



## Gender Review:

# Royal Norwegian Embassy Indonesia



Cover photo: Bodil Maal  
Photo page 5: Bodil Maal and page 15: Hanne Lotte Moen

Norwegian Agency for Development Cooperation

P.O. Box 8034 Dep, NO-0030 OSLO  
Ruseløkkveien 26, Oslo, Norway  
Phone: +47 22 24 20 30  
Fax: +47 22 24 20 31

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# **Gender Review**

## **Royal Norwegian Embassy Jakarta**

**By Bodil Maal (Norad) and Hanne Lotte Moen (Nord/Sør-konsulentene)**  
**01.07.2011**

## Preamble

The Royal Norwegian Embassy in Indonesia (the Embassy) has requested Norad's assistance in undertaking a Gender review of parts of the Embassy's development portfolio and identify the most strategic ways of promoting gender equality and improve the situation of women in Indonesia.

In 2007 the Ministry of Foreign Affairs (MFA) adopted an Action Plan for Women's Rights and Gender Equality in Development Cooperation (GEAP). The GEAP has later been extended to 2013. As part of the GEAP follow up, the Embassies have been requested to strengthen their efforts to promote Women's Rights and Gender Equality (WRGE) in their development portfolios and policy dialogue. Gender reviews are part of this work.

The gender reviews are also contributing to the implementation of the commitments outlined in the White Paper (Stortingsmelding) number 11, On Equal Terms, and the Norwegian Government's Action Plan for the Implementation of UN Security Council Resolution 1325 (UNSCR 1325) on Women, Peace and Security (2006, later extended to 2012).

The Mid-term review of the GEAP (2009) found that it is difficult to assess the results of Norwegian development support to women's rights and gender equality at country level and attributes this partly to weak reporting mechanisms.

The purpose of the gender reviews is therefore to build capacity and strengthen the embassies' efforts to plan, implement, monitor and report on how women's rights and gender equality are promoted in programmes and in the policy dialogue with bilateral and multilateral partners.

The Review Team for the gender review in Indonesia consisted of one staff from Norad and one consultant from Nord/Sør-konsulentene, who was commissioned as a technical expert. The review was executed through desk studies, discussions with representatives of the Embassy, meetings with implementing partners in Indonesia, and through discussions with Norad and MFA staff members in Norway who are actively supporting the Embassy. The team also had discussions with researchers at the Norwegian Centre for Human Rights in Oslo as well as Norwegian project partners at Havforskninginstituttet.

The Review Team appreciated the warm welcome and fruitful and open discussions held with the Embassy and partners in Indonesia. We are grateful that so many people were willing to make space in their tight schedules for this review. It shows the real commitment of the embassy to the issues of WRGE. In particular we would like to thank

Marianne Damhaug for all the time she has dedicated to this mission and for her commitment to gender integration at the Embassy. Special thanks go to Lily Maramis, the Embassy's gender focal point and organizer of our mission, and to development adviser Rahimah. Their input as local experts was invaluable to the work of the review team.

We hope that the results of the process will contribute to increased commitment and successful and sustainable efforts to integrate gender into programme activities and administration.

Oslo, July 1. 2011

Bodil Maal (Norad) and  
Hanne Lotte Moen (Nord/Sør-konsulentene)

## List of abbreviations and acronyms

CBFM	Community-based forest management
CDM	Clean Development Mechanism
	Convention on the Elimination of All Forms of Discrimination against Women
CEDAW	
CIDA	Canadian International Development Agency
COP	Conference of the Parties (under UNFCCC)
Dfid	UK department for international development
EFTA	European Free Trade Association
FGP	Forest Governance Program
FPIC	Free, prior, informed consent
	Action Plan for Women's Rights and Gender Equality in Development Cooperation
GEAP	
GFP	Gender Focal Point
HDI	Human Development Index
ILO	International Labour Organisation
Kemitraan	The Partnership for Governance Reform
LEAD	Legal Empowerment and Assistance project
MDGs	Millennium Development Goals
MFA	Ministry of Foreign Affairs
MMAF	Indonesian Ministry of Marine Affairs and Fisheries
MOWE	State Ministry of Women's Empowerment and Child Welfare
NOK	Norwegian kroner
	International programme for petroleum management and administration
PETRAD	
SAJI	Strengthening Access to Justice in Indonesia Project
	Indonesian Centre for Democracy and Human Rights Studies (DEMOS)
Sharia	The code of conduct or religious law of Islam
TAF	The Asia Foundation
UNDP	United Nations Development Programme
	The UN programme on reducing emissions from deforestation and forest degradation
UN-REDD	
	United Nations Entity for Gender Equality and the Empowerment of Women
UN Women	
WRGE	Women's Rights and Gender Equality
UGM	Universitas Gadjah Madaand
UNFCCC	United Nations Framework Convention on Climate Change

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## **Executive Summary**

The Gender Review methodology is part of Norad's ongoing quality assurance and professional assistance to MFA and the Embassies. The main purpose of the Review is to build capacity and assist the embassies in promoting and integrating Women's Rights and Gender Equality (WRGE) at all levels of the development cooperation, in the policy dialogue with the multi- and bilateral partners as well as in the Embassy's own routines and procedures, including results-based management.

The review has been carried out through desk studies, discussions with Embassy staff and leadership, implementing partners in Indonesia (9-13 May 2011), and with Norad and MFA representatives supporting the Embassy and other stakeholders.

In Jakarta the review team held an introduction session, and a gender training session on the Norwegian policy framework for women's rights and gender equality and on practical aspects of gender integration in the work of the Embassy. The review mission concluded with a debriefing session with a presentation of the main findings.

## **Key findings and Recommendations**

### **Administration of the gender work at the Embassy**

Although gender is high on the agenda for the Embassy and the management expects staff to include a gender perspective, gender requirements are not written down in job descriptions or other administrative routines or reporting formats. Better institutionalization would minimize risks and make gender integration less dependent on dedicated individuals.

One of the national staff members has recently been appointed gender focal point (GFP). The gender focal point has not received any gender training, and the function still needs to be defined. GFPs with policy oversight and a designated monitoring role would ideally be used as advisers to the programme staff on both gender specific issues as well as gender mainstreaming into the various sectors. Sufficient gender skills and knowledge as well as seniority is needed for the GFP to have the desired impact.

The survey and interviews indicated that the Embassy staff (6 out of 9) want and need gender training as well as tools to assist in gender mainstreaming in the daily programme work. None of the programme staff had undergone any gender training prior to the training session facilitated by the review team during the review mission.

Tight time schedules and many responsibilities limits the time for commenting and discussions relating to the projects, and few monitoring visits to project sites are being carried out.

### Main recommendations

1. The Embassy should look into ways of formalizing and systematize the gender work in the description of routines and procedures in order to increase sustainability and reduce risks.
2. The Gender Focal Point needs a clear mandate and adequate training, and should have access to influence programme work in the various sectors in addition to work on gender specific projects.
3. The Embassy should consider tailor made training on gender in sectors
4. In order to formalize the Embassy's efforts a short, concrete, and measurable action plan for the gender work should be developed.

### **Policy dialogue and results based management**

Gender is a core thematic area for the embassy not only in the development aid portfolio, but also when it comes to political reporting and policy dialogue.

The review team is told that the Embassy often brings gender issues to the table in meetings and in the policy dialogue with the government and other stakeholders. Norway's vast experience from gender work at home and through Norwegian development aid gives an added value and comparative advantage in this area, which should be exploited by the Embassy.

Embassy staff claim that Norway is seen as a central actor on gender and democracy issues in Indonesia and East Timor. The integration of a gender perspective has proved more challenging in infrastructure projects and the energy and climate change sectors.

Staff involved in political reporting hold that gender issues are relatively high on the agenda, however, the need to be more skilled in HOW to bring them up is noted.

There is poor donor coordination and little exchange of lessons learned among the donor community in Indonesia. The Embassy staff hold that more information sharing and closer dialogue would be an asset.

### Main recommendations

1. The embassy should find ways to systematically mainstream gender in all programme work, including infrastructure and energy projects.
2. The Embassy should explore ways of including gender more systematically in the Human Rights Dialogue, in the political reporting and the policy dialogue.
3. The Embassy should actively look for allies and network among like-minded donors and partners, and contribute to improved donor coordination

## **Programme work**

### *Increased women's political participation – The Asia Foundation*

Various sources have confirmed a strong belief in the Asia Foundation as a valuable and professional actor contributing positively to gender and political participation in Indonesia. The project is in line with Norwegian policies, and the programme documents assessed by the review team are clear and concise and have a sound gender perspective.

Indicators and targets in the monitoring and evaluation matrix for the project are gender sensitive, specific and clear. However, they are mainly quantitative in nature, and largely reflect the output level.

The project has encountered the argument that support to women's political empowerment is mainly benefitting the already powerful women. The project needs to ensure the inclusion of women and organisations that represent non elite women, young women, minority women, women with disabilities, and older women.

The project will encourage male parliamentarians to participate in gender mainstreaming and men will be included in some of the capacity building. Involving men is increasingly seen as crucial to achieving gender equality in democracy building, and is supported by recent research.

### *LEAD Project / SAJI*

Initially gender mainstreaming was not included in the LEAD project document, and gender was treated as an isolated component with separate gender specific activities. However, with time gender has increasingly been included as a cross cutting theme.

The LEAD project conducted an ILO participatory gender audit in 2009-10 in order to assess existing capacity and strategies for facilitating gender mainstreaming. The audit recommended the project to institutionalize gender and introduce a more systematic approach in design and implementation throughout the project.

Recent documents reviewed by the team such as the LEAD Final Report show a twin track approach aiming at mainstreaming gender as well as implementing gender specific activities. The LEAD project is in line with Norwegian priorities.

The project document for the next phase, SAJI, is currently under development, and it is to be expected that the project document entails a strong emphasis on gender mainstreaming.

An impact assessment of LEAD is currently in the process of being finalized and will be launched in June 2011. According to interviewees the assessment claims that the biggest success of LEAD has been in the gender area, and UNDP staff argue that they have found a best practice that could be replicated large scale if only more funding had been available.

### *Kemitraan*

Kemitraan is contributing to establish local CBFM-groups that can voice the interests of the millions of women and men who depend on the forests for their survival. The active involvement of rural poor women is important in the information and awareness raising, as representatives for population groups in the villages, and as elected members of community groups.

From a gender perspective Kemitraan is not seen to deliver as expected. Kemitraan has no gender policy and no procedures on how to follow-up on women and gender issues. Gender equality principles, strategies and approaches are not included in the design/framework of the forest governance program.

The report from the gender mainstreaming needs assessment has a detailed proposal on how Kemitraan should work. In spite of this report the review team could not find this reflected in the project proposal. Based on the information available the review team concludes that the gender component of the project is not adequately developed, and that the organisation's commitment to gender work is not evident.

### *Fishery Cooperation*

Overall the various project documents related to the fishery cooperation are "gender blind", which means that there is no gender related background information or gender analysis and sex disaggregated data. Gender issues are not reflected in the objectives or goal hierarchy of the programme.

The review team is informed that the Norwegian Embassy raised the issue of gender on the Annual Meeting in January 2011, and the ministry has showed some interest in the area. The TOR for the upcoming Mid Term Review includes a strong emphasis on the gender dimension.

There is gender knowledge and expertise within the ministry of Fisheries, which has potential to be used more strategically in the development of a gender perspective within the Norwegian – Indonesian cooperation.

### Main recommendations for the project work

1. The Embassy should be an active partner on gender issues and ensure that a gender perspective is systematically integrated in all programme work throughout the programme cycle.
2. The Embassy should follow up on the project specific recommendations in this report

## Introduction

In 2007 the Ministry of Foreign Affairs (MFA) adopted an Action Plan for Women's Rights and Gender Equality in Development Cooperation (GEAP), and for the current government gender equality is one of five key priority areas in development cooperation. As part of the follow up of the Action Plan, the Embassies have been requested to strengthen their efforts to promote Women's Rights and Gender Equality (WRGE) in their development portfolios. Gender reviews are part of this work.

The 2009 Mid-term review of the GEAP found that it is difficult to assess the results of Norwegian development support to women's rights and gender equality at the country level and attributes this partly to weak reporting mechanisms and a lack of mainstreaming gender in the larger programmes in sectors such as energy, environment and budget support.

As one of the specific tools for strengthening the gender integration at the Embassies, Norad has developed the concept of gender reviews. The reviews are in line with the implementation of the commitments in the White Paper (Stortingsmelding) number 11, On Equal Terms, the GEAP and the 2006 Norwegian Government's Action Plan for the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security.

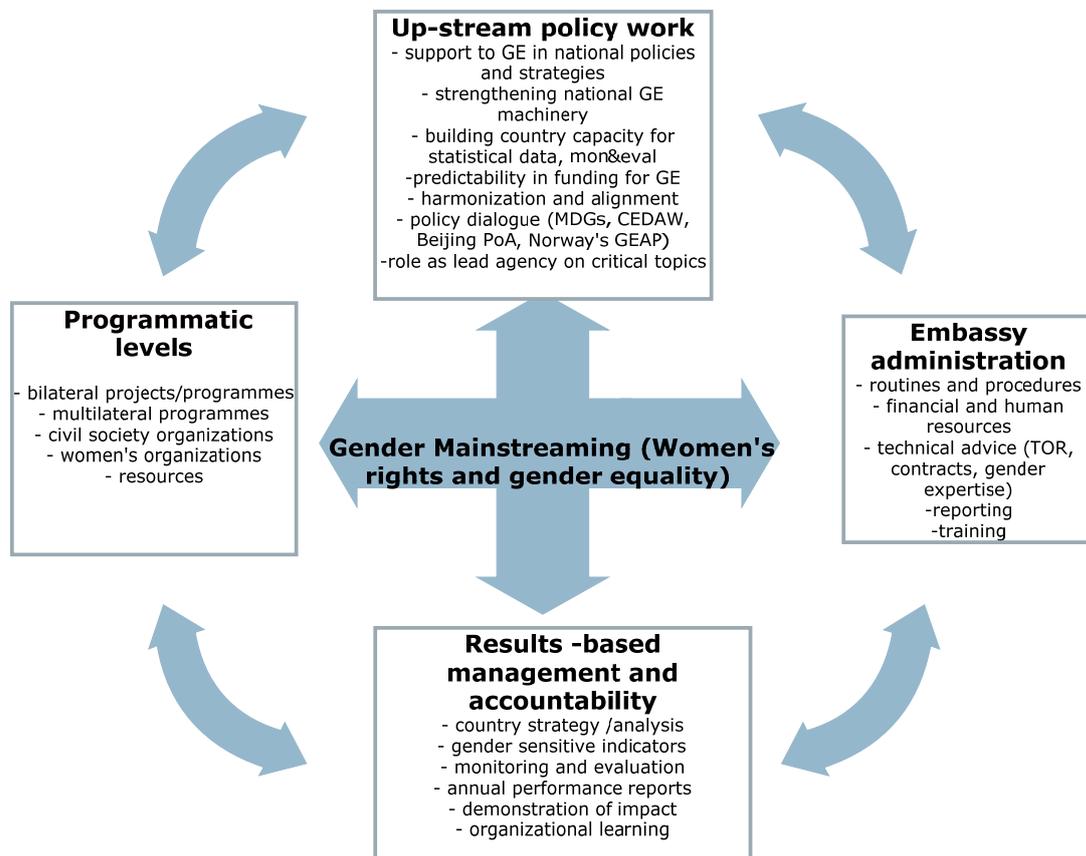
The Gender Review Methodology is developed in partnership between Nordic Consulting Group (NCG) and Norad as a tool for Norad's ongoing quality assurance and professional assistance to MFA and the Embassies.

## Methodology

The purpose of the gender reviews is to “*build the capacity at the embassies and assist in operationalising gender mainstreaming throughout the development assistance portfolio*”<sup>1</sup>, with the aim of strengthening the embassies’ ability to promote women’s rights and gender equality in programme and project activities and in the policy dialogue. The gender reviews emphasize the learning aspect in order to strengthen current practices and creating forward-looking strategies.

The model below illustrates some of the key elements of the framework the Embassy works within. In all four elements there are important issues relevant to mainstreaming of gender and women’s rights.

Figure 1 Gender Review Model (NCG, 2010):



J. Lexow 2010

The gender review in Indonesia has been carried out through discussions with representatives of the Embassy, meetings with implementing partners in Indonesia, and through discussions with Norad and MFA staff members in Norway who are actively supporting the Embassy. The team also had discussions with researchers at the Norwegian Centre for Human Rights in Oslo as well as Norwegian project partners at Institute of Marine Research.

Moreover, a desk study was conducted assessing relevant documents according to the desk review guidelines adopted from the ILO participatory gender audit methodology<sup>2</sup> and modified for the purpose of the Norad gender reviews.

A questionnaire was distributed to the Embassy programme staff and the Ambassador. Nine staff responded to the survey (100%). The survey gives a more detailed picture from the perspectives of each individual and has been used to validate and triangulate findings for the report.

As part of the review process a two-hour participatory gender training was conducted for the Embassy staff.

### **Obstacles - limitations**

The time frame set for the review was too short to go into depth and provide specific analysis and advice in all areas of the gender review methodology, including large sectors such as the fishery sector and forestry/climate change. The time allocated for training sessions was also too short to go into depth and cover the real needs for gender training.

The survey conducted among staff has some shortcomings, which might have affected the sincerity of the answers. As the respondents are asked to identify whether they are national or international staff as well as their technical area of responsibility at the Embassy, it would not be difficult to identify each respondent and the survey might not have felt to be anonymous. This may have influenced the answers.

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<sup>2</sup> ILO (2007)

## Country context – Gender Profile Indonesia

### Country context

Indonesia is the world's largest archipelago, made up of more than 17,000 islands. It is the fourth most populous nation in the world, and the most populous Muslim country with an 86% Muslim majority population. Indonesia is a secular republic, with an elected parliament and a president.

Indonesia has managed to successfully manoeuvre through the worst effects of the current global financial crisis, which is the second to have hit the country in the last decade. Indonesia is therefore on track to achieve some of the Millennium Development Goals (MDGs) by 2015, and according to UNDP's revised Human Development Index of 2010, Indonesia is highlighted as one of the top global movers<sup>3</sup>.

Since the return to democracy in 1998, Indonesia has made progress in building and strengthening democratic institutions. Direct elections for president and parliament were held in 2004 and 2009. The president Bambang Susilo Yudhoyono was re-elected in 2009 and direct elections for local heads of government have been held since 2005.

Despite progress in many areas, critical development challenges remain and strengthened efforts are needed in sectors like maternal mortality, HIV/AIDS, environmental sustainability, and when it comes to distribution issues. Indonesia's emergence as a lower middle-income country has been characterised by an uneven growth. Approximately 32.5 million people out of a population of 230 million (14.15 %) live below the national poverty line. However, in some regions the poverty rate is as high as 40 % (Ibid).

Climate change poses an additional threat to the achievement of the MDGs. Indonesia is especially vulnerable to rising sea levels and floods, while erratic weather patterns impact agricultural production, particularly among small-scale farmers and fishermen/women. Indonesia is also a major emitter of greenhouse gases, largely caused by deforestation and the burning of peat lands. These practices contribute to global warming and threaten livelihoods, biodiversity, peace and stability.

Political decentralization has brought decision-making closer to the people, but improvements in the quality of public services provided at local levels have been slow, and regional disparities in local government capacity contribute to rising inequalities. Corruption is widespread and decentralization is said to have increased the potential for exploitation of power as local administrations obtain greater autonomy and decision-making powers.

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3 Report on the achievements of the MDGs in Indonesia 2010

## Women's rights and gender equality in Indonesia

### General trends

The situation for Indonesian women varies across regions and ethnic groups. Traditional gender roles and norms prevail in rural areas, whereas more liberal lifestyles are seen in the cities. Stereotypes about the roles and status of men and women in Indonesia prevail and still significantly limit Indonesian women in reaching their full potential. In some areas decentralization has also been accompanied by a revival of conservative religious interpretations of gender roles, which have led to local practices that discriminate against women.



Women enjoy freedom of movement, although locally imposed restrictions based on Sharia laws may apply in certain areas. There are no national restrictions on women's freedom of dress, but some regions nevertheless impose a dress code.

Violence against women is relatively common, but as domestic violence is considered a private matter incidents are rarely reported. Rape is punishable, but the legislation fails to address spousal rape<sup>4</sup>.

Moreover, many Indonesian women and girls, especially those from poor and marginalised communities, struggle to achieve adequate reproductive health. Discriminatory laws, policies and practices are restricting access to contraception for unmarried women and girls, and are allowing early marriage for girls younger than 16. The law requires a woman to get her husband's consent to access certain contraception methods, and victims of rape can face significant obstacles to accessing safe abortion services<sup>5</sup>.

Indonesia has significantly improved access to primary education. A gap, however, still exists between women's literacy rate (86%) and that of men (94%), and on average girls complete 6.5 years of schooling compared with 7.6 for boys<sup>6</sup>. Women are still underrepresented in leadership and decision making within the education sector (Ibid).

The women's movement in Indonesia is vibrant and do engage actively in politics, but there is still a gap between women's participation and representation in formal political structures. On the positive side, a substantial change was seen in the 2009 national and

4 [http://www.wikigender.org/index.php/Gender\\_Equality\\_in\\_Indonesia](http://www.wikigender.org/index.php/Gender_Equality_in_Indonesia)

5 Amnesty International, Left without a choice 2010

6 ADB 2010 Indonesia Country Report

local elections, with almost 18% women representatives compared with 11,8% in the 2004 elections<sup>7</sup>.

### **National gender machinery**

The State Ministry of Women's Empowerment (MOWE) was established in 1978 as the national machinery responsible for the implementation of gender equality and women's empowerment. Later the ministry has been changed to State Ministry for Women's Empowerment and Child Protection.

MOWE develops policies on women's empowerment and welfare and child protection. Moreover, MOWE monitors state obligations to CEDAW<sup>8</sup>, and works to implement the provisions of the CEDAW Convention through promoting gender equality and women's empowerment in the government's policies and programmes. Through presidential instructions MOWE is given the role of providing technical assistance to other ministries as well as local governments on the implementation of gender mainstreaming.

Since recent reforms providing more autonomy to local provincial and district government bodies, efforts are underway to create Women Empowerment Bureaus in each province, and Women Empowerment District Offices at the district level. The challenges lie in the non-uniform structures, status and mandates of the various empowerment mechanisms, which lead to very different resource allocations, and autonomous decision-making that may not reflect national legislation and priorities<sup>9</sup>.

### **National legislation and policies on gender**

Women are guaranteed equality under the Indonesian constitution of 1945, which stipulates that all citizens are equal before the law and the government. Additionally, an amendment to the Constitution, issued in 2000, includes the right to be free from discrimination. Much of the Indonesian legislation emphasizes the importance of equal opportunities for men and women. However, secular laws co-exist with Islamic principles and traditional customs that affect the lives of Indonesian women.

Indonesia has signed major international gender equality agreements, such as the CEDAW Convention, which was ratified in 1984. It forms part of the domestic law of Indonesia and has been cited before courts in discrimination cases. Indonesia reports regularly to the CEDAW Committee. However, there is still a gap between written policies and their actual implementation.

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7 Women's participation in Politics and government in Indonesia, A policy Paper, UNDP 2010

8 Convention on the Elimination of All Forms of Discrimination against Women

9 [www.cedaw-seasia.org](http://www.cedaw-seasia.org) (UN Women)

Since 2000 the Indonesian government has been working to implement gender mainstreaming in each line ministry, and since 2008 local government has been involved in these efforts. Since 2009, gender-responsive budgeting has been introduced. MOWE has developed the Development Policy on Improvement of Women's Lives 2010-2014, with five priority issues: education; health; economic activities; political participation; and society and culture<sup>10</sup>.

In keeping with the government's announced 'zero-tolerance policy' on violence against women, a number of related laws targeted at eliminating violence have been made, including the Law on Domestic Violence (2004), the Victim Protection Law (2006), and the Law on Anti-Trafficking (2007). Moreover, attempts have been made to revise discriminatory legislation, demonstrating progress towards gender equality. However, as ADB puts it; "*Despite this there is still a fundamental lack of understanding of the benefits and importance of mainstreaming gender in policies and programs both nationally and within the provinces.*"<sup>11</sup>. Thus, many laws still continue to discriminate against women, notably in the areas of family and marriage.

The process of decentralization has raised concerns about the implementation and enforcement of legislation at the local level. There is uneven recognition and enforcement of women's rights in the different regions, and a number of local laws and regulations have been established in recent years that discriminate against women on the basis of culture and religion.

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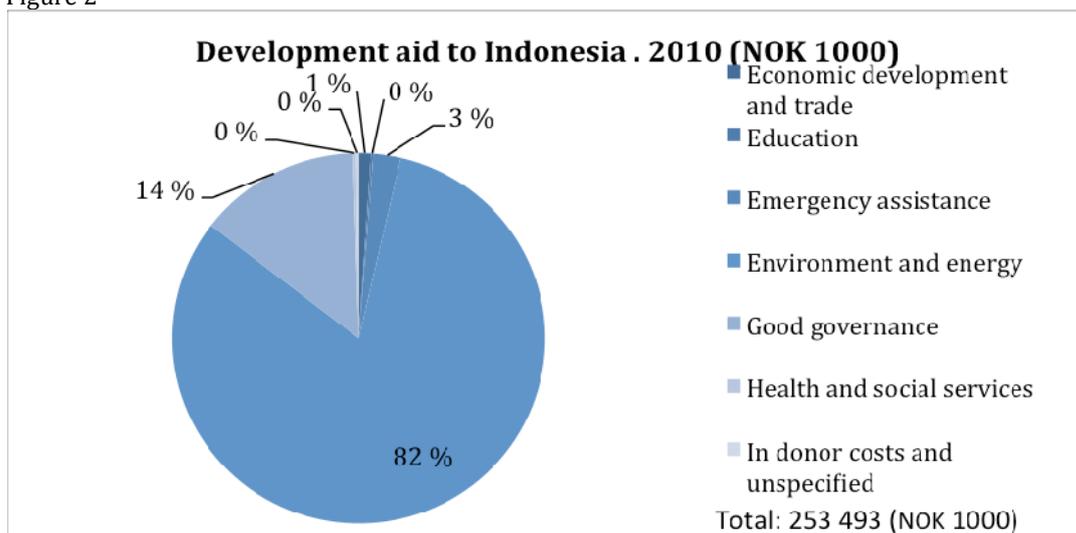
10 Country Gender Profile: Indonesia Final Report, JICA 2011

11 ADB 2010

## Norway and Indonesia: A strategic partnership

Norway has had diplomatic relations with Indonesia for the last 60 years. The development statistics dating back to 1980 show that economic development and trade catered for 87% of Norway's support between 1980 and 1990. From 2000 to 2010 the development funds doubled to NOK 1 084 million. Today the cooperation covers the areas of climate and energy, democracy and human rights, international political issues and trade<sup>12</sup>. In 2010 the total development budget was NOK 253.5 mill. 82% of this amount were allocated to environment and energy, mainly to the forestry-sector. Good governance accounted for 14%. Seeing Indonesia as a strategic alliance in a changing world, the Norwegian Foreign Minister has announced that the MFA will increase the diplomatic presence in Indonesia in 2011.

Figure 2<sup>13</sup>



### Climate and energy

Norway has been involved in the energy sector in Indonesia since 1990. The commitments to climate and energy were followed up with a joint declaration on cooperation on Clean Development Mechanisms (CDM) in 2007.

<sup>12</sup> Norway and Indonesia: A strategic partnership

<sup>13</sup> Norad

Currently the main focus of the Norwegian-Indonesian bilateral partnership is the reduction of greenhouse gas emissions from deforestation and forest degradation (UN REDD+), based on the Letter of Intent (LOI) signed in May 2010 between the two governments. REDD+ consists of policy approaches and positive incentives on issues relating to reducing emissions from deforestation and forest degradation in developing countries, and the role of conservation, sustainable management of forests and enhancement of forest carbon stocks. Indonesia is an important pilot country for the UN programme as well as the Forest Carbon Partnership Facility and the Forest Investment Program, which are both administered by the World Bank. Norway is supporting all these multi donor programmes.

Relating to natural resource management Norway is supporting a cooperation between Indonesia's Coastal and Fisheries Ministry and Norwegian institutions in the fisheries sector. The cooperation aims to strengthen and build expertise in fisheries and aquaculture in Indonesia to ensure the sustainable management of marine resources.

### **Governance and human rights**

Norway and Indonesia have participated in a human rights dialogue since 2002. The dialogue consists of annual meetings at the political level between the Indonesian and Norwegian governments and various stakeholders such as universities, research institutes, NGOs, and multilateral organisations. Interfaith dialogue, human rights and the military, and juvenile justice have been main themes in recent years.

Norway supports action-oriented research on democratization through the Indonesian Centre for Democracy and Human Rights Studies (DEMOS) and Universitas Gadjah Madaand (UGM), and is engaged in efforts to promote good governance and fight corruption.

### **Women's empowerment and gender equality**

Norway has established a strategic long-term commitment to women's rights and gender equality, and is collaborating with a variety of Indonesian women's organisations. Through support to the Asia Foundation Norway is contributing to enhanced women's political participation, and institutions like the National Commission on Violence against Women receive support for their work related to document and reduce the institutionalisation of discrimination in Indonesia's legislation.

## **Regional cooperation**

Norway supports a regional program through ILO aiming at strengthening the legal protection for Indonesian migrant domestic workers in Malaysia, Singapore and Hong Kong. The programme is seen in the context of the ILO's regional work in the Philippines and the Middle East.

## **Business arrangements / global arrangements**

The Norwegian Embassy and the Indonesia Norway Business Council are working to promote business relations between Norway and Indonesia. About 20 Norwegian companies are present in Indonesia, and the number is expected to rise. NHO is involved in a cooperation with the Indonesian sister organisation APINDO, and PETRAD provides training of officials in the oil administration. Innovation Norway is represented by the Embassy, Norwegian Oil and Gas Partners (INTSOK) is involved, and a coming trade agreement between EFTA and Indonesia is expected to boost business relations between Norway and Indonesia<sup>14</sup>.

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<sup>14</sup> Norway and Indonesia: A strategic partnership

## Administration of the gender work at the Embassy

The Embassy's commitment to gender has been developed over time partly due to Norwegian policies but also because of committed staff, in particular the former and present head of development. Currently diplomatic staff is quite gender balanced, whereas local programme employees are all women. Discussions with staff revealed a generally good knowledge and commitment. According to the survey conducted among Embassy staff most feel sufficiently knowledgeable about the content of the Norwegian gender policy framework. Still, some would have liked to be better informed about Norway's gender policies, and when asked whether staff implement gender equality principles in their daily work only about half of the respondents say that they do.

Although gender is high on the agenda for the Embassy and the management expects staff to include a gender perspective, gender requirements are not written down in job descriptions or other administrative routines or reporting formats. Gender issues are being brought up in development meetings, but not in a systematic manner. The team was told that gender is "*...a natural part of all the work we do*". Although this is exemplary, better institutionalization would minimize risks and make gender integration less dependent on dedicated individuals.

One of the national staff members has recently been appointed gender focal point (GFP). This is included in her job description, however, without explaining what the role entails. Staff interviewed explain that the role of the GFP is to keep gender on the agenda and review gender related applications, but that the function still needs to be defined. The gender focal point has not received any gender training.

There is a potential for using the gender focal point function more strategically. GFPs with policy oversight and a designated monitoring role would ideally be used as advisers to the programme staff on both gender specific issues as well as gender mainstreaming into the various sectors. The GFP could also give input on relevant gender issues for political reporting and policy dialogue issues. The GFP function could entail the responsibility for initiating discussions on gender as a cross cutting issue, particularly in the sectors where a gender perspective is lacking, and be an active participant in donor group meetings. Being more than one GFP will generally increase the potential impact of the gender work, and the Embassy should consider sharing the role between a national and an international staff member. Sufficient gender skills and knowledge as well as seniority is needed for the GFP to have the desired impact.

The survey and interviews indicated that the Embassy staff (6 out of 9) want and need gender training as well as tools to assist in gender mainstreaming in the daily programme work. None of the programme staff had undergone any gender training prior to the training session facilitated by the review team during the review mission.



The participatory training provided by the review team was attended by all programme staff as well as the Ambassador and one visiting former staff (Now working with Indonesia in the MFA). It provided a venue for thinking about and discussing gender issues in the light of the work of the Embassy. It was an opportunity to discuss and unpack commonly used gender concepts and to reflect on why and when gender is relevant for the staff of the Embassy. It covered the Norwegian policy framework on gender and international cooperation, and allowed the Embassy staff to use simple gender assessment tools on real projects<sup>15</sup>. Moreover it touched upon how the Embassy can improve gender integration in the policy dialogue and in the Embassy administration. The two hour training gave an overview of the general issues related to gender and development, however, much more time would be needed to go into the issues in a more substantive manner, including sector wise gender capacity building.



The Embassy employees have tight time schedules and many responsibilities. In depth commenting and discussions relating to the projects are therefore not always prioritized. Moreover, few monitoring visits to project sites are being carried out. Project visits give important insights in the realities of the projects and organizations supported by the Embassy, and they could provide a useful tool to improve and legitimize the Embassy's role as a discussion partner. Five new staff will be recruited in 2011 and hopefully this may contribute to ease the workload.

## Recommendations

5. The Embassy's top management should continue to ask for results, motivate staff to include the gender dimension, and give opportunities for gender training. The Embassy should look into ways of formalizing and systematize the gender work in the description of routines and procedures in order to increase sustainability and reduce risks.
6. The Gender Focal Point needs a clear mandate and should have access to influence programme work in the various sectors in addition to work on gender specific projects. The GFP should receive relevant gender training. Project visits could be part of this training. Sharing the role as gender focal point between a national and an international staff should be considered in order to create a team and maximize impact. Norad will provide examples and concrete advice if necessary.
7. The Embassy should consider tailor made training on gender in sectors (climate change, forestry, energy, fishery sector etc) for staff and partners. The nature of this training should be considered carefully and an "on the job"-approach may be an alternative. A gender expert with special expertise in the particular sector in question could assist in the execution of a specific task such as the development of a concept note or a field visit.
8. The Embassy should aim to be a more active dialogue partner for their partner organizations. This includes investing more time in the projects, including project visits. It requires adequate knowledge and networking with relevant stakeholders within the gender sector including the Indonesian gender machinery, NGOs and other donors.
9. In order to formalize the Embassy's efforts a short, concrete, and measurable action plan for the gender work should be developed. An action plan could be useful to raise awareness and improve ownership of the gender agenda. Norad will provide the Embassy with advice and reference to similar plans developed by other Embassies.

## Policy dialogue and results based management

Gender is a core thematic area for the embassy not only in the development aid portfolio, but also when it comes to political reporting and policy dialogue. Norway has cooperated with women's organizations and other relevant actors for a number of years, and gender issues have to some extent been part of the Human Rights Dialogue between Indonesia and Norway. The Embassy has initiated several gender and women's rights related events and happenings, such as a meeting with female parliamentarians and the Asia Foundation. Moreover, the Embassy has received several invitations to give presentations on women's rights issues and the Norwegian approach to this field. The Embassy was for example invited to speak at the Gender Equality Forum in Seoul in May this year.

The review team is told that the Embassy often brings gender issues to the table in meetings and in the policy dialogue with the government and other stakeholders. It is crucial that the Embassy conveys a clear and well thought through message on women's rights and gender equality, based on the Norwegian policy framework. Norway's vast experience from gender work at home and through Norwegian development aid gives an added value and comparative advantage in this area, which should be exploited by the Embassy.

Embassy staff claim that Norway is seen as a central actor on gender and democracy issues in Indonesia and East Timor. The integration of a gender perspective has proved more challenging in infrastructure projects and the energy and climate change sectors. However, some efforts are emerging. The Embassy has for instance invited the gender and energy network of Energia to look into the energy projects in East Timor.

Staff involved in political reporting hold that gender issues are relatively high on the agenda, and that it is a constant requirement from the MFA as well as from the Embassy management. This makes them more confident when bringing up gender issues, however, the need to be more skilled in HOW to bring them up is noted. It is said that gender concerns are easily getting too theoretic and need to be unpacked in order to have a fruitful dialogue.

Various people interviewed hold that there is poor donor coordination and little exchange of lessons learned among the donor community in Indonesia. There have been some donor coordination efforts but they remain ad hoc and irregular. The government of Indonesia is said not to be interested in a more formal donor coordination. The Embassy staff hold that more information sharing and closer dialogue would be an asset. They feel that there are many lessons learned and important stories that remain untold, and suggest that small-scale informal seminars or lunch meetings for issue based discussions would be useful to share experiences and disseminate results. At the same time the hectic time schedule at the Embassy limits their capacity to carry out such activities.

## Recommendations

1. The embassy should find ways to systematically mainstream gender in all programme work. There should be a clear demand from the management for all staff to document women's situation and gender mainstreaming throughout the project cycle in all sectors. Planning documents should always assess the baseline situation in terms of different needs for men and women related to the specific project. Potential barriers and effects for men and women of the project should always be investigated. All relevant data should be disaggregated by sex and results frameworks should always include gender sensitive indicators.
2. Gender requirements should specifically be included in TORs for assessments and evaluations, mandates and minutes from annual meetings, as well as in reporting formats, including reporting from field trips.
3. The Embassy should explore ways of including gender more systematically in the Human Rights Dialogue and in the political reporting in general.
4. The Embassy should find ways to improve the integration of gender in infrastructure and energy projects.
5. The Embassy should systematically raise gender issues in the policy dialogue at all levels and communicate clearly how important this is to Norway. Norad can assist in preparing tailor made messages for specific areas/sectors.
6. The Embassy should actively look for allies and network among like-minded donors and partners such as women's organizations, and contribute to improved donor coordination on gender through participation in the informal gender working group led by CIDA<sup>16</sup>.
7. The Embassy should try to make time for increased focus on dissemination of results and lessons learned and sharing of experience among donors and other stakeholders.
8. In the dialogue with partners, governments and other stakeholders the Embassy should be strategic and unpack the theoretical concept of "gender" and concentrate on the practical implications of the term.

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<sup>16</sup> See section in this report on potential future initiatives

## Programme work

### Increased Women's Political Participation: Making a Difference

Project	Increased Women's Political Participation: Making a Difference
Partner	The Asia Foundation
Agreement	INS - 2097/ INS 10/ 0027
Period	2010-2013
Amount	NOK 10,275,000

### Description of the project

The project builds on the Royal Norwegian Embassy's earlier support for the project Increasing Women's Political Participation and Strengthening Good Governance in Indonesia (INS-07/004), which was implemented for three years (2007-2010) by the Asia Foundation with regional partners in East Java, South Sulawesi and Aceh. Norway supported this programme with a total of \$1,200,000<sup>17</sup>. The new project has been implemented for only 6 months.

The former programme intended to reduce barriers to women's participation in politics and to strengthen the capacity and skills of women in politics. The project is seen to have impacted positively on women's representation in Indonesia's Parliament by improving legislation to promote affirmative action among women candidates and training women candidates for local and national parliament to understand the election system and to effectively manage their election campaigns. According to the 2010 programme review report *"The project added value through the integration of a 30% women quota system, the zipper approach, into the Electoral Law and similar quota system of officials of new political parties into the political party law. The project established a data base of potential female candidates, supported women candidates to carry out public campaigns and debates, and provided entry points for women to exercise and contextualize their*

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<sup>17</sup> Leya Catleya 2010

*rights in political participation and to increase their understanding and skills in election, in practical manners.*"<sup>18</sup>

Now that female representation in the national parliament has risen from 11,8% in 2004 to almost 18% in the 2009 elections<sup>19</sup>, the new project intends to increase the capacities and effectiveness of the women elected. In order to strengthen gender sensitivity in legislation, legislators concerned about gender need to be skilled at manoeuvring through the political structures. As 60-70% of the women in local and national parliament are newly elected and have limited experience in politics, "*...translating the increases in women's representation into stronger gender-sensitive laws, regulations and budgetary allocations remain a challenge*"<sup>20</sup>.

The goal of the Increased Women's Political Participation project is to support more effective participation among women in democratic governance in Indonesia through involvement in Parliament at the national and local levels. The project intends to make significant contributions to achieving the following outcomes:

1. Increased capacity of women legislators to perform their role and responsibilities as elected officials
2. Increased gender sensitivity of laws passed by the 2009-14 Parliament and
3. Strengthened relationship between women legislators and their constituents.

## Context analysis

Traditionally political participation in Indonesia has been a male domain, although the involvement of women in public life has slowly been increasing. The women's movement in Indonesia do engage actively in politics, but there is still a gap between women's participation and representation in formal political structures. The government bureaucracy is severely dominated by men.

In order to improve the gender balance in parliament during the 2004 elections, a non-compulsory 30% gender quota was introduced through the Law on General Elections. However, as the law was not mandatory, no significant increase in women's representation was seen in the 2004 election. This situation gave rise to a demand from the women's movement to introduce mandatory legal instruments to correct the gender imbalances. Civil society campaigns subsequently resulted in the Election Law No. 10/2008, article 53 requiring political parties to nominate at least 30% women in the open list of candidates in the 2009 election. This so called "zipper" system meant that a female candidate's name was inserted in between every three names on the party lists, ensuring women's inclusion even among the top of the lists. Last minute, however, the party list

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18 2010 programme review report

19 UNDP 2010 A Policy Paper

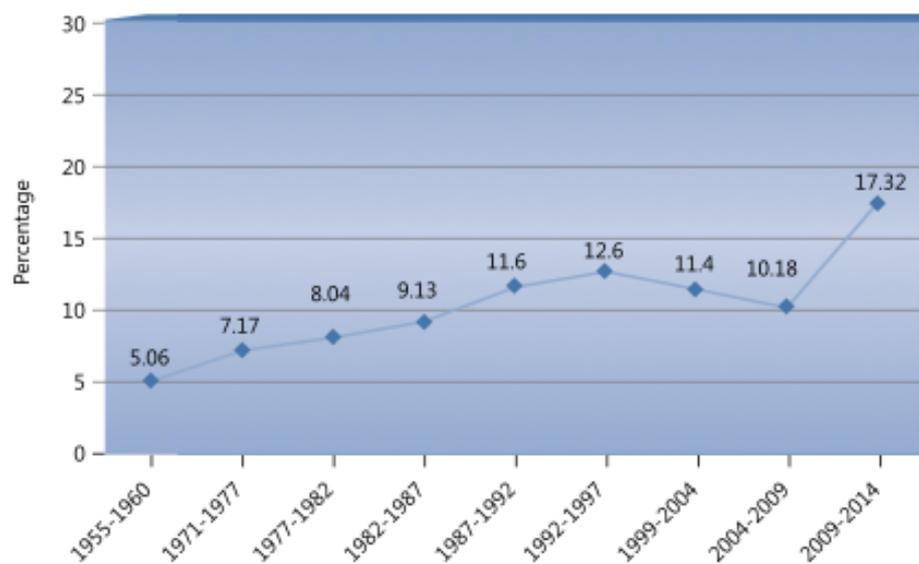
20 Project Document *Increased Women's Political Participation*

system was abolished by Indonesia's Constitutional Court, changing the system from party elections to direct elections<sup>21</sup>.

Because the court verdict was issued at a stage when most parties had already nominated female candidates according to the zipper regulations, the result was a substantial increase in female representation in the 2009 elections, with almost 18% women representatives compared with 11,8% in the 2004 elections<sup>22</sup>.

Figure 3<sup>23</sup>

### Trend in Women's Representation in the Indonesian Parliament (DPR)



Women's political participation in Indonesia is limited by women's lacking experience with politics. Women have little experience with negotiating and bargaining with political parties, conducting effective campaigns, mobilizing constituencies, fundraising, and networking. *"This inexperience, coupled with political parties' lack of support for women candidates, inhibits women's political participation. Similarly, women who have been elected lack the training necessary to make them effective legislators and leaders"*<sup>24</sup>.

21 Project proposal TAF

22 UNDP 2010 A Policy Paper

23 UNDP 2010 A Policy Paper

24 Increasing Women's Political Participation Final Report, August 2010

## Assessment of the programme

The Asia Foundation (TAF) is a large US based organisation with 17 Asia offices. The Jakarta branch has 45 staff working with gender issues in a wide range of governance areas. Various sources including Dfid and UN Women have confirmed a strong belief in the Asia Foundation as a valuable and professional actor contributing positively to gender and political participation in Indonesia. This corresponds with the impression of the team after meeting with TAF.

The project is in line with Norwegian policies. The core issues of the project, such as education, awareness raising and mobilisation are key elements of the Norwegian policies related to gender and democracy support<sup>25</sup>. The main aim of the Norwegian policies is having both sexes well represented in elected bodies with an equitable distribution of public resources between women and men. The Norwegian government aims to support women's participation in political processes, through elections and other democratic processes, including support for voter registration, quota systems, training and support for networks of women parliamentarians and election candidates. Furthermore the Norwegian policies highlight support to awareness raising campaigns and political parties' initiatives to increase the political influence and participation of women at all levels as well as support to networks between women in politics, public administration and NGOs. The project includes all these elements.

Norwegian policies argue that gender mainstreaming in democracy support implies not only increasing the numbers of women participating in elections as voters and candidates, but also changing the way politics is defined so that gender equality becomes integral to institutions and practices. In line with this, the project intends to both increase women's participation and work towards an integrated gender perspective in institutions and practices.

The programme documents assessed by the review team relate to both the former and the new project. The documents are clear and concise and have a sound gender perspective, however, mainly focussing on targeting women. The documents build on background analysis that include gender and women's issues, data is disaggregated by sex, and reference is made to relevant national commitments on gender such as the changing election laws and provisions. Women's situation is reflected in the objectives and goal hierarchy, and budget lines follow accordingly. Moreover, the documents include information on progress and challenges regarding women's rights, in particular relating to equal participation and access to decision-making processes. The new programme does also address men's contribution and role and seeks to involve men in some of the activities.

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25 The Norwegian Action Plan for Women's Rights and Gender Equality in Development Cooperation (2007-2009)

Indicators and targets in the monitoring and evaluation matrix for the project are gender sensitive, specific and clear. However, they are mainly quantitative in nature, and largely reflect the output level. Whereas an increased number of female politicians or the number of workshops held is easily measured, the very nature of some of the other the issues like support to women's NGOs and the effectiveness of female parliamentarians makes it more challenging to measure impact or attribute change to specific donor programmes. Such factors are contributing to the lacking robustness of evidence on donors' effectiveness. Nevertheless it is still extremely important to have good mechanisms and systems in place to capture the more qualitative aspects of the project and also measure results at the outcome or if possible, impact level.

The new project is shifting the focus from increased representation to the quality and effectiveness of the female parliamentarians. Global research suggests accordingly that although increased representation of women in political spheres is a necessary step to foster changes, it does not guarantee a substantive impact on of parliamentary politics or the reduction of structural and gender inequalities in the short run, and need to be accomplished by other measures, such as the TAF project is aiming at. A study of the Rwandan parliament illustrates this point by showing that the increase in female representatives has led to changes in the social climate and political culture, whereas no significant impact in the area of policy has been seen so far. The study holds that *"An increase in the number of women in parliament may be uninfluential in comparison with a government commitment to develop legislation that promotes women's rights"*<sup>26</sup>.

The project has encountered the common argument that support to women's political empowerment is mainly benefitting the already powerful women adding to the marginalisation of non-elite women. A 2009 study of women in Indonesian politics found that *"42.8 percent of the elected women are 'dynasty' candidates, meaning they are family members of existing politicians. Others are party cadre (30.16 percent) or popular figures (25.4 percent). Only 3.17 percent of the elected women were NGO activists"*<sup>27</sup>. Part of the picture is the large donations that the candidates are expected to give to the party, which is excluding the poorer segments of the populations from participating. This is a common feature in young democracies, which has been observed in many countries. An evaluation of a Dfid supported project in Kenya notes that *"Some female candidates felt the project was simply helping more powerful women to entrench themselves"*<sup>28</sup>, requesting the implementation of specific measures to ensure that non-elite women are also enabled to participate. Lessons learned from other countries show that capacity building need to be long term, continuous and should aim at including women who are already actively involved in politics, as well as young women and non-elite women who have the potential to be future political leaders.

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26 Khan 2008

27 PUSKAPOL FISIP UI Press Release 2009 in TAF Final Report 2010.

28 Waterhouse and Neville 2005

The project will support civil society groups and women's groups at the grass root level. TAF will collaborate with the Indonesian Women's Coalition, the People's Voters Education Network (JPPR) and other networks<sup>29</sup>. Civil society organizations are important vehicles for women's leadership. Facilitating dialogue and supportive links between women with political power and women's organisations can be of mutual interest and help achieve policy and legal changes that promote gender equality. It is, however, important to ensure the inclusion of organisations that represent women facing multiple forms of exclusion, in particular, minority women, women with disabilities, and older women<sup>30</sup>.

The new project will encourage male parliamentarians to participate in gender mainstreaming and men will be included in some of the capacity building. Involving men is increasingly seen as crucial to achieving gender equality in democracy building, and is supported by recent research. Gender is often perceived as a women's issue and is not likely to be addressed in political spheres in the absence of women. There is a need to get men on board and increase men's awareness of and responsiveness to issues of gender equality. Interventions such as training sessions that include both women and men are generally seen to build confidence and foster a sense of equality. Respondents to a recent study hold that "*Mixed gender training programs can serve as highly effective venues to demonstrate women's capacity, and in turn, help to shift attitudes about gender (...)* Some of the most effective trainings are those that have integrated men in dialogue, especially those that address confrontation and how to talk to men during disagreements"<sup>31</sup>. Both women only and mixed trainings are considered critical for long-term success. At the community level the involvement of men is also seen as important to reducing barriers for women to participate in politics. Gender training for husbands/partners of female candidates or elected women can have positive impact.

Women's position within the political parties in Indonesia is still weak, and the project intends to address this issue through research and discussions. Political parties are often seen as bottlenecks for women, and research show that working with political parties on gender mainstreaming, women's leadership, and internal reform initiatives is equally important as giving training to women. There is a need to address the party culture including the continued resistance to women's leadership within the political parties. Enabling re-election and ensuring increased responsibilities for women are critical elements, and therefore the continuous TAF support between elections and not only at the time of elections, is important.

An exchange visit with Norwegian parliamentarians has been discussed. Such visits could provide useful cross country dialogue and learning, and they can be used strategically to foster alliances and networks among the Indonesian stakeholders. However, the exchange

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29 TAF Project proposal

30 McLoughlin 2009

31 Khan 2008

programme needs to be developed according to the project's objectives, and the outcomes should be clear and justifiable. The added value of bringing in Norwegian experiences should be considered carefully. An exchange with a country in the region with more similar and perhaps more relevant experiences to those of the female politicians Indonesia may prove to be of greater value.

## **Recommendations**

1. The Embassy should be an active partner and ensure the integration of recommendations from the review of the first phase and Norad's comments to the current project proposal.
2. The project should continue working on identifying and reducing barriers for women to participate in politics including gender training for men/husbands/local communities and efforts to include poor and disadvantaged women.
3. The project should continue to include male legislators in the trainings. Alliances with male legislators will be essential for more gender sensitive law making to take place.
4. TAF and the Embassy should explore possibilities for exchange programme with parliamentarians in the region for relevant experience sharing and learning.
5. The Embassy should request a monitoring and evaluation framework that captures both quantitative and qualitative aspects, focusing on the outcome/impact level, rather than on the activity level.

## LEAD Project / SAJI

Project	LEAD Project (Legal Empowerment and Assistance) / SAJI (Strengthening Access to Justice in Indonesia)
Partner	United Nations Development Programme (UNDP)
Agreement	INS 2076 LEAD Pilot
Period	May 1-Dec 31 2011
Amount	NOK 707 663

### Description of the project

The Embassy supported the LEAD pilot phase from 2007-8 with a total contribution of NOK 3 million. The interventions were focussed in North Maluka province. Later the project was extended to include Central Sulawesi and Southeast Sulawesi with support from the Netherlands, SIDA, and UNDP. The LEAD project ended in 2010. An impact assessment was conducted in 2010, but at the time of this review, the report was not yet available. Based on the experiences, best practises and lessons learned from the LEAD project, UNDP is currently preparing to launch a new umbrella project on access to justice, under the name of Strengthening Access to Justice in Indonesia (SAJI). Implementation of the initial phase of the new project started in January 2011, and Norway has recently agreed to allow use of the remaining NOK 707 663 from the LEAD project to support the SAJI initial phase from May to December 2011. The final project document has not yet been finalized.

LEAD provided access to justice for poor and marginalized people by providing legal awareness raising support, training of government officials, through citizen advisors and paralegals, the establishment of complaints posts and community legal service points for legal advice and assistance, and provision of legal aid. LEAD's approach combined grass root level activities and support with national level advocacy and policy development, and with LEAD's support the Government of Indonesia developed the National Strategy on Access to Justice. According to the final report "*The real impact of the project is evidenced by the increasing number of cases handled and resolved in the project site through the LEAD-supported complaint mechanisms and legal services posts*"<sup>32</sup>.

The Strengthening Access to Justice in Indonesia (SAJI) Project builds on the lessons learned from the LEAD project and presents a "...*continuation, refinement, and*

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32 Final report LEAD

*expansion of the LEAD Project*<sup>33</sup>. It has a particular emphasis on women's empowerment, improvement of informal justice systems, protection of indigenous and post-conflict communities, and institutional support to the Government in the implementation of the National Strategy on Access to Justice. The overall objective of the project is the implementation of the National Strategy on Access to Justice at national and sub national levels, through both government and community based initiatives.

The key components of the new project consist of the following:

- Institutional support to the Government of Indonesia in the implementation of the National Strategy on Access to Justice at both national and sub national levels
- Improvement of community-based (informal) justice systems with a particular focus on women's rights
- Establishment of effective public complaint handling mechanisms particularly for indigenous communities on natural resource issues
- Research and documentation of the best practises and lesson learned for access to justice initiatives

## Context analysis

During the last ten years Indonesia has made progress in terms of democratic development and strengthening of human rights. Access to justice, however, remains largely out of reach for many Indonesians, meaning that they lack access to legal and human rights protection mechanisms. According to UNDP the barriers to access justice in Indonesia include *"...long delays within the formal justice delivery system; the lack of free legal representation for vulnerable and marginalized groups; abuse of authority and corruption; weak law enforcement; deficits in legal and human rights knowledge and awareness across formal and informal justice delivery systems, the legal community and general public; discrimination against women and other vulnerable and marginalized groups within both the formal and informal justice delivery systems; and the lack of available legal and human rights information."*<sup>34</sup>

Women and the rural poor are particularly vulnerable and are effectively denied access to the existing legal mechanisms. Women are often excluded from village development planning processes and are in need of gender sensitive dispute resolution mechanisms. There are few trained female paralegals to give tailored advice and support to women in the communities. Combined with lacking knowledge about their rights, women have nowhere to turn to in cases of marital disputes, inheritance and land rights issues, domestic violence and rape.

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33 Final report LEAD

34 UNDP brosjyre Leading the way on access to justice

In recent years initiatives supporting the justice sector reform have mainly targeted the national level and focussed on state institutions such as the courts, police and prosecution service, and have not focussed on resolving disputes at the local level from the perspectives of poor and marginalized people.

In 2009 the Government of Indonesia developed the National Strategy on Access to Justice, aiming to create a framework for policies and regulations that are inclusive of poor and marginalized people. It recognizes access to justice for the poor as one of several critical means of eradicating poverty. The National Strategy has been integrated in Indonesia's Mid Term-Development Plan 2010-14. The government is committed to support the recommended initiatives with budget resources, however, the real tasks of getting the strategy implemented by both national and sub national governments remains.

### Assessment of the project

Initially gender mainstreaming was not included in the LEAD project document, and gender was treated as an isolated component with separate gender specific activities. However, with time gender has increasingly been included as a cross cutting theme. UNDP/LEAD project staff hold that UNDP has gradually become more aware the last few years and now recognizes that gender needs to be fully integrated in the project. In the development of the new project phase, it is argued that “*mainstreaming is pushed by the senior management*”, and that there is much more commitment and talk about gender after Helen Clarke became UNDP Administrator. LEAD has started to use sex-disaggregated data, develop gender mainstreaming monitoring and evaluation tools, and engage with key national actors with gender expertise such as The Commission on Violence against Women and other relevant institutions and NGOs.

The LEAD project conducted an ILO participatory gender audit in 2009-10 in order to assess existing capacity and strategies for facilitating gender mainstreaming. Carrying out the gender audit does in itself show commitment and a will to strengthen the gender dimension of the project. The audit gave LEAD credit for gender sensitive project staff in UNDP, training opportunities, knowledgeable CSO partners on the ground, enthusiasm and commitment, relevance of the pro poor approach, and good results in many project areas. However, the audit recommended the project to institutionalize gender and introduce a more systematic approach in design and implementation throughout the project, in order to integrate gender a broader, cross cutting way<sup>35</sup>. Lacking consideration of local contexts, lack of clear guidelines for gender mainstreaming, and compartmentalisation of themes, including gender, into sectors, lack of high quality gender analysis, and a narrow focus on domestic violence are among the concerns raised by the gender audit team.

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35 Participatory Gender Audit Report 2009

Recent documents reviewed by the team such as the LEAD Final Report show a twin track approach aiming at mainstreaming gender as well as implementing gender specific activities. Overall LEAD seems to have managed to mainstream gender reasonably well in many of the activities, although lacking information and sex disaggregated data in some of the sections in the Final Report makes it hard to tell if women have participated or if gender considerations have been included<sup>36</sup>.

The project document for the next phase, SAJI, is currently under development and only some introductory slides have been made available for the review team. The slides do not reveal a strong attention to mainstreaming gender, but refer to some women specific activities. From the perspective of the discussions with UNDP staff, it is to be expected that the project document entails a much stronger emphasis on gender mainstreaming.

The LEAD project is in line with Norwegian priorities. According to the Norwegian Action plan Norway should support “...mainstreaming the gender perspective in law reform and reform of the justice sector, with a view to realising women’s rights in both urban and rural areas, protecting women from violence and sexual abuse within and outside the family, and prosecuting the perpetrators of violence.”<sup>37</sup> Moreover, Norway will seek to strengthen women’s rights and participation at all levels in the development of legal institutions and judicial reform. Norway will “...mainstream the gender perspective in institution building, administration and service provision in the public and private sectors, by ensuring equal participation of women and men at all levels of political and economic decision-making, and ensuring that public services equally benefit and are tailored to the needs of both sexes” (Ibid p 29/30).

An impact assessment of LEAD is currently in the process of being finalized and will be launched in June 2011. According to interviewees the assessment claims that the biggest success of LEAD has been in the gender area, and UNDP staff argue that they have found a best practice that could be replicated large scale if only more funding had been available.

Related to funding there is some insecurity at the moment, as the LEAD project has relied heavily on Swedish and Dutch support, which is now facing uncertainties due to changing priorities and aid policies.

## Recommendations

1. The Impact assessment to be launched in June should be taken into due consideration before making the final decision on continued support to the next

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<sup>36</sup> Examples are some of the CSO grants, sections on Development of the Draft National Access to Justice Strategy, Post Pilot Phase Achievements and Impact, and Improved Normative Framework at National Level

<sup>37</sup> GEAP p 23

phase (SAJI). The Embassy should also examine the SAJI project document carefully and observe whether gender is systematically mainstreamed in the project document and ensure that sex-disaggregated data is collected and analyzed throughout the programme.

2. It should be ensured that the new phase take into account the recommendations from the impact assessment ILO participatory gender audit (Incl. consultations with gender experts, strengthen staff capacity and project commitment, financial resources, development of clear gender directives, maintain a gender mainstreaming perspective etc)
3. The Embassy should discuss with the Swedish and Dutch Embassies and learn from their experiences with supporting the project and particularly investigate if and why they are considering pulling out.

## Kemitraan

Project	Deepening Governance Reform in the Forest Sector to Address Climate Change (Forest Governance Program (FGP))
Partner	Kemitraan (Partnership for Governance Reform Indonesia)
Agreements	INS-05/043 (2007-2010); INS 07/019 (Sept-Dec 2010); INS 11/0011 (2011-2012)
Period	2007- 2012
Amount	NOK 42,3 mill

### Description of the project

Phase I of the multi stakeholder forestry program was implemented with financial support from the Norwegian Embassy from 2007-2010. The project aimed at improving forest governance, deliver more equitable benefits to primary forest stakeholders, and encourage more sustainable management of forest resources. At present the program is in a transitional phase, while the proposal for Phase II of the Forest Governance Program is being appraised.

Kemitraan channels grant funds to six different regions in Indonesia (Sumatra, Kalimantan, Sulawesi, Nusa Tenggara and Java) and works through Community Foundations and National partners. The organisation supports 138 community groups in 22 provinces. In December 2009 it was estimated that Kemitraan reached out to 54 000 households through its partners.

Kemitraan's Forest Governance Program (FGP) supports partners through a variety of interventions to strengthen and develop community-based forest management (CBFM). The support includes six key components:

- Support to better regulations and policies to promote sustainable “community-based forest management policy” making at national, regional and local level.
- Support to the empowerment of Community Foundations so that they can support local NGOs and CBOs in developing interventions and strengthen local partnerships; organising communities, establishing community based organizations for CBFM, conduct the participatory mapping of the community forest territories etc.

- Support to the establishment of micro, small and medium enterprises for forestry and CBFM-based micro finance institutions at grassroots level
- Support the building of knowledge management skills in order to support forest governance policy and practices,
- Support the establishment of institutions for climate change mitigation and adaptation, and
- Promote Multi-stakeholder participation in climate change works.

Establishing community based organisations for CBFM is a process that extends over several years. In the preparation phase Kemitraan supports public awareness raising; organising and strengthening of the community groups; making census for the application of group licenses; develops work plans and supports allocation of areas etc. After the preparation phase the requests for issuance licence and verification starts. Up to 2009 138 community groups have been established through a participatory process.

The project proposal for phase II of the Governance Forestry Program is organised around the same four pillars as in phase I. in addition a fifth pillar with the following objective is proposed :

- To advance gender equality in forest and climate governance through inclusion of a gender policy in REDD+ architecture.

All the activities that are listed in the proposal will contribute to the attainment of the fifth pillar. It is stated in the preliminary project proposal that the gender component will be more developed in a full-blown proposal.

## Context analysis

Indonesia has an estimated forest area of 94 million ha and is the third largest tropical forest country in the world. State forests comprise 70% of Indonesia's total land area. Although the forests are occupied by 40-65 million indigenous people, they have no ownership rights and have to apply for user rights through the Ministry of Forestry. Local rural communities in Indonesia are largely subsistence agro-forestry communities. In general women play a significant role in production, post-harvesting processing, and trading activities.

Climate change and deforestation have increased the workload of rural women, who are the primary users of forests collect natural medicines as well as fuel-wood, food and water. Although women may have access to agro forest resources, they may not have inheritance rights or marital property rights. In many cases control over the resources is in the hand of their male counterparts. The structural neglect of the land and resources tenure rights of indigenous women in Indonesia contributes to increased marginalization and poverty.

While significant progress has been made in promoting the role of women in forest management at national and international policy levels, massive gaps remain in implementing these changes on the ground. The Presidential instruction on gender mainstreaming in planning, formulation, implementation, monitoring and evaluation has not had any impact on the UN-REDD documents, which do not entail a gender perspective. The draft FPIC – guidelines, however, developed by the programme for Indonesia has incorporated gender concerns. Still, the current debate on the gendered dimensions of the social impacts of REDD remains weak, both in government and amongst civil society organizations.<sup>38</sup>

### Assessment of the project

According to Kemitraan’s homepage the Partnership has implemented 359 projects since year 2000 with a total budget of approximately 80 million USD. The Partnership has been supported by many foreign governments: Australia, Canada, Denmark, Finland, France, Germany, Japan, Korea, Netherlands, New Zealand, Spain, Sweden, Switzerland, United Kingdom and USA, and international organizations like ADB, European Commission, IMO, UNDP and World Bank.

Kemitraan has worked in 33 provinces, in cooperation with 19 central government agencies, 29 local government agencies, 162 civil society organizations, 11 media organizations, 33 research institutes and universities and nine independent state agencies and 3 private institutions, according to the homepage. Kemitraan had 79 staff out of whom 44% was women in 2009. Kemitraan has a role as a “first-tier institution” which manages contractual relations with “second tier partners”, that receives funding and capacity building.

Kemitraan is contributing to establishing local CBFM-groups that can voice the interests of the millions of women and men who depend on the forests for their survival. The groups can link-up with the national level and influence policy, as the donor support for REDD+ in Indonesia increases. The active involvement of rural poor women is important in the information and awareness raising, as representatives for population groups in the villages, and as elected members of community groups. In the diagnostic part of the process poor women should be interviewed about the history of the area, social organisation, use and management of resources etc. The women should participate in making the maps, discussing economic strategies and resolution of conflicts etc.

From a gender perspective Kemitraan is not seen to deliver as expected. Both the gender assessment of Kemitraan that was carried out in 2009 and the evaluation in 2010 highlighted findings on Kemitraans work with gender issues:

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<sup>38</sup> Real-Time evaluation of Norway’s international Climate and Forest initiative 2007-10 Evaluation report 16 2010.

- The two documents underline that Kemitraan has no gender policy and no procedures on how to follow-up on women and gender issues.
- Kemitraan has no gender action plan to guide in internal operations
- Gender equality principles, strategies and approaches are not included in the design/framework of the forest governance program. No gender integration in planning and monitoring and in the evaluation processes.
- Grant making process facilitated by Kemitraan has not considered gender related issues.
- Kemitraan staff has a variety of capacity on gender equality aspects, but they are unsure about the linkage between gender equality and good governance.
- Many staff members of national and local NGOs' are not aware that gender aspect is one of the core issues in forest governance.

The report from the gender mainstreaming needs assessment has a detailed proposal on how Kemitraan should work. In spite of this report the review team could not find this reflected in the project proposal. Through discussions with Kemitraan the team learnt that there are no clear objectives on how the organisation works on gender issues. Other partners we interviewed also underlined that Kemitraan's capacity on women and gender issues is very low. Based on the information available the review team concludes that the gender component of the project is not adequately developed, and that the organisation's commitment to gender work is not evident.

Gender issues within REDD+ is an upcoming issue both at an international and national level. Safeguards on women's empowerment and gender equality is proposed by the UN-REDD programme and will be discussed in UNFCCC COP 17 in Durban 28 Nov – 9 Dec 2011. The proposed criterion 4 – to promote gender equality, will establish attention to different gender roles and women's empowerment as part of programme planning and REDD+readiness activities.

## Recommendations

1. The Embassy should expect Kemitraan to mainstream gender issues throughout the project, instead of treating gender as a separate component. The Embassy should wait for a new edition of the project proposal from Kemitraan and then assess whether or not gender issues are mainstreamed into all the five pillars of the project.
2. The appraisal of Kemitraan's project proposal, which is being prepared by Norad, will consider the organisation's capacity and also give recommendations

concerning the capacity to work on gender-issues. The Embassy needs to consider the appraisal carefully before deciding on future support.

## Fishery Cooperation

Project	Fishery Cooperation
Partner	Indonesian Ministry of Marine Affairs and Fisheries (MMAF)
Agreements	INS 06/035
Period	2009- 2012
Amount	NOK 5,2 mill

## Description of the project

A letter of intent was signed in 2006 between the government of Norway and the government of Indonesia on cooperation in the fishery sector. It was agreed to pursue opportunities for cooperation on marine and fisheries management with the aim to promote sustainable and equitable use and conservation of the marine resources. Norway allocated NOK 6 mill to facilitate planning and the institutional cooperation. During 2006 a Norwegian mission representing fisheries research, management and education visited Indonesia and had meetings with Indonesian institutions, donors and NGOs. A revisit to Norway was made the same year. A project proposal was developed and handed over to the Embassy in Jakarta in May 2007.

The development objective of the programme is to build competence in the fields of fisheries management (including stock assessment) and aquaculture aiming at sustainable development of Indonesian marine resources. The project aims to facilitate the implementation of specific capacity building activities in fisheries management and aquaculture. According to the project document important milestones in reaching this objective are:

- Training course for stock assessment successfully implemented
- The planned survey in the Bali Strait completed
- An indicative system of catch recording in the area developed and tested
- The predictive fishing model validated
- A workshop with stakeholders implemented
- The aquaculture stations diagnosed in terms of technical problems

- Realistic development plans developed for each station
- Training of aquaculture specialists (in Norway implemented)
- Development of National Fish Health Reference Laboratory and Strategy for
- Disease Prevention
- Successful intake of students in Norwegian institutions
- Educational and training courses implemented
- A final summing-up seminar implemented

## Context analysis

The shelf area where fishing takes place covers 2.7 billion km<sup>2</sup> around the 17 000 islands of Indonesia. 99% of Indonesia's fishing fleet consist of small scale fishing boats. Indonesia's main resources are large pelagic (tunas, billfish, sharks etc), small pelagic (scads, mackerels, sardinellas, anchovy) coral reef fishes, and prawns, shrimps etc. Most resources are located in the western part of Indonesian waters, but they are overexploited.

Illegal fishing by foreign –owned trawlers is a major problem for Indonesia. In order to manage fishery resources in a sustained way it has been proposed to cancel all foreign trawler licences. In 2006 90% of the licensed shrimp trawlers and fish trawlers were owned by foreign Asian companies. Overfishing, underreporting and corruption are serious problems in the management of the fisheries resources.<sup>39</sup> 4.8 million people were employed in the capture and inland fisheries in 2005. In addition 2.5 mill people (2005) work in the aquaculture sector. Fisheries play an important role in the national food security, and fishery products are generally consumed by poor household and other socially marginalized communities.

Women play an important role in the production, processing and marketing both in the artisanal fisheries and in the aquaculture sector. Studies of women within aquaculture show that women's labour contribution often is greater than men's. The aquaculture tasks are often based near the home and are widely reported to be especially convenient for women as they fit well with existing roles in supporting the household. However, since these tasks are undertaken by women, they are also often viewed as requiring little skill and have low status. This is a major gender issue in aquaculture and leads to women's work being undervalued and poorly rewarded. Women are almost universally reported as absent from decision-making bodies. They have little control over resources such as ponds, land and water, they lack knowledge, management and information skills, and they have minimal access to knowledge, training and new technologies.<sup>40</sup> Women

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<sup>39</sup> Plundering the Sea: Regulating trawling companies is difficult when the navy is in business with them – by Dr. Brian Feagan (sociology consultant) – paper

<sup>40</sup> Source: Kusabe, K. and Kelkar G. (eds.) 2001. Gender Concerns in Aquaculture in Southeast Asia. Gender Studies Monograph 12, Gender and Development Studies, School of Environment Resources and Development, Asian Institute of Technology, Bangkok, Thailand

are almost completely absent from macro-level aquaculture-related gender disaggregated data in Indonesia

Many agencies and organisations have provided technical and financial assistance to aquaculture development in Indonesia during the last 20 years. These include ADB, FAO, Australian Centre for Agriculture Research, NACA, Japan Bank for International Cooperation, JICA and the World Bank.

### **Assessment of the project**

Overall the various project documents related to the cooperation are “gender blind”, which means that there is no gender related background information or gender analysis and sex disaggregated data. Gender issues are not reflected in the objectives or goal hierarchy of the programme, and there are no specific activities and budget lines linked to gender relevant activities.

The review team is informed that the Norwegian Embassy raised the issue of gender on the Annual Meeting in January 2011. Moreover, a Mid Term Review for the Fishery project will be carried out in September this year, with gender as a central issue in the TOR.

During discussions with MMAF the team was told that women’s rights and gender equality is a priority issue for the Ministry. It was underlined, however, that the main focus is on increasing the production and develop the processing industry.

In 2005-2006 a comprehensive participatory Marine and Fisheries Sector Strategy study was conducted with the support of ADB. The aim of the study was to provide guidance for the next 5-10 years of the Ministry’s development. The study resulted in 28 subsector reports and 50 concept notes covering all areas of marine fisheries and aquaculture. 26 international and national consultants were involved in the studies. The study was finalized in 2006 and proposed several future projects. This study would have been useful as a background for the Norwegian cooperation. In the review of documents the team did not find any reference to this study.

At present MMFA is implementing an aquaculture project supported by ADB, which has a gender component with a strategy to maximize positive impacts on women and increase their participation. Sharing experiences with ADB on these issues could be useful for the Embassy.

In 2007 MMAF conducted a gender assessment of the fishery sector and in 2009 it received an instruction from the president on mainstreaming gender. A plan for mainstreaming of gender in the ministry has been developed and a “gender mainstreaming team” is established. As other line ministries MMAF has to report to the

Ministry of Women Empowerment on how the work on gender mainstreaming is carried out.

MMAF is implementing a programme directed towards NGOs and extension workers. The research Centre for Marine and Fisheries which is under MMFA has a socio-economic section. This section conducted a gender assessment in 2007 of the aquaculture sector. A female researcher from this section underlined that her section had no research cooperation with foreign institutions.

## Recommendations

1. The Embassy should actively work to introduce gender aspects in the programme, such as promoting gender balance in the participation in the project, focus on areas within the cooperation where there are many women participating – e.g. fish-health, and introducing measures such as gender-disaggregated data in reporting. Existing capacity within the Ministry of Fishery should be utilized to strengthen gender in the project. The upcoming Mid Term Review will be an excellent opportunity to include a better gender perspective.
2. The Embassy should make contacts with the ADB program in order to learn more about the challenges in the aquaculture sector related to gender issues.
3. The Embassy should consider linking female researchers with researchers in Norway – e.g. Fiskerfag in Tromsø
4. The Embassy should consider to support research on the impact of climate change on women's work within fisheries – (e.g. the problems of drying fish in more humid climate)
5. The Embassy might link up with International Coalition in Support of Fish workers (ICSF). This network is supported by NORAD, produces a news bulletin on women in fisheries called YEMAYA, and has an active network of women's organisations in Asia.

## Potential future initiatives

During the review mission the team encountered two areas of interest to the Embassy with potential for future involvement. The Embassy should investigate further the possibilities to engage in new or ongoing efforts within these sectors.

### SCR 1325 Women, Peace and Security

Women, peace and security and the UN Security Council Resolution 1325 are high on the agenda for the Norwegian government. The commitment is shown through an action plan<sup>41</sup> and a strategic plan launched in January 2011<sup>42</sup> emphasizing Norway's active role in ensuring the implementation of the resolution.

During discussions with UN Women as well as MOWE the interest for Norway's involvement in this sector was raised. UN Women is currently participating in a working group with the Indonesian government developing an Action Plan for women, peace and security. When the planning process is completed ensuring implementation will be of great importance. The Finnish Embassy has been involved in this sector, and is currently considering support to UN Women, whereas UN Women has already submitted a project proposal to the Embassy related to the development and implementation of the Action Plan. The outcomes are:

1. Increased skills and knowledge in the development of National Action Plan on Women, Peace and Security in compliance with SCR1325 and CEDAW
2. Implementation of National Action Plan on Women, Peace and Security piloted in Aceh and Papua

### Recommendations

The Embassy should consider finding ways of working with the Ministry of Women Empowerment and/or UN Women, particularly on the implementation of the policy currently under development. The Embassy should strongly consider the project proposal submitted by the UN Women, however, there is a need to coordinate with the Finnish Embassy.

### Gender and climate change

Gender and climate change is another emerging issue, where little work has been done so far. Norway is deeply engaged in climate change issues, and should consider a leading role on gender mainstreaming in this area. Women are more vulnerable than men to

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<sup>41</sup> The Norwegian Government's Action Plan for the Implementation of UN Security Council Resolution 1325 (2000) on Women, Peace and Security (2006)

<sup>42</sup> Women, Peace and Security; Norway's strategic plan 2011-13

climate change and according to Norad women should be a central target group in relation to climate and forestry interventions<sup>43</sup>. In line with this the GEAP holds that Norway will *”seek to ensure that women’s local knowledge is fully acknowledged and put into practice in cooperation on reducing vulnerability and developing strategies in relation to natural disasters and climate change”*<sup>44</sup>.

The review team has identified a few possible entry points for the Embassy to engage in gender and climate change issues:

1. There is an informal working group on gender equality led by CIDA and with the following members: Dfid, CIDA, World Bank, ADB, the Netherlands Embassy, Asia Foundation, AusAid, the Ministry of Planning and MOWE. The working group has produced a number of 5-6 pages policy briefs on different gender issues with each agency taking the lead on one theme. The purpose is to get an overview of the situation in Indonesia in each area, as a basis for future interventions. There is a need to develop a policy brief on gender and climate change/REDD+/forestry in order to answer basic questions such as “what are the main issues in this area?”, “What is the likely impact on women of the climate change interventions?”, “What will the REDD+/land right issues and gender equality debate look like?”, “What will women potentially gain or lose?” etc. Norway is welcome to join the network and to take the lead of the policy brief on climate change/REDD+/forestry.
2. Dfid is planning to invest heavily in climate change issues. Gender will be part of this effort. Dfid is interested in working with Norway on gender and climate change/REDD+/land use, possibly starting with a joint event to start the discussion on the issues. This could be in the form of a workshop.
3. MOWE is interested in collaborating on gender and climate issues, as they feel left out of the work going on in the climate sector.

## Recommendations

1. The Embassy should join the informal gender working group and should consider carefully taking the lead on developing a policy brief on gender and Climate Change or REDD+.
2. The Embassy should enter into a dialogue with Dfid aiming at facilitating a workshop on gender and Climate Change issues

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<sup>43</sup> [www.norad.no](http://www.norad.no)

<sup>44</sup> GEAP p 31

## Annexes

### Terms of reference

*Draft 06/04 2011*

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#### Women's Rights and Gender Equality Review of the development portfolio in Indonesia May 2011

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#### **1. Background**

The Norwegian Embassy in Indonesia (RNE) has requested Norad's support to undertake a so called "gender wash" of selected parts of the development portfolio (ref. VP 2011). Norad has also been asked to give advices on the strategic/focused support towards gender equity in Indonesia.

This review will enable the Embassy to better promote women's rights and gender equality in line with the principles and guiding policies for Norwegian development cooperation - stated in Stortingsmelding no 11. "On Equal Terms" (2008) and "Action Plan for Women's Rights and Gender Equality in Development Cooperation" (2007-2009), as well as in the Govt.White Paper no 1 (St. prp. Nr. 1) (2008-2009).

Norad has undertaken similar reviews in Zambia, Ethiopia, Mozambique, Pakistan, Afghanistan etc. The lessons learnt from each of these reviews will serve as input to the broader work of establishing gender equality as a central element of Norwegian development cooperation. Each review is tailor-made to the different needs, capacity and country context.

#### **2. Purpose**

To review the Embassy's portfolio and, through discussions with the Embassy staff, identify the most strategic ways of promoting gender equality and improve the situation of the women in Indonesia.

The review shall in particular concentrate on:

**INS - 2094 / INS-06 / 035 Fishery Cooperation**

This is a three-year project between the Institute and the Ministry of Fisheries which is halfway in the implementation. The embassy is planning a simple Midterm review in mid-year.

**INS - 2097 / INS-10/0027 Increased Women's Participation political**

Contract with Asia Foundation. After a three-year project (INS - 2097 / INS 07/004) which was completed last year, the embassy has signed a new three-year-embassy project with the Asia Foundation.

The project has a strong gender component, but since we are early in the program, it will be interesting to see whether it is appropriate to change the profile.

**INS - 2076 / INS-05/041 LEAD pilot.**

Contract with UNDP. Legal Empowerment and Assistance for the Disadvantaged. The remaining assets of the project and deciding to support a female component with the remaining funds.

**INS - New application from Kemitraan (Partnership for Governance Reform)**

The project application is pending. Here, the embassy recently requested appraisal from Norad. The project has a female component that the Embassy would like to discuss. Earlier, the embassy supported Kemitraan with NOK 42 million It is by far RNE largest program outside the forest campaign. Ref. INS-2078 / INS-05/043.

**3. Scope of the Review**

The team will focus on a selected number of development programs. The review will include a desk study of existing documents and programme files, visit to Indonesia, and report writing.

**4. Tasks of the team**

Prior to the actual visit to Indonesia, the team shall review relevant documents for the current phase of the programmes selected for the review in addition to previous evaluations. The Embassy is responsible for making the following documents available: Appropriation Documents, Agreements, Minutes from annual meetings/other meetings, Annual reports, MTR reports, and Evaluations. Through the desk review, the Team will identify key issues that subsequently should be discussed with the Embassy's staff.

The team shall arrange a kick-off meeting with the Embassy (preferably included the weekly programme meeting at the Embassy). The Team shall also meet with relevant Embassy staff responsible for the development programs subject to the review.

The Embassy is responsible for organising meetings with key stakeholders. This includes agreement partners (govt. and CSOs) in the projects and programmes as well as other donors. The Embassy will also organise transport.

The team shall organise a small workshop for the Embassy staff in order to present useful tools for addressing gender equality in the development cooperation and policy dialogue.

A wrap-up meeting will be held at the Embassy, in the programme meeting on the ... at . In this wrap-up meeting, the team will present its preliminary key findings and recommendations.

The team is furthermore responsible for writing the review report. The first draft shall be written by the consultant and Norad, whereas the Embassy will provide comments.

## **5. Reporting**

Norad will forward the first draft report, in English, to the Embassy for comments no later than 4 weeks after the end of the review in Indonesia. The report should include approximately 35 pages, including summary. The Embassy will provide feedback to the report within 10 days of receiving the draft.

The final report should be distributed by the Embassy, to partners which the Embassy finds relevant. The final report should furthermore be distributed to the Norwegian Ministry of Foreign Affairs and Norad (landnettverk).

## **6. Time and Duration**

The review shall be carried out in Jakarta during week 19 (09/05 – 13/05). Prior to the actual visit, the team shall review relevant documents for the current phase of the projects and programmes that will be reviewed.

## **7. Team Composition**

The team will consist of one technical adviser from Norad (FLID), one consultant and one staff members from the Embassy (Gender). The team will work jointly in Indonesia.

The team members at the Embassy will however not be participating in writing of the report.

## **8. Budget**

Norad covers the cost of the Norwegian consultant.

The Embassy will provide transport while the team is in Indonesia

## List of people met

<b>Name</b>	<b>Title</b>	<b>Organisation</b>
Eivind S. Homme	Ambassador	Royal Norwegian Embassy
Marianne Damhaug	Minister Counselor	Royal Norwegian Embassy
Herborg Fiskaa Alvsåker	First Secretary	Royal Norwegian Embassy
Hege Karsti Ragnhildstveit	Counselor	Royal Norwegian Embassy
Jon-Heikki Aas	Counselor	Royal Norwegian Embassy
Constantin Karame	First Secretary	Royal Norwegian Embassy
Rahimah	Development Advisor	Royal Norwegian Embassy
Lily Maramis	Development Officer	Royal Norwegian Embassy
Rini Ariani Sulaiman	Technical staff	Royal Norwegian Embassy
Dra. Sri Danti	Ministerial Secretary	MOWE
Anang Nugroho	Project Leader of Cooperation in Fisheries and Aquaculture/Chief of Centre of Analysis for International Cooperation and Institution	Ministry of Fishery and Marine Affairs
Agung Tri Prasetyo	Division of Bilateral Cooperation	Ministry of Fishery and Marine Affairs
Ah-Jung Lee	Programme Manager	UNDP
Rita Djayusman	Programme Officer	UNDP
Mariski Nirwan	Project Officer	UNDP
Rini Widiastuti	Evaluation Analyst	UNDP
Laurel MacLaren	Deputy Country Representative	The Asia Foundation
Natalia Warat	Program Officer	The Asia Foundation
Avi Mahaningtyas	Chief of Cluster	Kemitraan
Ade Siti Barokah	Project Manager	Kemitraan
Maria Radjali	Technical Assistant	Kemitraan

Hasbi Berliani	Programme Manager	Kemitraan
Andy Yentriyani	Head of People's Participation	Komnas Perempuan
Virlian Nurkristi	Assistant Coordinator	Komnas Perempuan
Lily Puspasari	National Programme Officer	UN Women
Ita Fatia Nadia	Senior Gender Advisor	UN Women
Dwi Faiz	National Programme Officer	UN Women
Gerard Howe	Joint Head UK Climate Change Unit	British Embassy
Dian Kartikasari	Secretary General	Indonesian Women's Coalition for Justice and Democracy
Risma Umar	Chair of the National Executive Body	Women's Solidarity for Human Rights
Marhaini Nasution	Treasurer	Women's Solidarity for Human Rights
Hasamia Djalil	Head of Organization Strengthening Division	Women's Solidarity for Human Rights
Knut D Asplund	Prosjektleder	Norsk Senter for menneskerettigheter
Aksel Tømte	Senior Adviser	Norsk Senter for menneskerettigheter
Mette Kottman	Senior Adviser	MFA
Anne Lilleøren	Senior Adviser	MFA
Brit R Ø Fisknes	Seniorrådgiver fiskeri	Norad
Kathrine Michalsen	Project co-ordinator	Havforskningsinstituttet

## Review Programme

### GENDER WASH PROGRAM Jakarta, Indonesia, 07 – 15 May 2011

Date / Time	Activity	Remarks
<b>Saturday, 07 May 2011</b> 11:35	Arrival of Bodil Maal by TG 433	Met by Marianne and Parlin at the airport Proceed to Oakwood Mega Kuningan, Jakarta Tel. +62 21 25542300
<b>Sunday, 08 May 2011</b> 17:20	Arrival of Hanne Lotte Moen by KL 809	Met by Marianne and Parlin at the airport Proceed to Oakwood Mega Kuningan, Jakarta Tel. +62 21 25542300
<b>Monday, 09 May 2011</b> 09:00	Meeting at the Embassy Menara Rajawali 25 <sup>th</sup> floor Mega Kuningan, Jakarta  Start with everybody for 1 hour, followed by 45 minutes meeting with each person.  <i>Ambassador Eivind Homme Minister Counselor Marianne Damhaug Counselor Herborg Fiskaa Alvsåker Counselor Hege Karsti Ragnhildstveit Counselor Jon-Heikki Aas First Secretary Constantin Karamé Development Advisor Rahimah Development Officer Lily Maramis</i>	Menara Rajawali 25 <sup>th</sup> floor Mega Kuningan, Jakarta Tel. +62 21 5761523
<b>Tuesday, 10 May 2011</b>  08:30 – 09:30  10:00 – 11:30	  INS-05/041 Meeting with UNDP Contact : Ahjung Lee <i>Imah and Lily to be with the team</i>  INS-06/035 Meeting with Ministry of Fishery	  Norwegian Embassy      Mina Bahari Building I, 1 <sup>st</sup> floor

<p>12:00 – 13:00</p> <p>19:00</p>	<p>Contact : Anang Nugroho  <b>Marianne, Imah and Lily to be with the team</b></p> <p>Meeting with UN Women  Contact : Lily Puspasari  <b>Imah and Lily to be with the team</b></p> <p>Dinner, hosted by Ambassador Homme at the Residence  <b>List of guests attached</b></p>	<p>Jl. Merdeka Timur no. 16, Jakarta  Tel. +62 21 3519070 ext. 7626</p> <p>Menara Thamrin, 3<sup>rd</sup> floor Jakarta  Tel. : +62 21 39830330</p> <p>Jl. Aditiawarman no. 6 Kebayoran Baru, Jakarta  Tel. +62 21 7261005</p>
<p><b>Wednesday, 11 May 2011</b></p> <p>08:45 – 10:45</p> <p>11:00 – 12:00  <b>TBC</b></p> <p>14:00 – 15:00</p>	<p>Training-session reflecting on gender issues in Indonesia; the Norwegian policy framework; tools (manuals, check-lists, WEB-pages)  <b>Eivind, Marianne, Hege, Herborg, Constantin, Imah, Rini, Lily to participate</b></p> <p>Meeting with Gerard Howe of DFID  <b>Marianne, Imah, Lily to be with the team</b></p> <p>INS-10/0027  Meeting with The Asia Foundation  Contact : Laurel Mc Laren, Deputy Country Representative  <b>Marianne and Lily to be with the team</b></p>	<p>Norwegian Embassy</p> <p>Norwegian Embassy  Otherwise 11:15 – 12:15 in DFID's office</p> <p>Jl. Aditiawarman no. 40 Kebayoran Baru, Jakarta  Tel. +62 21 72788424</p>
<p><b>Thursday, 12 May 2011</b></p> <p>09:00 – 10:00</p> <p>13:30 – 15:00</p> <p>15:30 – 16:30</p> <p>18:30</p>	<p>INS-05/043  Meeting with Partnership (Kemitraan)  Contact : Avi Mahaningtias  <b>Marianne, Hege, Lily to be with the team</b></p> <p>Meeting with local NGOs</p> <p>Meeting with the Ministry of Women of Empowerment and Child Protection : Sri Danti  <b>Marianne and Lily to be with the team</b></p> <p>Informal dinner</p>	<p>Jl. Wolter Monginsidi no. 3, Kebayoran Baru, Jakarta  Tel. : + 62 21 72799566</p> <p>Norwegian Embassy</p> <p>Jl. Merdeka Barat no. 15 Jakarta  Tel. +62 21 3805539</p> <p>Jl. Mandala Jaya II no. 11, Jakarta  Tel. +62 21 8301455</p>

<p><b>Friday, 13 May 2011</b> 09:00 – 10:00</p> <p>15:00 - 16:00</p>	<p>Meeting with Komnas Perempuan Contact : Andy Yentriyani <b>Lily to be with the team</b></p> <p>Debriefing on findings from the review <b>Eivind, Marianne, Hege, Herborg, Constantin, Imah, Rini, Lily to participate</b></p>	<p>Jl. Latuharhari no. 4B Jakarta Tel. +62 21 3903963</p> <p>Norwegian Embassy</p>
<p><b>Saturday, 14 May 2011</b> 18:50</p>	<p>Departure of Hanne Lotte by KL 810</p>	<p>Parlin to drive to the airport</p>
<p><b>Sunday, 15 May 2011</b> 19:10</p>	<p>Departure of Bodil Maal by TG</p>	<p>Parlin to drive to the airport</p>

## References

### **Norwegian documents**

Ministry of Foreign Affairs (2007-2009) renewed 2009-2013, The Norwegian Action Plan for Women's Rights and Gender Equality in Development Cooperation (2007-2009)

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Norad (2010) Gender Review: Royal Norwegian Embassy Nepal, Norad Report 16/2010

Norad (2010) Concept note for Norad's Gender Reviews of Embassy Portfolios

Ministry of Foreign Affairs (2010) Norway and Indonesia: A strategic partnership

White Paper No. 11 (2007–2008) to the Norwegian Parliament, On Equal Terms

Aasen, Berit et.al. (2009) Mid Term Review of the Norwegian Action Plan for Women's Rights and Gender Equality in Development, NIBR, Norad Report 14/2009

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### **Programme related documents**

#### **Women's Political Participation**

Norwegian Embassy Indonesia (2010) Decision Document (AD) Increased Women's Political Participation: Making a Difference Partner The Asia Foundation

The Asia Foundation (2010) Project Proposal Increased Women's Political Participation: Making a Difference

Contract between the Norwegian Ministry of Foreign Affairs (MFA)

and The Asia Foundation regarding Increased Women's Political Participation : Making a Difference 03.11.2010

Correspondence between Norad, The Embassy and TAF (2010) related to The Asia Foundation's proposal on "Increased Women's Political Participation: Making a Difference"

Leya Cattleya (2010) Final review report, The Asia Foundation's Increasing Women's Political Participation and Strengthening Good Governance in Indonesia funded by the Royal Norwegian Embassy

The Asia Foundation (2010), Final Report, Increasing Women's Political Participation and Strengthening Good Governance in Indonesia

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**Norad**

Norwegian Agency for Development Cooperation

Postal address:

P.O. Box 8034 Dep, NO-0030 OSLO

Office address:

Ruseløkkveien 26, Oslo, Norway

Tel: +47 22 24 20 30

Fax: +47 22 24 20 31

[postmottak@norad.no](mailto:postmottak@norad.no)

[www.norad.no](http://www.norad.no)

