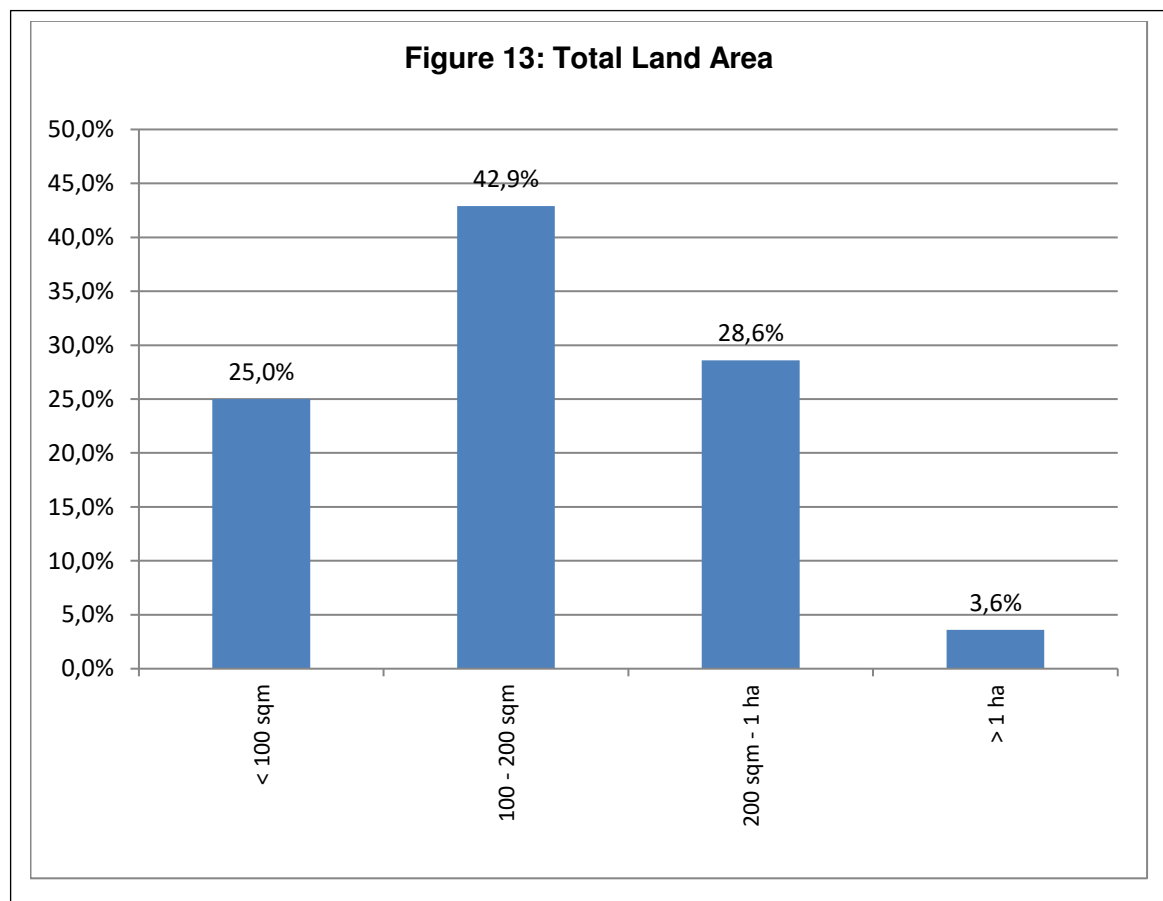


Figure 12: Length of Stay of the Respondents



56. The Survey results indicate that at the moment most of the respondents, of about 96.5%, own the farm/ plantation land with total area of less than 1 ha, mostly between 100 to 200 sqm (42%), another 28% are between 200 qsm and 1 ha, while 25% of them are less than 100 sqm.



57. Another economic indicator is house ownership and houses conditions. The Survey indicates that based on the house ownership, about 70.5% of the respondents owned their house by purchased the house.

58. Table 5 shows the house ownership of the respondents. The Table also shows that 26.8% of the respondents, the house is belong to the family (parents, or relatives), and about 2.7% stated that they are renting the house or is belong to their work institution.

59. The Survey found that 93.5% of the houses are not permanent. About 99% is covered by Zinc roof, and 56.3% have a board wall, 16.1% brick wall and another 27.7% combination between wood and brick. About 66% of the houses cover the area less than 70 sqm, this is a typical house in the rural area. Furthermore, these houses are located just in adjacent to along side their farm/plantation.

Table 5: Houses Ownership of the Respondents

No	House Ownership	Percentages
1	Owned house	70.5%
2	Parent's house	24.1%
3	Relative's house	2.7%
6	Rented	0.9%
8	Others	1.8%
	Total	100,00%

Figure 14: Condition of Houses

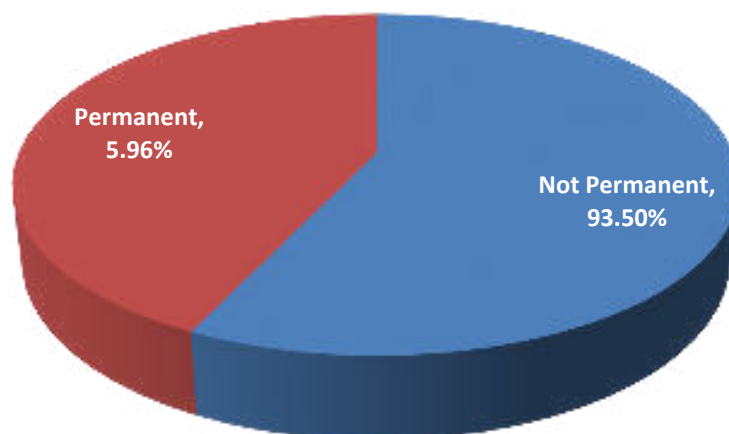


Table 6: Roof Materials

No	Roof Materials	Percentages
1	Zinc	99.1%
2	Roof Tile	0.9%
	Total	100,00%

Table 7: Wall Materials

No	Wall Materials	Percentages
1	Wood	56.3
2	Brick	16.1
3	Combine wood and brick	27.7
	Total	100,00%

IV. The Integrated Social Development Monitoring Impact

4.1 The Integrated Social Development Program (ISDP) Strategy

60. The Integrated Social Development Program (ISDP) of the Supreme Energy Rantau Dedap is based on two main pillars, namely, the Community Capacity Building Program and the Livelihood Development.

4.1.1 Community Capacity Building Program

61. General strategy in developing the capacity of the most affected community at the Subject Site is implemented through the development of the life skill based on local economy, by focusing on the skills which are tailored to the local environment conditions and local basic skills available in the community.

62. It was decided that the capacity building strategy would be implemented into three clusters of activities as follows:

- a. Integrated business skills development, a series of activities designed to provide the knowledge, improve skills, and change the attitudes of individuals, so it can be used as a source of business to meet the needs in a sustainable manner.
- b. Community economic development, which is directed towards maximizing local resources to develop resilience and economic independence of the community, in order to achieve accelerated economic development through the involvement of local governments, businesses, and local communities.
- c. Community assistance, which is aimed at organizing activities, social learning, strengthening networks among groups and community organizations, as well as the processes of facilitation and consultation between the community and other stakeholders.

63. The above strategy would be implemented through series of training to the community. There are two types of training that can be conducted, namely economic life skill training based agriculture and livestock/ fisheries and training for stakeholders meeting.

4.1.2 Livelihood Development Program

64. The Livelihood Development in the Subject Site is aimed to cater to the economically most unfortunate people and for the most vulnerable people. Therefore, the type of activities will be determined by these target groups.

65. It is recognized that the economics of the Subject Site is need to be improved. The main issues are low wages and income from the coffee plantation activities. The production of coffee has been going down due to the reduction of the plantation area and pricing management failure, which push the price down.

66. There is a need for a breakthrough in the coffee plantation management to boost up the production as well as the price.

67. At the same time, a quick yielding program is also required to cater to the most unfortunate and vulnerable people in the area.

68. In general, two types of activities can be developed, namely the employment provision for those who are still active but having problem in finding sufficient income to support the basic needs of the family. The other activity is catering the most vulnerable people by providing the safety net program.

4.2 The Integrated Social Development Program (ISDP) Progress

69. The ISDP has been implemented since 2015. The first stage of implementation was focused on the Capacity Building Program, particularly on the Life Skill improvement for the farmers.

70. The Training Program was conducted to facilitate the farmers, particularly the affected farmers in the Subject site, to enhance their knowledge and skills in cultivating their plantation. The main goal of the program was the improvement of the economy of the affected people through better production process in Coffee and Potato plantation.

71. After the Training materials preparation and development during 2015, The training was conducted by Agriculture experts from UNSRI in 2 steps. The first step was the in-class training prior to the actual field training. This was aimed to fine tune the common knowledge of the participants, the in-class training was set up in 3 to 4 February 2016.

72. The training was focused on the basic knowledge of coffee and vegetables, as well as the agreement and preparation on the site for the field training.

73. The second step of the training were conducted between 5 – 8 March 2016, in Rantau Dedap dan Tunggul Bute Village. These locations were selected by taking into consideration three main factors, namely, (1) strategically located in the center of the area with easier access; (2) closer to the most of participants; and (3) appropriate characteristics of the land for the sample of coffee plantation.

74. This training stage was aimed to train the participants for improving the fertility of the coffee plantation to produce the high quality coffee. The training was divided into two main activities, namely fertilizing the land and creating the bio-pore around the coffee plantation.

4.3 The Integrated Social Development Program (ISDP) Monitoring Impact

4.3.1 Training Program Evaluation

4.3.1.1 Training Attendance

75. The first issue on the last training was the level of attendances of the affected people in the proposed training. It was indicated that out of 112 invited participants, only 14 affected people or about 12.5% came to the training.

76. The survey indicated that the main reason for not attending the training was various, 86.7% of them indicated that they were not well informed of such training program.

77. Another 4.08% felt that no training programs are required for them, while 3.06% indicated that they were not interested on the training since it was not really answer the needs. The other 6.12% mentioned that they did not attend the training due to the timing problem. Table 8 refers.

Table 8: Reasons For Not Attending the Training

Reasons	Frequency	Percentage
Not well informed of any training programs	85	86.7%
Do not really need to attend	4	4.08%
The training program did not answer the needs	3	3.06%
The time was not right/ not convenient	6	6.12%
Total	98	100%

4.3.1.2 Training Materials Dissemination

78. Training materials were provided by the expert from the University of Sriwijaya, the materials were prepared in the form of guidance book on the fertilizing and bio-pore techniques. Furthermore, the training was also providing the tools and seeds for both coffee and potatoes. The materials have been distributed to all the 108 training participants.

79. In addition, the survey found that for those who did not attend the training, only 5 peoples were managed to get training information from the training participants. Hence, in total 19 affected peoples received the training materials, Table 8 refers.

4.3.2 Training Impact

80. The training did not reach desirable achievement since only 14 affected peoples out of 112 who attended training. This causes less effective in the capacity building process for the affected peoples. There are additional 5 affected people who received training materials indirectly from the participants.

81. However, most of the participants are not able to implement the method derived from the training because they can not afford to provide certain materials, like fertilizers, as required by the training. Only 7 peoples implement the knowledge and skills in their cultivation activities. Nevertheless, in terms of training outcomes, the training activity has given a promising result in the form of introducing new techniques and approaches in their cultivation process.

82. Furthermore, the survey found that 6 out of 7 Affected People who got and implemented the know-how from the training material gained significant improvement in their productivity. Two persons gained 125kg/ha – 200kg/ha increase, another 3 persons gained from 500kg/ha – 1.000kg/ha increase. Whilst the remaining one person, who got the training materials indirectly, has a successful story by 3.835kg/ha increase. Table 9 refers.

Table 9: Training Participations, Disseminations and Result Implementation

No.	Names	Attending the training	Source of Training Materials	Implement the Knowledge	Prouct Increase
1	Tahsil	Yes	From The training session	Yes	500 kg/ha
2	Agustan	Yes	From The training session	No	No
3	Said Armi	Yes	From The training session	No	No
4	Sehran	Yes	From The training session	No	No
5	Riduan	Yes	From The training session	No	No
6	Astan	Yes	From The training session	No	No
7	Nazaruddin	Yes	From The training session	No	No
8	Tawil	Yes	From The training session	No	No
9	Juli Pahlevi	Yes	From The training session	No	No
10	Syahril M.Nuh	Yes	From The training session	Yes	No
11	Candra	Yes	From The training session	Yes	200 kg/ha
12	Pahran	Yes	From The training session	Yes	125 kg/ha
13	Markun	Yes	From The training session	Yes	1000 kg/ha
14	Nizamudin	Yes	From The training session	Yes	1000 kg/ha
15	Muhammad	No	Indirectly from the attendee	No	No
16	Kurnawan	No	Indirectly from the attendee	No	No
17	Nastaim	No	Indirectly from the attendee	No	No
18	Haryani	No	Indirectly from the attendee	No	No
19	Ardi	No	Indirectly from the attendee	Yes	3835 kg/ha

4.3.3 Economic Impact

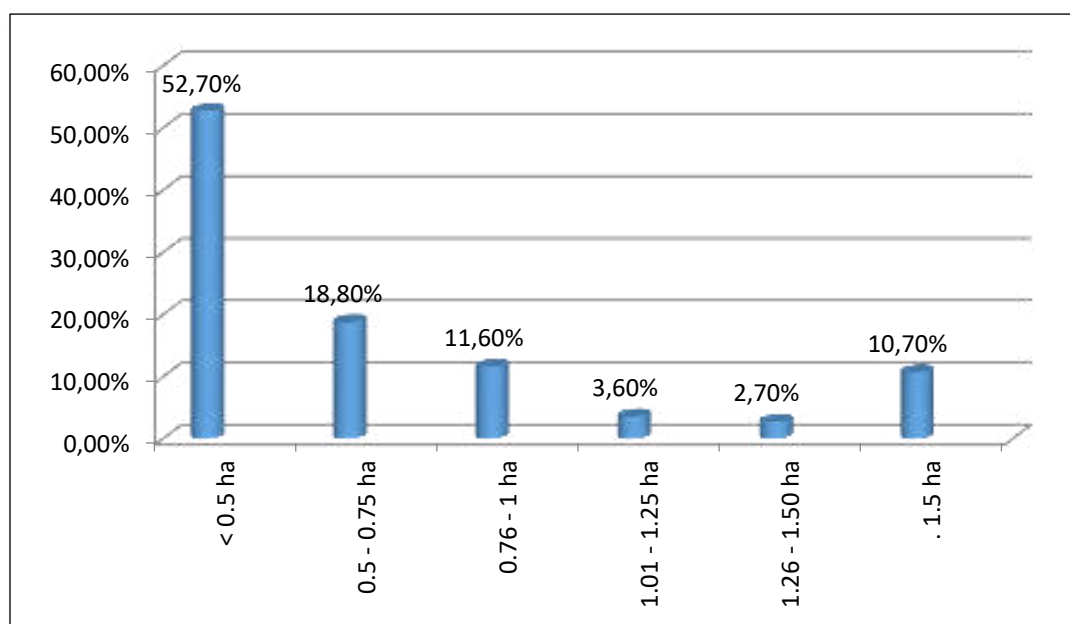
83. The economic impact of the ISDP program is shown by the level of compensation received by the affected people and the income increment of the affected people as the result of the capacity building program.

4.3.3.1 Land Compensation

84. The SERD has acquired some of their initial land owned by the respondents, to be developed as part of the Project implementation. Compensation has been given to the related respondents as the most affected people within the Subject Site.

85. Figure 15 describes that part of the land owned by the respondents that was acquired by the Company. It shows that mostly the Company acquires land about 0.5 ha or less from the respondents as stated by about 52% of the respondents. Meanwhile, about 17% of them indicates that the SERD acquired more than 1 ha of their land. It was indicated in the survey that 77% of these land was used as coffee plantation.

Figure 15: Land Acquired by the SERD

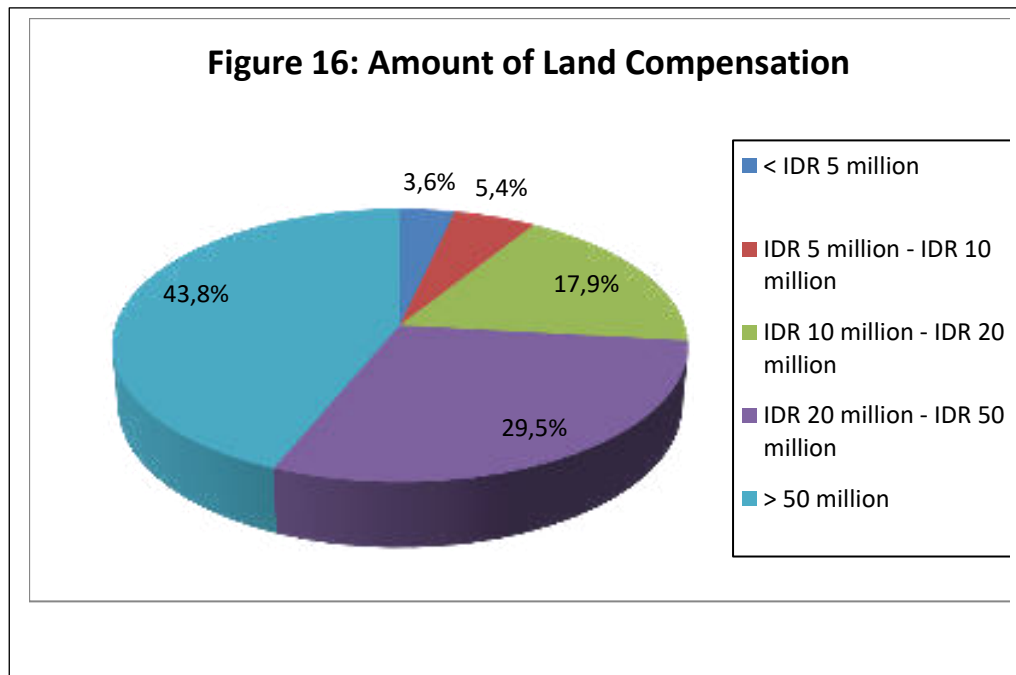


86. Compensation to the land owner has been settled to the amount of between IDR 5 million to more than IDR 50 million, depend on the land size and number of trees in the area. Figure 16 refers.

87. The survey indicates that 42.9% of the respondents indicates that the amount of the compensation is according the market price, about 19.6 % even considered that the amount was higher than the market price. While 37.5% of them considered the compensation was lower than the maket price.

88. Unfortunately, most of respondents do not have sufficient knowledge to utilize the compensation wisely. Only about 12% of the affected people are still saving some of the compensation, most of the respondents use the money for consumptive purposes, including purchasing house and vehicle, purchase the TV, pay the debt, house renovation, pay the tuition fee for the school, pilgrimage for Hajj, and medical treatment.

89. Very few of them save or invest the money into more profitable and sustainable investment, like buy the land, buy coffee seeds, and using it for the working capital.



4.3.3.2 Income Improvement

90. The direct economic impact of the ISDP is derived from the result of the Training Program into the productivity and income of the affected people.

91. Although the training did not reach desirable achievement since only 14 affected peoples attended training, nevertheles the survey found that 5 out of 6 Affected People who got and implemented the know-how from the training gained significant improvement in their productivity of between 100 kg and 3,835 kg.

92. The improvement in the productivity leads into the increase of the household income of the affected people. Table 10 shows that for those who gained an icrease in their product, have increased their household income to at lease one level above the previous income category.

Table 10: Training Impact

No.	Names	Having Good result by implementing the knowledge	Product Increase	Household Monthly Income before Implementing the Knowledge (Rp)	Household Monthly Income after Implementing the Knowledge (Rp)
1	Syahril M.Nuh	No	0	1.500.000 - 3.500.000	1.500.000 - 3.500.000
2	Tahsil	Yes	500 kg/ha	1.500.000 - 3.500.000	> 3.500.000
3	Candra	Yes	200 kg/ha	< 500.000	500.000 - 1.500.000
4	Pahran	Yes	125 kg/ha	500.000 - 1.500.000	1.500.000 - 3.500.000
5	Markun	Yes	1000 kg/ha	500.000 - 1.500.000	> 3.500.000
6	Nizamudin	Yes	1000 kg/ha	1.500.000 - 3.500.000	> 3.500.000
7	Ardi	Yes	3835 kg/ha	500.000 - 1.500.000	1.500.000 - 3.500.000

V. Recommendation

5.1. Social

93. The Survey indicates that about 77 percent of the affected people are Sumendean, which has been identified as a community that holds the values of Islam religion, has not been much affected by destructive cultural pollution, and holds their tradition strongly.

94. Therefore, to enhancing harmony situation between the SERD and the community, particularly with the affected people, it is recommended that the SERD to take the following actions:

1. Maintain good relationship and engagement with all key stakeholder as well as respecting local culture, value and local wisdom.
2. Keep involving the existing religious leaders and customary stakeholders, to create a more harmonious relationship with the community and prevent the emergence of problems, either from the friction of daily activities as well as the result of third party provocations that have their own agenda. One activity proposed by religious leaders/stakeholders during the FGD, ie. the company conducts regular recitation which is attended by staff/employees and the surrounding community.

5.2. Economic

95. The community around the project is not an isolated or lagging society, however the level of welfare is still marginal. Therefore the economic empowerment has become crucial in the ISDP program implementation.

96. In general, two types of activities can be developed, namely the employment provision for those who are still active but having problem in finding sufficient income to support the basic needs of the family. The other activity is catering the most vulnerable people by providing the safety net program.

5.2.1 Employment Provision Program

97. There is a need to have the breakthrough in terms of having more productive coffee plantation, increase the price and plantation sustainable development program. In addition, creating new livelihood program, either in the primary sectors (agriculture), in the secondary sector (trading, marketing), or the tertiary sector (services) become more important.

98. In the immediate time line, the most possible sector that could give a quick yield is the service sector. Therefore, the employment provision should focus on the employment creation through the service sector. Several opportunities have been started to be implemented. The following program can become alternatives:

- Providing transportation facilities
- Providing the stone crusher facilities
- Providing services for the neighborhood (laundry, catering)
- Providing services for the Company

99. Keep prioritizing the employment opportunity for local labour which for sure should be tailored to the project needs. This was also suggested by community leaders during the FGD.

100. In the long run, the coffee plantation revitalization program could be introduced, and the employment provision program will be tied up to that revitalization program.

101. The revitalization program would comprise of a multi aspect development. The program consists of coffee plantation production enhancing program, marketing, and pricing management. The program will be closely related to the capacity building program on the life skill development, in terms of providing the appropriate human resources.

102. As the bridging program, the employment creation in the other plantation can be introduced. For the moment, the ISDP has introduced the potato plantation development as the alternative plantation. There is also a strawberry plantation to be further developed in the Subject Site and the potential on Fisheries and Cow/Goat breeding.

5.2.2 Safety Net Program

103. The safety net program is directed to cater the most vulnerable people, in the form of economic assistance package based on the need of the people.

104. There will be several categories of vulnerable people, it could be caused by the incapable of the bread winner in providing economic support to the family due to the aging problem, or due to the large number of dependents in the family, physical handicap, etc.

105. Therefore, type of assistance would be varied, starting from the basic needs fulfillment (charity), soft loan program, or the scholarship program for the children. SERD already started this programs since 2017. This program will be continued as needed and will be monitored and reported.

5.3 Training Program

106. The survey has shown that training has signified a good impact in the implementation. There are several success stories from the champion of this program. It is justified to disseminating this success story in order to attract many affected people in participating for next training program.

107. Naturally the training should be a dynamic program to cater the growing needs of training and to provide alternatives in community capacity building. The survey indicates the needs of a broader techniques perspectives to cater both current and additional types of training needs.

108. The Survey indicated that training on the agriculture related matter is still the best preference among the affected people. Table 11 shows the training preferences of the affected people.

109. Moreover, the FGD on the training needs assessment suggested the demand of various training program for women, such as training for Pre-school teacher and training on cooking and fashion.

Table 11: Training Preferences

Types of Training	Percentage
Agriculture Production Related Training	86%
Horticulture Cultivation	
Coffee Plantation and Cultivation	
Other Agriculture commodities Cultivation	
Training on Fihery and Farming	
Fertilizer production	
New Agriculture Technology	
Management Related Training	9%
Trading Process	
Coffee Processing and Marketing	
Other Agriculture Commodity Processing and Marketing	
Training on Co-operative Management	
Other Services Related Training	5%
Pre-School Teacher	
Automotive Workshop	
Laundry	
Cooking	
Fashion	
TOTAL	100%

110. In the future, the training program can be set out in the implementation plan as shown in the table 12 below.

Table 12: Future Training Plan.

Activity	Timeframe																													
	Year 1												Year 2												Year 3					
	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6
PREPARATION OF IMPLEMENTATION																														
MoU with Government, Social Consultant, Training Agency, Financial Institution, etc																														
Screening and Organization																														
LRP IMPLEMENTATION																														
Agriculture Production Related Training																														
Horticulture Cultivation																														
Coffee Plantation and Cultivation																														
Other Agriculture commodities Cultivation																														
Training on Fishery and Farming																														
Fertilizer production																														
New Agriculture Technology																														
Management Related Training																														
Trading Process																														
Coffee Processing and Marketing																														
Other Agriculture Commodity Processing and Marketing																														
Training on Co-operative Management																														
Other Services Related Training																														
Pre-School Teacher																														
Automotive Workshop																														
Laundry																														
Cooking																														
Safety net program																														
MONITORING AND EVALUATION																														
Monitoring																														
Evaluation																														
REPORTING																														
Internal reporting																														
External Reporting																														

INDIGENOUS PEOPLE REPORT

Provision of Socio Economic
Evaluation & Monitoring Impact Analysis
(Ref. No. 17000024-OQ-10103)

PT. Supreme Energy Rantau Dedap



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STATUS OF INDIGENOUS PEOPLES

IN SUPREME ENERGY RANTAU DEDAP PROJECT LOCATION

I. INTRODUCTION

A. Background

PT. Supreme Energy Rantau Dedap (SERD), which has business activities in the development of geothermal energy in the Rantau Dedap area, has a high concern for the welfare of local communities surrounding the project site. This is in line with the Asian Development Bank (ADB) policy, as a party to finance the project, which gives a great deal of attention to the communities affected by their projects, particularly vulnerable groups such as the poor or indigenous peoples (IP).

At the subject Site there are groups of people or ethnic originally allegedly entered into the IP category, namely Semende and Basemah communities. However, some initial observations about these community groups have so far not resulted in a conclusion or unanimous agreement on the IP status of the communities. Opinions are still divided between those claiming that the community at the project site, particularly the Project Affected People (PAP) or The Affected People of the Semende / Basemah ethnic group, is classified as IP or not IP.

Therefore, to eliminate the uncertainty aspect of this issue, a special assessment of the IP status of the community in the more comprehensive SERD project location and involving all key stakeholders is required.

B. Aim

The purpose of assessing the IP status of people in the SERD project location is:

- 1) Discuss and agree objectively on the IP status of the community in the SERD project location, especially those classified as PAPs.
- 2) Formulate policy recommendations to the SERD as input for the formulation of empowerment programs that are appropriate to the actual conditions of the community in the project site.

C. Scope of Study

This review is substantially focused on efforts to establish or agree on the IP status of the community on the project site, especially the PAPs or The Affected People. The PAP community group itself is defined as the people directly affected by the project activity, i.e. the community whose land or part of the land is exposed to the land acquisition scheme for the operational purposes of the project.

D. Methodology

To achieve the above objectives, the following steps are taken:

- 1) Conduct field research at the subject site through various methods: observation, interviews and in-depth interviews with Semende community leaders. Field research was conducted on 6-12 July 2017 in 4 villages or locations, namely Segamit Village, Rantau Dedap, Tunggul Bute Village, Karang Endah.
- 2) Implementing an FGD involving experts / academics, government officials and community leaders as well as representatives of indigenous stakeholders from the company's operations area. FGD was held on 26 July 2017 at Hotel Batiqa Palembang.

II. DEFINITION AND CRITERIA OF INDIGENOUS PEOPLE (IP)

A. Theoretical Review

To determine whether a community is included in IP is rather complicated. Besides the fact that there is a lack of agreement on the terminology and criteria on IP itself, this issue is also quite sensitive, since recognition as IP can bring impacts, ranging from idealistic impacts to economic-political impacts.

So far there are no common ground or reference on the characteristic of IP, due to the diverse historical, social and geographic context surrounding the issues. Various international and national organizations have different ways of looking at and assessing IP. However, the criteria can also be determined objectively through tracing the development of the issue.

Efforts to determine IP criteria can not be separated from the history of its development. At first the presence of this discourse begins with the spread of Europeans to foreign lands outside its territory. The lands that were destined for the expansion were then claimed to be "land of findings". The term is used as if to say that the newly visited area is empty and uninhabited. This is a fatal mistake, because the land that became the goal of European society expansion is in fact already inhabited. In the region there are already a collection of people who live hereditary, have a way of living together, distinctive culture, and traditions that distinguish them with other communities.

Due to the overpowering hegemonic factor, the European community is unwilling to acknowledge the existence of the indigenous people. Then there was the occupation of the original community. Genocide is a step taken by European society to realize its desire to take control of its new territory. Indigenous people are increasingly urged and deprived of their right to position in their own territory. This sort of thing happens in American soil with Indian tribes as indigenous people and other colonies.

Awareness against European tyranny of the colonies was initiated by Francisco de Vitoria, a prominent theologian professor from the University of Salamanca, Spain (Kleden, 2007: 3). The idea of resistance is then passed on by Hugo Grotius who is famous as "the father of international law". Grotius rejected the idea or title of ownership of the land based on the concept of "discovery" of an area where in fact there were already local people (Kleden, 2007: 3). Grotius fully appreciates the rights of indigenous peoples to their land. For him the expropriation of community land by means of cement is an act against humanity.

From the early history it can be concluded that the land / territory is the main criterion of indigenous people. The soil herein is specific to co-owned or communal land. In Indonesia such land is usually called "customary land" or "*ulayat* land". This first criterion can directly eliminate the immigrant community who have no land in the area that he visited to be categorized as indigenous people.

After that the development of discourse about IP protection moved towards the recognition of the socio-political elements of indigenous communities. The escape of the dominance of church influence on law and politics in the 17th century led to a new view of a nation. The nation has been defined as a society that has its own social-political ties such as kinship and / or custom (tribal) (Kleden, 2007: 4). Based on this new point of view, the IP recognized from the kinship system. This kinship system

in its concrete form can be social institutions / customs, values and norms, as well as special rituals owned jointly by a society.

It is noticed that theoretically some characteristics can be used as a reference in determining whether a community belongs to the IP or not. The characteristics are: 1) communal land, 2) social / adat institutions, 3) shared values and norms, and 4) commonly performed rituals that bind all members of the community. Communities classified into IP should comply with all four criteria.

In Indonesia the concept of indigenous people is still a debat. Many terms appear to translate "indigenous people" into Indonesian. Some call indigenous people as "Masyarat Asli", "Masyarakat Adat ", and finally develop into "Masyarakat Hukum Adat". In addition there is also a call traditional society. This latter definition is widely rejected, including by community leaders Semende, because it connotes backwardness.

B. Policy / Regulation Review

Policy / regulation is a specific form that can be a universal law in search of a truth, which will be limit more subjective truth, and become a commonly agreed reference. Similarly in determining whether a community belongs to the indigenous or IP categories, the policy / regulatory approach can be used to complement the theoretical-academic approach.

1) Policy / Regulation of Ministries / Agencies (Government) of Indonesia related to IP

One of the sources that can be used as a reference to define Indigenous Peoples is the policy or regulation issued by the State / Government on this matter. There have been many laws and regulations, ranging from constitutional norms, laws, ministerial regulations to local regulations, which regulate Indigenous Peoples as well as their traditional rights. However, number of policies / regulations were not referred to a standard definition, and tend to define and interpret the indigenous peoples based on perspectives or even self interest. The terms used are very diverse, ranging from indigenous peoples, indigenous and tribal peoples, customary law community units, traditional communities, remote communities, isolated peoples, customary villages and so on.

The 1945 Constitution uses the term " *kesatuan masyarakat hukum adat* (customary law community)" (article 18B paragraph (2)) and "*masyarakat tradisional* (traditional community)" (article 183 paragraph (3)). On the other hand, indigenous peoples' movements, in this case represented by the Alliance of Indigenous Peoples of the Archipelago (AMAN) tend to choose the term "*masyarakat adat*" or "customary community" because the term "customary law community" is considered to reduce indigenous peoples into the legal dimension only, which in fact it also relates to social, political, cultural, religious, economic, and ecological dimensions. While the Ministries/ Government Agencies using terminology and definition in accordance with their scope of tasks and functions. Some Ministries / Agencies that have regulations relating to indigenous peoples are seen below.

Policy / Regulation Map Related to Indigenous Peoples Settings

Government Institutions	Substance	Policy/ Regulation	The Terms
Ministry of Home Affairs; Ministry of Rural Development	Governance and Community Empowerment	Law No. 6/2014 on the village management; Minister of Home Affairs Decree No. 52/2014	Desa Adat (Customary Village); Masyarakat Hukum Adat (Customary Law Community)
Ministry of Environment & Forestry	Forest management and the existence of indigenous peoples	Law No. 41/1999 on Forestry matters; Law No. 32/ 2009 on Management of Environment	Customary Law Community
DG of Water Resources Ministry of Public Works & Housing (canceled by the Constitutional Court)	Water Resources Management	Law No. 7/2004 on Water Resources	Customary Law Community
Ministry of Marine Affairs and Fisheries	Management of the coastal areas and small islands	Law on Management of the coastal areas and small islands	Customary Law Community; Masyarakat Lokal (Local Community); Masyarakat Tradisional (Traditional Community)
Ministry of Social Affairs	Access to basic services	Presidential Decree No. 186/2014 on Social empowerment of the remote community	Komunitas Adat Terpencil (Remote/Isolated Indigenous Community)
National Land Agency	The relation of the Indigenous Peoples with their land	Law on Land Ownership basic regulation	Customary Law Community

Among the many regulations relating to indigenous peoples, one of the most detailed sets of definition is the Minister of Home Affairs Decree No. 52 of 2014 on Guidelines for the Recognition and Protection of Indigenous and Tribal Peoples. The Article 1 of the regulation stimulate the followings:

"Indigenous People are Indonesian citizens who possess unique characteristics, live in harmony according to their customary law, have a bond to the ancestral origins and / or residence similarity, there is a strong relationship with the land and the environment, and the value system that determines the rules in economic, political, social, cultural, legal and exploit one particular area from one generation to another generation. "

Other issues surrounding indigenous and tribal peoples, namely "adat territory" and "adat law" are also explained in the same chapter. For customary areas it is explained that:

"Indigenous Territory is a customary land in the form of land, water and / or waters and natural resources thereon with certain limits, possessed, utilized and preserved for generations and

continuously to meet the needs of community life obtained through inheritance From their ancestors or ownership claims in the form of ulayat lands or customary forest ".

While customary law is defined as follows:

"Customary Law is a set of norms or rules, both written and unwritten, living and applicable to regulate human behavior derived from the cultural values of the Indonesian nation, passed down from generation to generation, constantly adhered to and respected for justice and public order, And have legal or sanctionary consequences ".

The above definitions are made as guidance in determining the status of indigenous and tribal peoples in Indonesia. Details of the criteria of customary law communities can be found in Article 5 paragraph (2) of this Regulation. Prior to being given the status of indigenous and tribal peoples, a society must meet all these criteria. The criteria are as follows:

- a. History of Indigenous and Tribal People;
- b. Customary territory;
- c. customary law;
- d. Property and / or customary objects; and
- e. Institutional / customary governance system.

The Ministry of Home Affairs regulates that the validator of customary law community is formed by the Local Governments who are referred to as the Local Committee of Customary Law. Observations and conclusions are submitted to the Head of Local Governments for ratification through the Decree of the Head of Local Government.

Meanwhile, Presidential Decree No. 186 of 2014 which became the operational guidance of the Ministry of Social Affairs uses a different terminology, namely Remote/Isolated Indigenous Community or Komunitas Adat Terpencil (KAT). KAT definition according to this Presidential Regulation is as follows:

"Remote/Isolated Indigenous Communities are a certain set of people bound by geographical, economic, and/ or socio-cultural unity, and poor, isolated, and / or socio-economic vulnerable".

The KAT criteria according to Presidential Regulation No. 186/2104 is:

- a. Limited access to basic social services;
- b. Closed, homogeneous, and livelihood dependent on natural resources;
- c. Marginal in rural and urban areas; And / or
- d. Living in border areas between countries, coastal areas, outer islands, and remote areas

The determination of KAT location as the basis for determining the implementation of social empowerment program for KAT is done by the Minister of Social Affairs. Therefore, formally, one community is not considered as "KAT" as long as the society does not get a determination decision as KAT from the Minister of Social Affairs.

2) ADB related policies / regulations

The Asian Development Bank's (ADB) basic policy on local communities affected by development activities refers to the United Nations Declaration on the Rights of Indigenous Peoples which in essence recognize the rights of Indigenous Peoples to determine their own development direction. This is because indigenous peoples often do not benefit from the development activities that take place in the locations where they live. Even Indigenous Peoples are in jeopardy when development activities come in and have a negative impact on areas they traditionally own, occupy, use, or view as ancestral lands. Special efforts are required to engage Indigenous Peoples in the planning of development programs that affect them, in particular the need for development programs that should be designed to meet their specific needs and aspirations.

In an effort to protect indigenous peoples, ADB outlines the requirements to be met for a project to have its support, including: (i) implementation of the social impact assessment and planning process; (ii) preparation of social impact assessment reports and planning documents; (iii) disclosure of information and implementation of consultations, including obtaining permits for the implementation of specific project activities of affected Indigenous Peoples communities; (iv) establishing a grievance redress mechanism; And (v) monitoring and reporting.

The purpose of enacting such a set of requirements is to encourage the process of planning and implementing projects that fully reward the identity, dignity, human rights, livelihood systems and cultural uniqueness of Indigenous Peoples as defined by them so that they: (i) obtain social and economic benefits that are culturally appropriate, (ii) have no adverse impacts on the project, and (iii) can actively participate in projects that affect them.

The characteristics of Indigenous Peoples have a great diversity in their culture, history, and present conditions, so that there is no universally accepted definition of Indigenous Peoples. Indigenous Peoples in various countries may be referred to by terms such as ethnic minorities, indigenous peoples, aborigines, ethnic tribes, ethnic minorities, government-recognized tribes, or tribal groups. For operational purposes, the generic criteria used to identify Indigenous Peoples refers to a unique and vulnerable social and cultural group that has the following characteristics:

(i) Self-identification as a member of a unique indigenous / cultural group and the recognition of this identity by others; (ii) collective attachment to the geographically unique and ancestral habitat of the project area and to the natural resources within the habitat and territory; (iii) Indigenous cultural, economic, social or political institutions separate from dominant societies and cultures; and (iv) One unique language, often different from the official one country or region.

In considering these characteristics, the policies/ regulations at the national, customary law, and all international conventions is also taken into account.

III. ANALYSIS OF SEMENDE COMMUNITY IP STATUS: SURVEY RESULTS, IN-DEPTH INTERVIEW AND FGD

A. History of Semende Society

Derived from the word "Semendo" which is then pronounced as "Semende" comes from the word "Same" and "Ende" (Nde) which means fellow or togetherness. Same means the same, Ende means property. Based on the study "The mores of the Semende Society" (2002), it also means that the positions of men and women are equal, both in the sense of the individual and in the Jurai sense. It is also mentioned that Semende comes from Se-Man-Nde, which means a unitary house of unity (a house awaited by a child *Tunggu Tubang*), a gathering place for relatives while on a pilgrimage to *puyang*, big days, and family events.

One Source also mentioned that Semende stands for "sesame endi kite" which means we all have. It is said that the origin of Semende people, comes from two tribes of Minangkabau and Banten. (Processed from primary data interviews of customary leaders, 2017). Another historical record says that the Semende community was founded by Puyang (ancestor) named Sheikh Nurqodim al-Baharudin who supposedly still descended from Sunan Gunung Jati from Cirebon (Dzulfikriddin, 2001).

Ethnic Semende, living in the highlands of South Sumatra including Semende Darat Laut (SDL) Sub District, consist of includes 10 villages, Semende Darat Ulu (SDU) Sub District covering 10 villages and Semende Darat Tengah (SDT) Sub District covering 9 villages (Hutapea and Thamrin).

From the perspective of social groups, Semende refers to a distinct group of people, which in the context of anthropology is referred to as 'tribe' or 'ethnic'. The Semende or Jeme Semende (Semende), is dominated social groups (tribes) in Muara Enim Regency.

Economically Semende society is almost one hundred percent dependent on the agricultural sector. Farmland in this region is very fertile. The main commodities of this region are robusta and rice. This area includes one of the rice granaries for the region of South Sumatra.



Figure 1.
Semende Community in Rantau Dedap

B. Identity, Tradition and Language

In general the daily life of "Jeme Semende" (Orang Semende) is not different from society in general. There are only a few custom rituals that are specific to the Semende community, such as the tradition of Tunggu Tubang, Meraje, and Besindat Besundi (Hariiaz and Darmawan, 2016), (Yenrizal, 2015). There are no traditional ceremonies in Semende society like "hamlet" as commonly found in villages in other regions.

Semende people are notoriously friendly, polite because it upholds religious values and manners especially to the parents. This condition is represented by Semende people with the term "lemak berasan" (easy to co-operate / not too difficult) and "bukan jeme garang" (not an irritable / angry person). Therefore Semende community is rather an open society and used to associate with outsiders. According to Semende traditional leaders, even since the seventeenth century, Semendeans have migrated to Mecca and Yemen to study and then become religious teachers, so they expressly reject if the Semende community is categorized as a closed traditional society and Retarded.

In addition to open society, Semende is also known as a well-educated community, especially in religious education. Semende people in the SERD project location are open to the formal education system (public schools), however they have limited access to educational facilities. Hence, the children of Semende have to go to other places which quite far from where they live. It has been a habit for a long time that Semende children are studying in islamic school (pesantren) in Java or in Aceh.

The religion of Islam, which in fact is not the original religion that grows on the land of Sumatra, is very influential in the life of Semende people. Semende people are very obedient to their Islamic tradition and values, and therefore "outsiders" or migrants are expected to uphold and appreciate the

traditions and values that Semende society guides. Both the newcomers and the Semende themselves are expected to be able to both practice local knowledge .

Natural resources that support life such as forests, land, houses, and others are nourished by the Semende community through the values and traditions that have been practiced for generations. Forests become a source of water for Semende community, therefore its existence is always maintained and should not be encroached. Forest products are harvested and used only for daily feeding purposes. It can be said that there is no tradition of illegal logging in Semende society. Likewise with land and houses, these two resources are handed down from generation to generation through the Tunggu Tubang tradition to the eldest daughter in the family to be maintained, and should not be sold.

Tunggu Tubang Tradition

One of the important traditions that are still implemented and guarded by Semende people today is Tunggu Tubang. Talking about the Semende tribe will ultimately conical to the tradition of Tunggu Tubang as well. Tubang means tube, made of bamboo that has a cover. The purpose is to store food everyday. Then this tubang is placed on the para-kitchen, so it can still be smoked. Tunggu Tubang means waiting for the tube, is the name and position given to the eldest daughter as the recipient of inheritance and manager of heritage of parents / ancestors, (Hutapea and Thamrin, 2010).

Tunggu Tubang means that the right of inheritance in a family is in the oldest daughter who has married. This daughter is given the right to use, occupy, preserve and retrieve the estate treasures of her parents, even her ancestors, but has no right to sell them, because the property is a heritage belonging to the extended family.

The right to be Tunggu Tubang is the eldest daughter, although she is the youngest child or the only woman in the family. In the case that no daughter in the family, the right t will be transferred to one of the boys, preferably the oldest male and certainly married, this is called "ngangkit". If in the family, do not have a child, then the position of Tunggu Tubang transferred to the sister of Tunggu Tubang, (Hutapea and Thamrin, 2010).

Some of the obligations undertaken by Tunggu Tubang include: 1) Cultivate and manage the fields to succeed well. Rice fields are the main capital for kinship survival because the product will be consumed and enjoyed together by other family members. 2) Maintain and take care of the treasures. 3) Taking care of parents / grandparents / parents-in-law and financing younger siblings who can not live independently and maintain good relationships with extended family. This means that the duties and obligations of the Tunggu Tubang is quite heavy, because it performs family functions, such as economic functions, maintenance functions and social functions. The following are some of the functions performed by Tunggu Tubang (Hutapea and Thamrin, 2010):

1) Maintenance Function

The Tunggu Tubang has an obligation to preserve the property inheritance from ancestors and ensured that the property will not become a subject to be traded, meaning here there is a maintenance function to the resources in a family / kinship.

2) Economic Function

Inherited resources must be cultivated continuously to be able to produce and can be consumed jointly by other community members.

3) Social Functions

The house inherited to Tunggu Tubang is a gathering place for other family members, even though the family members are living alone and living in different places, or also called 'badek balek' (place of return). Place to stop by and stay the brothers who come. Therefore, the house Tunggu Tubang by Jeme Semende called the base camp. Family gatherings, such as holidays and family meetings will usually be held here, (Kurnaesih, 2016).

Although the eldest daughter is given the right to manage the inheritance of house, rice field, pond (tebat), and garden (ghepangan), but the determinant of policy and decision in Tunggu Tubang system is Meraje (brother or sister of Tunggu Tubang mother).

Meraje served as a person who is positioned directly to guide, nurture and supervise the child (Tunggu Tubang) according to the religion and custom regulation. Status Tunggu Tubang is a child to be defended by Meraje and the elders (Jenang Jurai, Umbrella Jurai, and Lebu Meraje / Jurai).

Because it has a higher position than Tunggu Tubang, Meraje is required to have good character and role model, which are: fair, nurturing, patient, authoritative, firm, intelligent and responsive, and wise to solve problems and make decisions (Team Indigenous Researcher Istiadat Semende, 2002).

In addition to occupying a high customary position as Meraje, Semende men who do not have access to the management of family inheritance assets have a tendency to wander in their search for livelihoods.



Figure 2.
Meraje-Tunggu Tubang

The Tradition of Besindat

In addition to Tunggu Tubang, some other local knowledge found in Jeme Semende are Besindat, Besundi and Besingkuh, (Yenrizal, 2015).

Besindat is an attitude of mutual respect and respect to others. Its meaning is to look at other people as the *dulur* (family), all of whom are always traced on the root of their Tunggu Tubang. Therefore, any problem or conflict will be resolved by kinship and based on the root of Tunggu Tubang.

Besundi, the attitude of mutual respect and appreciation especially from the young to the older (Jeme Tue). The appreciation to Jeme Tue is not only the parents in the lineage, but the elders, traditional leaders and religious leaders in the community. This Jeme Tue implements the phrase "*dide lemak tekinak oleh jeme mude, jeme tue ka jadi pidoman*" (uncomfortable seen by young people, because parents become their guidance).

Besingkuh meaningful to instill a sense of shame in the presence of crowds. Embarrassed to err, embarrassed to do the wrong, embarrassed to cheat and so on.

Semende language

The everyday language used by the Semende community in the SERD project location is similar to the language used by the Semende community in general. The Semende language is almost the same as the language of the community in the area of Pagar Alam and Lahat (Besemah) are both derived from the Malay language family. There is little difference in pronunciation (dialect) only. The Semende language has a special characteristic, which is usually the end of the word ending in vowel "a" replaced by the vowel "e".

The community derived from Malay language speakers, including speakers of Bahasa Indonesia and Palembang language, can still understand the conversation and pronunciation in Semende.

Thus, although the Semende people have their own language called Semende, but the language is not a completely different language from the parent family, that is Malay. Hence, Semende language is easy to be understood by other people who are speakers of language derived from the Malay family.

C. Collective Linkages In Unique Habitats and The Presence of Indigenous Lands / Ulayat

Although living in previously isolated/ remote areas but Semende communities living in the SERD operation area do not belong to a closed society whose lives are collectively or communally completely dependent on their natural habitat.

Semende people, especially men, used to go abroad to study or seek livelihood outside their natural habitat. Since the 1600s Semende community in this region has been traveling or wandered to various regions and even abroad.

During the in-depth interviews as well as in the Focus Group Discussion, the adat/ custom stakeholders refused the opinion that the Semende people is in the same status with the Anak Dalam Tribe. This is reinforced by the absence of a local government stipulating that the Semende community is an Indigenous Peoples Community, as well as the Ministry of Social Affairs has never included the Semende community in the Remote Indigenous Peoples list.

Semende communities living in the SERD region have no ulayat land or customary land whose ownership is communal. The information on the absence of "ulayat land" in Semende Muara Enim and Lahat communities is obtained from all indigenous leaders, community leaders and the elders of the Semende community in the area around the SERD.

The recent Survey to the affected people affirm that there is no ulayat land or customary land that is managed jointly by indigenous peoples here. The figures argue that the land used by SERD to date is private land owned by the people themselves, or kinship land managed by each family passed down from generation to generation, through Tunggu Tubang system.

D. Social / Cultural, Economic, Political / Governmental and Legal Institutions

Social life

Not many social activities are usually followed by the community, there are only religious gathering who are usually held in mosques and hamlets. Religious activity is a very important part in the daily life of Semende people.

In terms of belief / religion, the Semende community in the SERD project location can be said to be one hundred percent Muslim. Some of the results of the study also mentioned that the values and behavior of the Semende community are quite strong. For example, in the village of Segamit there are pesantren, whose owners and teachers went to study in Java, Aceh, and even abroad, such as Egypt and Yemen. Community leaders who are studying outside this village then get a Bachelor of Islam degree, or other informal titles such as Kiyai, Tengku (for alumni coming from Aceh), ustadz and others.

The strength of religious values is also reflected in daily behavior and interaction. In Segamit village, the unfair interaction between men and women will quickly get social sanction. Included also in terms of wedding ceremonies. The wedding ceremony in Segamit Village is rather low profile because it uses only modest and Islamic entertainment, a kind of tambourine, qasidah and others. E found in this area.

Marriage is another social activity that becomes one of the important components for Semende people, because it is one of the indicators they can be called "jeme gerot". This term refers to the great, successful, rich, as well as in the sense of a happy person (Yenrizal, 2015).

Helping each other among villagers is reflected when one family is holding a charity. In addition to helping the energy, and money, the relatives and neighbors will give donations of rice, chicken, coconut, crackers and others. Attending the event and giving this donation is almost the same as the Islamic obligation.

Customary Institutions

Currently there are no customary institutions at the village level. If problems arise related to the customs of Semende community in the SERD project location, it will be resolved through traditional leaders or elderly community leaders. Sometimes these issues have to be resolved institutionally through customary leaders or stakeholders at the sub-district level who are officially appointed directly by the district government through the Bupati's decree.

The existence of Curomary leaders or elders in this community, usually included in social events such as weddings, as advisers or preachers, taking care of customary law and reconciling disputing citizens. However, indigenous leaders or institutions are acknowledged rarely or hardly involved in village development.

Nevertheless, the Head of Segamit Village said that the role of traditional leaders is very important in solving customary problems in the village, such as the dispute in the case of inheritance in a family.

Economics

Economically Semende people rely heavily on nature by being coffee and rice farmers. Life as a farmer is very dependent on the yield / harvest produced. Coffee is produced per year, as are paddy (although there are also up to 2 times per year). Coffee harvest is generally enough for 3 to 6 months of consumption. While the rice harvest, usually stored for a meal for a year and subdivided to the other brothers. Only a small proportion of people can get abundant results beyond their family's consumption needs.

From the aspect of economic interaction, Semende community in SERD location is quite open because it is connected with economic actors, usually collectors or middlemen, from outside the region. It is not surprising that Semende's agricultural products in this region can be sent to Lampung Province. The productive economic activities of the Semende community in Rantau Dedap were further developed with the development of new agricultural commodities such as potatoes and strawberries.



Figure 3.
On the street coffee cultivation process



Figure 4.
Strawberry plantation model in Segamit

Political / Governmental System and Legal System

The Semende community does not have a unique political and customary governance system and is separated from the prevailing political / government system. They recognize government institutions such as Village Heads, Sub-district Heads, Bupatis and so on as leaders. The traditional leaders or stakeholders generally only play a role in dealing with customary issues at the family and kinship levels.

The Semende community also does not have a customary law system that binds the whole community to all aspects of their lives, let alone those containing criminal / civil penalties. Indeed there are some very binding customary rules such as Tunggu Tubang tradition, but if there are disputes related to this issue usually resolved by the leaders / elders adat and if any sanctions form only in the form of social sanctions. Many custom rules that are more to the wisdom of local or local wisdom such as Besindat tradition, Besundi, Besingkuh. It can be concluded that the Semende community in the legal aspect is subject to and obeys the positive law system applicable nationally.

IV. CONCLUSIONS AND RECOMMENDATIONS

A. Conclusion

From all the description that has been delivered can be drawn a number of important points, namely:

1. The local community in the project site, the majority of Semende's, does have a unique identity in some aspects of tradition, but in many other characteristics such as language, religion and economic system are not very different from other communities in South Sumatra or Indonesia. Semende language, generally similar to Malay. The religion of the Semende people is one hundred percent of Islam, following the sunni (ahlus sunnah wal jamaah) adopted by the majority of Indonesians.

2. Semende society is not a closed society let alone backward. They are quite open to interact with the outside world, even the traditions of wanderers also exist in Semende community, both in search of knowledge and make a living. They refuse to be categorized as an isolated tribe or a remote indigenous community.

3. Semende communities do live in a certain area, but attachment to their natural habitat is not absolute, because in order to seek livelihood they could migrate out of habitat area, especially for men. Another major issue for excluding Semende community as indigenous peoples, is the absence of customary land or communal land whose ownership is communal. The land or assets of Tunggu Tubang is not communal property, but belongs to family or family of relatives.

4. The Semende community does not have separate social, economic, political / governmental and legal institutions from the prevailing system, both locally and nationally. There are customary stakeholder institutions, which play a role in maintaining tradition and addressing customary issues at the family and kinship levels, but even the position of customary stakeholders is stipulated by the Local Government's Decree. There is no binded customary law that regulates all aspects of community life, there are customary rules both containing social sanctions such as tradition Tunggu Tubang and moral guidelines which are more recommended as Besindat, Besundi and Besingkuh.

Based on the above points it can be concluded that the the majority Semende ethnic community in the SERD project location, does not meet the criteria as an indigenous people, especially in the sense of isolated or left behind/ remote communities. This is reinforced by the absence of a good stipulation of local government (which states as indigenous and tribal peoples) or the Ministry of Social Affairs (which states as Remote Indigenous Communities). However, it is undeniable that the Semende society is a society that has tradition and still holds it firmly.

B. Recommendation

1. Although local communities in the SERD project location do not meet the criteria of indigenous peoples, it should be taken into consideration that the majority of the Semende ethnic community is a society that holds the values of religion (Islam) and traditions . Therefore the SERD needs to harmonize all operational activities of the project in the field with the values and traditions of the local community. For that company is also suggested to make a behavioral guidance for staff / employees of company, either in place in field or out into location.

2. Semende community, which is the majority community at the project site, is a society that has many positive things, derived from religious values and local wisdom, and has not been much affected by negative/ destructive cultural pollution brought from outside. This is beneficial and conducive to the continuity of the company's activities at the project site and needs to be maintained. It is therefore advisable for the company to mitigate the impact of the entry of new negative cultures from outside, which may be brought in along with the increasing flow of in and out of company personnel from outside.

3. Considering that Semende society is a society that holds the values of religion and tradition, the company needs to increase the involvement or interaction with the existing religious leaders and customary stakeholders, to create a more harmonious relationship with the community and prevent the emergence of problems, either from the friction of daily activities as well as the result of third party provocations that have their own agenda. One activity proposed by religious leaders / stakeholders during the FGD, ie the company conducts regular recitation which is attended by staff/ employees and the surrounding community.

4. Although the community around the project is not an isolated or lagging society, but the level of welfare is still largely marginal. Therefore community capacity building activities through the ISDP program need to be continued and developed. In addition, the suggestion of community leaders for the company to provide employment opportunities for local young people according to skill /ability needs to be considered as well. This will have an impact on increasing local ownership of the company's activities at the project site.

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Framework of Temporary Worker Accommodation Management Plan

The below presents a framework of the Temporary Workers Accommodation Management Plan to be elaborated and implemented by the major contractors during construction (see Schedule of Safety, Health and Environment, document number RD-EPC01-CCON-0216 Section 3.26.5 Worker's Accommodation).

SERD will review and approve the contractors' elaborated Temporary Worker Accommodation Management Plans for the construction phase of the Project.

Temporary Worker Accommodation Management Plans will be developed for all new construction accommodation camps prior to them being inhabited as per contract requirements.

These plans will be developed in accordance with international best practice guidance, as exemplified by "Workers' accommodation: Processes and standards, a guidance note by IFC and the EBRD" (2009) and follow a standard format addressing the following:

- Assessment of the need for workers' accommodation (availability of workforce, availability of existing housing; and assessment of impacts of workers' accommodation on communities including:
 - Specific impacts during the construction phase;
 - Community infrastructure;
 - Community services and facilities;
 - Local businesses and local employment;
 - Community health and safety;
 - Community cohesion;
 - Land acquisition and resettlement; and
 - Dismantling and reinstatement.
- Demonstrating how national and international best practice standards for workers' accommodation will be met in relation to:
 - General living facilities;
 - Room/dormitory facilities;
 - Sanitary and toilet facilities;
 - Canteen, cooking and laundry facilities;
 - Standards for nutrition and food safety;
 - Medical facilities; and
 - Leisure, social and telecommunication facilities;
- Description of the management and monitoring approach, structure, roles and responsibilities of the accommodation area in relation to:
 - Management and staff structure;
 - Charging fees for accommodation and services;
 - Health and safety on site;
 - Security of workers' accommodation;
 - Workers' rights, rules and regulations;
 - Consultation and grievance mechanisms; and
 - Management of community relations.