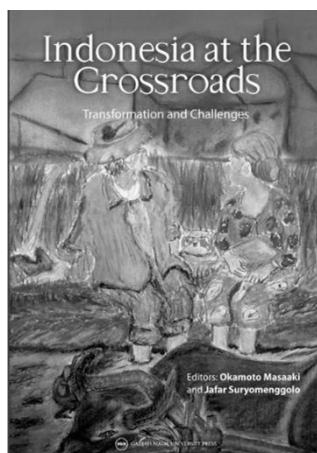


Indonesia at The Crossroads Transformation and Challenges



Judul: Indonesia at The Crossroads: Transformation and Challenges

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Pasca reformasi, Indonesia menghadapi berbagai tantangan transformasi terkait isu sosial dan ekonomi. Reformasi politik dan krisis ekonomi yang melanda beberapa negara pada akhir 1990 turut memengaruhi transformasi paradigma administrasi publik dari *new public management* menuju *new public service* yang lebih partisipatif dan demokratis. Dalam konteks Indonesia, pandangan beberapa ahli terkait demokrasi pasca 1998 sangat beragam. Dalam beberapa aspek, demokrasi dianggap berhasil dari segi pertumbuhan ekonomi dan pengembangan nilai-nilai pluralisme. Di sisi lain, beberapa ahli berpandangan bahwa demokrasi masih dianggap gagal yang terlihat dari tajamnya ketimpangan pendapatan dan konflik sosial yang terjadi di Indonesia. Buku ini ditulis berdasarkan riset-riset yang dilakukan penulis berperspektif Asia, disajikan dari berbagai sudut pandang, tidak hanya dari akademisi, namun juga dari mereka yang berpengalaman dalam birokrasi dan pegiat lembaga swadaya masyarakat (LSM). Buku ini menjadi sumber informasi yang berharga, memperluas pemahaman tentang isu-isu penting yang sering terabaikan dalam perumusan kebijakan publik.

Buku ini terdiri dari tiga bagian dan 12 subbagian. Bagian pertama, pemerintahan dan dinamika sosial membagi pembahasannya tentang multikulturalisme dan keberagaman agama; lanskap urban pasca reformasi yang dapat menjelaskan suara aras bawah; intoleransi beragama; dan pengakuan Papua. Multikulturalisme dapat memengaruhi dinamika migrasi dan kepentingan politik. Namun, multikulturalisme dapat menjadi instrumen kesatuan.

Penulis subbagian pertama, Thung Ju Lan menggarisbawahi dualisme mayoritas dan minoritas perlu dikurangi. Sebaliknya, pembuat kebijakan perlu mulai memikirkan jalan untuk memastikan kesetaraan akses pelayanan dasar bagi seluruh warga dalam kemajemukan. Subbagian berikutnya menyajikan kontestasi kepentingan, relasi patron-klien, nilai-nilai partisipan yang berbeda-beda, bahkan pesan-pesan intoleransi di Yogyakarta yang terekspresikan melalui seni jalanan atau *street art* pada ruang publik. Subbagian tersebut menggambarkan bahwa sensor karya seni tidak lagi dilakukan oleh negara saja namun juga perusahaan, preman, elit, seniman, kelompok-kelompok lainnya dalam masyarakat. Tantangan selanjutnya bagi pembuat kebijakan yakni memastikan ruang publik aman bagi semua warga dengan penentuan kepemilikan ruang publik yang setara dan demokratis. Subbagian terakhir pada bagian pemerintahan dan dinamika sosial mengungkap isu lama yang sering muncul saat tahun politik yakni intoleransi antaragama. Agama merupakan isu sensitif yang rentan memengaruhi elektabilitas seorang calon baik dalam legislatif maupun

eksekutif. Penulis mengungkapkan data bahwa kekerasan pada kelompok minoritas dapat terjadi terutama jika didukung oleh elit politik dan birokrasi. Meski demikian, dukungan terhadap persekusi tersebut berada di tingkat lokal, tidak di kota-kota besar lainnya. Maka itu, kunci dalam menanggulangi kekerasan antaragama yakni melalui reformasi struktur kewenangan.

Subbagian berikutnya mengevaluasi dampak Undang-Undang Nomor 21 tahun 2001 tentang otonomi khusus Papua yang disebut penulisnya, Rosita Dewi, sebagai Papuanisasi. Papuanisasi meredistribusi kewenangan pada posisi politik lokal dari pemerintah pusat kepada masyarakat adat Papua. Kebijakan serupa pernah diambil oleh Pemerintah Hindia Belanda pada masa perang dunia kedua yang kemudian kurang dapat merepresentasikan suara Papua. Sebab, banyak posisi dalam birokrasi yang justru dijabat oleh para pendatang. Kini, penulis mencatat bahwa Papuanisasi menghadapi beberapa tantangan yang perlu diatasi. Tantangan-tantangan ini termasuk kesulitan dalam mendefinisikan siapa yang merupakan orang Papua, perselisihan terkait partisipasi, fragmentasi antara Papua dan Papua Barat, berkurangnya peran kepala adat sebab pengambilan keputusan yang dikendalikan oleh Kementerian Dalam Negeri, dan posisi birokrasi yang banyak diisi penduduk dari Jawa. Tantangan-tantangan tersebut memicu ketidakpercayaan warga Papua dan gerakan separatis. Pada pungkas tulisan, penulis menekankan betapa pentingnya membangun kepercayaan masyarakat adat sebagai langkah kunci untuk memecahkan masalah-masalah yang ada.

Bagian berikutnya yakni jalan panjang menuju kesetaraan. Pada subbagian pertama, buku ini menyajikan data empiris mengenai luaran pendidikan pasca desentralisasi di Indonesia. Meskipun angka partisipasi sekolah meningkat hingga 20% lebih dari tahun 1970 hingga pertengahan 1990, dan terus meningkat hingga 2013, angka putus sekolah pun tinggi. Penulis subbagian ini, Abdul Wahid Fajar Amin, mengungkapkan pengeluaran rumah tangga, jumlah sekolah, jarak ke sekolah, dan kebijakan sekolah gratis telah meningkatkan angka partisipasi sekolah di Indonesia. Restrukturisasi sekolah dan perluasan sekolah juga menjadi faktor paling berpengaruh pada angka partisipasi sekolah. Disparitas partisipasi sekolah antar daerah dan gender juga ditemukan penulis. Catatan menarik yang diungkap penulis yang jarang terungkap pada data statistik yakni pengeluaran rumah tangga, persepsi terhadap pendidikan, dan latar belakang budaya suatu keluarga memengaruhi angka partisipasi sekolah. Hal menarik lainnya yakni kebijakan sekolah gratis perlu dilakukan bersama dengan ekspansi dan restrukturisasi sekolah serta mengurangi jarak antara rumah dan sekolah.

Pada subbagian berikutnya, Asep Suharyadi, membahas dinamika kemiskinan perkotaan. Meski studi-studi sebelumnya mengungkap bahwa pertumbuhan pendapatan di perkotaan berlangsung cepat, ketimpangan pendapatan pun tinggi. Maka dukungan kebijakan perlu diberikan seperti memperluas kesempatan kerja dan subsidi perumahan. Namun, apakah kebijakan kemiskinan pada daerah pedesaan dan ibukota perlu disamakan? Asep Suharyadi mengindikasikan keluaran kebijakan pengurangan kemiskinan nasional kurang efektif di Jabodetabek dibandingkan daerah lain. Sebab, pada partisipasi sekolah, akses air minum, sektor ketenagakerjaan, dan status ketenagakerjaan di Jabodetabek berbeda dengan daerah kebanyakan di Indonesia. Akses air minum tidak memiliki korelasi dengan kemiskinan di Jabodetabek, tidak seperti daerah lainnya. Pendidikan tersier seperti vokasi memiliki dampak tertinggi bagi pengurangan kemiskinan di Jabodetabek. Hal yang sama juga direkomendasikan penulis yakni meningkatkan akses teknologi, informasi, dan komunikasi. Sektor yang berkontribusi di Jabodetabek juga tercatat pada sektor perdagangan, bukan manufaktur seperti daerah lainnya. Maka itu, penulis merekomendasikan penanganan kemiskinan selayaknya dilakukan secara kontekstual berbasis data-data empiris pada faktor yang memengaruhi kemiskinan pada daerah tertentu secara signifikan.

Pada subbagian berikutnya, Ernoiz dan Susi Wuri Ani, menyajikan pentingnya perluasan lahan pertanian untuk meningkatkan daya saing pertanian Indonesia. Beberapa strategi yang ditawarkan para penulis yakni menciptakan lapangan pekerjaan di luar pertanian bagi pemilik lahan, serta mendorong petani kecil untuk menyewa lahan dan mengembangkan lahan dari pemilik lahan. Sehingga, penghasilan petani dapat meningkat.

Faktor krusial yang berkontribusi pada ketimpangan pembangunan berikutnya yakni akses infrastruktur. Pada subbagian lain, Maxencius Tri Sambodo dan Latif Adam mengungkap kerjasama pemerintah dan swasta dalam penyediaan infrastruktur merupakan peluang baik. Meski demikian, dalam pelaksanaannya jenis kerjasama tersebut terkendala dukungan institusional yang berbelit dan tumpang tindih. Padahal, keberlanjutan penganggaran pada penyediaan infrastruktur perlu dipastikan keberlanjutannya. Beberapa rekomendasi dalam pendanaan infrastruktur dari penulis yakni: partisipasi perbankan dan sinergitas dengan Badan Usaha Milik Negara (BUMN), memperluas pengeluaran fiskal untuk pembangunan infrastruktur yang lebih produktif, penjaminan regulasi yang mendorong partisipasi swasta dalam penyediaan infrastruktur, menghilangkan resiko investasi dari anggaran pemerintah.

Pada pungkas bagian buku ini yakni tantangan struktural, para penulis menyajikan inisiasi pemberantasan korupsi dan kepastian keamanan dan ketertiban yang telah ditempuh. Tuntutan publik dan internasional menstimulasi reformasi struktural dalam penegakan hukum dan pemberantasan korupsi. Meski beberapa lembaga telah lahir seperti Komisi Pemberantasan Korupsi, Komisi Pengawasan Persaingan Usaha (KPPU), Pusat Pelaporan dan Analisis Transaksi Keuangan (PPATK), Komisi Informasi, dan Komisi Aparatur Sipil Negara (KASN), kinerja lembaga-lembaga tersebut menurut penulis belum dapat memberikan gambaran pasti pada penegakan hukum. Sebab, menurut penulis, komitmen yang kurang dan kontestasi kepentingan politik dalam penegakan hukum. Kritik yang sama juga disampaikan dalam penegakan hak asasi manusia (HAM) di Indonesia kala pelanggaran HAM juga terkait rezim dan kepentingan politik. Catatan akhir dari bagian ini menyentuh peran badan intelijen dalam pengurangan tindakan terorisme yang memerlukan koordinasi kewenangan lebih lanjut dalam penyediaan informasi, penanganan, dan pencegahan terorisme.

Pembahasan buku ini cukup runut dan memberikan perspektif yang seimbang antara tantangan dan rekomendasi kebijakan pada sisi pemerintahan, kesetaraan, dan reformasi struktural. Buku ini dapat menyajikan sudut pandang praktis tidak hanya bagi praktisi kebijakan, namun juga akademisi. Para editor merekomendasikan penciptaan lingkungan yang mendukung bagi investasi dan deregulasi kebijakan ketenagakerjaan diperlukan pada agenda reformasi selanjutnya. Meski demikian, buku ini belum menyajikan perspektif reformasi kebijakan untuk keberlanjutan lingkungan selanjutnya. Keberlanjutan lingkungan tentu beririsan dengan pertanian dan pertanahan yang merupakan salah satu sektor penentu keunggulan kompetitif Indonesia. Keberlanjutan lingkungan merupakan hal yang krusial yang juga akan berpengaruh pada inklusi sosial dan pertumbuhan ekonomi. Beberapa ilmuwan sosial dan ekonomi menggarisbawahi pentingnya keberlanjutan lingkungan namun cenderung mengesampingkan dampaknya. Bagi para periset dan pemerhati isu demokrasi, agenda riset selanjutnya dapat berupa reformasi kebijakan keberlanjutan lingkungan dan aspek-aspek budaya yang menentukan perilaku pengeluaran, perspektif pendidikan, dan keamanan.

Penulis: Pratiwi (Peneliti, Badan Riset dan Inovasi Nasional)

**LEMBAR ABSTRAKSI (CURRENT CONTENT)
TAHUN 2023**

- 1. Analisis Implementasi Sistem Penilaian Perilaku Kerja Pegawai pada Badan Kepegawaian Daerah Provinsi Jawa Barat; Oleh Alya Azzahra dan Metha Djuwita Supriatna; Volume 26 Nomor 1 Tahun 2023.**

Behavioral appraisal for civil servants is part of performance appraisal by using a 360-degree method. This method involves a team which consists of ratee's direct superiors, co-workers, ratee, and subordinates, to evaluate civil servant's work behavior in accordance with the provisions of the legislation. However, in practice there are some obstacles, such as in the Regional Personnel Agency (BKD: Badan Kepegawaian Daerah of West Java Province. Therefore, this study aimed to: 1) find out the behavior appraisal system with the 360 method at the West Java BKD, 2) improve the behavior appraisal system, and 3) find out the results of the evaluation of the behavior appraisal system improvement. A qualitative method with a descriptive approach was used in this study, through interviews and observations. As result, there were three problems i.e. the behavioral appraisal instrument used by the BKD did not fully support performance appraisal, the performance appraisal rater were incompetent, and the results of the behavior appraisal were only in the form of values that would be used as the basis for providing additional employee allowance (or TPP: Tambahan Penghasilan Pegawai). Therefore, improvements were made to the system by designing comprehensive behavioral assessment guidelines and then evaluating the improvements to the system. So that the compiled guidelines can be used as a reference for the implementation of civil servants' behavior appraisal at the BKD West Java Province.

Keywords: performance, performance appraisal, work behavior appraisal, 360 degree method.

- 2. Implementasi Program Keluarga Harapan (PKH) di Kelurahan Kampung Seraya Kecamatan Batu Ampar Kota Batam; Oleh Ni Made Oveta Annisya dan Alikha Novira; Volume 26 Nomor 1 Tahun 2023.**

Program Keluarga Harapan (PKH) is a program organized by the Ministry of Social Affairs to provide conditional social assistance to the community, especially underprivileged families or poor families. The research was conducted to describe the implementation of the PKH in Kampung Seraya Village. The selection of research locations took into account the number of PKH Beneficiary Families and the number of independent graduates in each village of Batu Ampar District. The data collection process was carried out by interviewing informants, observation, and document studies. Another goal was to find out the driving and inhibiting factors of program implementation, as well as formulating a strategy to improve PKH implementation. The result was implementation of PKH in Kampung Seraya have been running but had several deficiencies, namely there was still a discrepancy in the identity of PKH Beneficiary Families recorded in the DTKS, the Population and Civil Registration Agency, and channeling banks, which affected the distribution of aid funds. There were also several driving and inhibiting factors that influence the implementation of PKH. Author recommends that government can develop and improve the strengths and opportunities as it is explained in the research. In addition, the author also designed a strategy model for updating PKH Beneficiary Family data to minimize identity discrepancies.

Keywords: policy implementation, strategy, program keluarga harapan.

- 3. Pembangunan dan Ekonomi Politik Turisme Massal di Daerah Istimewa Yogyakarta; Oleh Anggalih Bayu Muh Kamim; Volume 26 Nomor 1 Tahun 2023.**

This research aimed to explore the transition from community-based tourism into mass tourism which has been initiated by the government. Data was collected through in depth interviews, observation, and secondary data analysis. This research found that the central government has been creating mass tourism since the '80s, because the state was interested in making tourism become

one of the main incomes after the end of oil boom era. Mass tourism was booming until the end of the '90s. Nevertheless, the decrease in international tourist arrival was occurred because of forest fires, economic crises, Bali Bombing I and II, and SARS pandemic. Unfortunately, Yogyakarta's earthquake in 2006 has hindered the recovery process. One decade after the earthquake, a mass tourism was booming again which was marked by the expansion of hotel construction. There were negative impacts such as lack of water access for public, repression of the labour movement, and policies that neglected public participation. The government continued to develop mass tourism through RPJMD DIY 2017-2022 as the nexus of central and local government interests. Projects from RPJMD DIY 2017-2022 were done by cultures and repressions mobilization, thus lead to another problems such as worsened public interests marginalization, land and labour privatization.

Keywords: mass tourism, marginalization of community, privatization.

4. Kualitas Pelayanan Jemput Bola bagi Warga Disabilitas di Dinas Kependudukan dan Pencatatan Sipil Kota Cimahi; Oleh Raisa Rafifiti Choerunnisa dan Rosinta; Volume 26 Nomor 1 Tahun 2023.

Cimahi City Government initiated "jemput bola" public service for citizen with disability. "Jemput bola" public service is an act of recording electronic citizen identity card (e-KTP) for citizen with disability, elderly, and acute sickness by going directly to the their houses. This study aimed to determine the implementation of population administration services through "jemput bola" public service for citizen with disability at the Population and Civil Registration Office of the Cimahi City along with the obstacles that occurred during the process. The research method used was qualitative research. Sources of data in this study were interview, direct observation, and document study. The results of this study indicated that in carrying out ball "jemput bola" public service for citizen with disability, there were some obstacles, i.e.: the absence of Standard Operating Procedures, internet network quality, character of citizen with disability, and access toward citizen's house location. To overcome the main obstacles, researchers created a Standard Operating Procedure document as guidance for "jemput bola" public service for citizen with disability. For internet network problem, officers could prepare a specific internet network system that was worked in the targeted area and also brought up a backup network. For obstacle related to mood disturbance of citizen with disability, officers needed special training to handle challenging situation so they could serve them in a more appropriate way. For obstacle related to access toward citizen's house location, officers could bring recording equipment to citizen's house. This research could benefit Cimahi City Office of Population and Civil Registration to improve the quality of "jemput bola" public service for citizen with disability and also as reference for similar research.

Keywords: quality, service, population administration, "jemput bola".

5. Analisis Kebutuhan Diklat Widyaiswara dalam Metode Pembelajaran Blended Learning Di PT. X; Oleh Reka Sulistya Ningrum dan Fandi Ahmad; Volume 26 Nomor 1 Tahun 2023.

Employee competence is crucial in the success or failure of an organization in responding to environmental changes, as happened at PT. X, where this company seemed not ready to welcome post-pandemic conditions, this is known from the presence of employees who are considered incompetent. The purpose of this study is to conduct an analysis related to the readiness of widyaiswara competencies at PT. X in facing the learning transition based on blended learning and conducting AKD (Training Needs Analysis) related to training that can support the readiness of widyaiswara competencies at PT. X in dealing with blended learning based learning. This research method is descriptive - quantitative because the process of collecting, searching and obtaining data serves to describe real or actual conditions in the field with the help of instruments in the form of questionnaires. Based on the analysis, it was found that the competence readiness of the widyaiswara as a facilitator was capable in the very incapable category with a score of 3%, the category unable to get a score of 11%, the sufficient category to get a score of 14%, the able category

to get a score of 49%, and the very able category to get a score 23%. The interpretation of the bar chart found that 7 people needed training in designing proposed learning materials in blended learning, 13 people needed training in designing thinking design training, 9 people needed training in creating learning content, 12 people needed assessment training in blended learning and 10 people needed training to become facilitators professional blended learning. departing from this phenomenon, PT. X must immediately optimize the training needs analysis process so that it can encourage the organization to move more dynamically in facing future challenges.

Keywords AKD, blended learning, competency readiness.

6. **Strategi Value Delivery Process pada Pemasaran Digital di Sektor Publik; Oleh Pupung Puad Hasan, Ratih Hurriyati dan Puspo Dewi Dirgantari; Volume 26 Nomor 1 Tahun 2023.**

The purpose of this study is to find out how the digital marketing process in public sector organizations is carried out and also to find out how public sector organizations deliver value (value delivery process) through digital marketing processes, especially through social media platforms, and what strategies are most appropriate for public organizations in delivering value. The digital marketing process studied in this study was carried out at the National Civil Apparatus Competency Mapping and Training Center (Puslatbang PKASN) National Institute of Public Administration Republic of Indonesia. To find out the digital marketing process carried out by the Puslatbang PKASN LAN, a social media analysis was carried out using the infact social media analytic application. The results of the analysis found that the digital marketing process through social media has not really been carried out effectively and optimally. This is illustrated by the results the Instagram account @puslatbang_pkasn which shows that the value is 1.04 posts per month and engagement is 0.01, which means it is still low and content is dominated by ceremonial content. Then to determine the most appropriate strategy in carrying out the value delivery process, an analysis was carried out using the analytical hierarchy process (AHP) method. The experts involved in filling out the AHP method amounted to 5 experts who were experts in public sector marketing and social media influencer. The results of the analysis with AHP found that social media platforms in order of priority: Instagram 0.78, Facebook 0.14, and Twitter 0.06. Meanwhile, the best content in delivering value is educational content of 0.48, program info content of 0.20, Q&A content of 0.14 and the rest is quiz content, popular memes and ceremonial content.

Kata kunci: public sector digital marketing, value delivery process, analytical hierarchy-process, social media.

7. **Tren Publikasi Tentang Model Kepemimpinan dalam Pelayanan Publik: Suatu Analisis Bibliometrik; Oleh Condro Rahino Mustikaning Pawestri dan Imam Yuadi; Volume 26 Nomor 2 Tahun 2023.**

Research related to leadership models that focus on public service is currently experiencing an increase. This is based on the urgency of leadership in public service. With the phenomenon of the development of research on leadership models in public services, the question arises of how to apply the right leadership model for public services. On the basis of this problem formulation, this study aims to describe a leadership model in public services in the 2015-2020 period using bibliometric analysis which in the process uses the VOSViewer and Biblioshiny applications. The research results show that there are 54 keywords related to the topics discussed. Of the 54 keys found, 1,259 relationships were created between the subject and the keywords. Of the 1,259 linkages, there are 4,367 total link strengths. Based on the analysis of one of the most widely cited studies, it was found that the leadership model influences employees' innovative behavior by increasing the emotional approach. A leader can also influence his employees' behavior with the leadership model he applies. Therefore, selecting the right leadership model is necessary to create quality public services.

Keywords: bibliometric, leadership models, VOSViewer, scopus, biblioshiny.

8. **Etika Pemerintahan dalam Optimalisasi Regulasi Laporan Harta Kekayaan Penyelenggara Negara; Oleh Shofi Siti Sholihah, Qothrunnada, Frida Nur Oktaviani dan Idil Akbar; Volume 26 Nomor 2 Tahun 2023.**

LHKPN is one form of realization of ideal government ethics. It's because government ethics sees that in state administration, regulation is needed so that the duties and functions of the service can be fulfilled. However, the level of compliance with wealth reporting has only reached the level of transparency and does not yet indicate the validity of the report. Apart from that, regulations that are less strict in providing administrative sanctions to violators are something that needs attention. This research uses a qualitative descriptive research methode, aims to find out how the ideal conditions compare with the reality of reporting state administrators' assets and to find out what the government must do so that the LHKPN can be implemented well. Apart from the implementation of LHKPN which is not running well, this research explains several things that the government must do to improve state administrators who comply with LHKPN.

Keywords: government, regulation, ethics, LHKPN, corruption.

9. **Penguatan Digitalisasi Layanan Dokumen Kependudukan Melalui PLAVON Kabupaten Sidoarjo; Oleh Yusuf Hariyoko; Volume 26 Nomor 2 Tahun 2023.**

Technological advances force every government to digitize its activities, especially in the aspect of public services. Public service is a matter that describes the government of a region. Population documents that must be owned by every community need to be properly provided by the local government. The Sidoarjo Regency Government strengthens population service by using a digital portal named Plavon. The Department of Population and Civil Registration of Sidoarjo Regency continues to innovate and develop the portal properly and is able to provide services. However, the adaptation process sometimes does not work properly due to a lack of understanding and outreach to the community about new service models. The research method used is descriptive qualitative, with data collection techniques carried out by observation, interviews, and documentation. Facilities and infrastructure can be used properly in providing services through the Plavon portal. Service timeliness can also work well. Ease of access runs satisfactorily and is easily understood by users.

Keywords: publik service, residence documents, PLAVON.

10. **Kinerja Pemerintahan Kota Bogor dalam Pembangunan Manusia untuk Mengatasi Kemiskinan dan Pengangguran di Kota Bogor Tahun 2022; Oleh Alhilal Yusril Hawari, Utang Suwaryo dan Dede Sri Kartini; Volume 26 Nomor 2 Tahun 2023.**

This research is motivated by problems that occurred in Bogor City, there are many unemployment and high level of poverty that happen in 2022,. The drop of human development index in 2020 are being judged to be the most impactful factor that rising the number of unemployment and number of poverty. Bogor government performance being one thing that can be seen to know how the role of government to overcome the problem. Therefore, the purpose of this research is to find out how bogor government work performances to overcome the rise of number unemployment and poverty in Bogor. In this research, descriptive method with qualitative approach was used. Data collection was obtained through formal and informal interview, and documentation. Informants were determined by purposive sampling in order to achieve the real data by interviewing informant that are responsible to the conditions. This Research used Wasistiono government organizations work performances theory to measure government work performances through some dimensional such as productivity, service quality, responsivity and responsibility. The researcher can conclude that Bogor government work performances are displeasing in terms of productivity, service quality, and responsivity to human development problems

Keywords: government work performances, human development, poverty, unemployment.

11. Keterlibatan Penyandang Disabilitas dalam Pelayanan Publik di Era Society 5.0; Oleh Sulistianingsih; Volume 26 Nomor 2 Tahun 2023.

The government encourages people with disabilities to participate as civil servants, through the policy of the Minister of State Apparatus Empowerment and Bureaucratic Reform of the Republic of Indonesia Number 27 of 2021 concerning Procurement of Civil Servants (PNS). The involvement of people with disabilities in public services is strengthened by the Society 5.0 era, where technology is seen as a life support tool. This research aims to analyze the participation of people with disabilities as civil servants in the context of Society 5.0. The research method used is SWOT analysis (Strengths, Weakness, Opportunities and Threats). Implementation of policies regarding the procurement of civil servants in Indonesia has still not reached the target, in 2022 only 0.017% of people with disabilities will become civil servants from the targeted 2% quota. Based on this data, it is necessary to evaluate the involvement of people with disabilities as civil servants, whether the PANRB Ministerial Regulation Number 27 of 2021 has been implemented or not by the Ministries/Institutions and Regional Governments. The 2% representation of persons with disabilities must be maintained in the procurement of civil servants in the future, even if it is possible to increase the quota. Apart from that, it will be even more effective if this policy is followed by sanctions for Ministries/Institutions and Regional Governments that have not implemented the procurement of civil servants with disabilities.

Keywords: disabilities, civil servants, public services, society 5.0, policy implementation.

12. Analisis Konten Peraturan Daerah Perlindungan dan Pemberdayaan Petani di Jawa Tengah (Peraturan Daerah Tahun 2015-2022); Oleh Fipi Bela Rosanti dan Rutiana Dwi Wahyunengseh; Volume 26 Nomor 2 Tahun 2023.

Central Java Province has become one of the national food reservoirs. Ironically, based on farmers' welfare indicators, the characteristics of poor households are based on income, with the majority working in the agricultural sector. The reason is that there are still problems and challenges in the agricultural sector. Therefore, there is a need for policies that can help the condition. In an attempt to intervene in the welfare of farmers, the local government has issued policies relating to the protection and empowerment of the farmers. There are 18 districts in Central Java that have issued regional regulations. In this study using the method of content analysis from Krippendorff (2004) to look at the portrait of the strategy of protection and empowerment of farmers in Central Java. An analysis was carried out to see potential strategies in regional regulation in solving problems and challenges in the agricultural sector. The findings show that strategies for protecting farmers and empowering farmers in general have the potential to address problems and challenges in the agricultural sector. Further policies need to lead to digital farming and specifically regulate issues in the agricultural subsector.

Keywords: content analysis, local regulations, farmers, farmer protection strategies, farmer empowerment strategies.

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