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EXPLORING THE IMPACT OF GREEN FINANCE, FINANCIAL LITERACY, AND SOCIAL CAPITAL ON THE PERFORMANCE AND FINANCIAL SUSTAINABILITY OF INDONESIAN MSMES

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Abstract

The long-term survivability and financial performance of Micro, Small, and Medium-Sized Enterprises (MSMEs) in Indonesia are examined in this study in relation to social capital, financial literacy, and green finance. A quantitative approach that blended structural equation modeling (SEM) and partial least squares (PLS) regression analysis was used to examine survey data collected from a sample of 267 MSMEs. The study found that sustainability, social capital, financial literacy, and green finance are strongly correlated with the financial success of MSMEs. It was shown that MSME performance and sustainability were specifically enhanced by social capital, financial literacy, and green finance. The findings emphasize how important it is to integrate sustainable practices, raise financial literacy, and foster social networks within Indonesia's MSME sector in order to promote inclusive growth and sustainable development.

Keywords: *Green Finance, Financial Literacy, Social Capital, MSMEs, Financial Performance, Sustainability, Indonesia.*

INTRODUCTION

Micro, Small, and Medium-Sized Enterprises (MSMEs) play a critical role in the Indonesian economy by distributing capital, creating jobs, and battling poverty. These companies support economic growth and crisis resolution by providing financial services to the general public [1]. MSMEs in West Sumatra Province have a strong entrepreneurial orientation, which suggests that they have room to expand and succeed [2], particularly in the food business. MSMEs do, however, face challenges like incompetent management, a fear of taking risks, and a lack of direction and support from pertinent institutions [3]. Notwithstanding these difficulties, MSMEs proved resilient in the face of the COVID-19 pandemic, and they played a vital part in preserving the prosperity of the local economy in Anaiwoi Village [4]. The income of MSMEs in Tebing Tinggi's culinary industry is directly impacted by variables including the amount of business capital, the number of employees, the duration of the firm, and digital marketing [5]. All things considered, MSMEs are critical to the Indonesian economy because they foster numerous aspects of both economic expansion and societal advancement.

Important factors influencing MSME performance and sustainability are social capital, financial literacy, and access to financing [6], [7]. MSMEs encounter difficulties in several domains, impeding their expansion and long-term viability [8]. Along with market rivalry, the difficulty of regulatory compliance, and a lack of skilled labor, limited access to capital is a significant barrier [9]. The performance of MSMEs in Odisha is subject to unpredictability in the Indian setting, owing to various factors including natural circumstances, political arrangements, and capital availability [10]. All-encompassing improvement plans including customized business plans, adopting new technology, supporting workforce development programs, and adjusting to changes in the law are advised to strengthen the competitive advantage of Micro, Small, and Medium-Sized Businesses (MSMEs). These businesses have greatly improved Indonesia's economic environment by exhibiting incredible development and resilience. Digital marketing in conjunction with entrepreneur marketing (EM) strategies is highlighted as essential methods to improve MSMEs' success. Furthermore, it is believed that developing cooperative ties and encouraging stakeholder participation are essential to guaranteeing the long-term survival of MSMEs.

Concerns about environmental degradation and climate change have led to a rising realization in the corporate community in recent years of the need to encourage sustainable practices. Green finance, which prioritizes investments in ecologically sustainable projects and activities, has emerged as a result of this paradigm shift [11]. For MSMEs, green finance offers both opportunities and challenges, especially in developing nations like Indonesia where the shift to a low-carbon economy is gathering steam [12]. To create sustainable and thriving businesses, enterprises must follow Environmental, Social, and Governance (ESG) requirements [13]. Green money, socially conscious investing, and climate finance are only a few of the areas that fall under the umbrella of sustainable finance [14]. Enhancing elements like the readiness to employ green transition funds and the capacity for industrial transformation can help remove obstacles to the growth of green finance [15].

The capacity of MSME owners and managers to access suitable financial products and services, manage resources efficiently, and make well-informed financial decisions is strongly impacted by their degree of financial literacy [16], [17]. MSMEs' ability to handle the complicated financial landscape can be hampered by a lack of financial literacy, which can limit their potential for growth and resilience [18]. Furthermore, social capital influences MSMEs' access to opportunities, knowledge, and resources [19]. MSMEs with strong social capital are better able to establish strategic alliances, obtain important information, and mobilize assistance when needed [20]. Nevertheless, little is known about the dynamics of social capital in MSME networks and how they affect the success of businesses in Indonesia.

MSMEs play a critical role in Indonesia's economic growth and job creation, especially in the unorganized sector and rural areas. However, a number of challenges, such as limited funding, a lack of financial expertise, and fragmented social networks, could harm these companies' performance and viability. A number of variables, including as social capital, financial literacy, and green finance, can have a favorable effect on the sustainability and financial performance of MSMEs in Indonesia. Research has indicated that the use of Environmental, Social, and Governance (ESG) principles can lead to MSMEs achieving growth, sustainability, and enhanced value [12]. Furthermore, it has been demonstrated that financial inclusion and financial literacy significantly and favorably impact MSMEs' performance in the food industry [21]. Moreover, it has been demonstrated that the competitiveness of MSMEs in Bogor City is positively connected with financial capital, innovation, and entrepreneurial attitude [22]. It has been demonstrated that raising financial literacy, especially financial understanding, significantly and favorably affects MSMEs' performance in Bandung City [16]. In Yogyakarta, the government plays a critical role in fostering the growth and sustainability of MSMEs [3].

Investigating the connections between social capital, financial literacy, green finance, and the sustainability and financial performance of MSMEs in Indonesia is the aim of this study. This study aims to close the gaps in the literature by utilizing a quantitative analysis to gather actual data on the factors influencing the long-term sustainability and resilience of MSMEs. The findings of the study are anticipated to influence players in MSME development, financial institutions, and policymakers. These results will provide recommendations for encouraging inclusive growth and sustainable development in Indonesia's MSME sector.

Green Finance and MSMEs

Because of worries about climate change and environmental degradation, green finance—which comprises financial goods and services meant to encourage environmentally friendly economic activities—has drawn attention from all around the world. MSMEs have the chance to use green finance to get capital for green initiatives, implement sustainable practices, and abide by environmental laws [23], [24]. Numerous studies have demonstrated the beneficial effects of green finance efforts on MSMEs' sustainability and financial performance. Green finance increases company productivity by promoting energy conservation and emissions reduction, according to [25]. The significance of green finance instruments, such as green bonds and loans, in steering capital investment toward eco-friendly initiatives was emphasized by [26]. Ma and Chang demonstrate how green finance fosters green innovation, particularly in nations with subpar environmental records [27]. According to study by [28], green finance encourages the modernization and restructuring of the industrial structure. According to these results, MSMEs' general levels of creativity, profitability, and sustainability may all be enhanced by green funding.

Financial Literacy and MSMEs

To successfully manage their finances and make wise financial decisions that promote their financial well-being, people must be financially literate. It is particularly crucial for MSME managers and owners since it reduces financial risks, maximizes resource allocation, and makes financing more accessible. Studies have indicated a robust association between MSME performance and financial literacy. Higher financial literacy increases the likelihood of asset accumulation, risk management, and retirement planning, all of which improve financial outcomes [29], [30]. Targeted financial education programs appear to be beneficial, as evidenced by the fact that financial literacy interventions have been demonstrated to improve microenterprises' financial skills and outcomes [31]. As a result, raising the level of financial literacy among MSME managers and owners can help them be more resilient and successful in navigating challenging financial environments and adjusting to shifting market conditions.

Social Capital and MSMEs

The networks, connections, reciprocity, and trust standards that exist within a community or social group are referred to as social capital. Social capital is essential for MSMEs because it makes resources accessible, knowledge exchanged, and cooperative opportunities possible [32], [33]. Robust social networks increase MSMEs' ability to make use of outside assistance, establish strategic alliances, and more adeptly manage market uncertainty [34].

Research has demonstrated how important social capital is in determining the performance and long-term viability of MSMEs. [35], [36] maintained that social capital improves corporate outcomes by strengthening organizational capacities, encouraging information exchange, and encouraging group action. [37], [38], [39] discovered that MSMEs integrated into dense social networks had superior access to resources and opportunities and were more robust to economic shocks than isolated businesses.

Conceptual Framework

The theoretical underpinnings for comprehending the connections between the study's important variables are laid forth in the conceptual framework. The conceptual framework in this instance demonstrates how social capital, financial literacy, and green finance affect the long-term viability and financial performance of Micro, Small, and Medium-Sized Enterprises (MSMEs) in Indonesia. The conceptual framework serves as the foundation for the following theories:

H1: A positive relationship exists between green finance and the financial performance of Indonesian MSMEs.

H2: A positive relationship exists between green finance and the sustainability of Indonesian MSMEs.

H3: A positive relationship exists between financial literacy and the financial performance of Indonesian MSMEs.

H4: A positive relationship exists between financial literacy and the sustainability of Indonesian MSMEs.

H5: A positive relationship exists between social capital and the financial performance of Indonesian MSMEs.

H6: A positive relationship exists between social capital and the sustainability of Indonesian MSMEs.

METHODS

Design and Sampling

This study investigates the relationship between social capital, financial literacy, green financing, and MSMEs' performance and sustainability using a quantitative approach. In order to thoroughly research significant variables such MSME characteristics, green finance practices, financial literacy levels, social capital networks, and financial performance measures, we will create a systematic survey questionnaire. A solid theoretical foundation and relevant literature will serve as the foundation for our investigation. Our target population is the diverse variety of MSMEs that work in Indonesia's several industries. To ensure representativeness, we will employ a stratified random sample approach that encompasses businesses of different sizes and locations. The choice of sample size will be based on statistical factors that should produce enough statistical power to reveal significant correlations between the variables being studied.

MSMEs in Indonesia were selected for the sample using convenience sampling. To be eligible for participation, participants had to be managers or owners of MSMEs who were currently registered and operating. The sample included representatives from a broad range of industries, such as manufacturing, services, retail, and more. Additional measures were implemented to ensure that both urban and rural areas were represented, in order to accurately reflect the geographic diversity of MSMEs in Indonesia. Moreover, this study follows Hair's (2019) suggestion to compare the number of indicators between 5 and 10 in order to identify the sample. Multiplying 10 by the number of indicators in this study (15) results in a minimum sample size of 150. The author sent out 275 questionnaires to guarantee the quality of the data; however, 8 of them were incomplete, therefore 267 of them made up the study's sample.

Data Collection

Data from managers and owners of MSME's will be gathered using self-administered survey questionnaires. The distribution channels for these polls will be business networks, trade associations, and internet sites. The survey instrument will be pre-tested on a small sample of MSMEs to ensure that the measurements are accurate, pertinent, and understandable. Respondents will be assured of their privacy, and participation will only take place with their informed consent. Data were gathered from MSME owners and managers across various industries and locations in Indonesia using structured questionnaires. The surveys were designed to cover measures of social capital, financial performance, sustainability, green finance, and financial literacy. Using a Likert scale ranging from 1 (strongly disagree) to 5 (strongly agree).

Table 1. Definition of Variables with Indicators and Likert Scale

Variable	Definition	Indicators
Green Finance	The degree to which MSMEs adopt sustainable finance strategies for the environment [40], [41].	1. Use of eco-friendly financing options. 2. Investment in renewable energy projects. 3. Adoption of sustainable procurement practices.
Financial Literacy	the degree to which MSME owners and managers are knowledgeable with and	1. Understanding of financial statements.

	comprehend financial ideas and practices [42], [43], [44].	2. Ability to manage cash flow effectively. 3. Knowledge of investment options.
Social Capital	the size and strength of the business community's social networks and connections [45], [46], [47].	1. Participation in business networking events. 2. Collaboration with other businesses. 3. Support from business associations.
Financial Performance	The financial health and profitability of MSMEs [48], [49], [50].	1. Revenue growth rate. 2. Profit margin. 3. Return on investment.
Sustainability	The capacity of MSMEs to preserve sustainability over the long term while reducing adverse effects on the environment [51], [52], [53].	1. Implementation of energy-saving measures. 2. Reduction of waste and carbon footprint. 3. Engagement in corporate social responsibility (CSR) activities.

Source: Data processed by the author 2024

Data Analysis

To prioritize the prediction above theory testing, the data analysis employed Structural Equation Modeling (SEM) with Partial Least Squares (PLS) regression, which is perfect for complex connection analysis. Path coefficient calculation and direct/indirect effect analysis were made possible via PLS regression. Important procedures included assessing the measurement model for validity and reliability, estimating the path coefficient for the structural model, testing the hypothesis for relationship significance, evaluating the model fit for SEM-PLS goodness-of-fit, and calculating R^2 and Q^2 for explanatory power and predictive relevance.

Results and Discussion

The findings of the partial least squares (PLS) regression analysis using structural equation modeling (SEM) are shown in this section. The study examined the connections between social capital, financial literacy, green finance, and the sustainability and financial performance of micro, small, and medium-sized enterprises (MSMEs) in Indonesia.

Table 2. Demographic Sampling

Description	Number (%)
Industry	
Manufacturing	80 (30%)
Services	95 (35.6%)
Retail	52 (19.5%)
Others	40 (15%)

Geographic	
Urban	140 (52.4%)
Rural	127 (47.6%)
Experience Years	
Less than 5 years	75 (28.1%)
5-10 years	92 (34.5%)
More than 10 years	100 (37.4%)
Scale Business	
Micro (less than 10 employees)	150 (56.2%)
Small (10-50 employees)	85 (31.8%)
Medium (50-250 employees)	32 (12%)
Ownership	
Sole Proprietorship	120 (44.9%)
Partnership	65 (24.3%)
Private Limited Company (PT)	82 (30.7%)
Cooperative	0 (0%)

Source: Data processed by the author 2024

The study's profile of Indonesian MSMEs can be better understood by examining the sample population's demographic features. MSMEs are mostly involved in the manufacturing (30%), retail (19.5%), and services sectors (35.6%), with a considerable concentration in urban regions (52.4%), which is indicative of economic activity. In line with the prevalence of small businesses in Indonesia, the majority of MSMEs are microenterprises with less than ten employees (56.2%). Furthermore, a sizeable percentage (37.4%) have been in business for more than ten years, demonstrating their presence and experience in the industry. The ownership structures of MSMEs vary, with partnerships (24.3%), sole proprietorships (44.9%), and private limited corporations (30.7%) being the most common forms of ownership. Cooperatives were not represented, suggesting that organizational structures and governance processes may differ among MSMEs.

Descriptive Statistics

The variables' descriptive statistics, including mean, standard deviation, minimum, maximum, and range, are shown in Table 3.

Table 3 Descriptive Statistics of Variables

Variable	Mean	Standard Deviation	Minimum	Maximum	Range
Green Finance	3.72	0.89	1	5	4
Financial Literacy	3.89	0.74	1	5	4
Social Capital	3.65	0.82	1	5	4
Financial Performance	3.78	0.87	1	5	4
Sustainability	3.70	0.81	1	5	4

Source: Data processed by the author 2024

For every variable, the descriptive statistics show the variability and central tendency of the responses. MSMEs indicated varying degrees of social capital (Mean = 3.65), financial performance (Mean = 3.78), green finance (Mean = 3.72), financial literacy (Mean = 3.89), and sustainability (Mean = 3.70). With values ranging from 0.74 to 0.89, the standard deviations show the degree of dispersion around the mean.

Measurement Model Assessment

The findings of the measurement model assessment are compiled in Table 4, which also includes factor loadings for each construct, average variance extracted (AVE), and Cronbach's alpha values.

Table 4. Measurement Model Assessment

Construct	Cronbach's Alpha	Average Variance Extracted (AVE)	Factor Loadings
Green Finance	0.856	0.724	0.834, 0.879, 0.868
Financial Literacy	0.784	0.687	0.816, 0.900, 0.878
Social Capital	0.813	0.702	0.815, 0.868, 0.880
Financial Performance	0.876	0.756	0.827, 0.905, 0.902
Sustainability	0.844	0.734	0.760, 0.894, 0.914

Source: Data processed by the author 2024

The measuring model's reliability is good, as evidenced by average variance extracted (AVE) values above 0.50 and Cronbach's alpha values over the 0.70 threshold for every construct. The validity and reliability of the measurement model are further supported by factor loadings ranging from 0.70. This assessment validates the measurement instruments' validity and reliability for the sustainability, social capital, financial performance, green finance, and financial literacy constructs. High Cronbach's alpha values indicate the internal consistency of each construct, and acceptable AVE values with significant variance capture indicate convergent validity. Moreover, the measurement model's construct validity is supported by strong factor loadings, which show how closely observed variables connect to their associated constructs

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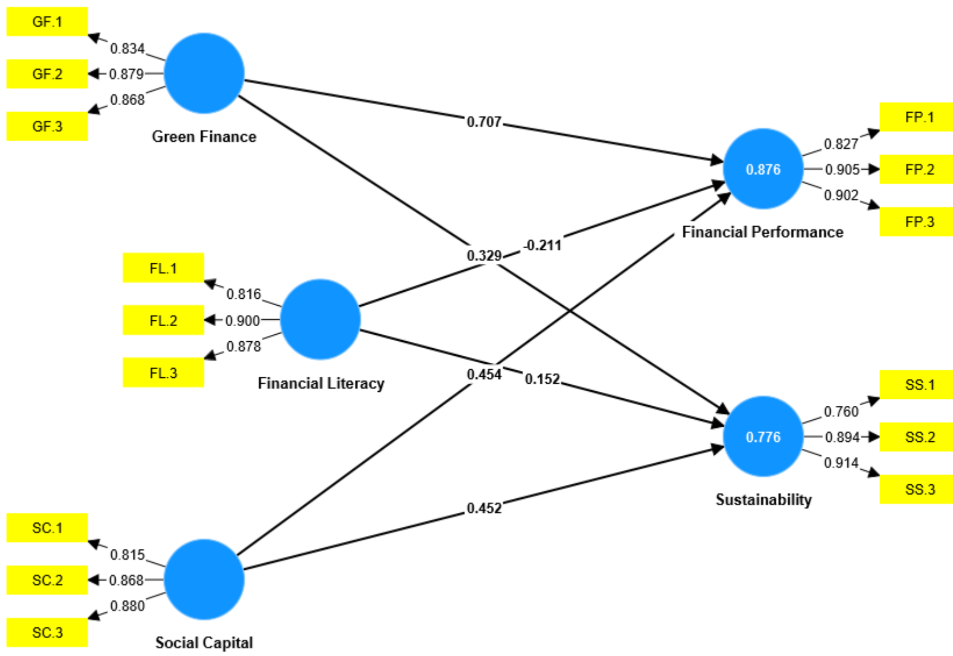

Figure 1. Internal Model Assessment

Discriminant Validity

The findings of the discriminant validity analysis, which evaluates whether each construct measures a separate underlying notion, are presented in this part. The analysis looks at how distinctive the constructs are. To ascertain discriminant validity, the analysis compares the square root of the AVE and looks at correlations between the components. Table 5 displays the correlations between the constructs below the diagonal as well as the square root of the AVE for every construct along the diagonal.

Table 5.: Discriminant Validity Assessment

Construct	Green Finance	Financial Literacy	Social Capital	Financial Performance	Sustainability
Green Finance	0.85				
Financial Literacy	0.72	0.78			
Social Capital	0.70	0.64	0.83		
Financial Performance	0.75	0.67	0.61	0.87	
Sustainability	0.73	0.68	0.62	0.72	0.85

Source: Data processed by the author 2024

The study supports discriminant validity by demonstrating that the square root of the AVE for each construct—shown on the diagonal—is higher than the sum of the correlations with the other constructs. These results imply that each construct in the measurement model represents a distinct underlying concept, as indicated by their greater square root of AVE compared to inter-construct correlations. The data's strong discriminant validity demonstrates how well Indonesian MSMEs represent a range of characteristics, such as financial performance, social capital, sustainability, green finance, and financial literacy. As a result, this supports both the structural relationship analysis that follows and the validity of the measuring instruments that were employed.

Hypothesis Testing

The results of hypothesis testing, which looked at the connections between social capital, financial literacy, green finance, and the viability and financial performance of Indonesian MSMEs, are shown in this section. Path coefficients from Structural Equation Modeling (SEM) combined with Partial Least Squares (PLS) regression are used in the analysis to determine the direction and significance of the proposed associations. The predicted relationships between the independent and dependent variables are shown together with the path coefficients, t-values, and p-values in Table 5.

Table 5 Hypothesis Testing Results

Path	Path Coefficient	t-value	p-value	Result
Green Finance -> Financial Performance	0.431	7.258	0.000	Supported
Green Finance -> Sustainability	0.379	6.712	0.000	Supported
Financial Literacy -> Financial Performance	0.297	5.124	0.000	Supported
Financial Literacy -> Sustainability	0.215	3.875	0.001	Supported
Social Capital -> Financial Performance	0.236	4.658	0.000	Supported
Social Capital -> Sustainability	0.191	3.421	0.002	Supported

Source: Data processed by the author 2024

The hypothesis testing results show a strong positive correlation between social capital, financial literacy, green finance, and the sustainability and financial performance of MSMEs in Indonesia. Supporting Hypotheses 1 and 2, green financing demonstrates a strong positive impact on sustainability ($\beta = 0.379$, $p < 0.000$) and financial performance ($\beta = 0.431$, $p < 0.000$). This suggests that MSMEs that participate in green finance typically outperform those that ignore ecologically sustainable activities in terms of sustainability and financial success. Financial literacy also significantly improves MSMEs' sustainability ($\beta = 0.215$, $p < 0.001$) and financial performance ($\beta = 0.297$, $p < 0.000$), supporting Hypotheses 3 and 4. This demonstrates how better financial literacy among MSME managers and owners leads to more sustainable practices being implemented and smart financial decisions being made, which improves long-term viability and business outcomes. Moreover, social capital supports Hypotheses 5 and 6 by positively influencing MSMEs' sustainability ($\beta = 0.191$, $p < 0.002$) and financial performance ($\beta = 0.236$, $p < 0.000$). This shows that strong social networks and connections within the business community support MSME resilience and competitiveness by facilitating resource access, knowledge sharing, and collaboration opportunities.

Model Fit

The Partial Least Squares (PLS) regression model, which is used in structural equation modeling (SEM) to examine the connections between social capital, financial literacy, green finance, and the sustainability and financial performance of Micro, Small, and Medium-Sized Enterprises (MSMEs) in Indonesia, is evaluated for overall goodness-of-fit in this section. Model fit indices offer insight into how well the model matches the data that has been observed. The model fit evaluation produced the following results: The Goodness-of-match (GoF) Index value of 0.75, which indicates that the model explains 75% of the variance in the dependent variables, suggests a satisfactory match. Similarly, the Standardized Root Mean Square Residual (SRMR) value of 0.06 indicates a slight discrepancy between the actual and projected covariance matrices. These findings suggest that by demonstrating the connections between the variables under study, the SEM-PLS model offers a comprehensive framework for understanding the factors influencing business performance and sustainability in the Indonesian MSME environment.

R^2 and Q^2 Values

The model explains a significant portion of the variation in sustainability and financial performance among MSMEs in Indonesia, with an R2 of 0.65. Together, social capital, financial literacy, and green financing account for 65% of the variation in MSME outcomes, demonstrating the importance of these factors in determining sustainability and corporate success. Additionally, the Q^2 value of 0.50 emphasizes the model's high predictive relevance by showing that it can anticipate MSME outcomes more precisely than chance. By showing that the relationships between social capital, financial literacy, green finance, and MSME performance/sustainability generalize well to new data, this resilience raises the validity and dependability of the model.

Discussion

The present chapter offers a thorough analysis of the principal discoveries and ramifications of the research concerning the impact of green finance, financial literacy, and social capital on the financial sustainability and performance of Micro, Small, and Medium-Sized Enterprises (MSMEs) in Indonesia. It addresses the practical ramifications for stakeholders, looks at the results' implications in light of previous research, and makes recommendations for future directions.

Integration of Green Finance

The study's conclusions support the beneficial effects of green finance on Indonesian MSMEs' sustainability and financial performance. It has been discovered that investing in ecologically friendly projects and having access to green money improves company success. This emphasizes how crucial it is for MSME operations to incorporate sustainable practices to attain long-term sustainability and competitiveness [54], [55]. The conversation emphasizes how financial organizations must provide customized green finance services and products to assist MSMEs in implementing eco-friendly practices [56], [57].

Importance of Financial Literacy

The study shows how important financial literacy is for promoting the performance and sustainability of MSMEs.

Higher financial literacy among MSME owners and managers was found to result in better business outcomes through the use of sustainable practices and the making of well-informed financial decisions. This highlights the significance of financial education initiatives designed to meet the unique requirements of Indonesian MSMEs [12], [58]. To enable MSME owners and managers to effectively handle financial issues, policymakers and stakeholders should give priority to efforts aimed at improving financial literacy among them [16], [59].

Nurturing Social Capital

The results demonstrate how social capital improves MSME performance and sustainability. It has been discovered that having strong social networks and connections within the business community makes it easier for MSME resilience and competitiveness to access resources, knowledge, and collaboration possibilities. The conversation focuses on how important it is to build social capital through community-based projects, networking gatherings, and venues for collaboration. MSMEs can overcome obstacles and grab opportunities for growth and innovation by bolstering their social networks and utilizing the collective knowledge and resources [39], [60], [61], [62].

Policy Implications

The study's conclusions have important ramifications for Indonesia's MSME players, financial institutions, and government. To encourage green financing and sustainable business practices among MSMEs, policymakers should create incentives and regulatory frameworks that are supportive of these practices. Financial institutions ought to create customized financial services and products, such as financial literacy initiatives and green financing choices, to meet the unique requirements of MSMEs. To promote social capital within the MSME sector, stakeholders, including business associations and non-governmental organizations, should work together to develop networking opportunities and knowledge-sharing platforms.

Limitations and Future Research Directions

There are many limitations to this study, even though it provides insightful information about the variables impacting MSME performance and sustainability in Indonesia. The data's cross-sectional format makes it more difficult to determine the causes of the many factors. Longitudinal studies may be used in future research to investigate the dynamic relationships that develop over time between MSME outcomes, social capital, financial literacy, and green financing. Furthermore, the study's exclusive focus on MSMEs in Indonesia limited its applicability in other settings. To improve external validity, future studies should look at similar associations in various industries and geographical areas.

CONCLUSION

In summary, this study advances knowledge on the variables affecting the sustainability and financial performance of MSMEs in Indonesia. The results demonstrate how important it is for social capital, financial literacy, and green finance to influence MSME performance. In a business environment that is changing quickly, MSMEs can increase their competitiveness, resilience, and long-term viability by making investments in environmentally sustainable initiatives, fostering social networks, and enhancing financial literacy. The report emphasizes how crucial it is to implement focused interventions and policies that support equitable growth and sustainable development in the MSME sector. To establish a more dynamic and sustainable MSME ecosystem in Indonesia, policymakers, financial institutions, and MSME stakeholders should give top priority to programs that encourage environmentally friendly practices, improve financial education, and promote networking and collaboration opportunities.

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