



Jakarta, Indonesia
November 6-7, 2025

The Living Income
Community of Practice

Living Income Community of Practice

Pathways for Income Improvement: Unlocking Opportunities for Smallholders

Date: 6th & 7th November 2025

Venue: Mandarin Oriental

Time: 8.30am-5.30pm

About this event

The Living Income Community of Practice (LICOP) hosts annual in-person practitioners' workshops. This year, discussions focus on income improvement efforts in Asia. Following our initial virtual workshop earlier this year ([link to recording](#)), this in-person session aims to deepen collaboration and advance collective action on closing income gaps for small-scale producers by aligning strategies across sectors and systems. Participants will explore practical applications of the Living Income (LI) framework to address persistent challenges and deliver positive outcomes.

Why Asia, Why Indonesia

By drawing on experiences and contextual differences from across Asia, this workshop seeks to strengthen regional alignment and co-develop actionable pathways for resilient, inclusive, and sustainable livelihoods. Indonesia was chosen as host for its diverse, multi-commodity economy, strong domestic markets, and active Living Income initiatives. Its varied experiences with farmer incomes, informal exchange rates, land governance, and producer equity offer a rich foundation for regional learning and collaboration.

Before you attend

To ensure everyone is aligned and can engage effectively, we encourage participants to watch this video: [Living Income 101 webinar recording – A beginner's guide to the key concept](#)

Day 1 agenda- 6th November 2025

Time	Content
08:30 (30m)	Registration
09:00 (5m)	Welcome & Housekeeping
09:05 (10m)	Keynote address Highlighting the importance of aligning industry initiatives with national priorities and engaging national stakeholders to develop inclusive, context-specific strategies that address smallholder income gaps. • BAPPENAS- Dr Medrilzam, Director for Environmental Affairs, National Development Planning Agency, Indonesia • FAO- Rajendra Aryal, Representative/Country Director for Indonesia and Timor Leste and Liaison Officer for ASEAN at Food and Agriculture Organization of the United Nations
09:15 (15m)	Workshop Framing- In this segment, we will explain the context for the workshop, what we want to achieve and provide an overview of the sessions over the 2 days.
09:30 (30m)	Learning journey reflections- In this segment, learning journey participants will share reflections from their 2-day visit, through a “Voice from the Field” activity. Learning journey participants
10:00 (15m)	Coffee break and Workshop Group Picture
10:15 (110m)	Session 1: Practical Applications of Living Income in Coffee, Cocoa and Coconut This session will get participants thinking how the Living Income framework can be applied across diverse crops and contexts, recognizing persistent barriers and emphasizing need for actors and cross collaboration. Panel Discussants • Danang Ariawan, Asia Sustainability team, Mars Wrigley (cocoa) • Subanul Arif, Secretary - Executive Board of Koperasi Nira Kamukten, (coconut sugar) • Ade Aryani, Executive Director, SCOPI (coffee) • Amith Verma, Sr Vice President, Regional Head for the ASEAN, China & Oceania, ofi (company approach) Table discussion questions (All) • What have you heard that is similar in these approaches? • What feels missing? • What are practical examples of improving farmer income in your work?
12:05 (55m)	Lunch Break
13:00 (110m)	Session 2: Aligning Economic Resilience with Environmental Goals This session will explore how income improvement and environmental sustainability must go hand-in-hand in Asia- especially in countries like Indonesia where smallholders are central to both climate solutions and commodity value chains. Speakers 1. Molly Leavens, Sustainable Food Lab 2. Syahrudi Id, Regional Sustainability Director, Nestlé Indonesia 3. Vaibhav Panpaliya, Senior Innovation Manager, IDH Table discussion questions (All) • How does integrating a living income framework further existing environmental program? • In your work, are you connecting environmental and income outcomes? If yes, how? Challenges? • Are there structured value chains for farmers to sell diversified crops? Role of different supply chain actors in helping enable diversified value chains? Examples of successful diversified value chains? • How might the regen ag business case look different for different smallholder crops across Asia? • Bridging the financing gap for farmers? How do companies make that business case internally? • What are the non-financial incentives that could support farmer adoption? Pre-read: <u>Building the Case for Regenerative Coffee Production, Indonesia Robusta, (TechnoServe)</u>
14:50 (40m)	Coffee Break

15:30 (90m)	Session 3: Scaling income improvement through a Landscape approach This session will explore how landscape approaches - integrating land use, governance, and value chains - can be leveraged to scale efforts that improve smallholder incomes and close the living income gap. We shall hear from existing initiatives and then discuss practical ways to strengthen income measurement and effectiveness of strategies in advancing living income goals. Panel Discussants • Yulia Hardini, Senior Manager-Indonesia, Earthworm (Aceh landscape initiative) • Vaibhav Panpaliya, Senior Innovation Manager, Better Incomes, IDH (Palm/Coffee l'scape project) • Ristika Putri Istanti, Head of Secretariat, Lingkar Temu Kabupaten Lestari (LTKL)- (Government's role) • Stepanka Gallatova, FAO ESA- (Scaling income improvement) Table discussion questions (All) • What key ideas or reflections did you take away from the discussion about the potential role of landscape initiatives in supporting smallholder livelihoods and incomes? • Based on your current work, what opportunities or challenges could arise when engaging with emerging landscape-level approaches to improve smallholder incomes? Pre-reads: Core Criteria for Mature Landscapes, Understanding income across landscapes, Sustainable landscapes and jurisdictions
17:00	End
17:30 -1930 (2 hrs)	Joint Social evening: soft drinks + canapes LICOP workshop participants & Landscape workshop participants

Day 2 agenda- 7th November 2025

Time	Content
08:30 (15m)	Recap of Day 1 Mapping initiatives exercise (all)- Interactive session to map ongoing projects and initiatives in the region
08:45 (85m)	Session 4: Living Income as a Foundation for Supply Chain Resilience This session will examine how fair incomes for producers can strengthen supply chain resilience amid climate, market, and demographic pressures in Asia. Speakers will speak to different strategies -such as certification, long-term contracts, and stable pricing models- used to integrate living income into sourcing and procurement and co-develop ideas for more equitable, resilient supply chains. Speakers 1. Dr. Sacha Amaruzaman, Indonesia Senior Program Manager, IDH (Living income benchmark and living income gap for Palm oil farmers in Aceh province) 2. Michel Riemersma, Policy Advisor, Solidaridad Europe (Sharing study findings on Sustainable procurement practices, conducted by EFECA) 3. Rob Nicholls, General Manager of Programs and Projects, Musim Mas (independent smallholder programme) Table discussion topics-What is the role of different supply chain actors on this topic? (All) • Pricing Mechanisms and Income Stability • Long-Term Contracts and Procurement Practices • Risk Sharing and Financial Tools • Transparency & Data
10:10 (15m)	Break
10:25 (105m)	Session 5: Advancing Equity and Inclusion for Smallholder Producers This session will explore how achieving a living income requires systemic, inclusive approaches that center farmers' voices and realities -addressing gender equity, youth engagement, and collective action. We will hear from 2 speakers and then participants will head to discussion stations to discuss inclusive practices, while identifying structural barriers and co-developing practical solutions. Speakers 1. Ade Budi Kurniawan, Cocoa & Coffee Programme Director in Southeast Asia / Cocoa & Coffee Programme Manager in Indonesia, Rikolto (women and youth empowerment & involvement)

	2. Sahar Haq, Social Impact Senior Coordinator at Better Cotton (Sharing Gender Self-Perception Study & HRDD action plans) Discussion station topics-What needs to shift so that equity and inclusion aren't just good intentions, but actually drive better income outcomes for smallholders? (All) • Procurement & Sourcing Practices • Structural Change Beyond Participation • Gender Equity • Youth Inclusion • Policy & Regulation • Producer Voices • Data & Measurement Pre-reads: • Principles-of-inclusion-in-advancing-living-income.pdf, Gender self-perception study and report, Pakistan (published on <i>Better Cotton website by 02 November</i>) , Taking stock of smallholder inclusion in modern value chains.pdf (recommended: Summary)
11:30 (2hr)	Lunch Break
13:30 (45m)	Session 6: Living Income Benchmarks This session will provide an overview of how living income benchmarks are developed and applied in Indonesia, helping participants understand the methodologies used, regional differences in benchmark values, and how to select or adapt appropriate benchmarks for their own income studies. Speakers 1. Azfar Khan, Anker Research Institute
14:15 (45m)	Session 7 (Part 1): Measurement, Challenges, and Innovations - Key Decisions around Actual Farmer Income Measurement This session will explore the key decisions involved in measuring farming household income, highlighting how choices during data collection and analysis influence accuracy, cost, and farmer burden. At tables- supported by table helpers- participants will get to ask and learn about LICOP tools and work through practical case exercises to understand trade-offs and how to improve measurement strategies Table helpers: • Kealy Sloan, Sustainable Food Lab (moderator) • Molly Leavens, Sustainable Food Lab • Vaibhav Panpaliya, IDH • Ima Puspita Sari, AKVO • Deddy Heriyanto, Circle Indonesia • Sholahuddin Akbar, Indonesian Coffee and Cocoa Research Institute (ICCRI) • Rodrigo Aviles, Fairtrade International Table exercise: Each table will have a Measurement Decision point to discuss alongside a range of options available. Group will discuss: • Which option would be most affordable? • Which would be most rigorous? Burden on farming households? • What are some reasons why you would use each option?
15:00 (15m)	Coffee Break
15:15 (80m)	Session 7 (Part 2): Measurement, Challenges, and Innovations - Key Decisions around Actual Farmer Income Measurement in practice This session will build on the previous one- examining how real-world studies in Indonesia have navigated key decision points in measuring farmer income, helping participants understand the impact of these choices on interpreting reports and making their own measurement decisions. We shall hear from 3 case studies Speakers: 1. Deddy Heriyanto, Circle Indonesia 2. Ima Puspita Sari, AKVO 3. Sholahuddin Akbar, Indonesian Coffee and Cocoa Research Institute (ICCRI)
16:35 (30m)	Key takeaways and closing – Reflections, Action Points & Next Steps
17:05	End

ANNEX 1: Participant List

**Attendance of a few more organizations are yet to be confirmed. Apologies in advance if there are any incorrectness above*

First Name	Last Name	Organisation	Country	Job title
Ima	Puspita Sari	Akvo	Indonesia	Senior Project Manager
Azfar	Khan	Anker Research Institute	Switzerland	Senior Economist
Rudy	Jasthon	Asian Agri	Indonesia	CSR
Maria	Benedikta	Barry Callebaut	Indonesia	Sustainability Head
Sahar	Haq	Better Cotton	Pakistan & Tajikistan	Social Impact Senior Coordinators
Abi	Ismarrahman	British Embassy Jakarta	Indonesia	Sustainable Commodities Adviser
Deddy	Heriyanto	CIRCLE Indonesia	Indonesia	Senior Consultant
Armin	Hari	Cocoa Sustainability Partnership	Indonesia	Program Manager
Eka	Putra	Conservana	Indonesia	Business Director
Jocelyn	Cheng	Continental	Singapore	Sustainability Manager
Edward	Manihuruk	CSL - coalitionforsustainablelivelihoods.org	Indonesia	CSL Lead
Sahat	Aritonang	Daemeter	Indonesia	Director of Technical Operations
Yossy	Delfitri	Earthworm Foundation	Indonesia	Field Coordinator
Yulia	Hardini	Earthworm Foundation	Indonesia	Strategic Thematic and Impact Lead
Mochammad Subkhi	Hestiawan	Earthworm Foundation	Indonesia	Head of Farmer Livelihood and Resilience

Wagianto		ECOM	Indonesia	Sustainability Manager
Ellie	Rule	Efeca	United Kingdom	Consultant
Haekal	Siraj	Embassy of the Kingdom of the Netherlands in Jakarta	Indonesia	Economic Affairs Officer
Warren	Bishop	Ethical Trading Initiative	UK	Senior partnerships and fundraising manager
Burhanuddin (Dean)	Ismail	European Forest Institute	Malaysia	Value Chain Expert
Sven	Blankenhorn	Fair Trade USA	Indonesia	Senior Manager Producer Services
Yuyun	Kurniawan	Fairfood	Indonesia	Country Project Manager
Jara	Birkholz	Fairtrade Germany	Germany	Supply Chain Manager Living Income / Living Wages
David Rodrigo	Aviles Orellana	Fairtrade International	Germany	Programme Coordinator for Sustainable Livelihoods & Decent Work
Erwin	Novianto	Fairtrade NAPP	Indonesia	Senior Manager - Strategic Development
Intan Savitri	Wahyoe	Fairtrade Network of Asia and Pacific Producers	Indonesia	NAPP Program Manager for Java and Eastern Parts of Indonesia
Stephanie	Gallatova	FAO	Italy	Agribusiness Officer
Yusmanetti	Sari	FAO Indonesia	Indonesia	Food System Specialist
Widya	Anantya	FCDO	Indoneisa	Programme Manager
M. Rahmat	Aminullah	GIZ	Indonesia	Technical Advisor

Sandra	Pfuelb	GIZ	Germany	Advisor
Wolfgang	Weinmann	GIZ	Indonesia	Advisor
Nhung	Doan	Global Coffee Platform	Vietnam	Senior Program Officer
Anggia	Indriyani	Hanns R Neumann Stiftung	indonesia	Gender Officer
Glorina	Desviani	Hanns R. Neumann Stiftung's	Indonesia	Gender & Youth Officer
Sacha	Amaruzaman	IDH	Indonesia	Sr Program Manager
Vaibhav	Panpaliya	IDH	Netherlands	Senior Innovation Manager
Thilma	Komaling	Indonesia Tuna Consortium - Resonance Global	Indonesia	Program Lead
Francisca	Indarsiani	International Women's Coffee Alliance	Indonesia	Regional Coordinator for Asia and Oceania
Suzy	Fogg	ISEAL	United Kingdom	Manager, small-scale producer programme
Carla	Rodriguez	ISEAL	United Kingdom	Senior Coordinator, Impacts and Innovations
Sheila	Senathirajah	ISEAL	UK	Head of Social impact
Billie	Wilcox Brooke	ISEAL	UK	Associate Manager
Mariana	Bastos	ISEAL / LICOP	United Kingdom	Coordinator
Dyah Retnani	Nurhidayati	Kaleka	Indonesia	Research Officer
Ainu	Rofiq	Koltiva	Indonesia	Board Member
Atiqah	Anugrah	Konservasi Indonesia	Indonesia	Blue Halo S Engagement

Subanul	Arif	Koperasi Nira Kamukten	Indonesia	Secretary - Executive Board of Koperasi Nira Kamukten
Dicky Hasian	Zulkarnain	Lingkar Temu Kabupaten Lestari	Indonesia	Sustainable Business Manager
Ristika Putri	Istanti	LTKL	Indonesia	Head of Secretariat
Danang	Ariawan	Mars Inc.	Indonesia	Indonesia Cocoa Sustainability Consultant
Sri Sumiati	Jalil	Masyarakat dan Perikanan Indonesia (MDPI)	Indonesia	FairTrade Coordinator
Rob	Nicholls	Musim Mas	Indonesia	General Manager of Independent Smallholder
Christofel	Sutantio	Musim Mas	Indonesia	Staff
Krisna Aji	Hutomo	Nestle	Indonesia	Agronomist Leader
Hikmatusyifa	Dwi Putri	Nestle Indonesia	Indonesia	Coffee Agronomist
SYAHRUDI	ID	Nestle Indonesia	Indonesia	Corporate Sustainable Agriculture
Billie	Elmqvist Thuren	ofi	Indonesia	Head of Cocoa Sustainability APAC
Jeremy	Dufour	ofi (Olam Food Ingredients)	Switzerland	Head of Sustainability Execution - Coffee unit
Sukainah	Sukainah	ofi Indonesia	Indonesia	Sustainability Program Manager
Annisa	Anastasia	olam food ingredients (ofi)	Indonesia	Partnership Manager
Anselma	Faustina	Philip Morris International	Indonesia	Manager Leaf Sustainability
Jane	Li	PMI	China	Manager Leaf Sustainability

Gigih	Pranandi	PT LDC Trading Indonesia	Indonesia	Sustainability Field Coordinator
M Raihan	Ferdiansyah	PT Olam Indonesia	Indonesia	Sr Agronomist Lead Indonesia Cluster
Hyacinthia	Kesuma	Rabo Foundation	Indonesia	Impact Investment Manager
Laura	Flowrensia	Rainforest Alliance	Indonesia	Senior Program Associate
Paulo	Rosario	Rainforest Alliance	Indonesia	Sr Manager, Strategic Partnerships
Elpido Meido (Eldo)	Soplantila	Rainforest Alliance	Indonesia	Senior Manager, Producer Support, Asia Pacific
Riandi	Habonaran	Rikolto	Indonesia	MEL Coordinator
Ade	Kurniawan	Rikolto	Indonesia	Cocoa and Coffee Program Director for Southeast Asia
Sholahuddin	Akbar	Riset Perkebunan Nusantara - Indonesian Coffee and Cocoa Research Institute	Indonesia	Associate VP
Donald	Tambunan	Rockefeller Foundation	Indonesia	RSM Consultant
Wardiana	Yusuf	RSPO	Indonesia	Smallholder Programme Manager
Leonita	Setyawati	SECO - Swiss State Secretariate for Economic Affairs	Indonesia	National Program Officer for Trade Promotion
Atika	Luthfiyyah	SMART	Indonesia	Partnership Specialist
Michel	Riemersma	Solidaridad	the Netherlands	Policy Advisor
Masyitah	Daud	Starbucks Farmer Support Center	Indonesia	Country Manager
Velumany	Dineshbabu	Sucafina	Indonesia	Sustainability manager

Ade	Aryani	Sustainable Coffee Platform of Indonesia (SCOPI)	Indonesia	Executive Director
Ilham Bayu	Widagdo	Sustainable Coffee Platform of Indonesia (SCOPI)	Indonesia	Program Coordinator
Dessy	Anggraeni	Sustainable Fisheries Partnership	Indonesia	Indonesia Program Director
Stephanie	Daniels	Sustainable Food Lab	USA	Sr. Program Director
Molly	Leavens	Sustainable Food Lab	USA	Program Manager
Kealy	Sloan	Sustainable Food Lab	USA	Senior Program Director
Trusti Yuni	Widiastuti	Sustainable Rice Platform	Indonesia	Standard & Assurance Manager
Sinta	Mahardita	Sustainable Spices Initiative Indonesia	Indonesia	Program Lead/Head of Secretariat
Teuku Bahran	Basyiran	Swisscontact	Indonesia	Monitoring and Results Measurement Manager
Bentum	Jeremiah	The Palladium Group	Indonesia	The Palladium Group
Marchela Milenia	Rinday	Tripper Nature	Indonesia	Sustainable agriculture development
Triana	Triana	Tropenbos Indonesia	Indonesia	Project Coordinator
Dian Yuanita	Wulandari	UNDP	Indonesia	National Project Coordinator for Green Commodities Programme
Ashlee	Tuttleman	VOCAL Network	Netherlands	Global Coffee Lead
Ibnu	Mundzir	Yayasan Aceh Hijau	Indonesia	Researcher
Wardah	Hasyim	Yayasan Aceh Hijau and Anker Research Institute (ARI)	Indonesia	Researcher

Syarifah	Marlina	Yayasan Aceh Hijau/Anker Research Institute	Indonesia	Director & Senior Researcher
Edy Dwi	Hartono	Yayasan Solidaridad Network Indonesia	Indonesia	Senior Program Manager
Sholahuddin		Will come just for a limited time		
Ibnu	Mundzir	Yayasan Aceh Hijau	Indonesia	Researcher
Wardah	Hasyim	Yayasan Aceh Hijau and Anker Research Institute (ARI)	Indonesia	Researcher
Syarifah	Marlina	Yayasan Aceh Hijau/Anker Research Institute	Indonesia	Director & Senior Researcher
Edy Dwi	Hartono	Yayasan Solidaridad Network Indonesia	Indonesia	Senior Program Manager

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