


Gender Equality, Disability and Social Inclusion META-ANALYSIS REPORT KOMPAK 2015—2022





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Acknowledgements

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Introduction

Policy settings of gender, disability and social inclusion in Indonesia

The Government of Indonesia has a strong policy framework on for gender equality and disability inclusion. Of particular relevance to KOMPAK's approach to Disability is the Law No. 8/2016 and the local implementation of regional plans through Bappenas. KOMPAK's approach to Gender Mainstreaming is underpinned by the Presidential Instruction No. 9/2000 (Inpres) on gender mainstreaming in each ministry's planning, budgeting, implementing, monitoring and evaluation processes from national to local levels. The implementation at subnational levels is articulated in the Ministerial Regulation from the Ministry of Home Affairs (MOHA) No.15/2008. This is also reinforced by the RPJMN (2015-2019) and (2020-2024) on gender mainstreaming policy which consists of policies, indicators, and targets within each ministry. Overlaying the RPJMN is the Law No.6/2014, or the Village Law, provides the institutional framework for community driven development that provides a framework for local development led by communities that is inclusive, equitable and pro-poor. In addition, the Indonesia's Law No.25/2004 on national development planning system lays the foundation for participatory planning and budgeting, mandating community participation as an objective of development planning and emphasising the involvement of all stakeholders, including community members.

Despite a high-level policy commitment, implementation of laws and regulations have hampered Indonesia's progress on gender equality and social inclusion.

Structure of the report

This draft report proceeds as follows:

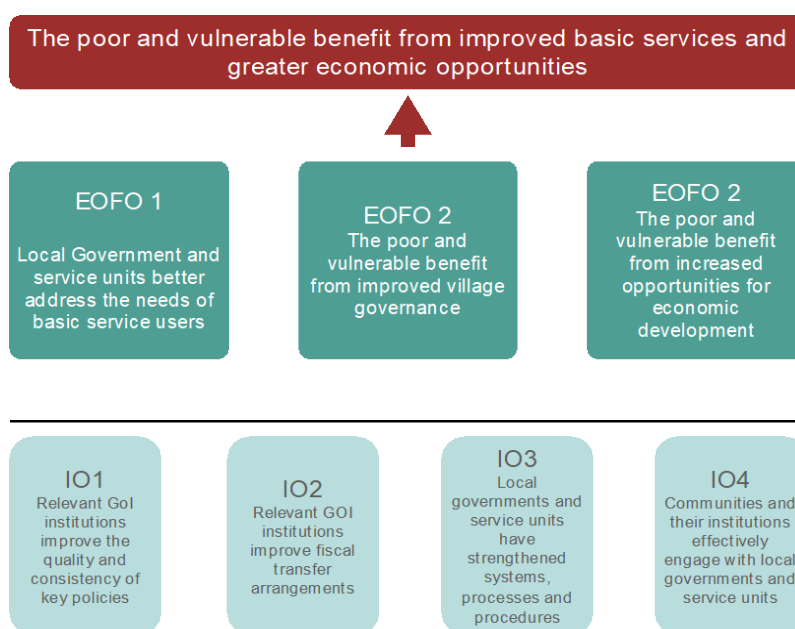
- Section 1 provides an overview of KOMPAK
- Section 2 describes the aims of this review
- Section 3 presents key findings of evidence of GEDSI in design
- Section 4 presents key findings of evidence of GEDSI in implementation
- Section 5 presents key findings of evidence of GEDSI interventions
- Section 6 presents key lessons from GEDSI design and implementation
- Section 7 presents recommendation for future programming

SECTION 1: Overview of KOMPAK

KOMPAK (Governance for Growth) is a facility program funded by the Government of Australia to support the governance of Government of Indonesia in achieving poverty alleviation and reducing inequalities. The first phase of KOMPAK ran from January 2015 until June 2018. Department of Foreign Affairs (DFAT) continued the second phase of the program for the period of 2019 to 2022.

KOMPAK’s goal is that the ‘poor and vulnerable benefit from improved basic services and greater economic opportunities. To this end, KOMPAK aims to contribute (1) to improved local government and services to address the needs of basic service users, (2) helping poor and vulnerable groups benefit from improved village governance, and (3) increased opportunities for economic development (KOMPAK, 2018b). Drawing from these End-of Facility Outcomes (EoFOs), KOMPAK’s core work lies within strengthening governance systems and mechanisms, explicitly on empowering vulnerable groups which refers to women, the poor, people with disabilities and other groups who face multiple barriers to accessing services and benefiting from development.

Figure 1. KOMPAK design



KOMPAK designed gender equality, disability and social inclusion (GEDSI)-specific interventions and mainstreams GEDSI elements as part of its program. GEDSI mainstreaming aims to ensure inclusion lenses are used throughout the program cycle and promote and a greater focus on the implementation of inclusive development. GEDSI specific interventions were designed as affirmative interventions, which are expected to improve GEDSI mainstreaming and results in the program. Both GEDSI mainstreaming and interventions are strategically outlined in KOMPAK’s GEDSI Strategy where fit-for-purpose and tailored approaches are applied to accommodate different contexts and condition to effectively encourage transformative change for poor women, persons with disabilities, and disadvantaged and marginalised groups.

SECTION 2: Aims of the Review

The meta-analysis Terms of Reference (TOR) states that the overall objective is to review KOMPAK's gender equality, disability and social inclusion approaches, efforts and results, with a focus on gender mainstreaming and specific interventions. This report and accompanying PowerPoint provide a critical overview of specific and mainstreamed gender approaches, activities and outcomes for KOMPAK during the period 2015-2021. In particular the aims of this report are to:

- 1) Assess to what extent practices of GEDSI mainstreaming and specific interventions have been planned, responsive to needs of government and how GEDSI considerations were taken into account in delivery, monitoring and evaluation.
- 2) Assess to what extent KOMPAK activities contributed to change in government processes and interventions, and what factors led to their sustainability.
- 3) Document the lessons from KOMPAK GEDSI activities for improved impact in future activities.

Methodology

To meet the aims and objectives of this review, two main methodologies were used

- 1) Qualitative assessment of secondary sources. The team gathered all available evidence produced by the program during the period (2015-2022) in relation to GEDSI. This included all available internal reports, annual and six-monthly reports, ISAT reports, evaluations, lesson learned documents
- 2) Key informant interviews. The team conducted a round of interviews to validate and elaborate on evidence found in the secondary sources with national and sub national implementation teams, BAPPENAS and MAHKOTA.

Limitations

This review is limited by its methodology and its aims. Firstly, this was a qualitative assessment of available material, no quantitative assessment was undertaken. Secondly this is not an evaluation but a review of existing material and an assessment of available evidence in design, implementation and outcomes. As such, no fieldwork was undertaken to seek the views of participants or beneficiaries. Thirdly, the aim of the review is to gather all available evidence to inform lessons learned and provide key recommendations for GEDSI and governance work in the future. And lastly, the relatively time frame meant that the review was undertaken along with key evaluations such as the OPMI evaluation of GEDSI basic services. This timing impacted on the availability of evidence and the extent it was taken account in the formulation of lessons and recommendations.

Key review questions

Guiding the review were a series of questions were aimed at understanding the overall GEDSI work in KOMPAK in its mainstreaming and specific interventions. These questions were divided into activities, intermediate outcomes and institutional outcomes in order to build a picture of the interventions.

Main Question: ACTIVITIES

How were GEDSI mainstream and specific interventions planned, delivered, monitored and evaluated?

Sub-questions:

- What were the internal mechanisms and processes to support, plan, deliver and monitor GEDSI activities? Including analysis of staffing, budgets, resourcing, specifically, how were resources allocated and prioritised for GEDSI programming?
- What technical assistance was provided for programming and internally to to strengthen capacity of personnel including: gender equality awareness, disability inclusive practice.
- Mechanisms within the program including how are important success factors in achieving GEDSI outcomes.
- What contributed to the development of specific interventions becoming mainstreamed in Kompak's definition?
- How were capacity building programs planned and delivered? How did they adapt over time?
- What were the contextual conditions that led to success of planned activities? Including outcomes on beneficiaries, level of participation of beneficiaries in planning and monitoring?
- How well did mainstreamed and specific interventions activities go together?

Main Question: INTERMEDIATE OUTCOMES

What were the outcomes of GEDSI mainstreamed and specific interventions?

Sub questions:

- What were the main interventions that yielded which outcomes?
- What evidence and documentation is supplied for outcomes?
- What are the contextual conditions that led to outcomes?
- How did the program adapt to achieve outcomes?

Main Question: INSTITUTIONAL OUTCOMES

To what extent were mainstreamed and specific interventions taken up by government agencies.

Sub questions:

- What evidence is there that activities, policies were incorporated into the implementing agency and institutional practice and budgets? What are the key changes in government?
- What are the contextual factors that contributed to these changes and what are the remaining barriers?

SECTION 3: Evidence of GEDSI in KOMPAK's Design

This section highlights key evidence related to the design of GEDSI in KOMPAK's design. This review incorporated related internal documents and processes and how the agility of the program to adapt over time.

KOMPAK's GEDSI Strategy

KOMPAK's GEDSI Strategy is a guideline for integrating gender equality, disability and social inclusion in KOMPAK. This document outlines how KOMPAK ensures a focus on gender equality, disability and social inclusion (GEDSI) in its program and take tailored approaches within different contexts and conditions for transformative change for vulnerable groups, including people with disabilities and indigenous groups.

Over the course of the program, KOMPAK developed two strategies. The first GEDSI Strategy (2017-2018) was centred around a Theory of Change that had three core elements:

- 1) Increasing village to national government and civil society organisations' (CSO) access to, and understanding and use of, information relevant to the needs and capacities of the poor, women, people with disability, and other marginalised groups in planning, policy making, and implementation.
- 2) Developing the confidence and skills, particularly of women, to take on leadership and decision-making roles, with an emphasis on village development processes. This will also involve proactive engagement with relevant representative civil society organisations, such as disabled peoples' organisations (DPOs) and women and gender focused organisations.
- 3) Increasing attention to GEDSI in government policy, both in the content of the policies and the process of policy development. This relates to both the previous two points, on the assumption that better information will make the arguments more convincing, and better participation skills will make it more likely diverse voices will be heard.

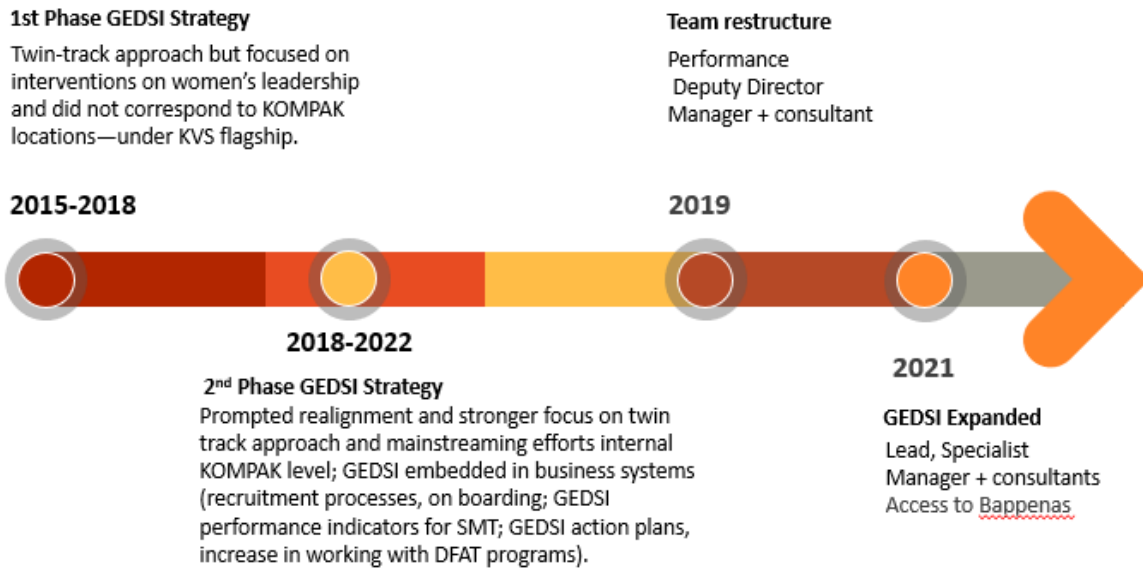
The 2018 Independent Progress Review made several key observations about KOMPAK's GEDSI programming. It noted the insufficiency of its mainstreaming activities; the capacity to conduct GEDSI analysis and assessment; the design of the specific interventions that were 'removed from the provincial teams and the main body of KOMPAK work'. The IPR refers to the activities outlined in the GEDSI Strategy (2017-2018) focused heavily on interventions targeted at women's leadership. This was primarily implemented by the NGO PEKKA through its Paradigta Academy. While there were many individual, community and institutional outcomes documented from this intervention, it did not correspond to KOMPAK locations and therefore had limited synergy with KOMPAK's Mainstream interventions. Lastly, the IPR noted that the fact that KOMPAK allocated 'very few human and financial resources dedicated to gender equality and social inclusion.'

In response to these observations and recommendations, a second GEDSI Strategy was developed in 2018, which drew on the lessons from the first strategy and paid more attention to identifying the key lessons and political economy of each of the provinces where KOMPAK worked. The 2018 Strategy focused its efforts to:

- a) Support program-wide focus on the poor and marginalised through a better understanding of the different barriers and conditions faced by poor women, persons with disabilities and disadvantaged and marginalised groups;
- b) Tailor and refine interventions to address identified barriers, conditions and needs of the targeted poor women and marginalised groups in sectors of health, education, legal identity, and local economic development; and
- c) Generate, package, and communicate evidence, learning and knowledge on GEDSI practice for dialogue with government, and replication by government and key stakeholders. KOMPAK developed an Evaluation Framework for GEDSI work.

The COVID-19 pandemic in Indonesia revealed the pre-existing inequalities, disproportionately affecting women, the elderly, children, people living in poverty, migrant workers, people with disabilities, and other vulnerable groups (Bappenas, 2020). KOMPAK brought its GEDSI learning and strategic advantage in working with local government and its flagships model to assist the Government's pandemic response (KOMPAK, 2020). The GEDSI unit had increased access to Bappenas which further strengthened the impact of KOMPAK's GEDSI work in the COVID response.

Figure 2. Journey of GEDSI Progress in KOMPAK 2015-2022



KOMPAK SMT made a number of decisions that resulted in the greater alignment of KOMPAK’s GEDSI work. KOMPAK continued to employ a “twin-track” approach: (a) GEDSI mainstreaming intervention: an integral part of planning, preparation, implementation, monitoring, evaluation and reporting in all outcome areas; and (b) GEDSI specific intervention: aiming to address particular inequalities and exclusionary factors, identify/test promising strategies for replication, or inform future program development. The revision and development of the GEDSI Strategy resulted in a larger focus on mainstreaming interventions and the phasing out of specific interventions. The GEDSI Strategy identified the following areas of intervention and form the basis of the meta-analysis:

Table 1: Mainstream Interventions

Mainstream Interventions	The Intervention
Public Financial Management	<ul style="list-style-type: none"> Performance based incentive funds: integrating GEDSI sensitive indicators for village incentive funds
CRVS	<ul style="list-style-type: none"> Promoting inclusive CRVS services in village level
Basic Services (Health)	<ul style="list-style-type: none"> Perahu Sehat Pulau Bahagia (PSPB): improving quality and coverage of health services for communities in island area including for people with disabilities. Sistem Informasi Ibu & Bayi (SIBUBA): Integrating disability inclusive approach in monitoring system for high risk pregnant women and newborn.
Basic Services (Education)	<ul style="list-style-type: none"> KUDU Sekolah: integrating GEDSI aspect in addressing out of school children. Kelas Perahu: providing education services for children in fisheries community who in high absenteeism risk.
Kecamatan & Village Strengthening	<ul style="list-style-type: none"> PTPD: GEDSI aspect in PTPD capacity building and technical assistance for village. Sistem Informasi Desa/SID (Village Information System). Dis-aggregated data by sex, type of disabilities and age.

Social Accountability	<ul style="list-style-type: none"> • SEKAR Desa. • Posko Aspirasi
Market Linkage	<ul style="list-style-type: none"> • Promoting women and vulnerable groups involved in local economic development in market linkage approach

Table 2: Specific Interventions

Specific Interventions	The Interventions
Public Finance Management	<ul style="list-style-type: none"> • BANGGA Papua: social protection program for Papuan children 0-4 years. • RAD-PD/Rencana Aksi Daerah Penyandang Disabilitas: Local Action Plan for People with Disabilities.
Social Accountability	<ul style="list-style-type: none"> • Academy Paradigta: women leadership at village level. • Musyawarah Khusus/Musrena Keren: specific forum for women, PWDs, children and elderly. • SEPEDA Keren/Sekolah Perempuan, Anak, Disabilitas dan Kelompok Rentan: community empowerment program for women and vulnerable groups.

As a result of the renewed GEDSI Strategy, senior management made changes to the governance of GEDSI. Firstly, GEDSI reporting was shifted from the Flagship of Social Accountability to the cross-cutting area of Performance. More changes were made in 2021 when the GEDSI team was expanded to include a Lead, Specialist and GEDSI Manager.

These structure and managerial changes brought about several significant shifts:

- 1) By being positioned under Performance, the GEDSI unit had legitimacy and mandate to work across the Flagships.
- 2) Dedicated and increased budget provided the GEDSI unit increased capacity to provide support across the Flagships. The impact of this change can be measured by the increased requests from the implementation teams for assistance with the design and implementation of their activities.
- 3) Having access to the directorate PKPM-Bappenas where the unit was able to provide technical input and collaboration works.

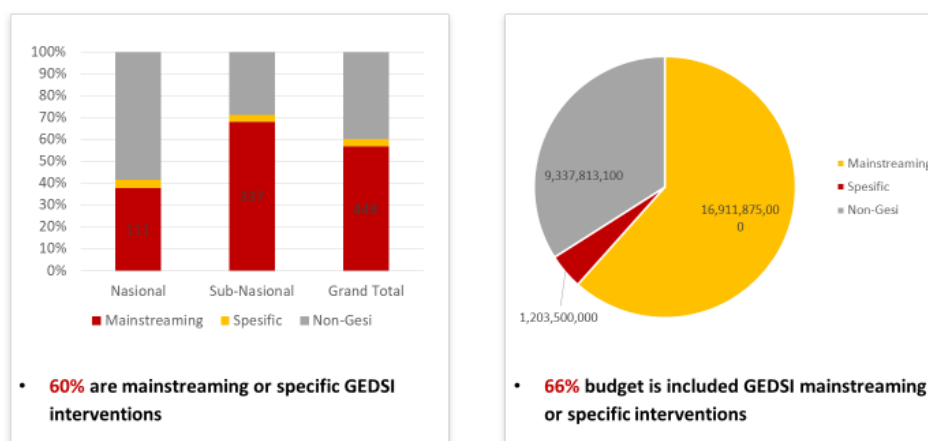
Budgetary analysis of GEDSI support for technical assistance reveal the amount of GEDSI resourcing within KOMPAK for the final two years of the program.

Table 3: GEDSI Budget in Financial Year 2020-2021 and 2019-2020

Descriptions	FY20/21	FY19/20
	Jul'20 - Jun'21	Jul'19 - Jun'20
Personnel	\$ 224,682.89	\$ 193,314.10
Operations	\$ 880.55	\$ 11,510.30
Program activities:		
Consultant	\$ 176,394.40	\$ 80,392.80
Event & others	\$ 131,636.16	\$ 140,612.40
Grant & Sub-contract	\$ 940,044.99	\$ 1,157,157.90
TOTAL	\$ 1,473,638.99	\$ 1,582,987.50

In the final year of KOMPAK programming (2020-2021), most of the GEDSI mainstreaming activities, based on the number of events were undertaken at the sub national level, reflected KOMPAK’s focus at the sub national level. In addition, 66 percent of the GEDSI budget was utilised for events in mainstreaming activities. Less than 5% of the budget was dedicated to specific interventions in the final year of programming.

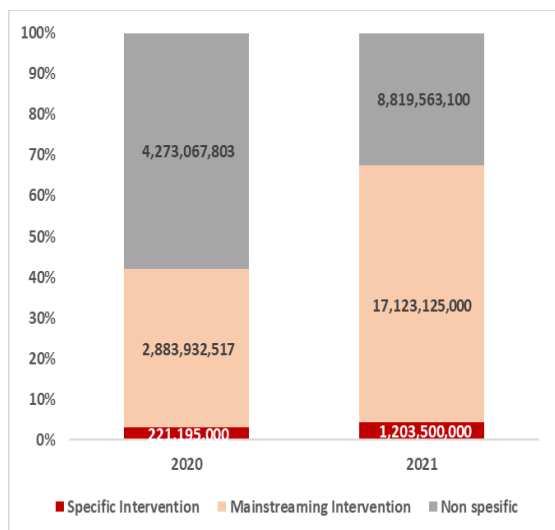
Figure 3. GEDSI events January-December 2021



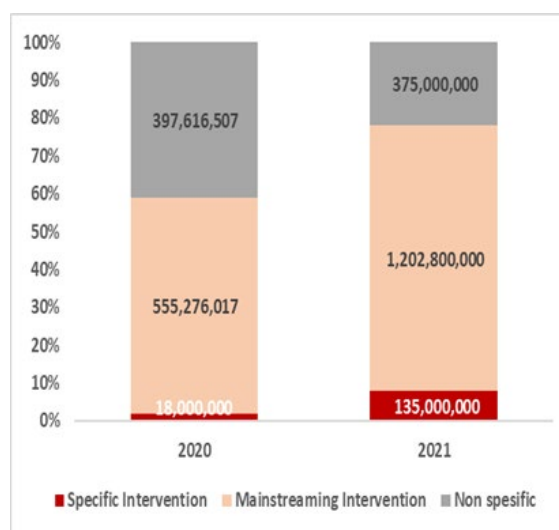
All KOMPAK Events January-December 2021 (n=788)

A further breakdown of the GEDSI budget in the final year of programming identifies most of the GEDSI budget for mainstreaming under the Kecamatan and Village Strengthening (KVS) Flagship, followed by Public Finance Management; and CRVS. For the specific activities in terms of events, PFM had the largest budget, followed by KVS, then CRVS. It is worth reiterating that this is an indication of resourcing put into events and is not meant to reflect an investment into GEDSI programming, in terms of percentage of GEDSI team time for example.

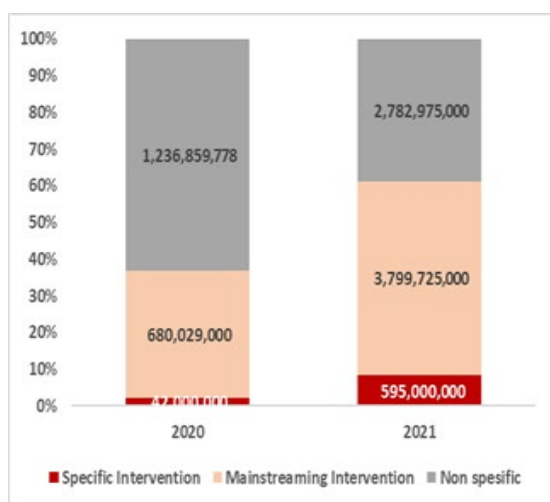
Figure 4: Budget for GEDSI Events in 2021



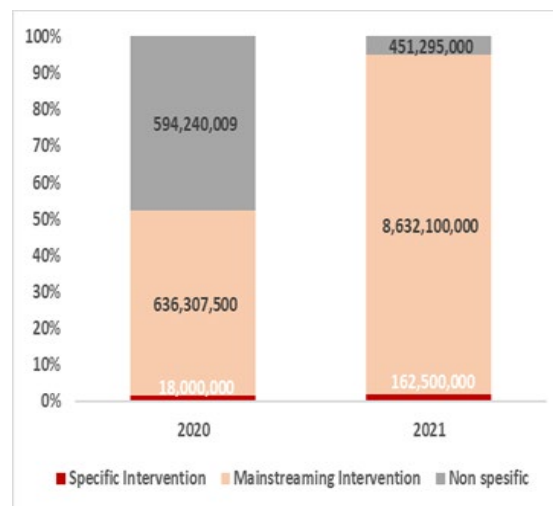
Total Budget events 2020-2021



PFM Budget events 2020-2021



CRVS Budget events 2020-2021



KVS Budget events 2020-2021

Challenges of GEDSI Design

There were a number of challenges documented through the IPR and ISAT reports which were further elaborated by the implementation teams through this review process, as follows:

- 1) The 'set and forget' nature of the GEDSI Strategy meant that teams felt it difficult to refer back to and much easier to produce new GEDSI Action Plans that were not necessarily related to the initial strategy, in particular as the work progressed to focus on the synergies between the mainstream and specific interventions.

- 2) There was a disconnection between GEDSI partner's work and KOMPAK sites and a lack of political economy analysis to identify local strategic partners as GEDSI work progressed.
- 3) Relatedly, the lack of a lack of guidance and strategic studies at the beginning to identify GEDSI gaps through the Flagships made it difficult for implementation teams to identify entry points that were directly related to their work.
- 4) There was a perception that because the GEDSI unit was established late during programming, the GEDSI work was often considered 'extra work', and 'in addition' to the 'real work of governance', which was seen as the delivery of technical assistance.
- 5) Due to the unit being established late in the programming, there were missed opportunities at the national level to influence GEDSI related governance issues.
The support and technical knowledge provided by the GEDSI unit was highly valued by the implementation teams and all levels of government, which was illustrated by the increase in demand for services. However, the team was stretched, and support was insufficient to shape outcomes, and more consistent and responsive coaching is required.
- 6) There was a perception that the GEDSI unit placed under 'Performance' was necessary to increase the profile of the GEDSI unit, it also highlighted compliance rather than GEDSI driving the outcomes.
- 7) The implementation teams found it difficult to attribute outcomes to KOMPAK because of insufficient GEDSI Targets and Indicators in the Monitoring and Evaluation Framework.

SECTION 4: Evidence of GEDSI in KOMPAK's Implementation

This section will discuss the available evidence of GEDSI in KOMPAK's implementation with particular attention paid to a) internal operations b) monitoring and evaluation and c) program interventions of mainstream and specific interventions.

Internal Operations

Internally, GEDSI was mainstreamed into KOMPAK business processes. The integration of GEDSI training in induction processes began early in the program in 2016 and the recorded material developed in 2021 ensured that a basic understanding of GEDSI was made accessible to staff upon joining KOMPAK. KOMPAK's internal processes for recruitment required gender balanced selection panels. In 2021, GEDSI responsibilities formed part of senior management team performance appraisals. In relation to disability inclusion, KOMPAK engaged disability consultants, both individuals and DPOs to provide technical inputs across the flagships; staff business cards printed with braille and budget for sign language interpreters and personal assistants was made available to ensure meaningful participation of people with disability. These internal processes ensured that GEDSI awareness was a part of the internal GEDSI function.

In its communication products, OPMI (2022) noted that KOMPAK publication and materials "positively depict and promote the diversity of the Indonesian population in terms of their age, gender, disability, and ethnicity". In terms of documentation of GEDSI results, several studies were undertaken by partners and lessons from specific interventions were collated after each intervention (listed below in Table 7).

The renewed 2018 GEDSI Strategy provided an overarching approach to KOMPAK's twin track approach. The Strategy guided the development of GEDSI Action Plans and the Performance Management Framework, specifically to monitor, manage and evaluate performance. GEDSI activities are proposed in KOMPAK's Annual Work Plan under each flagship and outlined in KOMPAK's District Action Plans.

The role of CSO partners was central to the implementation of mainstream and specific GEDSI interventions. Over the course of the KOMPAK program, there was a total of eight partners involved in the implementation of GEDSI work and evaluation studies, as outlined below.

Table 6. KOMPAK Partners and area of collaboration

Partner	AREA OF COLLABORATION
Seknas FITRA	<ul style="list-style-type: none"> • Support in the design and implementation of social accountability activities at national and sub-national, including village budget literacy (Sekar Desa), community feedback mechanism (Posko Aspirasi) and gender-responsive village development. • Advocated for cross-sectoral system/data integration and oversee the implementation of village SDGs data collection.
Yayasan BAKTI	Support in CRVS, education and health services improvement, and community engagement in local services delivery in Papua and Papua Barat (LANDASAN, PROSPPEK, and Perlinsos Program)
KEMITRAAN	Technical Support to Improve Central Government Roles in Strengthening Village Development
PEKKA	Support to the Akademi Paradigta, women's leadership program – phased out in 2020
SMERU	Support in the Evaluation of Strengthening Social Accountability in the Village, covering 40 villages (20 KOMPAK villages and 20 comparison villages) in 5 provinces
AKATIGA	Support in the Evaluation of KOMPAK Models in Tanah Papua, covering 60 villages (30 KOMPAK and 30 comparison villages) in Papua and Papua Barat Provinces
PUSKAPA UI	Support in design and implementation of CRVS activities at national and sub-national
OPMI	Support in the Evaluation of Evaluation of GEDSI in Inclusive Planning and Budgeting for Basic Service Provision in Villages

[GEDSI in Monitoring, Evaluation and Learning](#)

The MIS used a traffic light system that enabled the GEDSI team to assess the development and progress of individual activities. Other M&E tools, such as GEDSI progress markers, GEDSI specific indicators, included snapshot indicators were also developed based on district plans. This tagging mechanism enabled analysis and comparison across the provinces and districts of GEDSI progress and

results of specific and mainstreamed activities (OPMI, 2022). Further, a reporting system of annual work plans, progress reports, reports to the steering committee and Annual Participatory Performance Appraisals (PPA) provided KOMPAK with multiple levels of activity and outcome level reporting. The GEDSI tagged events illustrates the extent of the GEDSI unit work across all of the flagships in mainstreamed events (can be seen on figure 4 in page 11).

KOMPAK utilised a number of approaches in ensuring GEDSI was included in the monitoring, evaluation and learning cycles of the program. Within the support provided by the GEDSI Team to the implementation teams, projects were monitored through regular discussions and field visits. The introduction of performance reviews raised the profile of the work and provided peer learning opportunities to share lessons and increase program responsiveness. Upon the conclusion of each intervention, lessons were detailed in reports and shared internally as well as with stakeholders. The following table identifies GEDSI led and informed studies throughout the program.

Table 7. List of KOMPAK GEDSI led and informed studies

No	Title of the Study
1	Strengthening Gender Equality and Social Inclusion in the BANGGA Papua Program, KOMPAK internal (2019)
2	Racing against Time. A Policy Paper on the Prevention and Handling of COVID-19 Impacts on Children and Vulnerable Individuals, KOMPAK, Puskapa, Unicef (2020)
3	Strong Institutions, Resilient Communities. An assessment of the basic services governance and program outcomes in CVRS, education and health in KOMPAK areas. A study in selected districts in Aceh, Central Java, East Java, West Nusa Tenggara, and South Sulawesi, KOMPAK, Puskapa (2019)
4	COVID-19 Impacts on People with Disabilities in Indonesia. An In-depth Look, KOMPAK, MAHKOTA (2021).
5	Yang Bergerak dan yang Terpapar di Masa Pandemi. Suara Disabilitas dari Indonesia. Laporan Asesmen Cepat Dampak COVID-19 Bagi Penyandang Disabilitas, Jaringan DPO, AIPJ2, KOMPAK (2020)
6	Peran Kecamatan dalam tata kelola pemerintahan desa melalui model penguatan pembina teknis pemerintahan desa (P-PTPD), KOMPAK (2020)
7	Review of the 2019 Village Budget (APB Desa) in Kompak Locations, KOMPAK (2020)
8	2020 Village Budget Study, KOMPAK (2021)
9	Program SEPEDA KEREN: Upaya Memperkuat Pembangunan Desa yang Inklusif, KOMPAK (2021)
10	Evaluation of GEDSI in KOMPAK's Program for Inclusive Planning and Budgeting for Basic Service Provision in Villages, Oxford Policy Management Indonesia (2022)
11	Rapid Assessment: Implementation of Musyawarah Khusus in four districts: Pancitan, Tranggalek, Lombok Timur, Lombok Utara. Kompak (2020)
12	Encouraging the Involvement of Women, Persons with Disabilities, and Vulnerable Groups in Local Economic Development through the Marketing Linkage Approach, KOMPAK (2022)

As noted above, the introduction of the MIS tagging system greatly improved the tracking of GEDSI activity at an events level. The system also allowed the GEDSI Team to directly input into activity design, specific and mainstream activities could be tracked and participants sex-disaggregated, session materials, resource persons and facilitation approach. Below is an example of the MIS generated information on the total number of events and percentage breakdown between mainstream and specific classifications and sex disaggregated participation in KOMPAK events.

Figure 5. MIS-generated GEDSI Tagged events (2020-2021)

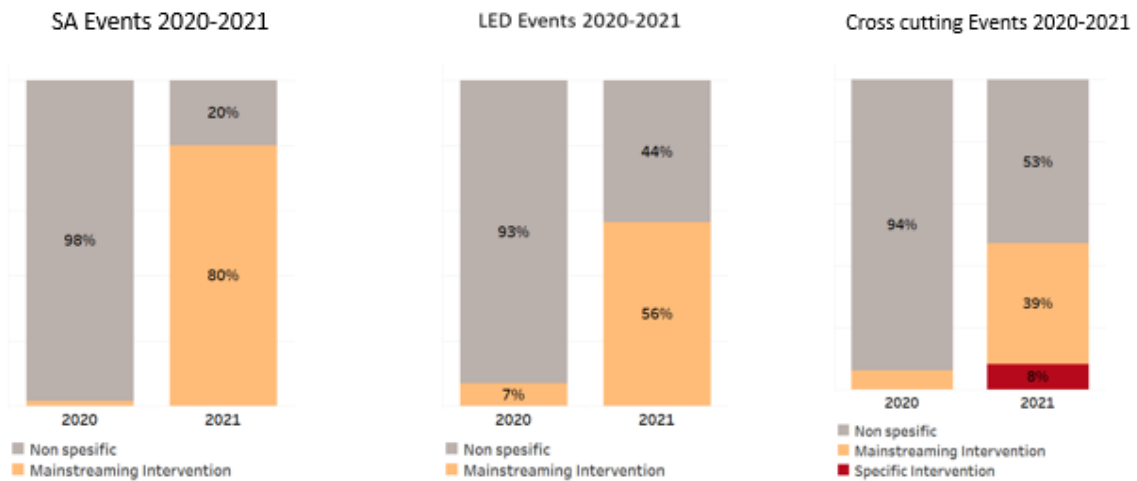
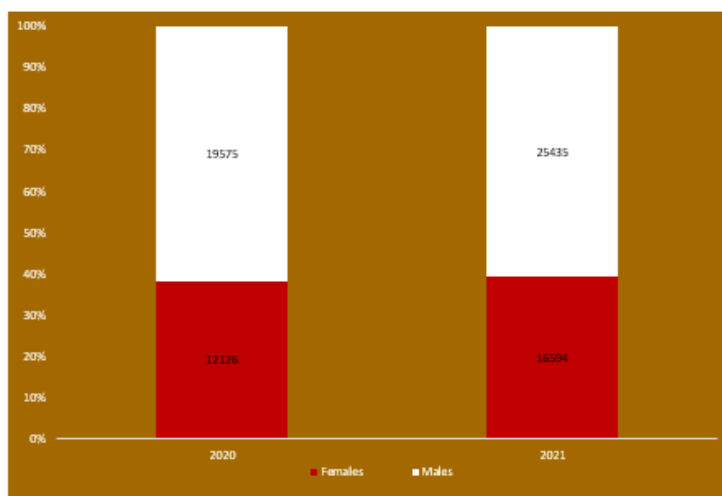


Figure 6. KOMPAK MIS-generated Sex Disaggregated participant numbers



Proportion of female- male participants in the final year 2020-2021 remained steady (around 40% females).

In terms of sharing learning and improving practice, the introduction of the GEDSI focused Performance Reviews and associated reporting played an important role across Flagships. The individualised attention from the GEDSI Team in providing input into activity and program design was highly valued by the implementation teams. The reviews and input from the ISAT team assisted in clarifying strategy and testing hypothesis, such as if the increase in women at village level improved social development outcomes.

GEDSI mainstreaming

An important component of KOMPAK’s twin track approach was to mainstream GEDSI into models of implementation and support for local governments. This approach included identifying and integrating all aspects of the activity management cycle, from the problem identification, activity/program design, implementation, reporting and evaluation. The GEDSI Strategy (2018) outlined various entry points for mainstreaming within the activity mainstreaming cycle:

Table 8. Mainstreaming GEDSI through the activity cycle (GEDSI Strategy 2018).

Problem Analysis
Analysing how the problem is experienced by sex/ group
Identifying specific barriers experienced by sex/ group
Activity Design
Objectives and outcomes consider differences by gender and group
Tailored strategies and activities address differences in condition and needs (this may mean separate activities for different groups)
Indicators and Progress markers track progress of different groups and specific activities
At minimum, activities gather and analyses sex and disability disaggregated data
Implementation
Monitoring captures different results by sex/ group
Data can be disaggregated by sex/ group
Quarterly reviews track and analyse progress against GEDSI Action Plans and dedicate time to analyse these results for learning and improvement
Evaluation
GEDSI specific evaluation questions assess results at the facility, sector and activity levels against what was planned, what was done and helps explain any variance

Table 9: Available materials identify interventions and mainstreaming efforts

No	Intervention	Problem analysis	Activity Design	Implementation	Evaluation
1	CRVS	√	√	√	√
2	SIBUBA	√	√	√	
3	Sekar Desa	√		√	√
4	PSPB	√	√	√	√
5	KUDU Sekolah and Kelas Perahu	√	√	√	
6	Sepakat	√	√	√	
7	Sistem Informasi Desa	√	√	√	√
8	Digital Monografi Desa/Kelurahan	√	√	√	
9	Market linkage	√			

2018 KOMPAK GEDSI Strategy outlined a more targeted approach to providing GEDSI support across the Flagship interventions. This support focused on providing technical assistance in the form of guidelines, regulations, policy. This approach paralleled many of the existing governance mechanisms, such as the thorough planning and budgeting processes at the local level and information systems.

GEDSI Mainstreaming in KOMPAK Models

This section will discuss GEDSI mainstreaming in KOMPAK models across each Flagship, as below.

Table 10. GEDSI Mainstream models

Flagships	Interventions
Basic Services	<ul style="list-style-type: none"> • Kudu Sekolah • Kelas Perahu • PSPB • SIBUBA
PFM	<ul style="list-style-type: none"> • Performance based incentive fund and SEPAKAT
Village Information System	<ul style="list-style-type: none"> • SID • SAIK+ • DMD-K
Market Linkage	<ul style="list-style-type: none"> • Market Linkage Approach

Basic Services (Health and Education)

KOMPAK-supported four mainstream pilots in basic services and targeting specific areas of health and education with a GEDSI-lens with the aim of benefitting particular groups of women, children, the elderly and people with disability. All of the KOMPAK models were designed by undertaking initial analysis to identify the issues, collect data and work within local government system to design an implementation approach. The main contribution of KOMPAK providing these models was through the promoting data-informed approaches to support local governments to identify and respond to specific target groups. For example, the model of *Perahu Sehat Pulau Bahagia* (PSPB) in Pangkep,

South Sulawesi, aimed to improve the quality and availability of existing health services in island communities direct to the homes of people with disability and the elderly.

In response to the high maternal and birth mortality rates in Indonesia, KOMPAK assisted to develop an application for midwives to access real-time data on high-risk pregnancies. The application, SIBUBA, is linked with district and villages information systems to ensure coordinated support. KOMPAK provided technical assistance to the Bondowoso government for the refinement of SIBUBA, a local initiative to monitor and anticipate high risk pregnancies, including drafting a district regulation to institutionalise SIBUBA. KOMPAK's GEDSI input related to identifying appropriate services for women with disabilities who need accessible accommodation and specially trained midwives and medical teams at the community Health Center and hospitals (Annual Report 2021). This model met its targets in assisted births in a hospital facility for more than 10,000 women. Over 33% of the 10,000 pregnant women were identified as high-risk, which was above the target of 20% of pregnant women. Antenatal care was provided for over 85% of 10,000 pregnant women.

KUDU Sekolah Program in Pekalongan District, Central Java, and Kelas Perahu (Boat Class) in Pangkajene Kepulauan (Pangkep) District, South Sulawesi targeted out of school children. Through the availability of gender and disability disaggregated data, KOMPAK supported local government in Pekalongan District to better identify patterns of school absenteeism and better target resources. The KUDU Sekolah application helps local governments identify and approach out-of-school children, including children with disabilities. The Program was carried out by the District Education Office in coordination with the relevant sectors such as Bappeda and Disdukcapil. In addition, KOMPAK supported the education MSS by providing a number of SPM instrument training packages. These packages included training on the calculation and identification of MSS requirements in each district. A total of 323 out-of-school children with disabilities were identified and given the opportunity to enrol at their school (Annual Report 2020). Two KOMPAK supported models for out-of-school children - the KUDU Sekolah Program in Pekalongan District, Central Java, and Kelas Perahu (Boat Class) in Pangkajene Kepulauan (Pangkep) District, South Sulawesi – also won TOP45 SINOVIK award in 2021.

Civil Registration and Vital Statistics (CRVS)

The village-based Civil Registration and Vital Statistics (CRVS) services support provided by KOMPAK had significant GEDSI outcomes in terms of the availability of population data for planning purposes and as a prerequisite for vulnerable groups to access basic services and or social assistance. More specifically, KOMPAK's CRVS flagship activity focuses on: (i) reducing disparities in accessing legal identity; (ii) simplifying processes to obtain legal identity; (iii) integrating CRVS processes in relevant sectors; (iv) clarifying mechanisms to budget for CRVS services; and (v) improving the availability and interoperability of population and vital statistics data.

In its implementation, FPLKD refers to the "Technical Guidelines for village-based Civil Registration and Vital Statistics (CRVS) services ". In general, this technical guide explains the concepts and stages for local governments in implementing Village Authority-Based Administration Services (FPLKD) and PUSKAPA delivered a GEDSI training for the FPKLD facilitators.

Despite KOMPAK's limited scale, KOMPAK-supported districts and villages have shown a consistent improving trend in civil registration coverage. Analysis of SUSENAS data shows that all KOMPAK-supported districts outside of Papua had more than 80% of coverage for birth certificate ownership for those aged below 18. In addition, 19 out of 24 KOMPAK-supported districts have registered an increase in birth certificate coverage for under-18 from 2019 to 2020.

Together with PUSKAPA and UNICEF, provided technical inputs for BAPPENAS in implementing Presidential Regulation No. 62/2019 on CRVS National Strategy related to SEKNAS AKPSH. At the sub-national level, KOMPAK continues to advocate and support for further adoption of the village-based CRVS facilitators model (LABKD), with 75% of KOMPAK-supported villages now having at least one village CRVS facilitator.

Public Financial Management

A major area of KOMPAK's work has been focused on supporting both central and local governments to address the challenges of improving the allocation, distribution, and use of regional transfers and funds, and the institutionalisation of more effective regional development outcomes. The GEDSI unit provided technical advice included integrating GEDSI sensitive indicators such as fund allocations for women/ vulnerable economic empowerment for village incentive funds. For example, the DINDA model provided a range of GEDSI outcomes.

DINDA, or Village Incentive Funds refers to the acronym of Dana Insentif Desa or Village Incentive Fund model developed in Bima District, NTB. KOMPAK provided support to evaluate the implementation of DINDA against village performance and document the approach, lessons learned and mechanisms for replication. The Dana Insentif Desa (DINDA) model rewards villages with additional funding allocations for improved performance across a suite of GEDSI outcomes. KOMPAK (2021a and 2021b) and Faisal (2020) described how DINDA contributed to improving overall village governance and citizens' access to basic services in Kabupaten Bima, as follows:

- An APB Desa increase from 11.3% in 2016 to 40% in 2019 for community empowerment activities
- The APB Desa managed to meet the minimum 20% required allocation for basic social services for the poor and vulnerable in FY 2020.
- In terms of access to basic services, DINDA was reported to contribute to increasing ownership of civil registration documents. The ownership of birth certificates increased from 77.5% in 2016 to 93.2% in 2019, while e-KTP (electronic ID cards) ownership increased from 80.5% in 2016 to 97.8% in 2019.
- Citizens' access to clean water also increased from 78.6% in 2016 to 80.9% in 2019.

Sistem Informasi Desa (SID)

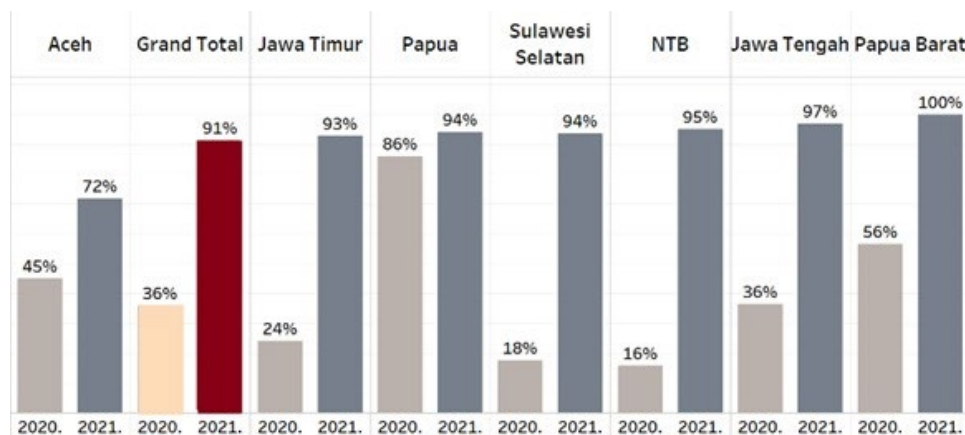
KOMPAK supports the development of Village Information System (SID) in accordance with the mandate of the Village Law and is used by village governments to manage data and information to support data or evidence-based planning and budgeting and realised significant GEDSI outcomes. The development of SID aims to encourage improvements in village governance through better and inclusive planning and budgeting, to ensure that it will benefit the community, especially the poor and vulnerable groups. The village governance is guided by the principles of participation, accountability, inclusion, and sustainability.

Some of the functions of data collection in SID to assist village governance are:

- 1) To identify the poor, based on data on income range and employment status.
- 2) To identify vulnerable households, through data on women headed households, or families with persons with disabilities.
- 3) To use age data to identify elderly people who need special geriatric services, underage children, or children who are not in school.
- 4) To identify citizens with no legal identity.

There are several entry points for KOMPAK to influence GEDSI-sensitive data systems. The focus is to ensure gender, disability, and age-disaggregated data is available to inform official planning and decision-making. A key result of this work is that 91% of KOMPAK-assisted villages that have a village information system capture disaggregated data, a notable increase from 36% in the year 2020.

Figure 7. Percentage of villages with SID that have data on vulnerable groups



In the KVS activities in both Papua and Papua Barat, KOMPAK has tried to promote the role of sub-districts in facilitating synergies between the villages and service units and village monitoring. Underpinning these efforts is the need to strengthen village data as the basis of all planning and budgeting. In Papua, through the DMMD model, KOMPAK also instituted a synergy model for village planning and data collection by integrating the Village Planning and Data Collection System (*Sistem Informasi dan Administrasi Kampung, SAIK*) into SIO/SIMFOI, the existing Village Information System in Jayapura District. Meanwhile, in Papua Barat, KOMPAK is supporting the provincial government to design a regional program called PROSPPEK that integrates village administration and information systems (SAIK+) with other village capacity strengthening activities. KOMPAK provided support for the program design process, implementation plans, and capacity building to local governments.

Digital Monografi Desa/Kelurahan

KOMPAK supported the Bappenas initiative of a comprehensive social registry based on village-level data. KOMPAK supported the development of plans, guidelines, and tools to roll out DMD/K, including a platform called SEPAKAT *Desa* to assist village government in doing poverty analysis for village development planning and budgeting. The key features of this tool is the availability of disaggregated data by sex, disabilities, age and women's head of household status. Disability expertise in the design of the project was highly valued by government officials, although there was a need articulated to incorporate consistent coaching to build capacity.

Kecamatan & Village Strengthening

KOMPAK-supported Village Governance Technical Facilitator model (PTPD)

The KOMPAK-supported Village Governance Technical Facilitator model (PTPD), developed by the Ministry of Home Affairs (MOHA). The facilitators are referred to as *Pembina Teknis Pemerintahan Desa* (PTPDs or Village Governance Facilitators) who are tasked to ensure the implementation of inclusive budget and planning; implementing, reporting and accountability of village finances; facilitating the training and mentoring of planning, implementing, reporting, and accountability of village finances; and to train and mentor village governments on how to implement the *musrena* to maximise the inclusion of women and vulnerable groups. The facilitators were provided with training on technical guidance (*bimtek*) on aspects of gender and social inclusion.

The KOMPAK-supported Village Governance Technical Facilitator model (PTPD) has proved effective, and the government is now scaling up the model to 350 districts with World Bank support. In 2021, ninety-nine percent of KOMPAK supported villages (343 out of 347) outside of Papua and Papua Barat accessed PTPD support.

In relation to GEDSI specific outcomes, PTPDs ensured that the special forums for women were actually conducted and that there were female representatives in the Village RPJM preparation team. For example, in Bima's Sub-District Four, PTPDs participated in reviewing the budgeting documents of the villages in their area to confirm that the villages had budgeted for special forums for women. PTPDs also helped make sure that the villages allocate funding for education and health activities, which are the regional and national priorities, especially for stunting prevention measures (providing food assistance), for Early Childhood Education and Development (PAUD) building construction, and for village administrative facilitators.

Sekolah Anggaran Desa (Sekar Desa)

Sekolah Anggaran Desa (Sekar Desa) or Village Budget School is an initiative or model in KOMPAK intervention to strengthen social accountability of village council members. The BPD and the community receive training on transparent and inclusive village governance to accommodate the priorities of the community. Sekar Desa provides opportunities and skills for BPD and some community members to actively oversee village development. Activities include training in analysing the Village Medium-Term Development Plan (RPJMDes), Village Budget (APBDes), and Village Development Work Plan (RKPDes).

Sekar Desa module provides clear guidance for implementing GEDSI interventions in village development, particularly in village planning and budgeting process, village regulation, soliciting community aspiration and complaints and governance. This capacity strengthening is focused on how BPD, village officials and civil society are able:

1. to produce regulations at the village level (Perdes/Perkades) that responsive to the poor, women, children, persons with disabilities, and other vulnerable communities;
2. to obtain knowledge and skills to read and analyse the RPJMDes, RKPDes, and APBDes for improvement of development in the village;
3. to gain knowledge and skills to manage and resolve aspirations and complaints submitted by villagers; and
4. to have knowledge and skills to supervise the performance of the village head and village apparatus.

In the Sekar Desa module, topic four focuses on "analysis of the village RPJM and gender responsive and inclusive village RKP". A full review of GEDSI is contained in this subject, both in the introduction, objectives, and subject matter. In addition, there is also a worksheet that provides information on the steps for integrating GEDSI in the village RPJM document. OPMI (2022) found that GEDSI perspectives were included in the introduction, objectives and materials. A worksheet is included on gender responsive and inclusive spending analysis, in topic five, "Analysis of the village budget".

Posko Aspirasi

Posko Aspirasi or the Aspiration Post/House is a mechanism to accommodate, manage, and communicate priorities (as well as complaints/grievance mechanism) of villagers. This mechanism is a flexible modality to gather input from vulnerable groups and is in addition to the formal village planning meetings. Through the *Posko Aspirasi*, community members submit their priorities, feedback and complaints by filling in a form at one of the suggestion boxes in villages. Alternatively, feedback can also be shared through SMS, Whatsapp, email, or the village website.

The *Posko Aspirasi* is an instrument of the BPD and acts as a transparency mechanism for the villagers in monitoring and evaluating the performance of the village government. Complaints, and priorities of citizens are all considered feedback on the implementation of village development and public services managed by the district/city service/agency. Examples of *Posko Aspirasi* contributions have been used, in conjunction with village councils to determine beneficiaries of social assistance. The *Posko Aspirasi* has also been a transparency mechanism to monitor distribution of social assistance and to share with the community the outcomes of evaluations of priorities and how the village government would respond. Community members have also used the *Posko Aspirasi* to be linked with services such as legal identity.

GEDSI specific interventions

KOMPAK designed GEDSI specific interventions to address specific gaps and barriers experienced by certain groups. It involves three main areas of building local women’s leadership; inclusive local development and basic access and quality as outlined below.

Table 11. Specific intervention themes

Women in local leadership
Building women leadership at the local level including in village leadership
Local level coalitions of women for change
Inclusive local development
Planning processes with allocation for poor women and persons with disability
Female-led community monitoring
Gender and disability budgeting
Basic services access and quality
Models of legal identity coverage for poor women and persons with disability
Linking female entrepreneurs to markets

In the following section, each of the interventions will be summarised and analysis provided of the extent to which the designs and implementation were gender sensitive. The following table provides a snapshot of where the interventions coincide with the GEDSI Strategy themes

Table 12. Specific interventions according to key outcomes

Intervention	Women and Local Leadership	Inclusive Local Development	Basic Services Access and Quality
BANGGA Papua		√	
RAD PD		√	√
Paradigta Academy	√	√	√
Musyawah Khusus	√	√	
Sepeda Keren	√	√	

BANGGA PAPUA

The BANGGA Papua program was designed as a Papuan provincial government pilot program in the form of a social protection intervention, specifically a ‘child grant’ program aimed to benefit children aged 0-4 years and their mothers were the recipient of the fund transfer. The program was funded by special autonomy fund or ‘*otsus fund*’ and supported by KOMPAK and MAHKOTA. KOMPAK assisted to strengthen governance, communication, and GESI functions of the program, including through its implementing partner, BaKTI (Bursa Pengetahuan Kawasan Timur Indonesia), an Indonesian non-government organisation. While MAHKOTA’s role was to help strengthen management of the social protection aspects of the program. The pilot program was implemented in 3 districts: Asmat, Paniai and Lanny Jaya, where most of the population are Indigenous Papuans and experience extreme poverty. While the program’s own objective is to reduce poverty by increasing household’s income through cash grants and to increase nutrition’s intake for Indigenous children, it is considered within KOMPAK’s strategy as a GEDSI specific intervention as it directly targets women. The support to the

Bangga Papua program is part of KOMPAK's Public Financial Management flagship under the 'strengthen the use of Special Autonomy Funds'.

BANGGA Papua is strong example how GEDSI should be incorporated into the assessment, design, implementation and monitoring and evaluation of the program. In the BANGGA Papua program design document, MAHKOTA and KOMPAK explicitly outlined how GEDSI principles were to be applied in each component of the program including: socialisation, training and technical assistance, monitoring and evaluation and in the development of the program's Management information System (MIS). During the design of the program, KOMPAK's GEDSI Manager provided specialist advice. This resulted in a clear monitoring and evaluation framework, which made it possible to track progress and achieve a clear narrative around the program.

BAKTI, KOMPAK's partner who implemented the communication strategy and capacity building in BANGGA Papua played a major role in ensuring that the targeted beneficiaries, indigenous Papua mothers and children, had access to information about the program. The program design acknowledged the challenges of working within a patriarchal context, where it is uncommon for women to receive social security, as men are considered the head of the household and the recipient of assistance. Another key aspect of the program was the design of unique communications functions. These included working with trusted community leaders and using local language and appropriate local imaging in the delivery of oral and written information. The study conducted by KOMPAK also usefully outlines how GEDSI principles were applied in the implementation of Bangga Papua, with key recommendations on how GEDSI could be strengthened in future programs.

As of July 2020, a total of 23,000 mothers and female guardians received cash transfer benefits for 32,000 children. Other outcomes were recorded including increasing access to financial services and financial literacy for Papuan women who had not previously had access to the banking system. As reported in KOMPAK's GEDSI study "BANGGA Papua has contributed to increased access to savings accounts. Before becoming beneficiaries, many women had never visited a bank, let alone had a bank account of their own... The BANGGA Papua program has made the process of opening bank accounts easier and has supported women to have more knowledge and confidence in accessing banking services.' (KOMPAK 2021, p. 16). BANGGA Papua has also increased access to other important services for women and children, such as legal identity documents (which became requirement for beneficiaries) and in some areas, access to key health services.

COVID-19 impacted on the program and the BANGGA Papua Pilot program has been discontinued. However, valuable lessons from the pilot have been documented for future social protection programming. A public report on *Extension Options for Special Autonomy Fund 2022–2041: Towards a Prosperous and Self-Sufficient Tanah Papua* was released in 2021. The report contained financial modelling and detailed policy recommendations to guide national decision-making on Special Autonomy Funds in the future. In preparation for program strengthening disability inclusion, KOMPAK completed a baseline study in Papua with the aim of facilitating program replication in Papua Barat (PERLINSOS). The study incorporates lessons learned on disability issues throughout KOMPAK's implementation in Papua, particularly the need for disability specialists to be involved in program design and implementation, as well as the importance of disability-sensitive data collection.

Rencana Aksi Daerah Penyandang Disabilitas (RAD-PD)

The Disability Law and associated Regional Action Plans provided KOMPAK a strategic entry point to broaden its GEDSI mandate and strengthen local governance, social accountability, participation and access to services. Leveraging existing mechanisms such as *Musrena* and *Muskus*, KOMPAK created mechanisms for people with disability to participate in local planning processes through its *Sepeda Keren* model. This model successfully combined KOMPAK's specific and mainstream approach to interventions and is a viable model to take forward into the next phase for disability programming.

In addition, KOMPAK worked with the Directorate of Poverty Reduction and Community Empowerment within Bappenas to provide technical assistance to 15 provinces in drafting their local action plans for people with disabilities—including DKI Jakarta, West Java, Aceh, Central Java, East Java, South Sulawesi, West Nusa Tenggara, Papua Barat, Papua, Yogyakarta, Central Sulawesi, North Sulawesi, Maluku, South Kalimantan, and Bali.

To facilitate the replication of these efforts, KOMPAK developed guidelines and provide technical assistance to local governments in developing local regulations on RAD-PD. The guideline provides information on strategic targets for RAD-PD regulation, including:

- Inclusive data collection and planning for people with disabilities
- Accessible environments for people with disabilities
- Basic rights and political access and justice
- Empowerment and independence
- Inclusive economic spaces
- Capacity building
- Equitable access and distribution of health services

To assist with the development of the guidelines, the GEDSI Team, along with GEDSI consultants and the input of the Indonesian disability network provided GEDSI specific advice. One of KOMPAK's districts, Bondowoso in East Java further developed RAD-PD at the district level and established a working group. Technical assistance was provided by a disability consultant to provide advice to develop the guidelines and the local regulation on RAD-PD, which will be implemented nation-wide. The representative of Home Affairs Ministry provided direction on budget system allocation and codification to align with the local program planning and budgeting processes. KOMPAK has ensured that people with disability needs through Local Action Plans are incorporated into the next development plans over the next five years in 15 provinces.

PARADIGTA ACADEMY

At the end of 2015, KOMPAK initiated a strategic partnership with PEKKA to implement the Paradigta Academy (2016-2020) with the aim of strengthening women's leadership. The stated aims of the Academy are to:

- 1) Build the potential of women's leadership to become active participants in the empowerment of society and the development of their local area.
- 2) Develop women's leadership education curriculum, materials, modules and manuals.
- 3) Develop institutionalisation as an arena that bridges generations, class and to empower society and women's leadership (Menggerakkan Desa and Memperkuat Kepemimpinan Perempuan. Pembelajaran dari Akademi Paradigta, PEKKA, KOMPAK (2021).

An internal study was conducted after the completion of the Paradigta Akademi intervention that outlined a number of key outcomes in terms of policy and budget allocation. The study confirmed examples where women's advocacy led to the district governments adopting the Village Law into regulations which specify that representation of women in the village deliberation mechanism, as well as a 30% quota in the BPD and the development budget allocation must take into account women's priorities. In East Lombok, the Bupati developed Regulation 2019, 6, '2019 Guidelines on Village Budget Allocation and Spending' which stipulated that priorities of women's empowerment, child and family protection, and training must be incorporated. In East Lombok, the DP3AKB allocated Rp400 million in the APBD towards domestic violence case response, and Rp36 million in women empowerment activities. Nonfinancial support was provided by PMD in East Lombok to encourage village heads to allocate funding towards women's empowerment. In 2020, the Paradigta Academy and associated women's groups were transitioned to local governments and alternate funding sources.

A number of challenges were recorded in the final report that are important to consider in the development of future approaches of organised activity at the village level

- 1) The time-burden on participants. From PEKKA's own monitoring, around 20 percent of participants were unable to complete Akademi Paradigta. This was due to the time-burdens on women, such as domestic unpaid work, that meant that were not always able to participate in the scheduled training.
- 2) Variable capacity of facilitators in creatively engaging participants, as well as local governments was a factor in completion rates. The influence of a facilitator is an important skill set in connecting with the local government and ensuring that PEKKA activities were understood and supported.
- 3) Relatedly, the limited networks and relationships of the mentors with key village apparatus such as the PKK also contributed to the success of PEKKA activities. A level of capacity in communicating with the village apparatus is assumed in the PEKKA activities, as well as capacity such as public speaking and participating in village meetings. Not all of the mentors had these assumed skills and were therefore challenged in advocacy and networking to build strategic relationships with other organisations and the village apparatus in order to raise issues, get access to information or progress women's priorities in accessing Village Funds.
- 4) Working with male-dominated village structures. The focus of PEKKA's activities was on women's organising, rather than on reforming the male-dominated village structures, which led to a disconnect between the activities and the level of understanding of the male dominated leadership on the purpose of the Academy's activities.
- 5) Relatedly, while there are some examples of government commitment through village funds, the outcomes were not systematic across all of the intervention sites. The predominance of a development discourse on infrastructure remained and funding towards women's empowerment was marginal.
- 6) Where government commitment did produce outcomes, this was often a result of a singular 'champion' within government, rather than building a coalition of supporters, and once they were rotated out of the role, support lost momentum.

Musyawarah khusus (Muskus)

Musyawarah Khusus (Muskus) or Special Forum, aims to increase the participation of vulnerable groups in the local planning and budgeting process. It is a special forum for women, people with disability, and other vulnerable groups to share their views, needs, and priorities safely and openly. This forum is held prior to the regular village forum for planning and budgeting or Musrenbang Des, and potentially, could be brought to sub-District or District level.

KOMPAK supported the implementation of Muskus in seven KOMPAK intervention areas through various of means, as follows:

- 1) Increasing capacity of local government from village, sub-district, district, province, and national level to encourage more inclusive and well-coordinated planning and budgeting process among these government actors and institutions; and
- 2) Trial and development of models of village level of Muskus to increase the capacity of the vulnerable groups in village governance to strengthen more inclusive planning and budgeting process.

Musrena Keren

The Muskus was developed into the Musrena Keren model in Tranggalek. Musrena Keren was held prior to the musrenbang in village level, sub-district level, and district level to also support the local development planning and budgeting. It was facilitated by BPD (including BPD Perempuan), *pendamping desa*, sub-district staffs through PTPD, Sepeda Keren mentors and cadres, and relevant district offices, mainly Dinsos (as necessary). The result of Musrena Keren would be potentially accommodated in the planning and budgeting documents (RKPDDes and APDBDes). OPMI (2022) notes in its evaluation, that if the priorities were not accommodated in village level, it could be escalated to sub-district level, or the district level through district offices (Katalog Program Jawa Timur, KOMPAK 2020).

SEPEDA Keren

Sepeda Keren (*Sekolah Perempuan, Disabilitas, Anak dan Kelompok Rentan*) is a structured, systematic, and planned effort to include marginalised groups, including people with disability, to participate in local development processes. This program is managed under *Forum Partisipasi Publik untuk Kesejahteraan Perempuan dan Anak* (Public Participation Forum for women and children's welfare or Forum Puspa) and involved various stakeholders, including District, sub-district, and village level government, CSOs, and vulnerable groups. KOMPAK supported the unique innovation of this model throughout the preparation phase through including the design by disability experts with lived experience of disability from DPO SAPDA who worked together with CSOs with specialist knowledge of participatory budgeting and planning processes to produce modules of accessible information.

KOMPAK supported the program design and established clear governance and an operational framework. Identifiable targets were identified in the program's design and monitored throughout:

- 100% or double the increase in the number of participations from representatives of vulnerable groups at musdes, village musrenbang, sub-district musrenbang, and district musrenbang from before the implementation of Sepeda Keren;
- 20% increase in the number of programs and/or activities as well as budget for women/disabled/children/retired migrant workers;
- 3 women/disabled/child guardians/family of migrant workers/post-migrant workers participating in elections and/or sitting in control positions in each village;
- Two village policies and/or regulations related to supporting vulnerable groups in each village.

Sepeda Keren built on the Murena Keren, as well as lessons learned from Paradigta Akademi to develop a model of participation for vulnerable groups in Kabupaten Trenggalek. Through the first year of programming, 2019-2020, KOMPAK staff worked together with disability consultants and a wide range of stakeholders, including the Bupdati Trenggalek, Dinsos P3A, Forum Puspa and another relevant department and CSOs in East Java to develop the program. The consortium of Seknas Fitra, KPI Jawa Timur, LPA Trenggalek, LPKP Jawa Timur, PEKKA and SAPDA developed the consultation and designed the program and provide technical assistance in the development of the modules.

The design was clear, and had a formal structure and resources, being managed by Forum PUSPA and funded by APBD and APBDes. COVID-19 impacted on the financial support and KOMPAK assisted by providing funding for mentoring. The Guidelines clearly explain the barriers to participation, and guidance on the recruitment of cadres (OPMI 2022).

KOMPAK staff and consultants were closely involved in the program and the process of selecting Sepeda Keren mentors and providing training. The training was scheduled for seven days and was completed in five days. OPMI (2022) notes that the methods for the trainings used participatory and reflective methods which aimed to build knowledge about GEDSI in local planning processes. OPMI (2022) recorded that there were 511 Sepeda Keren cadres in 78 villages.

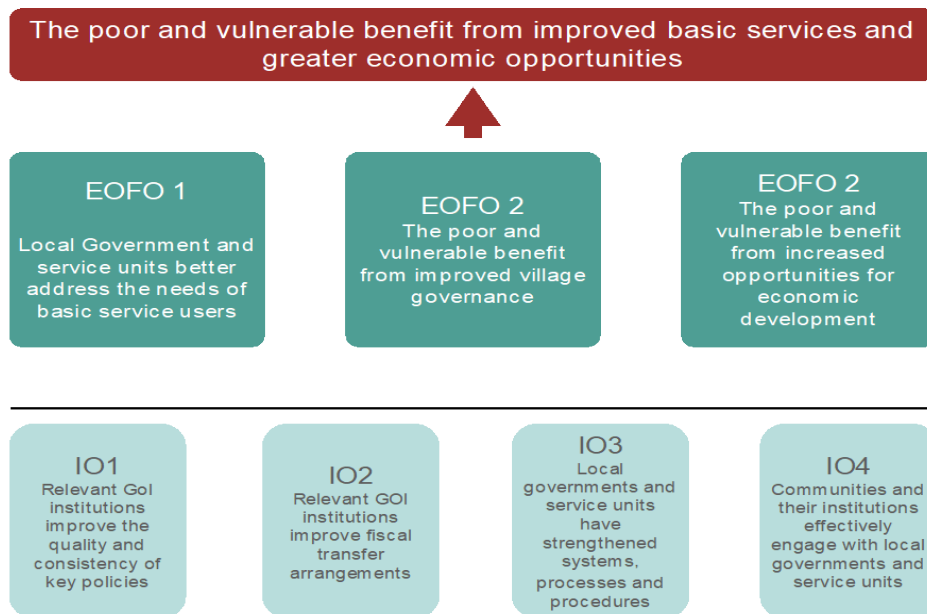
The synergies and complementarity of mainstream and specialised approaches were evident in the Trenggalek model through Musrena Kerena, Sekar Desa and Posko Aspirasi and Sepeda Keren. OPMI 2022 outlined how the awareness raising and village education models of Sepeda Keren and Musrena Keren and the mainstreaming interventions of PTPD/ PKAD, Sekar Desa and Posko Aspirasi worked together.

A total of 152 village in 14 sub districts in Trenggalek implemented the Musrena Keren. Sekar Desa focused on educated the village officials and vulnerable groups about the importance of local development planning and budgeting processes. PTPD provided training for village officials to improve their performance in local development planning as well as village governance. The OPMI (2022) evaluation highlighted that there was an increase in knowledge of village government about the implementation of inclusive practice at the sub district.

SECTION 5: Contribution of GEDSI to the Performance Management Framework

The following section will summarise the contribution of GEDSI outcomes towards the Performance Management Framework covering three End of Facility Outcomes as described in the below table:

Figure 8. KOMPAK's Outcomes in Performance Management Framework (2018)



EOFO1. Local government and service unit better address the needs of basic service users

Through the CRVS/Sector Strengthening Flagship, KOMPAK made CRVS services more accessible to marginalised communities, including through cross-sectoral and multi-stakeholder collaboration that involves village and sub-district actors. KOMPAK supported the establishment of CRVS working groups that include relevant ministries at the national level. At the local level, more inclusive CRVS services through the village CRVS facilitator model and door-to-door services for villagers, were adopted and replicated. These features are included in the village funded FPLKD (Fasilitasi Pelaksanaan Layanan Kependudukan di Desa), ensuring the sustainability of the model. Over the past two years alone, over 8,000 elderly people and 2200 people with disability received assistance.

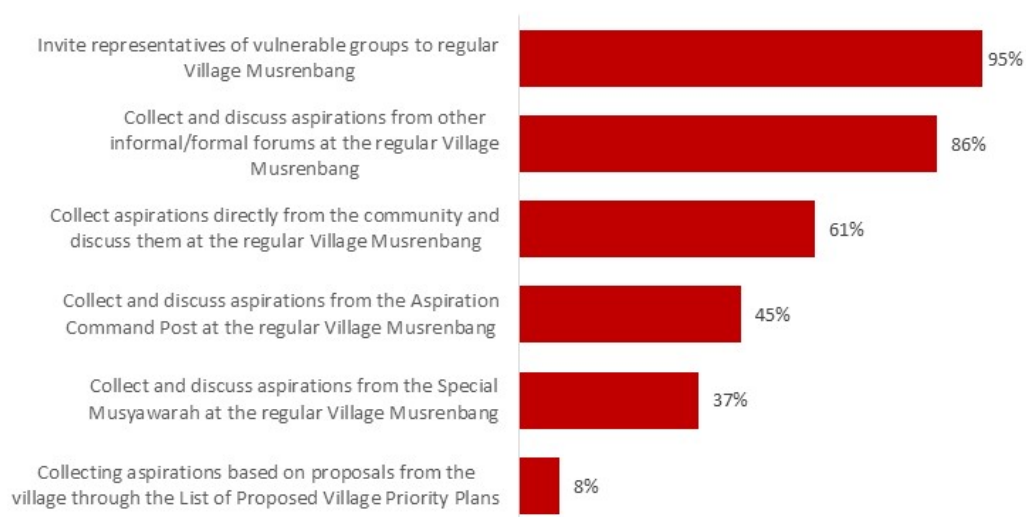
The models of SIBUBA, PSPB model adopted by local government for more inclusive health services and the KUDU Sekolah and Kelas Perahu were adopted by local government for an inclusive education service. In addition, KOMPAK supported strengthened governance of early childhood education to support the fulfilment of the essential needs of early childhood through regulation and integration of cross-sectoral services, through a study on identification potential indicators informed recommendations for RAN/D PAUD HI for 2020-2024. And lastly, SEPAKAT is now available at province, district and village level for more inclusive planning, budgeting and targeting.

EOFO 2. The poor and vulnerable benefit from improved village governance

KOMPAK supported a number of entry points to influence GEDSI-sensitive data systems. The focus was to ensure gender, disability and age-disaggregated data is available to inform official planning and decision-making. A key result of this work is that 91% of KOMPAK-assisted villages that have a village information system that captures disaggregated data, a notable increase from 36% in the year 2020 (see Figure 7 above).

KOMPAK successfully supported the establishment of a number of social accountability mechanisms at the village level which aims to increase the participation and voice of women and vulnerable groups. KOMPAK conducted an internal assessment of Village Government's attempts to involve women and vulnerable group into its Village development planning process and found that the different models supported participation and voicing of priorities. When looking at how village government involved women and vulnerable groups in *musrenbangdes*, 95% of villages invited women and vulnerable groups representatives. Informal and formal forums were also implemented by Village government, and 86% collected and discussed aspirations/ priorities at the regular Musrenbang. Direct feedback to Village authorities was also an effective mechanism to engage villagers with 61% of Village Governments stating that they discussed issues at the *musrenbangdes*. Almost half of the Village Governments (45%) stated that the Aspirations Post Command contributed to the musrenbang deliberations. More support mechanisms are perhaps required to ensure that considerations voiced at the *musyawarah khusus* are taken seriously at the regular village forum as only 37% of village governments stated that this forum was included. Furthermore, only 8% of Village Governments stated that the formal mechanisms of Village Priority Plans were taken into consideration. For participatory forums to effectively translate to budget allocation, more support is required at the Village level. This support includes regulatory requirements about identifying and allocating to vulnerable groups. Other support would include assistance to build Village Government awareness and knowledge around development outcomes that prioritise the needs of the vulnerable.

Figure 9. Village Government's attempts to involve women and vulnerable groups in regular Musrenbang Desa



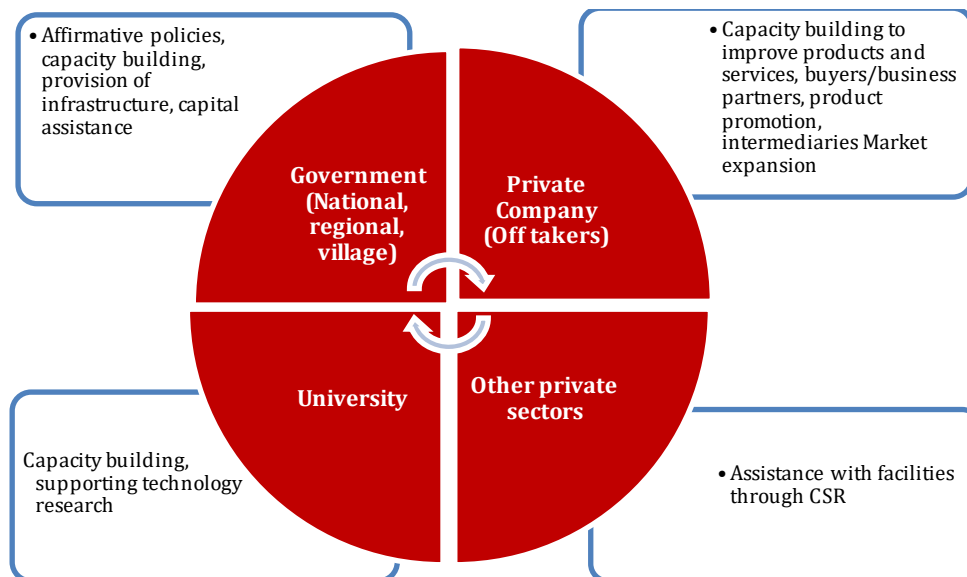
EOFO 3. The poor and vulnerable benefit from increased opportunities from economic development

In 2022, KOMPAK conducted an analysis on the market linkage intervention to inform future economic empowerment programming for poor women, people with disabilities and other vulnerable groups. In addition, KOMPAK is currently developing a GEDSI thematic guideline with practical instrument to complement general Market Linkage existing Guideline that will potentially be rolled out national wide by Bappenas and Ministry of Cooperatives & Small and Medium Enterprises.

Since 2017, KOMPAK has partnered with local governments, start-ups, and local producers – in this case, MSEs to pilot an approach to enhance their ability to market and sell their products and services. This ‘Market Linkages’ approach assists MSEs to assess market opportunities and then design viable business options to respond. Marketing linkages were implemented at the district level in West Aceh, Pacitan, Pekalongan, Trenggalek, Lombok Utara, Bantaeng and Pemalang.

KOMPAK emphasised GESI perspectives in the preparation and site selection stages, to ensure that poor women are targeted as beneficiaries, and that their skills are built and commodities are made accessible. Partnerships were encouraged to undertake micromarketing for clients in community-based tourism (Community Based Tourism Dewi Nadulang in Pemalang and West Lombok); worked with MSMEs (micro, small and medium enterprises), Koperasi, and BUMDESA and linked them with off-takers and other relevant stakeholders. The below matrix identifies the roles of different stakeholders in strengthening the community-based economy:

Figure 10. Market Linkage stakeholder roles and collaboration



KOMPAK’s study, identified gender-based challenges during the market led interventions. These challenges were gender-biased division of work roles, double burdens, issues of women's leadership including limited access to participate in certain roles for women, and stigma experienced by women with disability. The study showed that the market led approach brought many benefits - both economic and non-economic - for vulnerable groups, especially the poor and especially women, persons with disabilities.

For example, women's role and participation in the market economy was transformed through their engagement with the Tourism Village in North Lombok. In the past, women were predominately housewives with no income of their own. After retraining as tourist guides, women could earn an income of their own to support their monthly household costs. Similarly, in Pekalongan, women tea plantation workers' incomes rose. Through interventions supporting premium tea packaging and market identification, the purchase price of tea more than doubled, from Rp. 900/kg to Rp. 2,200/kg.

Another example of economic transformation is the weaving group of UKM Kubu Raya in Aceh Barat. The weavers – formally housewives with no income – earned profits up to IDR 1-2 million/month. Another indirect benefit experienced by the women was that through their participation in the groups UKM Kubu Raya, they were now able to increase access to bank credit, from Rp.50 million, to Rp.100 million. This capital injection made it possible for women weavers to access capacity building, expand their network and increase their product's quality through marketing their products.

This study provides some recommendations, as follows:

- 1) Ensuring the availability of disaggregated data (based on sex, age, and disability) as the basis of the economic development program. Not only knowing the number of vulnerable groups and their location, but also, modality and identify potential roles and contributions that they could make.
- 2) Encourage collaboration with potential stakeholders, including universities and or private sectors.
- 3) Including women with disability as one of the target beneficiaries of community-based local economic intervention programs, through MSMEs, Cooperatives, BUMDESA, and other programs.
- 4) Facilitate the accessibility of village public facilities, and/or allocating a budget to support community-based economic activities in the village.

SECTION 6: Lessons from GEDSI Design and Implementation

There are a number of key lessons drawn from KOMPAK's Design, Internal Operations and Implementation of GEDSI.

Design

A GEDSI Strategy should be iterative and embedded within the program. KOMPAK's GEDSI strategy evolved over time and responded to the direction of the program (for example responding to DFAT's increased focus on disability). Oversight of the broader GEDSI strategy needs to be maintained to provide leadership to identify and strengthen synergies between mainstream and specific interventions.

GEDSI awareness was raised through internal processes but more support is required for operational capacity and knowledge. A GEDSI-lens was effectively applied to create policies and procedures that were gender-sensitive. The GEDSI induction process for new staff, for example is an effective way of communicating GEDSI as a priority to new staff, as was making leaders accountable for GEDSI progress. These processes, however were not sufficient to catalyse awareness into knowledge, and more consistent practical support for implementation teams as well as strategic GEDSI support in the executive team is required to ensure that GEDSI is perceived as 'core business' rather

than 'add-on' or 'additional work' and secondary to other priorities of governance considered more important.

Internal Operations

Learning sessions such as performance reviews were effective in building GEDSI awareness. However, as above, operational capacity and implementation knowledge is effective if it is consistently supported by GEDSI leaders with strategic oversight to support teams to translate lessons into adaptive practice.

The MIS system provided basic sex-disaggregated data for most KOMPAK events. The system also provided an effective way for the GEDSI team to provide advice on session materials, resource persons, and facilitation approaches. However, more focus on specific GEDSI targets and indicators in the MEL Framework will yield more data internally to illustrate progress towards outcomes. Relatedly, GEDSI indicators in outputs and outcomes that align with existing government targets and mechanisms, for example the PUG Framework.

Interventions were more successful when GEDSI was integrated into design and the M+E, for example BANGGA Papua had a clear GEDSI design, initial studies and in the M+E Framework which provided a basis to build a narrative about outcomes. Implementation teams found it difficult to 'insert' mainstream GEDSI programming after the program had begun and with no clear baseline studies identifying GEDSI gaps.

GEDSI analytics and studies were undertaken throughout the program, and this provided an opportunity for collaboration with other DFAT programs. More targeted use of studies will provide baseline data and entry points.

KOMPAK articulated GEDSI principles in Mainstreaming intervention Guidelines such as BANGGA Papua and Sepeda Keren. However, Guidelines must be accompanied by sustained mentoring to address practical and attitudinal barriers.

Implementation

More inclusive population data is now available for Village and Sub district planning and budgeting and supported by policy and regulations. However, data availability does not automatically translate to data literacy of government officials to translate the data into local development outcomes.

Access to decision making arenas for marginalised groups was increased. However, access and participation does not automatically translate to improved development outcomes for marginalised people.

Effective models use a combination of specific and mainstream interventions and recognise CSO's and DPO's as critical parts of the 'inclusion eco system'. For example, Sepeda Keren was developed by a consortium of CSO's and DPO's specialising in budget and planning approaches and disability expertise to develop a specific model of intervention of participation and aligned with the government's own budgeting and planning processes.

Effective partnerships with local government build 'coalitions for change', rather than rely on singular 'champions'. Government officials are often 'rotated' into different portfolios of work and program staff have to 'start again' to build buy-in. Identifying a wide group of possible influential partners for informal and formal coalitions requires critical and ongoing political economy mapping throughout the program.

SECTION 7: Recommendations

Drawing from the lessons of GEDSI throughout the program, this final section outlines key recommendations for GEDSI in 1) Design and MEL, 2) Capacity Building, and 3) Strategic entry points for governance programming into the future.

GEDSI in Design and MEL

GEDSI Leadership and Team composition. A team of GEDSI expertise from diverse backgrounds should bring different skills and perspectives to provide strategic vision and oversight of a holistic approach to transformational gender and social inclusion outcomes. An example of a holistic approach would be ensuring that models of women's leadership, for example, are linked with models of inclusive governance to ensure that the root causes of inequality are addressed. GEDSI program leadership should be part of the Executive Team and GEDSI constitute a separate stream of work (instead of being placed under the Performance team).

GEDSI should be adequately resourced. Recommendations provided throughout the program for example in the IPR report noted the under resourcing of GEDSI. Budget allocation increased over time but was insufficient to provide adequate expertise of a range of strategic and on-the-ground responsive and continuous support.

Clear GEDSI outcomes and indicators should be reflected in the Monitoring and Evaluation Framework. For example, % budget spent on priorities of marginalised groups; % priorities of social development outcomes; local leaders attitude change towards education and health; the capacity of communities to provide recommendations that lead to gender transformational outcomes and clear methodologies to capture results, such as outcome mapping.

Robust assessment of political economy and mapping of partners should be conducted at the beginning of the program. Assessments should be conducted to identify gaps and articulate clearly where governance approaches could provide value. This mapping should include appropriate local CSOs/DPOs as part of the inclusion 'eco system', as well as identification of a group of influential individuals to progress priorities as a 'coalition', rather than relying on individual 'champions'. In addition, the recommendations of existing studies (such as the disability studies) should be considered to strategically identify entry points.

GEDSI in Capacity Building

A clear definition of 'transformational outcomes' should be articulated in relation to every area of the program, including capacity building. In the capacity building sense, transformational outcomes relate to social norms addressing inequality of power and privilege based on gender. Clearly articulating the capacity that is being built and a flexible approach that is responsive to people's needs and facilitates a growth perspective to learning. Rather than a fixed model relying only on awareness raising of general concepts, a transformational approach extends to the implementation of social norms that lead to behaviour changes in relation to gender norms.

Culturally appropriate GEDSI expertise (such as Papua-based experts in Papua) need to be supported to provide national and sub national support using culturally relevant approaches of training, capacity building and communications.

The 'how to' of GEDSI needs to be explicit in all training and capacity building as well as in Governance Technical Guidelines which should clarify approaches to consistent mentoring to ensure GEDSI is actioned. In addition, **training can be done using evidence-based adult learning model** in relation to gender knowledge building: 70:20:10 model of capacity building where 70% exposure to new

approaches through informal learning (peer support, sharing models), 20% mentoring through consistent discussion and supervision, and 10% formal training through workshops.

Strategic Entry Points

Existing key GOI policies/priorities such as National Disability Action Plan (RAD PD) are good entry points to mainstream GEDSI. A governance approach to implementing the Disability Law requires ongoing support, particularly in building an understanding in how to operationalise aspects pertaining to participation. There are many opportunities for future governance programs to support CSO/DPOs to provide expertise to sub national governments to implement the RAD PD.

Mainstreaming GEDSI capacity can be strengthened through working with line Ministries that do not have explicit 'GEDSI mandates', such as MoF, to build capacity in processes that are not necessarily gender-sensitive but have outcomes important to gender equality.

Target mainstreaming interventions through systemic mechanisms/channels that already exist in the government/development cycle is more effective and sustainable e.g. Musrenbang, PTPD, SID/SAIK+ and community forum, PUG, SDG's Desa.

Shift efforts from data availability at the subnational level to data literacy to improve outcomes.

KOMPAK's independent evaluations of Village Information Systems and an evaluation of KOMPAK's models in Papua showed the importance of data literacy to help village government to do inclusive and data-based planning, budgeting and service delivery.

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