

# CHANGE MAKERS

PROGRAMMING FOR GENDER EQUALITY  
AND HELPING MEN AND WOMEN IN  
INDONESIA SHAPE A FAIRER WORLD



*Empowered lives.  
Resilient nations.*



UNDP INDONESIA  
GENDER EQUALITY STRATEGY  
AND ACTION PLAN  
2017-2020

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Cover Photo:  
Feni Kurniati and Wilhelmus Pantur, Gapong Village, Flores,  
East Nusa Tenggara, Indonesia

*Photo credit: Fauzan Ijazah*

Copyright © 2017 United Nations Development Programme Indonesia. All rights reserved. UNDP partners with people at all levels of society to help build nations that can withstand crisis, and drive and sustain the kind of growth that improves the quality of life for everyone. On the ground in more than 170 countries and territories, we offer global perspective and local insight to help empower lives and build resilient nations.





School girls in Sintang, West Kalimantan

Photo credit: Nicholas Hurt

# FOREWORD



Gender equality is a great driver of sustainable development. It is a fundamental human right and a necessary foundation for a peaceful, prosperous and sustainable world.

UNDP views gender equality as more than including women in development. Achieving gender equality means transforming relations between men and women. It involves working with both women and men at the grassroots to empower women economically, socially and politically and at the macro-institutional level to support gender equality in policies and regulations.

Indonesia has shown strong commitment to advancing equality between men and women. Most recently, the Government of Indonesia commenced redrafting the Law on Gender Equality, and President Joko Widodo stepped up to join the global 'He for She' campaign, a movement to encourage men to promote gender equality. UNDP congratulates and supports the Government on these efforts, and looks forward to working closely, together, to close the inequality divide.

Gender equality has been achieved in primary education enrolment, and the quality of life has improved for many women as the nation has progressed economically. Although progress has been made, inequalities between men and women persist in Indonesia. Only 17.3 percent of seats in parliament are held by women, and only 35 percent of women in the agricultural sector are paid for their work. The maternal mortality rate in Indonesia is 320 per 100,000 live births, making it the highest among ASEAN countries. More must be done.

Women must not be seen just as victims of discrimination. They are a global force of change-makers. Since UNDP started working in Indonesia in 1970s, we have met countless women bringing peace and prosperity to their communities. For example, UNDP's Strengthening Access to Justice project, supported by Norway, improves access and delivery of justice, particularly for women. UNDP's work in promoting women in parliament resulted in a 22 percent increase of women's participation in provincial and district parliaments across nine provinces. We will continue working with the Government, civil society and communities to help these champions, and engage both men and women to advance gender equality.

We attach very high importance to UNDP Indonesia's Gender Equality Strategy. This is our commitment to mainstreaming gender equality in all the work we do, including operations, programming and how we communicate, monitor and report on our work. It builds on the progress we have made in past years with the Government of Indonesia. We look forward to working together with national and international partners who wish to support the nation's priorities for realizing a fairer world in which women, men, girls and boys can reach their full potential.

Christophe Bahuét  
Country Director  
UNDP Indonesia

Francine Pickup  
Deputy Country Director  
UNDP Indonesia



# INTRODUCTION

**GENDER EQUALITY CHAMPIONS ARE DRIVING UNPRECEDENTED CHANGE IN EVERY INDONESIAN PROVINCE. AMONG THEM ARE WOMEN, AND MEN, CONTRIBUTING TO PEACE, JUSTICE AND EQUALITY.**

UNDP has worked with the Government of Indonesia for decades to empower women, men, and their communities in areas of environment, democratic governance and poverty reduction. This Gender Equality Strategy and Action Plan challenges and guides UNDP to build on this work.

Indonesia has chartered impressive economic growth in recent decades. The nation has gained middle-income status and joined the ranks of the G20. Women have also seen an improvement in quality of life. Despite this progress, gender inequalities are still entrenched and pervasive in every part of society. Women and girls do not have access to health, employment, participation and decision-making equally to men and boys. There is potential for significant gains in the pursuit for gender equality, yet implementation, awareness-raising, breaking down stereotypes and institutional support are necessary to get there.

We must celebrate gains made in the pursuit for gender equality. They can be seen both online and offline where communities fighting for equality are gathering momentum. At the village level, women are seizing leadership opportunities. In urban areas, women are advocating for fairer treatment in the workplace, and at home. Young people, too, are showing enthusiasm and speaking out. Human development indicators are showing positive results, particularly in the area of education. Gender gaps in youth literacy have been eliminated, with near-equality achieved in elementary enrolment rates up to tertiary levels. Parity in education has translated to increased economic and greater political participation.

However challenges threaten this progress. These threats include rising inequalities, persistent poverty, deficiencies in the delivery of public services, corruption, climate change and the over-exploitation of natural resources. Indonesia embarked on achieving 17 Sustainable Development Goals (SDGs) that aim to eliminate these challenges. Goal 5, achieving gender equality, is key. It is an ambitious, but entirely achievable goal, which calls on nations to end discrimination, while ensuring full participation

and equal opportunities for women and girls. Signatories to the SDGs also recognize that gender equality is in fact critical to achieving all the goals.

Gender equality refers to the rights, responsibilities and opportunities of women and men, boys and girls. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration — recognizing the diversity of different groups of women and men. Gender equality is not a 'women's issue'. It must fully engage men as well as women.

Women occupy different spaces and locations of identity, influencing social perceptions around gender roles. Rigid perceptions around gender roles can lead to certain privileges and oppressions. Women from lower socio-economic strata and indigenous communities are triply marginalized due to their social standing along gender, class, and ethnic lines. Likewise, women with disabilities, women living with HIV and women from the LGBT community are often discriminated against.

This Strategy and Action Plan guides UNDP Indonesia in advancing gender equality in every aspect of work. It sets out ambitious targets to build on the progress made, while breaking down persistent challenges hindering women's development in Indonesia today. Paramount to this strategy is the recognition that Indonesian people have great capacity to advance gender equality in their own communities; UNDP Indonesia is committed to supporting them and the Government.



"It was a taboo for women to talk about their problems. So at the beginning women thought it was weird. In the training I learnt skills to mitigate disputes with women. I learned that you cannot wait for women to come to you. You have to go to them. I learned you need to work with men and women separately, and then together. After solving a few cases, I've earned trust now."

Murni is a woman adat justice leader in Banda Aceh. She received training on how to mediate disputes in the customary justice system, supported by UNDP Indonesia.

## Vision and priorities

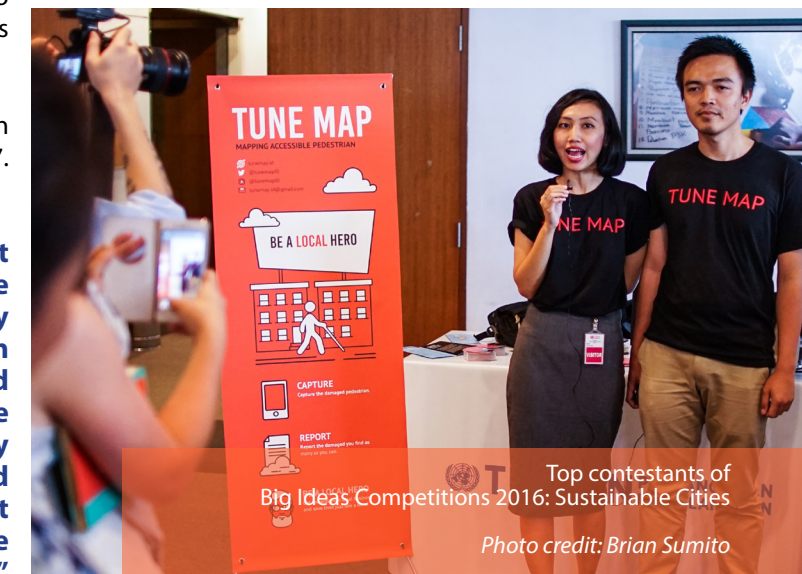
**UNDP Indonesia will strive to advance the gender equality agenda throughout every aspect of work.**

UNDP Indonesia supports all efforts to achieve the Sustainable Development Goals (SDGs), which set ambitious targets for ending extreme poverty, reducing inequality and tackling climate change. Advancing gender equality is reflected in each of the SDGs. In particular, Goal 5 aims to end discrimination of women and girls while ensuring their full and effective participation and access to equal opportunities. Advancing gender equality is therefore central to UNDP Indonesia's mandate.

UNDP's Gender Equality Strategy and Action Plan accompanies the global Strategic Plan for 2014-2017. It is based on the premise that:

**"Sustainable human development will not be achieved unless women and girls are able to realize their rights. Gender equality and women's empowerment strengthen and integrate the economic, social and environmental strands of sustainable development. By advancing gender equality and empowering women as leaders and actors in the development processes that shape their lives, UNDP envisages a more inclusive, sustainable and resilient world."** (UNDP Gender Equality Strategy 2014 – 2017).<sup>1</sup>




Gender equality is a critical component of sustainable development. UNDP Indonesia will therefore mainstream gender equality through program design and implementation, operations, and communications. With respect to programmatic interventions, the UNDP approach to gender mainstreaming is a dual one: UNDP supports the empowerment of women through gender-specific targeted interventions and also addresses gender concerns in the development, planning, implementation and evaluation of all policies and programs.



Top contestants of Big Ideas Competitions 2016: Sustainable Cities

Photo credit: Brian Sumito

**In practical terms, gender mainstreaming means:**

-  **identifying differences between men and women using sex-disaggregated data**
-  **allocating resources and expertise to implement strategies and evaluate results**
-  **removing obstacles to ensure equal opportunities and outcomes for men and women.**



### Approach and accountability

In 2016, UNDP Indonesia participated in the corporate Gender Equality Seal certification programme for which it obtained 'Silver' status. This Gender Seal process enabled teams to collectively and systematically build the foundation for a gender-transformative environment in the Country Office, and the areas in which UNDP works.

As a result, this strategy was set in motion. This Gender Strategy and Action Plan guides UNDP Indonesia for the period 2017-2020. It is aligned with the UNDP Indonesia Country Programme Document 2016-2020, building on UNDP Indonesia's efforts to enhance equality, inclusiveness and sustainable development.

To ensure accountability, and measureable activities, new gender-sensitive corporate tools and frameworks maintain quality results-based programming. The tools explicitly promote gender mainstreaming, reinforcing fair assessment, diligent planning, monitoring and evaluation mechanisms. These tools and frameworks also reinforce UNDP's accountability to governments, citizens, partners, stakeholders, and donors.

This strategy accelerates gender equality through four outcome areas:

-  Sustainable employment and income generation
-  Equitable access to quality social services and social protection
-  Sustainable natural resource management and increased resilience
-  Enhanced access to justice and more responsive inclusive and accountable public institutions.

This strategy addresses three key areas for mainstreaming gender equality across UNDP's work:

-  Programming
-  Operations
-  Institutional arrangements and practices



Margareta Mais and Rofinus Gundur, Gapong Village, Flores, East Nusa Tenggara, Indonesia

Photo credit: Fauzan Ijazah



Panel discussion at the Hidden Pearls: Heroic Stories of Women Peace Builders book launch.

Photo credit: UNDP Indonesia  
Comic and Cartoon Exhibition



# GENDER EQUALITY AND WOMEN'S EMPOWERMENT IN INDONESIA



These Dayak women, native to the island of Kalimantan, are passionate about ensuring sustainability for future generations. "Sustainability to us means that our children's children can enjoy clean air and the same fresh fruits from the forest that we currently do," explained 27-year-old Renawati (pictured left).

Photo credit: Nicholas Hurt

## Situational analysis

Indonesia has undertaken a series of economic, political and social reforms – a movement referred to as reformasi – since the late 1990s. Among those changes is a targeted focus on gender equality, and specifically policy matters relevant to women.

At the international level, Indonesia has shown commitment to ending gender-based violence. In 1984, it ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) which committed nation states to harmonizing domestic laws with international law.

Domestically, measures have been taken to implement the Government's zero-tolerance policy for gender-based violence. These include the Law on Domestic Violence in 2004, the Victim Protection Law in 2006, the Law on Anti-Trafficking in 2007, and the Law on the Protection of Women and Anti Gender-based Violence in 2009. Most recently, the National Policy of Elimination of Violence against Women aims to enable women's participation by offering safety and protection in public places.

With regard to women's right to political participation, Indonesia ratified the UN Covenant on Civil and Political Rights and committed to the Beijing Platform of Action, both of which provide guidance on removing barriers preventing women from fully participating in public life. Indonesia also signed onto both the International Covenant on Economic, Social and Cultural Rights and the International Covenant on Civil and Political Rights (ICCPR) in 2006. As a result, the Government passed a law stating women must make up 30 percent of legislative candidates, including Government parties.<sup>1</sup>

Governance is also increasingly gender-responsive. For example, The Presidential Decree in 2000 on Gender Mainstreaming in National Development Planning and Programming is a step forward. The National Long-term Development Plan (RPJPN) 2005-2025 also confirms the Indonesian government's commitment to gender equality with specific laws in place.<sup>2</sup> Currently, the Government is redrafting the Law on Gender Equality. It will provide policy-making guidance for Government, judiciary, academia and private sector.

While gender equality has been furthered by government legislation in the last decade, indicators reveal gaps between policy and implementation. In 2016, Indonesia ranked 88th out of 144 countries in the World Economic Forum's Global Gender Gap Report, scoring .682. This reveals a gap for female legislators, senior officials and managers. Indonesia is ranked 110 out of 188 countries on the The Gender

Inequality Index (GII), decreasing from 2000 to 2014. The GII reflects gender-based inequalities in three areas: reproductive health, empowerment, and economic activity.<sup>3</sup>

## Education

Indonesia has succeeded in achieving equality in education, resulting in a high literacy rate of 93.9 percent of adults. According to the Gender Parity Index (GPI), school enrolment for females has risen from 0.86 to 0.98. However, issues such as child marriage and poverty, force girls to leave school. As a result, at least two thirds of the illiterate population are women.<sup>4</sup>

Low levels of education hinder people's utilization or understanding of certain services. For example, there is a strong correlation between the low use of antenatal services, combined low household wealth index and maternal education level.<sup>5</sup>

Antenatal services are designed to prevent maternal and perinatal mortality and morbidity. The risk of not utilizing these services increases by 55 per cent for poor, low-educated women.<sup>6</sup>

## Land rights

Land is a crucial resource for poverty reduction, food security, and rural development. However, men and women do not always enjoy the same rights to it.<sup>7</sup>

Marriage law permits marital property to be registered under both the husband and wife's name. However, in practice, most land is registered under the husband's name only. Many couples are not aware that property can be registered under both names, and many registration officials are not aware it is allowable under law. For example, Minangkabau women in West Sumatra, who inherit land matrilineally, often find their claims jeopardized when men register and mortgage land under their name.<sup>8</sup> This is similar for women on tree plantations in the highlands of Sulawesi.<sup>9</sup>

In Java, around 65% of marital land is registered under the husband's name.<sup>10</sup> In other parts of Indonesia, women are forbidden to own land under customary law. In Aceh, daughters are entitled to a lesser share of property in comparison to sons under provisions of Sharia Law.<sup>11</sup>



### Informal justice

The customary justice system (*adat*) is one method for resolving disputes at the village level. However, there are barriers preventing women accessing justice. This is partly due to the limited number of female *adat* leaders. When it comes to customary law and female participation, the position of judge or *adat* leader is generally considered to be a male role. Women are discouraged from running for leadership positions in village elections. Female *adat* leaders are necessary. They highlight women's issues often overlooked by men, for example domestic violence or land rights disputes.<sup>12</sup>

In addition, female *adat* leaders have reported female complainants are more comfortable in expressing their concerns to a female *adat* leader. Informal justice mechanisms are still predominantly male dominated, and do not always offer fair and impartial justice outcomes for women.<sup>13</sup>

### Representation in politics

Indicators surrounding progress in female political participation and representation have shown both progress and need for change in Indonesia. There is a greater percentage of women in the national parliament, from 17.32 percent in 2014 to 18.04 percent in 2016.<sup>14</sup> At the sub-national level, women won less than 15 percent of seats (14.6 percent represented in provincial and 25.8 percent represented in regional parliaments).<sup>15</sup>

In the executive branch, almost half of civil servants are women, yet less than 20 percent hold decision-making positions. The capacity for regional parliaments to advance gender equality is limited when there are few women and minority voices represented. At the national level, President Joko Widodo has been congratulated for appointing nine women in his cabinet of 34 ministers following the 2016 cabinet reshuffle.

### Economic participation

The Global Gender Gap Index (GGGI), measures economic participation and opportunity, educational attainment, health and survival, and political empowerment. Indonesia is ranked 88th out of 144 countries.<sup>16</sup> Around 95 percent of the Indonesian labour market consists of small to mid-sized enterprises but women only own 35 percent of them.<sup>17</sup> Generally, women are more likely to be paid less than men, although this wage gap decreases relative to women's education level (from 51 percent if a woman is primary-school education, to 28 percent if she has post-graduate qualification).<sup>18</sup>

### Labour

Women make up a greater portion of Indonesia's unemployed population. The 2014 unemployment rate ranked 5.9 percent in 2014, with 6.2 percent female, and 5.7 percent male.<sup>19</sup>

Women take on more informal work, exposing them to unregulated work environments and access to fewer rights.<sup>20</sup>

Limited education, domestic duties and stereotypes around the woman's place in the home contribute to the high number of women either unemployed or in the informal economy (31 percent of female heads in the informal economy have primary school education). Informal work also offers the incentive of working close to home, particularly for domestic and migrant workers.<sup>21</sup> One quarter of women who are out of the labor force assert that they would take a job if they found one.<sup>22</sup>

### Poverty

Gender inequality is both an outcome of poverty and a barrier to economic growth.<sup>23</sup> Female-headed households have fewer assets/poorer quality homes, and access to substantially less earned income. They are also three times more likely to fall below the poverty line.<sup>24</sup>

### Environment

Indonesia is facing challenges caused by climate change, and is putting in place action to mitigate and adapt to its effects. Although it is a significant emitter of greenhouse gases, it is also vulnerable to its effects. Climate change impacts food security, agriculture-dependent livelihoods, and quality of life – these are felt disproportionately by women.<sup>25</sup>

Women play an active role in the management of forest resources but struggle to participate in decision-making due to social norms and power structures. Environmental degradation and decreasing forest resources further threaten women's livelihoods and economic participation.<sup>26</sup>

Environmental pollution has a detrimental impact on men and women who undertake traditional livelihoods, particularly those outdoors. Air pollution can be caused by thick haze resulting from low temperature and smoldering occurring on peat-lands. Hotspots are attributed to plantations or smallholder farmers practicing 'slash and burn' techniques – using fire to clear land for agricultural use.

### Energy consumption

Women consume energy differently to men. Women in rural households typically devote 25 percent of their time to wood collection.<sup>27</sup> Around 24.5 million households rely on firewood for cooking. This has resulted in an estimated 165,000 premature deaths due to indoor air pollution.<sup>28</sup> Women are disproportionately represented in this figure given they are mainly responsible for cooking. Male-headed households consumed more electrical energy, LPG, town gas and kerosene (modern energy) than women-headed households in 2008 and 2011.<sup>29</sup> Improved access to clean, renewable and affordable energy can free women from domestic labour, reduce adverse impacts on their health and allow them more time to engage in productive activities.<sup>30</sup>

### Post-disaster environments

Women are disproportionately impacted by natural disasters, however they also play a crucial role in rebuilding communities. Indonesia as well as other countries in the Asia-Pacific region experience earthquakes, floods, volcanic eruptions, heat waves, (prolonged dry seasons) intense rainfall and rising sea levels. A 2000 study found that women in South Asia displayed enormous strength and capacity throughout the entire disaster cycle: preparing for hazards, rebuilding damaged livelihoods and caring for displaced children.<sup>31</sup> Women undertake various activities including food and water for the family, securing seeds and other productive materials and taking care of the sick and elderly. Post-disaster environments call for greater support for the approximately six million women-headed households, and provides opportunities to mainstream gender into environmental and disaster management projects.<sup>32</sup>

### Child marriage

More than one in four girls marry before reaching adulthood in Indonesia.<sup>33</sup> In 2015, the national average of children marrying before age 18 was 22.8 percent, while the highest rates are in West Sulawesi and South Kalimantan (34.2 percent and 33.7 percent).<sup>34</sup> The 1974 Marriage Law sets the legal parameters for marriage in Indonesia, stating parental consent is required for all marriages under the age of 21. With parental consent, females can legally marry at the age of 16 and males at 19. Child marriage is driven by gender inequality, and can be exacerbated by poverty, economic insecurity, and conflict.<sup>35</sup>

### Gender-based violence

Violence against women, particularly sexual violence, is the most extreme manifestation of gender inequality worldwide. In Indonesia, there is a knowledge gap in the number of gender-based

violence cases. According to a 2016 study in West Papua and Papua, 38 percent of partnered women aged 14-64 experienced at least one form of physical and/or sexual violence by a male intimate partner in their lifetime.<sup>36</sup>



"Now we are better prepared. We don't need to be afraid of Mount Merapi anymore."

Disaster preparedness team in Sumber village, Central Java  
Photo credit: UNDP Indonesia



UNDP and Norway support 24 women adat leaders in Aceh to help the poor without access to justice and end violence against women.

Photo credit: UNDP Indonesia



# ADDRESSING GENDER EQUALITY IN COUNTRY PROGRAMMING

## Outcome One

More women, particularly from vulnerable, low income and food-insecure backgrounds have an adequate standard of living and decent, sustainable employment and income-earning opportunities, by 2020.

Outcome One recognizes the need for more inclusive and sustainable growth and development opportunities. Meanwhile it aims to eradicate the barriers preventing women from improving their own welfare.

For example, UNDP's People Centred Development Programme (PCDP) focused on supporting local economic development and sustainable livelihoods by empowering women to develop business opportunities. This project was specifically designed to promote the economic and social empowerment of women by providing training in business skills and providing information about micro-credit and saving opportunities.

### Strategic entry points

UNDP Indonesia will:

- Build on lessons learnt from previous programmes to strengthen women's livelihoods with a focus on skills, access to markets and finance particularly in districts characterized by poor infrastructure and limited economic and social development
- Ensure supportive institutional and enabling environment changes for economic equality between men and women
- Expand investment opportunities for women entrepreneurs and SMEs

## Outcome Two

Women have better and more equitable access to quality social services and social protection (equitable access to social services), by 2020.

Outcome Two addresses the policy, legal, regulatory, and institutional constraints limiting women from a better quality of life through the inaccessibility of social services and on concentrated efforts to create more open and inclusive measures and improved governance capabilities for social services for women.

For example, access to healthcare services is as central to poverty reduction and social protection as access to livelihoods and food security for women and men. The Access and Delivery Partnership (ADP) led by UNDP focuses on providing low- and middle-income countries with technical skills and expertise to tackle deficiencies in research and development, and access to treatment, for tuberculosis (TB), malaria and neglected tropical diseases. This project emphasizes collaboration with partner country governments and stakeholders.

### Strategic entry points

UNDP Indonesia will:

- Work with local service providers to ensure the rights of women are protected and critical services are provided without stigma or discrimination at a reasonable cost
- Strengthen local government capacity to plan and budget to improve access to social services for Indonesia's women
- Support citizen involvement to enhance public accountability for service delivery for women. This requires greater transparency in the use of resources as well as greater citizen involvement in decision-making processes and oversight mechanisms.

# 1

# 2

# 3

## Outcome Three

Greater participation by women in the sustainable management of Indonesia's natural resources, on land and at sea, and in the recovery phases of natural disasters and other shocks by 2020.

Outcome Three targets the promotion of environmentally friendly and responsive actions in dealing with natural disasters, climate change, environmental pollution and degradation and the necessary inclusion of women as primary actors in ushering in a new era.

For example, UNDP Indonesia carries out several projects that promote gender equality and women's empowerment. Much of the work prioritizes gender equality by providing guidelines to promote women in traditionally male roles such as in forest preservation.

The Enhancing the Protected Area System in Sulawesi (EPASS) for Biodiversity Conservation project works to improve female representation in meetings and workshops or women occupying management positions. The full participation of women in discussion and decision-making as well as UNDP Indonesia's collaboration with women organizations for knowledge-building initiatives is critical to UNDP's environment efforts.

In the Sustainable Palm Oil Indonesia (SPO) project, women are chairing steering committees and comprising 40 per cent of the participation through the SPO working group. Future endeavors for the Environment unit are in the areas of women, agriculture and SMEs and women's role in peatland restoration.

### Strategic entry points

UNDP Indonesia will:

- Continue promoting a gender-inclusive and responsive green economy through sustainable forest management and sustainable production and consumption of commodities, especially palm oil
- Advocate for inclusive and sustainable solutions to achieve energy efficiency and universal modern energy access and gender-sensitive approaches to energy consumption
- Support national and local governments to implement stronger policies, systems, procedures and partnerships with non-state actors to protect biodiversity and endangered species, ensuring women's participation in the process
- Continue supporting the Government to combine climate change adaptation and disaster risk reduction methodologies and push for a gender-inclusive framework into new policies, regulations, guidance and programmes
- Assist the government in aggressively curtailing the use of substances that destroy the environment and harm the health and welfare of women, who often work as informal laborers without adequate protective gear.



Istiqomah's land was formerly secondary forest and peatland in West Kalimantan. Converting peatland for agriculture expansion is not only detrimental for the environment, it increases risk of flooding and can cause lower agricultural yields. Istiqomah planted an oil palm plantation after her rubber plantation become unprofitable. The mother of two now tends to her flooded plantation by balancing on wooden beams.

Photo credit: Nicholas Hurt





# 4

### Outcome Four

More women, particularly the most poor and vulnerable, benefit from enhanced access to justice and more responsive, inclusive and accountable public institutions by 2020.

Outcome Four reinforces the need for open and transparent governance for women's issues, and an accessible, gender-responsive agenda within formal and informal justice proceedings.

For example, UNDP's Strengthening Access to Justice project, supported by Norway, improves access and delivery of justice, particularly for women. UNDP's work in promoting women in parliament resulted in a 22 percent increase of women's participation in provincial and district parliaments across nine provinces

### Strategic entry points

UNDP Indonesia will:

- Support knowledge generation, advocacy, and skill-building activities for women to deepen political participation and civic engagement in Indonesia
- Support women who may be unfairly discriminated against by justice or public service providers
- Draw on knowledge and expertise gained in all development settings to provide policy advice to the Government, parliament, and related stakeholders, to develop the regulatory frameworks and strengthen the capacity of national courts and locally based legal aid organizations to provide improved justice services for women.
- Explore and build on women's role on combatting corruption, peace building, and countering violence extremism.



"I wasn't convinced I would be elected to the provincial Lampung parliament. As a housewife, I was really pessimistic about being elected. But after I participated in training, I knew I would make it if I implemented my new-found knowledge...I was told that women have equal opportunity to be in the parliament, no matter who you are."

Sahanan benefited from UNDP Indonesia's Strengthening Women's Participation and Representation in Indonesia (SWARGA) project.

## DESIGN, IMPLEMENTATION AND MEASUREMENT

UNDP tools and platforms reinforce evidence-based programming for improving parity, participation and representation of women and men. UNDP Indonesia uses gender mainstreaming as one methodology for designing programs. This requires a specific lens to reveal inequalities while designing programs. Consultations with women and men impacted by UNDP projects will identify inequalities and provide gendered information. This information, along with gender-based differences in development perspectives, sex-disaggregated data, needs, concerns, roles and capacities will be identified and assessed.

UNDP programmes and projects will adhere to the principle of gender parity in participation and representation when designing and implementing projects. Equal opportunities will be provided to men and women to participate in, and benefit equally. Socio-economic barriers preventing men or women from fully and equally participating, will be articulated and addressed as part of program interventions. This effort may require policy-level interventions, additional in-depth analysis, tailored service delivery, or targeted capacity building on the part of the programmes and projects.

Ongoing negotiation with development partners on the integration of gender equality perspectives in all sectoral and cross-sectoral initiatives will also be part of UNDP Indonesia's strategy. It will facilitate and support consistent capacity development for UNDP practitioners, project personnel, as well as government partners, for effective gender mainstreaming.

Concrete actions for each ongoing initiative at the time of formulating this Gender Strategy have been identified and agreed upon, as detailed in Annex 1. This action plan will be vigorously followed up by the Gender Focal Team under the guidance of the Deputy Country Director and with additional support from the Regional Gender Advisor based in the Bangkok Regional Hub.

Following program implementation, rigorous monitoring and evaluation systems allow UNDP teams to maintain high quality and pinpoint areas for improvement. Future projects are then designed based on learnings for improved effectiveness.

UNDP's corporate tools and platforms for Results-based Management (RBM), Quality Assurance (QA), reporting, and accountability, systemically maintain standards for gender mainstreaming. These tools and platforms include:

- The Gender Marker
- Quality Assurance (QA)
- Results Oriented Annual Reporting (ROAR)
- Country Office Annual Work Plan
- Performance Management and Development (PMD)
- Social and Environment Standards (SES)
- Evaluation guidelines
- Project Approval guidelines
- Annual Work Plans



"It is alienation, not income, education or geography that shapes radicalism in Indonesia."

Yenny Wahid at International CVE Research Conference, 2016



## IMPORTANCE OF DATA

Sex-disaggregated data and gender statistics are critical for evidence-informed decisions and results-based programs that promote gender equality and women's empowerment. UNDP Indonesia will prioritize collecting and analyzing sex-disaggregated data.

Such data and analysis will set the baselines and targets and inform evidence-based policy advocacy approaches. UNDP Indonesia will also prioritize efforts to strengthen national capacities to collect, analyze and apply sex-disaggregated data.

For all new programmes and projects, UNDP Indonesia will apply UNDP's corporate gender assessment and quality assurance tools at the conceptualization stage in order to ensure the programmes and projects make robust contribution to gender equality results.

Evaluation of programmes and projects of UNDP Indonesia will make use of a gender analysis framework and gender indicators to assess their gender-differentiated impacts and contribution to gender equality results.

UNDP Indonesia provides a balanced portrayal of men and women, not only in terms of quality, but also in quantity throughout internal and public engagement activities.



## COMMUNICATION & KNOWLEDGE MANAGEMENT

UNDP Indonesia communications will continue to promote gender equality through quantitative means (ensuring a gender balance where relevant), qualitative means (challenge stereotypes and promote diverse roles for men and women), and execution (through public events, public interactions, expression and wording)

Communication and knowledge products will advocate for advancing gender equality in the following ways:

- Practical user-friendly guidelines on gender-sensitive language will be provided to all staff, and implemented by communications specialists.
- Messages, stories, results and insights will be supported by strong sex-disaggregated data wherever available and relevant.
- Communication pieces will encourage the portrayal of women as leaders and active participants in their communities, and also highlighting stories where men and women are working together to improve their communities.
- Communication pieces should avoid depicting women and men exclusively in stereotypically traditional and disempowering ways.
- Storytelling while preserving the dignity of beneficiaries by protecting identities when necessary, accurately representing stories of individuals and ensuring gender stereotypes are not being reinforced.
- Public events will be gender-aware, with balanced representation of men and women on panel discussions and event agendas.
- UNDP will utilize the SDG Mover for Goal 5 to promote and educate gender equality among the Indonesian public.



## ADDRESSING GENDER EQUALITY IN OPERATIONS

UNDP Indonesia operations address three priorities for advancing gender equality:

1. Gender parity in UNDP staffing including project teams
2. Gender-sensitive procurement / recruitment practices
3. Financial management.

UNDP Indonesia is committed to achieving gender equality through its human resource and management policies. UNDP Indonesia has adopted several corporate policies to ensure that it is presented in Indonesia as an attractive and fair employer for qualified men and women.

UNDP Indonesia strives to establish an enabling working culture in which male and female colleagues are able to maximize the application of their competencies towards the organizational goals. UNDP Indonesia will ensure gender equality through the recruitment process while monitoring gender parity in staff at all levels, including project teams.

All staff will receive capacity development for advancing gender equality. Specific groups will be targeted for training and capacity building when necessary. The Performance Management & Development (PMD) will be utilized to ensure the accountability of the management level colleagues in delivering gender equality results.

UNDP Indonesia will promote gender-sensitive procurement practices. Opportunities to support marginalized women, women entrepreneurs or gender-responsive enterprises from Indonesia will be capitalized on. All decision-making bodies both for procurement and human resources established within the UNDP Indonesia will ensure equal representation of women and men.

From a financial perspective, finance staff must be aware of gender marker assigned for each budget allocated in their project, ensuring the training budget is allocated to improve knowledge on gender-related issues.



UNDP Indonesia staff participating in a workshop on gender equality mainstreaming in Jakarta, 2016. This workshop was part of the 'Gender Seal' process.

"Men champions are vital for gender equality. It is great to see so many men at UNDP Indonesia here today," Australian Department of Foreign Affairs and Trade.

Photo credit: UNDP Indonesia



# INSTITUTIONAL ARRANGEMENTS AND BUSINESS PRACTICES FOR GENDER MAINSTREAMING

The UNDP Gender Equality Strategy 2014-2017 requires all functional units to put in place a multidisciplinary Gender Focal Team (GFT) headed by a senior manager. Leadership by a senior manager signals a high level of commitment and ensures synergy between mainstreaming in programming, business practices, management structures and management practices.

UNDP Indonesia has instituted a Gender Focal Team, headed by Deputy Country Director, with members from both Programming and Operations, demonstrating the Country Office's commitment that gender mainstreaming is not primarily a technical exercise in Programming, but it has fundamental implications for the office as a whole. The Terms of Reference for the Gender Focal Team have been developed, with its membership and work plans are reviewed annually.

UNDP Indonesia is committed to strategically deploy gender capacities in order to enhance synergy and impact. While acknowledging that gender equality should involve staff at all levels, a core of in-house technical competence for gender equality and gender mainstreaming is essential for effectively and efficiently delivering results and impacts. Members of the Gender Focal Team are expected to provide required support in complying with various corporate tools and standards for planning, quality assurance, accountability, monitoring, reporting and evaluation.

UNDP Indonesia will take advantage of the gender expertise available in the UNDP Bangkok Regional Hub. In addition, deployment of local expertise and Indonesia-specific experiences in the form of consultants will be considered.

Where available, gender experts attached to a specific programmes or projects will also be called upon to consult and collaborate with colleagues across the teams and units for optimal impact.

UNDP requires that all staff should have basic understanding and adequate technical capacity in gender, as well as the commitment to work in a gender-sensitive manner. Gender capacity-building needs is an on-going process, with regular updating

of knowledge and skills, in order to keep pace with changing development contexts, the needs of the region and new ideas and discourses. Gender capacity development is most effective when implemented periodically, reflecting on the relevance, context-specificity, and practicality. UNDP Indonesia will take a holistic and systematic approach to gender capacity development for the Country Office. Tailored capacity building initiatives including training workshops, knowledge sharing, and learning-by-doing opportunities will be organized and facilitated, and space for engagement with global, regional and national gender equality issues as well as new tools and platforms will be created and supported.

UNDP Indonesia, through its engagement in the Gender Equality Seal certification programme, has taken proactive steps towards aligning its business practices and management policies with the corporate gender equality and women's empowerment standards.

## PARTNERSHIPS

Partnerships are critical for UNDP Indonesia's effectiveness. Partnerships expand the circle of influence and bring new perspectives to discussions on issues beyond UNDP's expertise. They can also create opportunities for UNDP Indonesia to carry gender equality perspectives and messages to a wider audience. As of 2016, the partnerships in place to support the gender equality work of UNDP Indonesia include:

### Research Institutions and Civil Society Organizations (CSOs):

UNDP works in connection with research institutes and CSOs to support the production of research and policy papers on gender related issues in Indonesia.

### UNDP's Youth Engagement Group:

Through partnership with youth organizations such as AIESEC, the largest youth group in Indonesia, we are strengthening voice and action of young women and men on gender-related issues.

### Philanthropy Foundation and Forum:

Through all its interactions with the private sector and foundations, UNDP looks for opportunities to encourage the private sector and foundations to harness its resources to improve the lives of women and girls.

Philanthropy has a crucial role in promoting gender equality and women's empowerment. UNDP Indonesia through the SDG Philanthropy Platform and partners stresses gender issues during discussions to formulate internal procedures. Gender sensitivity training is also introduced and is included in activities. For example, gender equality was a

particular topic during the UNGA-Ford Foundation side event. With this deep commitment, there will be an expansion of gender work with current and emerging partnerships.

### Private sector:

Through engagement with private companies and financial institutions, including Financial Services Authority of Indonesia (Otoritas Jasa Keuangan/OJK) and regional banks, UNDP Indonesia looks for opportunities to advance gender equality through SDGs, social finance and access to banking.

### Inter-agency collaboration:

Gender equality is a priority for all agencies in the United Nations system. It is therefore critical that UNDP Indonesia continues communication and cooperation with other agencies. UNDP Indonesia will also seek the guidance of UNWomen when available and relevant to ensure agencies are operating effectively as 'One UN'. To achieve this UNDP Indonesia representatives will present gender equality-related activities and opportunities for collaboration at UNCG (United Nations Communications Group), UNCT (United Nations Country Team), Gender Equality Working Group, and the UNYG (United Nations Youth Working Group).

### International partners:

Our international partners play a fundamental role in advancing gender equality and women's empowerment in our work. Through the support of our core partners, we can plan and deliver effective development results in critical areas. We envision a better future with current and new partnerships.



Susi Pudjiastuti, Minister of Maritime Affairs and Fisheries, speaks to youth at UNDP Indonesia's 2016 Social Good Summit.

Photo credit: UNDP Indonesia



# TERMINOLOGY

## Gender

"Refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader socio-cultural context. Other important criteria for socio-cultural analysis include class, race, poverty level, ethnic group and age."<sup>1</sup>

## Gender Equality

"Refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration—recognizing the diversity of different groups of women and men. Gender equality is not a 'women's issue' but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development."<sup>2</sup>

## Gender Mainstreaming

"Mainstreaming a gender perspective is the process of assessing the implication for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality."<sup>3</sup>

## Gender-based Violence

"Gender-based violence is a form of discrimination that seriously inhibits women's ability to enjoy rights and freedoms on a basis of equality with

men...Gender-based violence, which impairs or nullifies the enjoyment by women of human rights and fundamental freedoms under general international law or under human rights conventions, is discrimination within the meaning of Article 1 of (CEDAW)."<sup>4</sup> "...any act of violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life."<sup>5</sup> "...any harmful act that is perpetrated against a person's will and that is based on socially associated differences between males and females. As such violence is based on socially ascribed differences. Gender-based violence includes but it is not limited to sexual violence. While women and girls of all ages make up the majority of the victims, men and boys are also both direct and indirect victims. It is clear that the effects of such violence are both physical and psychological, and have long term detrimental consequences for both the survivors and their communities."<sup>6</sup>

## Gender Parity

"...equal numbers of men and women at all levels of the organization. It must include significant participation of both men and women, particularly at senior levels. Gender parity is one of several integrated mechanisms for improving organizational effectiveness."<sup>7</sup>

## Women's Rights

"The human rights of women and of the girl child are an inalienable, integral and indivisible part of universal human rights. The full and equal participation of women in political, civil, economic, social and cultural life, at the national, regional and international levels, and the eradication of all forms of discrimination on grounds of sex are priority objectives of the international community."<sup>8</sup> "As defined in Article 1, 'discrimination against women' shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field."<sup>9</sup>

## Women's Empowerment

"Women's empowerment has five components: Women's sense of self-worth; their right to have and to determine choices; their right to have access to opportunities and resources; their right to have the power to control their own lives, both within and outside the home; and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally."<sup>10</sup> "The concept of empowerment is related to gender equality but distinct from it. The core of empowerment lies in the ability of a woman to control her own destiny. This implies that to be empowered women must not only have equal capabilities (such as education and health) and equal access to resources and opportunities (such as land and employment), they must also have the agency to use those rights, capabilities, resources and opportunities to make strategic choices and decisions (such as are provided through leadership opportunities and participation in political institutions. And to exercise agency, women must live without the fear of coercion and violence."<sup>11</sup>





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## **UNDP Gender Equality Strategy 2017 - 2020**

**UNDP Indonesia provides a balanced portrayal of men and women, not only in terms of quality, but also in quantity throughout internal and public engagement activities.**






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