

Mercy Corps Indonesia

Scope of Work

Consultant for the Preparation of an Academic Paper and Substantive Support for the Development of Regulations on Corporate Social and Environmental Responsibility.

Project/Consultancy Title : Consultant for the Preparation of an Academic Paper and Substantive Support for the Development of Regulations Corporate Social and Environmental Responsibility (CSR)

Project Location(s) : Central Java, Indonesia

Applicant Type : Individual Consultant (Indonesian National)

BACKGROUND:

Regional development is a collaborative process that involves multiple stakeholders. Each stakeholder—including government institutions, communities, academia, the media, non-governmental organizations, and the private sector—contributes according to its respective capacities and resources. In this context, the private sector plays a strategic role as a development partner, particularly through Corporate Social Responsibility (CSR) programs, known in Indonesia as *Tanggung Jawab Sosial dan Lingkungan Perusahaan* (TJSLP).

The private sector bears responsibilities and obligations that reflect its commitment to participating in sustainable economic development aimed at improving the quality of life and the environment for the benefit of the company itself, local communities, and society at large. However, CSR/TJSLP should not be viewed merely as a compliance obligation, but rather as a strategic instrument to support business sustainability.

From a social perspective, CSR/TJSLP investments undertaken by the private sector contribute to the sustainability of supply chains, the development of local human resources, and the stability of the social environment, all of which are essential components of a healthy business ecosystem. From an environmental perspective, private sector investments influence the availability of natural resources, the stability of supply chains, and long-term business resilience through efforts to reduce risks associated with disasters, rising production and operational costs, and the depletion of raw materials resulting from environmental degradation.

Central Java is a region facing highly complex climate dynamics and pressures across its upstream, coastal, and downstream areas, including the Semarang Metropolitan Area, which serves as a major center of economic activity. Challenges such as land subsidence, sea-level rise, flooding, landslides, disruptions to water availability and quality, increasing drought risks, declining agricultural and fisheries productivity, and other environmental stresses demonstrate the region's high vulnerability. These challenges affect not only environmental and social conditions but also economic sectors. Disruptions to infrastructure, supply chains, productivity, and resource availability have the potential to significantly impact businesses operating in Central Java, thereby increasing risks to long-term business sustainability.

In light of these challenges, local governments need to play an active role in providing clear direction and implementation mechanisms, establishing a coordination framework that enables effective collaboration, and ensuring policy certainty that allows CSR/TJSLP initiatives to contribute not only to regional development but also to generate optimal benefits for communities, the environment, and the private sector.

This requires a regulatory framework that is not solely focused on corporate obligations, but also promotes the creation of shared value, particularly by demonstrating tangible benefits for the private sector. Such a framework should facilitate private sector investment in addressing environmental challenges that affect business sustainability while fostering a conducive business environment.

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Furthermore, it should strengthen partnerships between businesses, government institutions, and communities; reduce social and operational risks; enhance corporate reputation; and support the development of a resilient, inclusive, and sustainable business ecosystem.

The Province of Central Java currently has a regulatory framework governing CSR/TJSLP implementation through Central Java Provincial Regulation No. 2 of 2017 concerning Corporate Social and Environmental Responsibility, Governor Regulation of Central Java No. 39 of 2017 concerning the Implementation of Provincial Regulation No. 2 of 2017 on Corporate Social and Environmental Responsibility, and Governor Decree of Central Java No. 530/11 of 2024 concerning the Forum, Secretariat, and Working Group for Corporate Social and Environmental Responsibility in Central Java Province

However, based on discussions with key stakeholders, the existing regulatory framework has not yet been sufficiently aligned with regional development priorities and remains inadequately integrated with broader development needs. Furthermore, it has not generated significant value for the long-term sustainability of private sector businesses. Consequently, there is a need to strengthen and refine the regulatory framework, particularly to ensure that CSR/TJSLP resources are more strategically directed toward addressing social and environmental challenges while creating greater value for business sustainability and contributing to the economic development of Central Java. In response to this need, Mercy Corps Indonesia, Kamar Dagang dan Industri Indonesia, representatives of the private sector, and the Government of Central Java Province have jointly initiated the refinement of the Governor Regulation.

To support the refinement process of the Governor Regulation, it is necessary to develop an academic paper and provide substantive inputs that can generate a comprehensive analysis of the weaknesses and regulatory gaps in the current CSR/TJSLP framework, including existing coordination mechanisms. The process should also identify the scope and policy directions required to establish a regulatory framework that is strategic, effective, and beneficial for all stakeholders.

This process should be further strengthened through consultations and discussions with key stakeholders to identify both challenges and enabling factors for private sector engagement, gather and analyze stakeholder inputs and perspectives, and foster a shared sense of ownership in the implementation of CSR/TJSLP initiatives.

PURPOSE / PROJECT DESCRIPTION:

The Development of an Academic Paper and Stakeholder Consultations on Corporate Social and Environmental Responsibility (CSR/TJSLP) aims to provide a conceptual and empirical foundation for the revision of Central Java Governor Regulation No. 39 of 2017 concerning the Implementation of Central Java Provincial Regulation No. 2 of 2017 on Corporate Social and Environmental Responsibility. The revision is expected to establish a more effective, targeted, and strategic CSR/TJSLP framework that is aligned with regional development priorities, particularly in strengthening climate resilience in Central Java.

Furthermore, the revised framework is expected to foster the creation of shared benefits for all stakeholders, including enhancing business sustainability and growth while supporting the mitigation of business risks in both the short and long term. Through a clearer, better-coordinated, and more responsive regulatory framework that addresses the needs of all stakeholders, it is anticipated that a constructive relationship between local government and the private sector can be strengthened. Such a relationship will be supported by an open and communicative collaborative environment, underpinned by mutual trust and regulatory certainty, thereby enabling more effective contributions toward the achievement of regional development objectives.

CONSULTANT OBJECTIVES:

The objectives of this consultancy are to:

- 1) Prepare an Academic Paper for the Draft Governor Regulation on CSR/TJSLP;
- 2) Substantive Support for the Discussion of the Draft Governor Regulation on Corporate Social and Environmental Responsibility

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CONSULTANT ACTIVITIES:

The consultant team shall undertake the following activities:

- 1) Preparation of an Academic Paper for the Draft Governor Regulation on CSR/TJSLP including:
 - a. Reviewing and analyzing the relevant regulatory and legal framework;
 - b. Identifying weaknesses and regulatory gaps in CSR/TJSLP implementation mechanisms and CSR/TJSLP coordination arrangements;
 - c. Development of discussions with strategic stakeholders, including:
 - Identifying challenges, constraints, and barriers affecting the optimal contribution of the private sector to CSR/TJSLP implementation;
 - Identifying priorities, interests, and enabling factors that encourage private sector engagement in CSR/TJSLP implementation;
 - Collecting and analyzing stakeholder inputs and perspectives to support the refinement of CSR/TJSLP regulations and coordination mechanisms.
 - d. Formulating the scope and policy direction for CSR/TJSLP implementation mechanisms and CSR/TJSLP coordination arrangements.
- 2) Substantive Support for the Discussion of the Draft Governor Regulation on Corporate Social and Environmental ResponsibilityDraft Governor Regulation on Corporate Social and Environmental Responsibility is carried out through:
 - a. Providing Substantive Inputs in the Discussion on the Refinement of the Draft Governor Regulation
 - b. Preparing a Synthesis and Recommendations Report

CONSULTANT DELIVERABLES:

The expected deliverables from the consultant are:

1. Academic Paper
 - a. Policy Review and Gap Analysis:
 - Review and analysis of the regulatory and legal framework related to CSR/TJSLP;
 - Identification of weaknesses and regulatory gaps in CSR//TJSLP implementation mechanisms and CSR/TJSLP coordination arrangements.
 - b. Stakeholder Issue and Perspective Analysis:
 - Analysis of strategic issues related to CSR/TJSLP implementation;
 - Analysis of stakeholder perspectives regarding the refinement of CSR/TJSLP regulations.
 - c. Formulation of the Regulatory Framework and Policy Direction for CSR/TJSLP Mechanisms:
 - Formulation of the scope and policy framework for CSR/TJSLP;
 - Formulation of policy directions for CSR/TJSLP implementation mechanisms.
2. Substantive Support
 - a. Substantive Recommendations Report for the Refinement of the Draft Governor Regulation
 - b. Synthesis and Recommendations Report.

TIMEFRAME / SCHEDULE

The consultancy work is expected to be completed in **maximum 5 (five month) period**, starting from 3st Week of July to 4th Week of December 2026. Detailed workplan will be submitted by the consultant early in preparation stage, after initial meeting is held with the ZCRA Indonesia team.

1. Academic Paper
 - a. Reviewing and analyzing the relevant regulatory and legal framework (Week 3 of July – Week 2 of Aug 2026)
 - b. Identifying weaknesses and regulatory gaps in CSR/TJSLP implementation mechanisms and CSR/TJSLP coordination arrangements (Week 3 of July – Week 2 of Aug 2026)
 - c. Development of discussions with strategic stakeholders(Week 3 of July – Week 2 of Aug 2026)

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- d. Formulating the scope and policy direction for CSR/TJSLP implementation mechanisms and CSR/TJSLP coordination arrangements (Week 3 of Aug – Week 2 of Oct 2026)
2. Substantive Support
 - a. Preparing substantive recommendations for the refinement of the Draft Governor Regulation (Week 3 of Aug – Week 2 of Dec 2026)
 - b. Preparing a Synthesis and Recommendations Report (Week 3 of Nov – Week 2 of Dec 2026)

THE CONSULTANT WILL REPORT TO:

- ZCRA Indonesia Program Manager
- ZCRA Local Lead and Governance Specialist

THE CONSULTANT WILL WORK CLOSELY WITH:

- ZCRA Local Lead and Governance Specialist
- ZCRA Advocacy Government and Relation Officer
- ZCRA Knowledge Management Officer

REQUIRED EXPERIENCE & SKILLS:

- Extensive expertise with a minimum of 10 years of experience in alternative development financing, particularly in Corporate Social Responsibility (CSR)
- Comprehensive knowledge of CSR, ESG (Environmental, Social, and Governance), public policy, and community development concepts
- Strong understanding of environmental and social issues, sustainability, business risk management, and business continuity
- Comprehensive understanding of the development of legal and regulatory instruments, including laws and regulations
- Ability to work collaboratively with the ZCRA team and other stakeholders, including providing regular updates, seeking input, and incorporating feedback into the process.
- Demonstrated proficiency in writing bilingual report.
- Preferably domiciled in Central Java.

How to Apply

Interested candidates are invited to submit their CV and Financial Proposal to Procurement at procurement@id.mercycorps.org by July 2, 2026, at the latest.

DIVERSITY, EQUITY & INCLUSION

Achieving our mission begins with how we build our team and work together. Through our commitment to enriching our organization with people of different origins, beliefs, backgrounds, and ways of thinking, we are better able to leverage the collective power of our teams and solve the world's most complex challenges. We strive for a culture of trust and respect, where everyone contributes their perspectives and authentic selves, reaches their potential as individuals and teams, and collaborates to do the best work of their lives.

We recognize that diversity and inclusion is a journey, and we are committed to learning, listening and evolving to become more diverse, equitable and inclusive than we are today.

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EQUAL EMPLOYMENT OPPORTUNITY

We are committed to providing an environment of respect and psychological safety where equal employment opportunities are available to all. We do not engage in or tolerate discrimination on the basis of race, color, gender identity, gender expression, religion, age, sexual orientation, national or ethnic origin, disability (including HIV/AIDS status), marital status, military veteran status or any other protected group in the locations where we work.

SAFEGUARDING & ETHICS

Mercy Corps team members are expected to support all efforts toward accountability, specifically to our stakeholders and to international standards guiding international relief and development work, while actively engaging communities as equal partners in the design, monitoring and evaluation of our field projects. Team members are expected to conduct themselves in a professional manner and respect local laws, customs and MC's policies, procedures, and values at all times and in all in-country venues.