



Australian Government

# GENDER EQUALITY & SOCIAL INCLUSION STRATEGY KOMPAK 2017-2018

KOMPAK is an Australia-Indonesia Government Partnership  
Managed by Abt Associates

**KOMPAK**  
*Kolaborasi Masyarakat dan Pelayanan untuk Kesejahteraan*

**GENDER EQUALITY AND SOCIAL INCLUSION STRATEGY  
KOMPAK 2017-2018**

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## Abbreviations and Acronyms

AIPJ	Kemitraan Indonesia-Australia untuk Keadilan	The Australia Indonesia Partnership for Justice
BAPPENAS	Badan Perencanaan Pembangunan Nasional	The Department of National Development Planning
BaKTI	Bursa Pengetahuan Kawasan Timur Indonesia	The Bursa Pengetahuan Kawasan Timur Foundation
BPS	Badan Pusat Statistik	Central Statistics Bureau
CEDAW	Konvensi Penghapusan Segala Bentuk Diskriminasi terhadap Perempuan	Convention on the Elimination of All forms of Discrimination Against Women
CRPD	Konvensi Hak-hak Penyandang Disabilitas	Convention on the Rights of Persons with Disabilities
CSO	Organisasi Masyarakat Sipil	Civil Society Organization
DFAT		The Department of Foreign Affairs and Trade
GoA	Pemerintah Australia	The Government of Australia
Gol	Pemerintah Indonesia	The Government of Indonesia
GESI	Kesetaraan Gender dan Inklusi Sosial	Gender Equality and Social Inclusion
IRE	Institut Kajian dan Pemberdayaan	The Institute for Research and Empowerment
Inpres	Instruksi Presiden	Presidential Instruction
KDP		Kecamatan Development Program
KOMPAK	Kolaborasi Masyarakat dan Pelayanan untuk Kesejahteraan	
KPI	Koalisi Perempuan Indonesia	Indonesian Women's Coalition
KPK	Komisi Pemberantasan Korupsi	The Corruption Eradication Commission
KSI		Knowledge Sector Initiative
Kemendikbud	Kementerian Koordinator Bidang Pembangunan Manusia dan Kebudayaan	The Coordinating Ministry for Human Development and Cultural Affairs
MoHA	Kementerian Dalam Negeri	The Ministry of Home Affairs
MoV	Kementerian Desa	The Ministry of Villages
MoF	Kementerian Keuangan	The Ministry of Finance
MAMPU	Maju Perempuan Indonesia	Empowering Indonesian Women for Poverty Reduction
PDB/GDP	Pendapatan Domestik Bruto	Gross Domestic Product
PEKKA	Pemberdayaan Perempuan Kepala Keluarga	Women Headed Households Empowerment Association
Permen	Peraturan Menteri	Ministerial regulation
PODES	Pendataan Potensi Desa	Village Potential Statistics
PUSKAPA UI	Pusat Kajian Perlindungan Anak Universitas Indonesia	Centre on Child Protection University of Indonesia
SDGs	Target Pembangunan Berkelanjutan	Sustainable Development Goals
SPAK	Saya Perempuan Anti Korupsi	
TAF		The Asia Foundation
UNESCAP		United Nations Economic and Social Commission for Asia and the Pacific

# 1. Introduction

KOMPAK is a partnership between the Government of Australia (GoA) and the Government of Indonesia (GoI) to support GoI's poverty reduction efforts. KOMPAK's overarching objective for its first phase (2015–2018) is to support GoI in achieving its medium-term development plan (RPJMN 2015–2019) targets of reducing poverty by improving the quality and coverage of basic services, promoting community-led development and participation of communities in governance, and by increasing opportunities for off-farm employment and creation of jobs for the poor.

Indonesia's national development planning framework (2005-2025) includes the high-level vision of an Indonesia that is independent, progressive, just and prosperous (*mandiri, maju, adil dan makmur*). 'Just' is defined as being free from discrimination or limitations of all forms, whether between individuals, on the basis of gender, or place of origin. The RPJMN includes specific strategies to increase community capacity and participation, including of women, children, youth and persons with disabilities (PWD). This is through facilitation, training, assistance in planning, implementation and monitoring of rural development, and to strengthen the capacity of rural communities and indigenous peoples.<sup>1</sup>

President Joko Widodo's vision and mission statement for Indonesia's national development (*Nawacita*) and the RPJMN set national targets of stable economic growth at 6 - 8 percent per year, reducing poverty to 7 - 8 percent and reducing the Gini coefficient to 0.36 by 2019.<sup>2</sup> The government has also set specific targets to improve access and quality of basic services among the poorest 40 percent of the population.

The Australian government has stated a strong commitment to 'being at the forefront of efforts to empower women and girls and promote gender equality in the Indo-Pacific region'. Gender equality and women's empowerment is one of six investment priorities for Australian Aid and more than 80 percent of all programs regardless of their objectives are required to effectively address gender issues in their implementation.<sup>3</sup> Further, the Australian government has also committed to making a major contribution to improving the quality of life for PWD in developing countries with the objective that the development effort leave no one behind.<sup>4</sup>

This strategy outlines how KOMPAK will respond to these high-level policy commitments. It has been developed within the framework of KOMPAK's overall Strategic Performance and Measurement Framework. It is a living document, and will be updated and refined as KOMPAK develops.

<sup>1</sup> Bappenas (2014), *Rencana Pembangunan Jangka Menengah Nasional [National Medium-term Development Plan, RPJMN] 2015–2019*, GOI: Jakarta. p.6.

<sup>2</sup> Bappenas (2016), *Social Protection and Poverty Reduction in Indonesia: Toward a Comprehensive System*, Vivi Yulaswati-Director of Poverty Reduction and Social Welfare, presentation material. p.6.

<sup>3</sup> Department of Foreign Affairs and Trade-Australian Government, 2016: *Gender Equality and Women's Empowerment Strategy*. p.1.

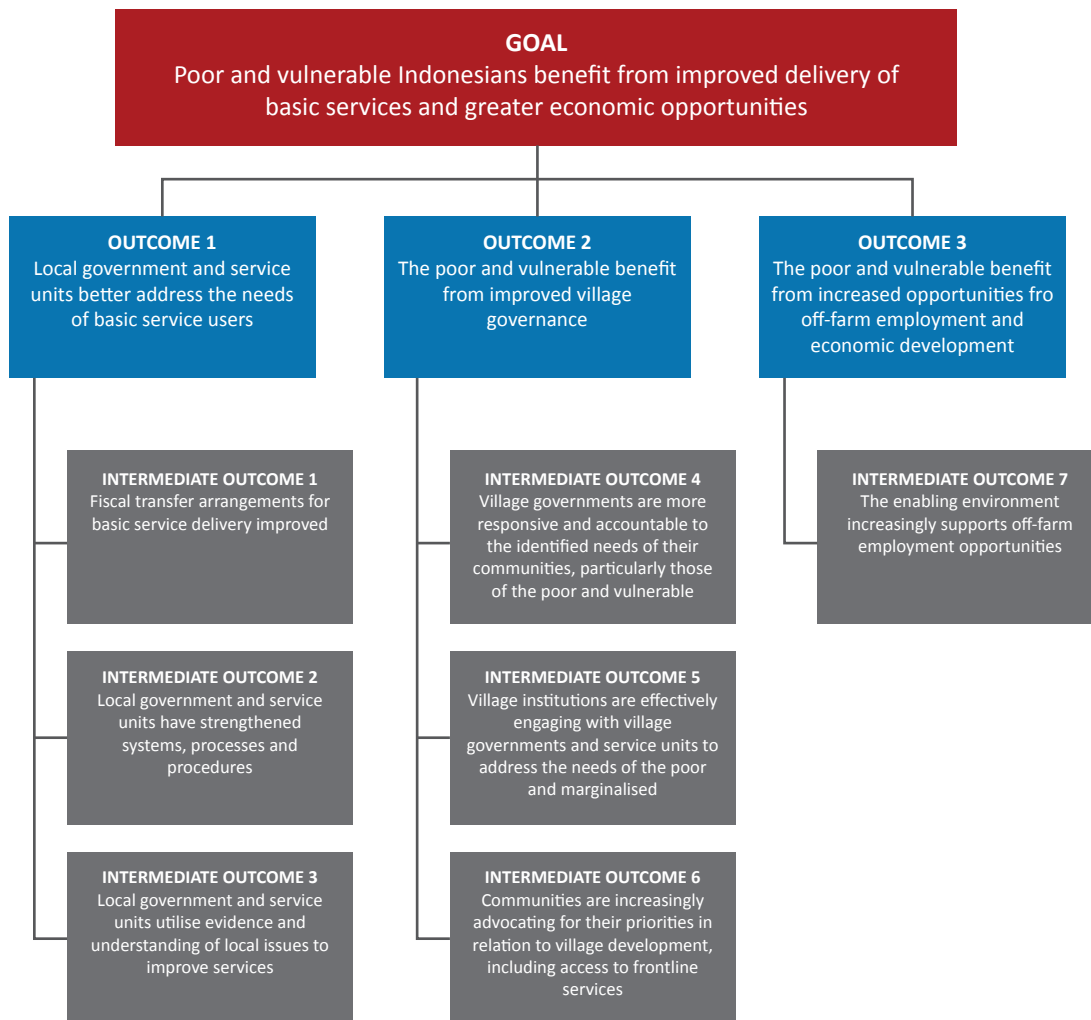
<sup>4</sup> Department of Foreign Affairs and Trade-Australian Government, 2015: *Development for All 2015-2020: Strategy for Strengthening Disability-Inclusive Development in Australia's Aid Program*. p.1.

### 2.1. KOMPAK Overview

KOMPAK is a partnership between the Government of Australia (GoA) and the Government of Indonesia (GoI) to support GoI's poverty reduction efforts. KOMPAK's overarching objective for its first phase (2015–2018) is to support GoI in achieving its medium-term development plan (RPJMN 2015–2019) targets of reducing poverty by improving the quality and coverage of basic services, promoting community-led development and participation of communities in governance, and by increasing opportunities for off-farm employment and creation of jobs for the poor.

Working at both the national and sub-national levels, KOMPAK consolidates and builds on GoA investments in community empowerment, service delivery, governance, and civil society strengthening, by integrating these areas of activities into a single Facility. KOMPAK organises its work around three End-of-Facility Outcomes (EOFO) and innovations, and gender equality and social inclusion (GESI) apply across the board. KOMPAK's End of Facility (EOFO) and Intermediate Outcomes (IO) are shown in Figure 1.

Figure 1. KOMPAK's High-level Performance Framework



## 2.2. GOI legislative and Policy Commitments

Indonesia has a strong policy framework for the promotion of gender equality, and has also made significant commitments to disability inclusive development. A selection of relevant policies and regulations is included in Annex 1. At the highest level this includes stating the equality of all persons in the Indonesian Constitution, ratifying the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in 1984, voting for the UN Declaration on the Rights of Indigenous Peoples in 2007, and ratifying the UN Convention on the Rights of Person with Disabilities in 2011.

GOI passed a new law No. 8 regarding people with disabilities in 2016, and a new law on gender equality has been drafted, but its passage through parliament has stalled. The Presidential Instruction No.9/2000 on Gender Mainstreaming in National Development, and the Ministry of Home Affairs Regulation No.15/2008 Guidelines for implementing gender mainstreaming in the regions are particularly relevant to KOMPAK's governance focus.

## 2.3. Gender and Social Inclusion Issues Relevant to KOMPAK's focus

GOI is taking a new approach to targeted poverty reduction that more strongly integrates the investments in social services with community-based efforts for more sustainable livelihoods. The following section provides a brief situational overview and discusses GESI issues relevant to this government agenda, and to KOMPAK's focus.

### General Context

**Gender.** Inequality and marginalisation on the basis of gender, disability, ethnicity or indigeneity is affected by, and affects both the private and public sphere of life. Governments and frontline services have a responsibility and opportunity to promote equality and uphold the rights of the most vulnerable.

Indonesia's Gini coefficient<sup>5</sup> increased steadily from 0.31 in 2001 to 0.413 at the end of 2014. Positively, the National Statistics Agency (Badan Pusat Statistik, BPS) reported a decrease to 0.397 in March 2016,<sup>6</sup> but this remains high by regional and developed country standards. Inequality can negatively impact stability and cohesion, and subsequently economic growth through labour disruptions and lower investment.<sup>7</sup>



*Picture 1: Indonesian woman in traditional kitchen in the 21st century. The lack of women's participation in decision making process and the multiple burden of productive, reproductive, and community work, can exclude them from the development process.*

Inequality is inherent to social exclusion. Social exclusion can push those who are poor, further into poverty, and can prevent the poor from lifting themselves out of poverty. Those who are excluded based on gender, race, class, ethnicity, religion or sexual orientation often face multiple forms of deprivation that can lead to lower social standing, lower levels of income, limited access to employment and basic services, and the lack of voice in decision-making.

<sup>5</sup> The Gini index is a measurement of the income distribution of a country's residents. A coefficient of 0 represents maximum equality, and 1 (or 100%, maximum inequality).

<sup>6</sup> <https://www.bps.go.id/brs/view/id/1280>

<sup>7</sup> Arief, Rezki Lestari. 2008. *The effects of growth and change in inequality on poverty reduction in Indonesia*. The Institute of Social Studies, The Hague, The Netherlands.



As seen in Table 1, Indonesia's performance in relation to key gender indicators is mixed, with good performance in education, and poor performance particularly in terms of labour force participation.

**Table 1. Key Gender Indicators, Indonesia and Regional Comparison (2014 data)**

Gender Indicators		Indonesia	East Asia and the Pacific
Maternal mortality ratio (2015)		126 <sup>a</sup>	72
Adolescent birth rate (births per 1,000 women ages 15-19)		48.3	21.2
Female seats in parliament (%)		17.1	18.7
Life expectancy at birth	Female	71	76
	Male	66.9	72.2
Expected years of schooling	Female	13.1	13
	Male	12.9	12.8
Mean years of schooling	Female	7	6.9
	Male	8.2	8
Population with at least some secondary education (%)	Female	39.9	54.7
	Male	49.2	66.3
Labour force participation rate (%)	Female	51.4	62.6
	Male	84.2	79.4
GNI per capita	Female	6,485	9,017
	Male	13,052	13,780
Human Development Index (HDI) values	Female	0.655	0.692
	Male	0.706	0.73
F-M ratio / Gender Development Index (GDI) <sup>b</sup> value		0.927	0.948
Gender Inequality Index (GII) <sup>c</sup> value		0.494	0.328
Gender Inequality Index (GII) Rank		110	—

Source unless otherwise referenced: UNDP (2015) Human Development Report 2015: Briefing note for countries on the 2015 Human Development Report, Indonesia

<sup>a</sup> WHO, UNICEF, UNFPA, World Bank Group and the United Nations Population Division (2015) *Trends in Maternal Mortality 1990 to 2015: Estimates by WHO, UNICEF, UNFPA, World Bank Group and the United Nations Population Division*. Geneva: WHO.

<sup>b</sup> The GDI is the ratio of the female to the male HDI. The GDI measures gender inequalities in achievement in three basic dimensions of human development: health (measured by female and male life expectancy at birth), education (measured by female and male expected years of schooling for children and mean years for adults aged 25 years and older); and command over economic resources (measured by female and male estimated GNI per capita).

<sup>c</sup> The Gender Inequality Index reflects gender-based inequalities in three dimensions – reproductive health (measured by maternal mortality and adolescent birth rates), empowerment (measured by the share of parliamentary seats held by women and attainment in secondary and higher education by each gender), and economic activity (measured by the labour market participation rate for women and men). It can be interpreted as the loss in human development due to inequality between female and male achievements in these three dimensions.

**Disability** is both a cause and consequence of poverty. PWD remain largely marginalised from mainstream development policies and programs. Research commissioned by DFAT<sup>8</sup> found that there is a negative stigma associated with disabilities in Indonesia, and that a person with a disability is seen as being without capability and a likely burden to those around them. Policy and legislation is dominated and informed by the charity, rather than human rights, based approach.

The actual number of PWD in Indonesia is not yet accurately captured. The Ministry of Social Affairs estimates that 4.87 percent of the total population is living with a disability.<sup>9</sup> WHO and the World Bank estimates that PWD make up 15 percent of the total world population, with 80 percent of these living in poverty in developing countries,<sup>10</sup> suggest that the proportion in Indonesia may actually be higher.

Indigenous people can face exclusion due to geographic isolation, discrimination, lack of appropriate and accessible information and understanding about their rights, or a combination of these factors.

The Indonesian National Indigenous Alliance (AMAN) estimate that 20 percent of Indonesia's population (approximately 70 million people) can be classified as indigenous.<sup>11</sup> In 2012, the Ministry of Social Affairs recorded that indigenous people live in 24 provinces, 263 districts in 2,304 villages.<sup>12</sup> Indonesia's National Bureau of Statistics (BPS) has recorded 1,340 ethnic groups across Indonesia, and estimates that between 50 and 70 million people are living in forested areas.<sup>13</sup>

### GESI and Frontline Services

Gender issues in relation to frontline services, particularly those that KOMPAK is focusing on (health, education, legal identity) tend to be conceptualised in terms of women's access to those services. This is both in terms of women as individual service users, and because they tend to have the dominant role in accessing services on behalf of their children. There appears to be little attention to women's role as service providers or in public service administration.

The RPJMN includes a number of targets related to maternal and child health. Indonesia's maternal mortality ratio (maternal deaths per 100,000 live births) is estimated to be 126.<sup>14</sup> Although this represents a decrease over recent years, it is still above the Sustainable Development Goal (SDG) target of 70 by 2030,<sup>15</sup> and higher than many regional neighbours.<sup>16</sup> Indonesia's under five years old child mortality at 29 per 1,000 live births is also at the higher end for the region.<sup>17</sup> Analysis by UNICEF states that that maternal and child mortality is associated with poverty, geography (worst in eastern provinces) and education of the mother. It also concludes that the poor quality of antenatal, delivery and postnatal health care services is a major barrier to reducing maternal and child deaths, rather than coverage.<sup>18</sup>



Picture 2. Research by Puskapa UI in 2016 indicates that children with disabilities are two times more likely to not have a birth certificate. Denying them of their right to a legal identity.

<sup>8</sup> Colbran N (2010). *Access to Justice for Persons with Disabilities in Indonesia*. Australia Indonesia Partnership for Justice/Australian Aid: Jakarta.

<sup>9</sup> Badan Pusat Statistik, Sensus Penduduk 2010.

<sup>10</sup> WHO & World Bank, 2011. *World Report on Disability*, p. 29.

<sup>11</sup> Aliansi Masyarakat Adat Nusantara, 2016. AMAN tagih pemerintah sahkan RUU Masyarakat Adat dan Satgas Masyarakat Adat: <http://www.aman.or.id/2016/12/16/siaran-pers-aman-tagih-pemerintah-sahkan-ruu-masyarakat-adat-dan-satgas-masyarakat-adat/>

<sup>12</sup> Badan Perencanaan Pembangunan Nasional, 2013. *Masyarakat Adat di Indonesia: Menuju Perlindungan Sosial yang Inklusif*. P.16.

<sup>13</sup> Badan Pusat Statistik. Sensus Penduduk, 2010.

<sup>14</sup> WHO, UNICEF, UNFPA, World Bank Group and the United Nations Population Division (2015). *Trends in Maternal Mortality 1990 to 2015: Estimates by WHO, UNICEF, UNFPA, World Bank Group and the United Nations Population Division*. Geneva: WHO.

<sup>15</sup> <http://www.unwomen.org/en/news/in-focus/women-and-the-sdgs/sdg-3-good-health-well-being>

<sup>16</sup> UNICEF (2012) *Issue Brief: Maternal and Child Health*. Available at [https://www.unicef.org/indonesia/A5-\\_E\\_Issue\\_Brief\\_Maternal\\_REV.pdf](https://www.unicef.org/indonesia/A5-_E_Issue_Brief_Maternal_REV.pdf)

<sup>17</sup> UNICEF, WHO, World Bank, United Nations (2015) *Trends in Child Mortality Report 2014 Estimates Developed by the UN Inter-Agency Group for Child Mortality Estimation*, New York: UNICEF

<sup>18</sup> Op.Cit. footnote 18.

Indonesia's gender gap has narrowed in education enrolment. 2014 data from BPS shows almost all (98.82 percent) boys and girls (99.02 percent) aged 7-12 were in school. For the 13-15 year age group 95.27 percent of girls and 93.66 of boys were recorded as being in school, and the pattern varies little for all age groups up to age 24.<sup>19</sup> The effect of previous inequality, particularly in women's access to education, is still felt in older age groups. For example, Indonesia's National Socioeconomic Survey (Susenas) 2012 data shows that 66 percent of female heads of households and 51 percent of male heads of households had either no education, or a highest education level of primary school. Susenas (2012) data on PWD indicates that only 50 percent of children with a disability attend school.

As noted above, many of Indonesia's indigenous peoples are living in extremely isolated areas. They have limited, or choose not to have, contact with outside communities, which impacts their access to services they are entitled to. There is also an intrinsic link between social exclusion, inequality of opportunity and legal identity. Based on the 2015 data from TNP2K (*Tim Nasional Percepatan Penanggulangan Kemiskinan*, or National Team for Acceleration of Poverty Reduction), only 56 percent of Indonesia's children below 18 years have a birth certificate.<sup>20</sup> The World Bank argue that legal identity for all citizens will contribute to the 10 SDGs including to strengthen social protection, increase poor household access to economic resources, reduce infant mortality, promote women's empowerment and provide protection for the children.<sup>21</sup>

The Australia-Indonesia Partnership for Justice (AIPJ) Baseline Study of Legal Identity<sup>22</sup> states that in the poorest 30 percent of Indonesian households, 71 percent of children under one year of age do not have a birth certificate, 58 percent of children aged 1-17 years of age do not have a birth certificate, and 88 percent of adults 18 years and over do not have a birth certificate. The study found that children with parents or guardians that have no apparent physical disability are five times more likely to have a birth certificate, when compared to children with parents or guardians who have apparent physical disabilities. Associates were found between not having a birth certificate and early marriage of girls, and having a birth certificate and education attainment and access to health services.

## GESI and Village Governance

The Law No.6 of 2014 (Village Law) provides a legal basis for villages to direct and manage their own development and predictable funding to communities for set priorities. However, indications are that women, PWD, and marginalised groups have limited participation in decision making in relation to village development.

Pendataan Potensi Desa (Village Potential Data, or PODES) 2014 data<sup>23</sup> shows that 4,485 of 74,754 village and sub-district heads across Indonesia's 34 provinces are female (5.7 percent). The proportion of village and sub-district secretaries that are women is higher, although still very low (7,156 out of 70,780 or 10.1 percent). A survey conducted by PEKKA<sup>24</sup> found that just over a third of respondents felt that women cannot become leaders, with the main reason cited being a belief that women don't have the ability (77 percent). Under the new national regulation No. 110/2016 on Village Councils,<sup>25</sup> the village council responsible for facilitating village assemblies on village development and providing oversight on use of funds, are required to have at least one women representative. However, as an example, KOMPAK field research found only 1 village council out of 33 in the district of Lombok Utara, Nusa Tenggara Barat (NTB) had a female representative. Participation in community activities for both women and men in the areas surveyed was low, particularly in village assembly meetings.

<sup>19</sup> BPS. *Persentase Penduduk Usia 7-24 Tahun Menurut Jenis Kelamin, Kelompok Umur Sekolah, dan Partisipasi Sekolah 1, 2002-2014* (<https://www.bps.go.id/linkTabelStatis/view/id/1533>). It is noted that official education participation, enrolment, and completion rates may not accurately reflect regular school attendance.

<sup>20</sup> Civil Registration and Vital Statistic and Social Protection Program Policy Brief, 2016. Australian Aid, Bappenas, PUSKAPA UI and KOMPAK. Page 2.

<sup>21</sup> Dunning, C., Gelb, A., & Raghavan, S. (2014). *Birth registration, legal identity, and the post-2015 agenda*. Center for Global Development Policy Paper. Washington DC: CGD.

<sup>22</sup> Sumner C, Kusmaningrum S (2014) *Indonesia's Missing Millions: AIPJ Baseline Study on Legal Identity*. DFAT (Australian Aid, PEKKA and PUSKAPA UI).

<sup>23</sup> Source: Table 12.2 Number of Villages/Sub-Districts by Sex of Village Head/Sub-District Head and Village Secretary/Sub-District Secretary, BPS (2014) *Statistik Potensi Desa Indonesia 2014*, BPS: Jakarta. Note that there are inconsistencies between this published summary and the raw data that KOMPAK has access to. The published data has been used for internal consistency.

<sup>24</sup> Community Poverty Monitoring System (*Sistem Pemantauan Kemiskinan Berbasis Komunitas*, SPKBK). This surveyed 89,960 families (census method) in 111 villages, across 35 kecamatan in the 17 provinces in which PEKKA works. Data collection was completed in 2012.

<sup>25</sup> Peraturan Menteri Dalam Negeri Tentang Badan Permusyawarah Desa No.110/2016.

The Reality Check Approach (RCA) study, commissioned by KOMPAK and the Knowledge Sector Initiative (KSI) on *Perspectives and Experience of Village Government Officials on the New Village Law* (2016) found that a changing leadership landscape may open opportunities for women and younger people, as leadership roles become less appealing to the old guard.

Learning from PNPM indicates that while affirmative action can increase women's participation, this doesn't necessarily translate to shifts in women's role in the village, control over assets, or influence in decision-making since 75 percent their involvement still in the passive way (just listening).<sup>26</sup> In addition, the Akatiga 2012 study on marginalised groups in PNPM showed that excluded groups faced multiple barriers to their effective involvement in community led processes. This may be due to geographic isolation, lack of timing and available resources to attend community meetings, lack of information and for some, reported discrimination.<sup>27</sup>

### GESI and Off-Farm Employment and Economic Development Opportunities

Women constitute an increasingly large share of Indonesia's formal sector workforce, but their labour force participation has remained well below that of men<sup>28</sup> and a large gender wage gap exists.<sup>29</sup> Earlier analysis by UNESCAP suggest that a 10 percent increase in female labour force participation would increase the GDP growth rate by 0.32 percentage points.<sup>30</sup> Despite this, and a stated focus on women's empowerment and gender equality in the RPJMN, there are few examples of specific initiatives to increase women's labour force participation, and this is rarely a stated priority in relevant programs in the sector. Women's opportunities and willingness to enter formal work are affected by a number of factors including social and cultural stereotypes and limitations, work conditions, and difficulties in balancing their multiple roles. Women dominate the informal sector in agricultural and home-based work which is flexible but higher risk.



*Picture 3. Papuan women in a traditional market in Papua. The local economic activities play a strategic role both in sustainable livelihoods and strengthening the social fabric among various tribes within indigenous communities*

For poor working parents in Indonesia, traditionally they rely on to the extended family support to provide child care or choose informal work that will allow them to bring their children.<sup>31</sup> However, urbanization has meant young families seek a better economic opportunities outside their villages and no longer have family to support child care. To address the needs of child care services, the middle class families in urban areas use commercial day care centres to fulfil this need. For poor families, these kind services are limited and most often un-affordable.<sup>32</sup> Research shows that compared with men, increasing women's income has positive correlation with family welfare.<sup>33</sup> This fact supports the argument that a focus on women's economic, political and social empowerment through the provision of child care services, which can help her to provide choices, is important.

<sup>26</sup> Gibson, C., and Woolcock, M in Voss, J. (2008). *PNPM-Rural Baseline Project*. Jakarta: The World Bank.

<sup>27</sup> AKATIGA (2012). *Kelompok Marjinal dalam PNPM*. Jakarta: The World Bank.

<sup>28</sup> 51 percent female compared to 84 percent male (2014 data) see <http://data.worldbank.org/indicator/SL.TLF.CACT.MA.ZS/> <http://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS>

<sup>29</sup> A detailed review of available data from 2010 concludes that on average, the real wage for women is 30.8 percent lower than for men, and that a gap is observed across all age cohorts (Taniguchi and Tuwo, 2014; 33).

<sup>30</sup> UNESCAP, 2007. *Economic and Social Survey of Asia and the Pacific 2007: Surging Ahead in Uncertain Times*. Economic and Social Commission for Asia and the Pacific. The United Nations, New York. p105.

<sup>31</sup> Sushil, J. Connel & J. Burgess. 2016. *Flexible Work Organizations: The Challenges of Capacity Building in Asia*. Springer: New Delhi.

<sup>32</sup> Yulealawati. (2016). *Current Situation Of Early Childhood Education In Indonesia*. MOEC: Jakarta. BAPPENAS (2013). *Masyarakat Adat di Indonesia: Menuju Perlindungan Sosial yang Inklusif*. P.16

<sup>33</sup> Scanlon, M, et al. 2012. *PNPM Gender Study 2012: Increasing the Quality of Women's Participation Final Report*. Jakarta: PNPM Support Facility, The World Bank.

National census data shows inactivity in the labour force for PWD is 29 percent compared with 9 percent for people without a disability. The International Labour Organization (ILO) stated that 80 percent out of 470 million people with a disability and of productive age who live in developing countries are unemployed.<sup>34</sup> They face various barriers including: negative attitudes towards them, limited access to the training, information and infrastructure. On that regard CBM International stated that, developing an inclusive working culture and environment is important to overcome those barriers.<sup>35</sup>

## 3. KOMPAK GESI Framework

### 3.1. Approach and Focus

KOMPAK adopts a twin track approach to GESI. This involves:

- **GESI mainstreaming:** This aims to ensure GESI is an integral part of planning, preparation, implementation, monitoring, evaluation and reporting in all outcome areas.
- **GESI focused initiatives:** These aim to address particular inequalities, identify and test promising strategies for replication, or otherwise inform future program development.

The purpose of this strategy is to identify opportunities and mechanisms for integrating GESI into KOMPAK interventions, using this twin track approach. Table 2 outlines the main focus in relation to each of the EOFOs.

**Table 2. GESI Strategies in Relation to KOMPAK's EOFOs**

End of Facility Outcome	Focus Intervention
EOFO 1: Local government and service units better address the needs of basic services users	<ul style="list-style-type: none"> <li>• Ensure policy engagement includes GESI related analysis and recommendations wherever relevant</li> <li>• Facilitate representation of women, people with disabilities, and other marginalised groups in local government and service delivery related policy and planning</li> <li>• Promote attention to understanding and responding to disaggregated needs, particularly those of women, PWD, and other marginalised groups in frontline service planning, delivery, and monitoring</li> </ul>
EOFO 2: The poor and vulnerable benefit from improved village governance	<ul style="list-style-type: none"> <li>• Ensure policy engagement includes GESI related analysis and recommendations wherever relevant</li> <li>• Promote attention to understanding and responding to disaggregated needs, particularly those of women, PWD, and other marginalised groups in village development planning processes</li> <li>• Promote women's, PWD and ethnic minorities leadership and participation in village development processes</li> </ul>
EOFO 3: The poor and vulnerable benefit from increased opportunities for off-farm employment and economic development	<ul style="list-style-type: none"> <li>• Ensure policy engagement includes GESI related analysis and recommendations wherever relevant</li> <li>• Increase attention to women's, PWD and ethnic minorities labour force access and participation in relevant GOI policy and programs</li> <li>• Identify and test strategies or models for promoting economic opportunities, including financial inclusion, for women and PWD</li> </ul>

<sup>34</sup> ILO (2007). *The employment situation of people with disabilities: towards improved statistical information*. Geneva: International Labour Organization.

<sup>35</sup> Inklusi itu mudah: inklusi disabilitas-mata pencaharian (2013). CBM

## 3.2. GESI Theory of Change

KOMPAK's GESI Theory of Change is closely aligned with the over-arching KOMPAK theories of change, and is summarised as follows:

- IF fiscal transfer policies and budget allocation formula are clearer, consider local diversity, AND they are better understood, THEN the flow of funds to local governments and service units will be more appropriate to the local needs, including those of the poor, women, people with disability, and other marginalised groups.
- IF district, sub-district, and village governments better understand the needs of the poor, women, and marginalised groups AND they are supported through supervision and facilitation, THEN funds will be increasingly allocated to supporting service delivery and village development that aims to benefit the poor, women, and marginalised groups.
- IF there is increased engagement of the poor, women, and other marginalised or vulnerable groups, and supporting institutions such as CSOs, in village discussions, decision making and planning, THEN village decisions and plans will be more accountable to the needs and interests of these populations.
- IF KOMPAK facilitates identification and evidencing of various policy and programming decisions designed to benefit the poor, women, people with disability, and other marginalised groups, AND can identify relevant champions in government and civil society, THEN such initiatives will be implemented and over time, bring widespread benefits to those groups. Such initiatives may be related to service delivery models, community enterprises, and the enabling environment for economic development and off-farm employment opportunities.

This Theory of Change hinges on three core strategies:

- Increasing village to national government and CSOs **access to, and understanding and use of, information** relevant to the needs and capacities of the poor, women, PWD, and other marginalised groups in planning, policy making, and implementation.
- **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 CSOs, such as disabled peoples' organisations (DPOs) and women and gender focused organisations.
- **Increasing attention to GESI 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.

### Assumptions

Eight core assumptions underpinning KOMPAK's ways of working and priorities have been identified and refined. These assumptions will be tested through KOMPAK's performance measurement system. The specific GESI considerations related to relevant core assumptions are:

- 1 KOMPAK will be able to identify and support agents of change in government and civil society.

GESI focus: KOMPAK will be able to identify and support GESI focused agents of change.

- 2 KOMPAK investment in relationships will enable productive engagement on policy and practice change.

GESI focus: Strong relationships will enable more open discussion of potentially contentious GESI integration.

- 3 Policy change will stimulate behaviour change (with a broad definition of policy from legislation to local regulations and guidelines, and behaviour change including both staff performance and changes in planning, resource allocation, and implementation).

GESI focus: Inclusion of specific GESI related articles in policy will stimulate behaviour change – or provide an avenue for advocacy on policy compliance (that is, if it is in the policy or legislation, then CSOs and others can push for it to be done).

- 4 Government of Indonesia (from village to national levels) and other actors will use information (data, research, good practices) to make decisions related to delivery of basic services and village development.

GESI focus: More available disaggregated data and analysis will encourage greater attention to GESI.

- 7 Greater or more diverse participation in discussions and decision making will lead to more accountable planning and resource allocation.

GESI focus: This includes specific attention to participation of women, PWD, and other marginalised groups or their representatives (such as DPOs or other CSOs).

- 8 Service improvements will lead to greater service uptake by service users.

GESI focus: If services are more responsive to the needs of women, PWD, and other marginalised groups, there will be more service uptake by these groups.

### 3.3. Monitoring and Evaluation

Monitoring and evaluation of GESI within KOMPAK will be of two forms:

- **Specific monitoring of the commitments of this strategy**

This will be undertaken on an ongoing basis by KOMPAK's Gender and Inclusion Manager. Any issues will be discussed with the Senior Management Team and through KOMPAK's quarterly review process.

To facilitate this, KOMPAK has developed a GESI Checklist (Annex 3) to be used by project teams to assess how gender sensitive and inclusive projects and systems are, and to identify specific actions needed to strengthen GESI in KOMPAK activities, systems and processes. It is a participatory tool promoting discussion within teams on what is working well and what needs improvement. Any team member or partner organization staff member can lead discussion with the team and the GESI Manager using this checklist. Based on the findings from the checklist process, a GESI Action Plan (Annex 3) is developed by the project team, and then reviewed quarterly.

- **Compilation and analysis of data and information collected through KOMPAK's performance measurement framework**

KOMPAK has ensured that the over-arching performance management system is GESI sensitive, with the main elements outlined in the following table.

**Table 3. KOMPAK’s GESI Performance Measurement Framework**

Performance Measurement Tool or Process	Attention to GESI	Relevant Indicators
#1 Baseline Study	Household level survey enables disaggregated analysis; specific questions related to participation in village level processes and experience accessing services are included; village plan analysis includes analysis of allocations to GESI related activities; analyses of secondary data sources (PODES, Susenas) include relevant GESI indicators.	KOMPAK #2. Number and proportion of villages where poor and vulnerable state that they have been able to access selected frontline services in accordance with their needs. KOMPAK #8: Number and proportion of sampled males and females that state that decisions made by village governance structures are responsive to their needs KOMPAK #11A. Number and proportion of village plans that include funding for delivery and/or access to frontline services, or addressing other inequality KOMPAK #11B. Proportion of village funds (i) allocated, and (ii) spent on selected frontline services or addressing other inequality as per the village plan
#2 Internal policy engagement review	Process includes a specific question about whether policy engagement includes attention to GESI, with consideration of both the content of the policy advice and the process of reform. Recommendations for strengthening attention to GESI are included in the review documentation that is shared with the teams. On completion of the policy engagement process, analysis of the policy against the KOMPAK engagement includes attention to GESI inclusions. Data on participation in the policy influencing process (see below) is compiled with the policy review.	KOMPAK #0/DFAT: Number of instances of improved policy for inclusive development; Number of instances of improved policy for human development. To include further analysis of: <ul style="list-style-type: none"> <li>• Number and examples of policies developed or modified that involved engagement with representatives of women, PWD, other marginalised groups (such as advocates, activists and CSOs/ DPOs)</li> <li>• Number and examples of policies informed by disaggregated information supported by KOMPAK (such as research, policy briefs, academic papers)</li> <li>• Number and examples of policies that include specific text related to GESI</li> </ul>
#3 After Event Report	Includes the requirement to include data on the number of female and male participants	DFAT PAF Indicator: Number of women and men who apply improved technical skills to deliver better quality services. DFAT PAF Indicator: Number of people, especially women and marginalised groups, who participate in policy influencing activities.
#4 Participant Assessment Survey and Follow-up		



**Table 3. KOMPAK’s GESI Performance Measurement Framework (continued)**

Performance Measurement Tool or Process	Attention to GESI	Relevant Indicators
#5 Story of Change or No Change	Asks specifically if the story describes a change of direct benefit to women, PWD, the very poor, or other marginalised groups Includes coding against the assumptions identified.	For the following indicators, there will be specific attention to the perceptions of women, PWD, and other marginalised groups: <ul style="list-style-type: none"> <li>• KOMPAK #9: Community perceptions of changes in village governance and frontline services</li> <li>• KOMPAK #13A: Examples of changes in community engagement and influence in village planning and budgeting processes.</li> <li>• KOMPAK #14: Examples of initiatives to improve representativeness of village governance structures in target sub-districts/villages</li> </ul>
#6 District/Sub-district scan	Asks if there have been any effort to increase the diversity in or representativeness of and decision making processes and structures. Identifies if there have been examples of information or evidence being used to improve planning processes.	Potentially identifies examples relevant to a range of indicators, particularly: <ul style="list-style-type: none"> <li>• KOMPAK #7: Examples of coordination, information exchange, or advocacy, between (any of) sub-district, selected frontline services, and villages being used to improve frontline service delivery or village planning and budgeting (with attention to improvements for women, people with disabilities, and other marginalised groups)</li> <li>• KOMPAK # 14 (see above)</li> </ul>

## 4. Target Groups and Partners

Through partnerships, KOMPAK will aim to reach and work with: women heads of household; vulnerable youth and children; PWD and indigenous/ethnic minority groups.

To deliver activities KOMPAK partners with organisations, programs and government:

**Table 4. KOMPAK's Strategic Partners**

Name of organization	Collaboration description
Female Heads of Households (PEKKA)	KOMPAK supports PEKKA's <i>Paradigta Akademi</i> training program that strengthens the capacity of female cadres to engage more effectively with government and communities to support inclusive and evidence based village planning and development. <i>Paradigta Akademi</i> provides classroom and field-based mentoring to female heads of households and members of the women's group for Empowerment and Family Welfare ( <i>Pemberdayaan dan Kesejahteraan Keluarga</i> , or PKK). Between 2015 and 2016, 470 female cadres in 7 provinces were trained, with successes including these women being taken on as staff by village government, increased demand from village governments for these women to support development of village regulations and in one location, a district regulation allocated funds for future training of female cadres and village funds being allocated to support activities. In 2017, Academy Paradigta is scaled up in 14 provinces. At the request of the Secretary General of the Ministry of Villages, KOMPAK will support PEKKA to provide regular learning forums for The Ministry of Villages staff to promote knowledge sharing and learning from practice in community empowerment focused on gender equality. In addition, studies and analytics will be packaged for policy dialogue and influence at the national level.
The Institute for Research and Empowerment (IRE)	KOMPAK supports a consortium of national CSOs under IRE to test and build on good practice in promoting social accountability in village development. In 2017, the activities and tools will directly target women and marginalized groups with a focus on the village assembly process where decisions are made on use of village funds and oversight is provided to ensure funds are used in a transparent and accountable way.
The Asia Foundation (TAF)	KOMPAK supports a consortium of national CSOs under TAF to test and build on good practice in promoting social accountability and public participation in the provision of basic services (health, education, and legal identity). The activities and tools have a focus on reaching women, PWD and will also aim to reach indigenous populations in select locations.
Sekretariat Nasional Forum Indonesia untuk Transparansi Anggaran (SEKNAS FITRA)	KOMPAK support SEKNAS FITRA to strengthen the Village Council in facilitating transparent village planning and budgeting processes; and to support the Ministry of Villages to learn from and enhance complaint handling mechanisms for more effective implementation of village development.
Pusat Kajian dan Advokasi Perlindungan dan Kualitas Hidup Anak (PUSKAPA UI)	KOMPAK supports PUSKAPA UI and LPA NTB to improve Indonesia's CRVS within the context of decentralization and locally available basic services (mainly health, education, and social assistance). The program design lays out a five-year comprehensive approach, that focuses on bringing civil registration services closer to the community to reach the women and the most vulnerable, facilitating civil registration processes through frontline services of health, education, and social assistance so events can be recorded at its first instance, and improving the quality and utilization of vital statistics produced from the civil registry
Lembaga Perlindungan Anak Nusa Tenggara Barat (LPA NTB)	
Bursa Pengatahuan Kawasan Timur Indonesia (BaKTI)	KOMPAK supports BaKTI to implement LANDASAN Phase 2 in Papua and West Papua aiming to increase access and coverage of frontline services for approximately 12 Papuan tribes in 24 indigenous villages. At the core of this work will be design and delivery of specific activities targeting females, female leaders and indigenous communities based on their priorities and the specific barriers they face to village development processes and access to quality basic services.

KOMPAK is supporting national and local government to improve service delivery and economic opportunities for poor women and the most marginalised. This will be achieved through the frontline pilot, their engagement in select locations with strategic partners' activities and through the sharing of local good practices across project sites. KOMPAK is supporting the Financial Services Authority (OJK) and BAPPENAS to improve economic opportunities for PWD; women and village community through financial inclusion literacy program and BUMDesa Roadshow in Aceh, Central Java, East Java, South Sulawesi and West Nusa Tenggara to promote inclusive approaches to village economic development.

KOMPAK's five main government counterparts are:

- Ministry Coordinator of Human Development & Culture
- Ministry of National Planning
- Ministry of Home Affairs
- Ministry of Village
- Ministry of Finance

## Leveraging the Government of Australia (GoA) Investments

KOMPAK works collaboratively with a number of other GoA investments to exploit synergies and to increase GoA's overall impact in gender equality and inclusion in Indonesia. Cross-collaboration is outcomes-focused and practical and priority areas of collaborative with GoA investments are:

**Table 5. KOMPAK's Leveraging GoA Investments Partners**

GoA Investment Project	Collaboration description
MAMPU	KOMPAK engages MAMPU partners to learn from good practice and leverage existing networks and results. In 2016, MAMPU and KOMPAK partnered to conduct research on childcare to support women in work. In 2017, KOMPAK plans to engage MAMPU to leverage learning and good practice in partnering with CSOs particularly in Papua and Papua Barat for improved service delivery for indigenous populations, especially women.
PEDULI	PEDULI works through national and local CSOs, and work with six identity groups who are often marginalised. Through its social accountability work with TAF, KOMPAK will leverage networks and good practice of PEDULI partners. The aim is to test tools and approaches that promote access for women and the most marginalised to basic services and support engagement with local government and service delivery units on delivery of these services. In 2017, through CSO partnerships for budget transparency, KOMPAK will leverage good practice and further develop specific activities piloted under PEDULI DESA.
AIPJ	In 2017, KOMPAK will collaborate with AIPJ through the <i>I Am a Women for Anti-Corruption (Saya Perempuan Anti Korupsi, or SPAK)</i> Program to support PKK and youth networks on oversight of village funds. Utilising the newly designed game called TRATA— <i>Transparan, Akuntabel, Tepat Guna</i> , KOMPAK will support delivery of this game through a public campaign called <i>Jaga Desa</i> . This campaign will be implemented in 7 KOMPAK's provinces: Aceh, Central Java, East Java, South Sulawesi, West Nusa Tenggara, Papua and West Papua.

## 5. KOMPAK's Culture and Institutional Processes

KOMPAK recognises that institutional processes, including the staffing profile, can encourage and reinforce attention to GESI. KOMPAK will continue to seek to increase staff diversity and representativeness, particularly for PWD and other minority groups and implement internal systems and procedures as follows:

### Strategy and Program

- Integrate GESI perspectives into strategies, plans, terms of reference, and operational policies.
- Build GESI into the designs and plans for key activities with government and CSO partners, along with GESI orientation for main counterparts.
- Produce and analyse data with relevant GESI disaggregation, requiring this of funded partners and grantees, and encouraging this through all counterpart engagement.
- Uphold the principle of nothing about us, without us, that emphasises partnering with and listening to women, people with disabilities, and representatives of other marginalised groups.
- Monitor and report on implementation of this GESI strategy, both programmatically and in terms of staff actions and performance.
- Monitor budget allocations and expenditure on GESI related activities.
- Support experimentation and innovation to create long-term positive shifts in gender relations and inclusion that will improve access women, people with disabilities and other marginalised groups to frontline services, village development, and economic opportunities.

### Human Resources

- Ensure staff are aware of their roles and responsibilities in relation to this GESI strategy, and provide necessary skills development and support to ensure these roles and responsibilities are fulfilled. All new staff receive a GESI induction as part of their orientation.
- Establish GESI focal points across program implementation, corporate operations, and strategy, performance and innovation teams, and Jakarta and sub-national offices representatives.
- Promote gender sensitive and inclusive attitudes and facilities.
- Ensure meaningful participation and involvement of PWD by ensuring accessible venues and necessary support, such as sign language interpreters or personal assistants.

### Communications

- Promote GESI activities and lessons through the KOMPAK website and publications.
- Ensure materials and publications positively depict and promote the diversity of the Indonesian population in terms of their age, sex, disability, and ethnicity.
- Acknowledge that sometimes it is better to work behind the scenes rather than brand activities as GESI activities.
- Promote accessibility through the use of screen-reader software in KOMPAK's website that enables people who are visually impaired to navigate the site and access information.
- Provide staff business cards printed with braille.

## Annex 1. Indonesia's Policy Commitments Relevant to Gender Equality &amp; Social Inclusion

Document	Provisions
1945 Constitution of the Republic of Indonesia	<p>Article 27:            (1) All citizens shall be equal before the law (...)            (2) Every citizen shall have the right to work and to earn a humane livelihood.</p> <p>Article 28H:            (1) Every person shall have the right to live in physical and spiritual prosperity, to have a home and to enjoy a good and healthy environment, and shall have the right to obtain medical care.            (2) Every person shall have the right to receive facilitation and special treatment to have the same opportunity and benefit in order to achieve equality and fairness.            (3) Every person shall have the right to social security in order to develop oneself fully as a dignified human being.</p> <p>Article 28I:            (2) Every person shall have the right to be free from discriminative treatment based upon any grounds whatsoever and shall have the right to protection from such discriminative treatment.</p> <p>Article 34:            (2) The state shall develop a system of social security for all of the people and shall empower the inadequate and underprivileged in society in accordance with human dignity.</p>
Convention on the Discrimination of All Forms of Discrimination Against Women (CEDAW) Signed by Indonesia: 29 Jul 1980 Ratified by Indonesia with Law 7/1984: Ratification of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), 13 Sep 1984	<p>Article 14:            (2) States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right:            (a) To participate in the elaboration and implementation of development planning at all levels;            (b) To have access to adequate health care facilities, including information, counselling and services in family planning;            (c) To benefit directly from social security programmes;            (d) To obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as, inter alia, the benefit of all community and extension services, in order to increase their technical proficiency;            (e) To organize self-help groups and co-operatives in order to obtain equal access to economic opportunities through employment or self-employment;            (f) To participate in all community activities;            (g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes;            (h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.</p>
Presidential Instruction No.9/2000: Gender Mainstreaming in National Development	This instruction requires the mainstreaming of gender issues in state agencies and their programs at all steps of development: i.e. planning, implementing, monitoring and evaluating.
Law no. 23/2004 on Domestic Violence	Defines domestic violence as inclusive of physical violence, psychological violence, sexual abuse, and abandonment of family, and criminalises marital rape. Sexual harassment is criminalised and the rights of the survivors of violence are explicitly acknowledged.

Document	Provisions
Law No.40/2008 on the elimination of discrimination against race and ethnic	All citizens are equal before the law and are entitled to protection against any form of racial and ethnic discrimination.
MoHA Regulation No. 67/2011	Gender Mainstreaming in Local Development
Law No. 19/2011 on Indonesia's ratification of UNCRPD	The ratification of United Nation Convention on the Rights of Persons with Disabilities ratification is the momentum to change the paradigm in addressing disabilities issues from medical and charitable approach to human rights perspective.
Collaboration circulation letter 2012: National strategy for gender mainstreaming acceleration through gender responsive planning and budgeting	This national strategy formulated and circulated by 4 ministries in different letter number as follows: <ol style="list-style-type: none"> <li>1. Ministry of National Development Planning: 270/M.PPN/11/2012</li> <li>2. Ministry of Finance: SE-33/MK.02/2012</li> <li>3. Ministry of Home Affairs: 050/4379A/SJ</li> <li>4. Ministry of Women Empowerment and Child Protection: SE 46/MPP-PA/11/2012</li> </ol>
Government Regulation (PP) No.43 Tahun 2014	Article 1, Paragraph 1: the implementation activities in village development is decided based on gender equality consideration.
Law No.6/2014 on Village	Chapter 2 on Village Head, article 26: democracy and gender equality as one of village head obligation Paragraph (4); article 63, paragraph b: gender equality on Village Representative Council Explanation section no.7 on non-discrimination against ethnic, religion and believe, race, community group and gender in the Village Regulation.
RPJMN 2015-2019	The national medium term development planning provide a direction on inclusive development including for women, people with disabilities, ethnic minority and other vulnerable groups.
Presidential Regulation No 75/2015 and Presidential Instruction No.10/2015 on National Action Plan for Human Rights	Within this national action plan there are some vulnerable groups including: women, people with disabilities, and ethnic minority group as a main beneficiaries for human rights advancement in all development aspects such as: civil, politic, economic, social and culture. This document provide a clear action plan for line ministry at central and sectoral agencies at local level in implementing that national human rights agenda.
Disability responsive planning and budgeting guideline, 2015	This guideline developed by the Ministry of National Development Planning that provide direction for ministries and government institution in integrating disabilities issues within their program/activities planning and budgeting.
Cooperatives & MSME Regulation No.7/2015	Strategic Plan on Development Cooperatives and MSME
Law No.8/2016 on disability	Based on the ratification process, the government of Indonesia then stipulated the new law on disability that consisted of 22 rights of people with disabilities and 4 additional rights of women with disabilities. This is a multi-sectoral law whereas coordinated by Ministry of Social Affairs and put in place each line ministries as a leading sector in their working areas.

## Annex 2. GESI Intervention 2017-2018

Goal Poor and vulnerable Indonesian benefit from improved delivery of basic services and greater economic opportunities		
Outcome 1 Local government and service units better address the needs of basic services users	Outcome 2 The poor and vulnerable benefit from improved village governance	Outcome 3 The poor and vulnerable benefit from increased opportunities for off-farm employment and economic development
<p><b>Project 1. Strengthening intergovernmental fiscal transfer for improved basic policy</b></p> <ul style="list-style-type: none"> <li>• Socialization of gender responsive budgeting in village level development planning and budgeting.</li> <li>• Socialization of disabilities responsive budgeting in development planning and budgeting.</li> </ul>	<p><b>Project 5. Enhancing resource management capacities of village governments for basic services and economic opportunities</b></p> <ul style="list-style-type: none"> <li>• Technical assistance to mainstreaming gender and social inclusion on village planning and budgeting and data systems through e-learning; game applications and a facilitator applications (Ruang Desa).</li> <li>• Integrating gender and social inclusion material in training modules to strengthening capacity of village and kecamatan governments.</li> </ul>	<p><b>Project 8. Strengthening community and microenterprises to access financial services and market</b></p> <ul style="list-style-type: none"> <li>• Interventions on financial literacy and access for people with disabilities.</li> <li>• Introducing inclusive oriented approaches to productive economic activities through BUMDesa Expo/Roadshow program.</li> </ul>
<p><b>Project 2. Improving capacities of local governments and service units for basic services</b></p> <ul style="list-style-type: none"> <li>• Introducing basic disabilities information data in to the unified database system.</li> <li>• Documenting best practices of local initiative that promote disabilities inclusion in local development.</li> </ul>		<p><b>Project 9. Innovation for technical and vocational education and training centre</b></p> <ul style="list-style-type: none"> <li>• Pilot on the market-driven vocational training and skills development, technical assistance and outreach the most vulnerable groups particularly women, people with disabilities and village community to increase their participation in the five pilot project in West Java, Central Java, East Java, Bali, South Sulawesi, and North Sulawesi.</li> </ul>
<p><b>Project 3. Improving delivery systems and innovations for basic services</b></p> <ul style="list-style-type: none"> <li>• Gender and social inclusion issues and perspective is integrated in legal identity that implemented by PUSKAPA UI and LPA NTB.</li> <li>• Targeting social accountability tools and activities for direct benefits to improve quality and coverage of front-line services for the most vulnerable communities (women, disabled and indigenous people), implemented by a consortium under The Asia Foundation.</li> </ul>		
<p><b>Project 4. LANDASAN Phase 2 in Papua and West Papua</b></p> <ul style="list-style-type: none"> <li>• Initiating dialogue with government, CSO, religious and ethnic representative institution to better understand and addresses gender and social inclusion issues.</li> <li>• Women's and youth forums to strengthen their voices in village planning and to identify alternative strategies to ensure more representative and gender inclusive village development processes.</li> </ul>		

## Goal

Poor and vulnerable Indonesian benefit from improved delivery of basic services and greater economic opportunities

### Outcome 1

Local government and service units better address the needs of basic services users

### Outcome 2

The poor and vulnerable benefit from improved village governance

### Outcome 3

The poor and vulnerable benefit from increased opportunities for off-farm employment and economic development

#### **Project 6. Strengthening village institutions and stakeholder capacities toward pro-poor and inclusive village development**

- Aiming to ensure local regulations on Village Councils and Village Assembly processes create sufficient space for participation of women and those who are marginalized.
- Strengthening the role of Village Councils in budget transparency with a focus on village budgets that are transparent, pro-poor and gender equitable.

#### **Project 7. Increasing community voice and representation in village institutions and development processes**

- Social accountability tools and activities for village development with specific tools tailored to engage and benefit women and marginalized groups such as those with disabilities.
- Phase II PEKKA Paradigta Academy to train an additional 1,400 female cadres to support communities and village government to strengthen village development processes (scaled to 14 provinces in 2017-2018 building on good practice from Phase I).
- Collaboration with AIPJ to test and scale up successful community games and strategies for transparency of government and service delivery units (targeting women and youth (such as PKK and Karang Taruna).

#### **Project 10. Innovation**

- The Innovation Challenge Fund will open opportunities for young innovators to propose solutions to key development challenges with a focus on women and people with disabilities etc.



## Annex 3. Gender and Social Inclusion Checklist (GESI – Checklist)

### What is the GESI Checklist?

Gender Equality and Social Inclusion (GESI) Checklist is a self-assessment tool for KOMPAK staff to assess how gender sensitive and inclusive projects and/or systems are and to identify specific actions needed to strengthen gender equality and social inclusion in KOMPAK activities, systems and processes.

### Who uses it?

This checklist is to be used by the project teams. It is a participatory tool promoting discussion within teams on what is working well and what needs improvement. Any team member or partner organization staff member can lead discussion with the team and the GESI Manager using this Checklist. The GESI Checklist is part of KOMPAK's Project Cycle Management. Steps on how to use it are outlined below.

### Why is GESI Checklist important?

Promoting gender equality and social inclusion is central to achievement of the Government of Indonesia's (GoI) Medium Term Development (RPJMN 2015-2019) goals related to economic growth and poverty reduction. One of the performance targets for Australia's aid program is to ensure that more than 80 per cent of investments, regardless of their objectives, effectively address gender issues in their implementation. It is therefore central to KOMPAK's work and a foundation from which achievement of KOMPAK's goal is possible. The checklist helps team take a "temperature check" to work out how gender sensitive and inclusive their project designs, implementation and monitoring are. For operations teams it helps check how gender sensitive and inclusive systems, processes and policies are.

### What do we mean by Gender Equality and Social Inclusion?

Gender Equality: is the equal rights, responsibilities and opportunities of women, men, girls and boys. Gender equality is achieved when the different behaviours, aspirations and needs of women and men are equally valued and favored.

Social Inclusion: is the process of improving the ability, opportunity and dignity of people, disadvantaged on the basis of their identity to take part in society. Social inclusion can help to achieve multiple development goals simultaneously. It promotes universal rights and capabilities, ensures basic needs are satisfied, promotes full participation, and recognizes and respects identity; free from discrimination.

### How to use the checklist

Each KOMPAK Project team is required to complete the checklist and some simple steps are outlined below:

1. Set a time with your project team to sit together, print up the checklist and assign a lead to record answers. Invite GESI Manager to join.
2. Work through each question on the checklist by discussing with your team and the GESI Manager how well you think the project is promoting gender equality and social inclusion at all project cycle stages. Tick the box for yes and live it blank for no. For questions with the answer of 'No' the team can further discuss the challenges and barriers or opportunities and recorded the discussion main points.
3. The GESI Manager will then discuss with the team where the project and its activities sit in relation to the change in promoting gender equality and social inclusion (individual, systemic, formal or informal).
4. The discussion will result in an Action Plan's that outlines specific actions to be taken by the team to improve gender and inclusion sensitivity within the project. The actions may be done internally by the team, or by the GESI Manager or may require contracting in an expert for a specific piece of work/advice. GESI Checklist action plan is periodically updated and reviewed as part of the internal KOMPAK Quarterly Review process.

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