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VIRTUAL TECHNICAL ASSISTANCE COMMENTS ON GENDER INTEGRATION FOR USAID/INDONESIA

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Abstract:

A team of sector specialists completed a desk review of gender integration in the Mission's draft program strategy (2009-2014). The sectors included were: education, natural resource management, democratic governance, health, and employment. A formal publication was not prepared. This document provides the content of the review.

Comments on Gender Integration in USAID/Indonesia Draft Program Strategy (2009-2014)

1. General Comments & Strategy-Level Guidelines for Gender Integration

The comments provided in this document focus on strategy-level gender issues in USAID/Indonesia's draft program strategy for 2009-14, with additional illustrative comments offered at the activity level (including in Annex 1). A formal gender assessment would provide more detailed recommendations for the Mission's strategy, objectives, and activities.

Overall, the gender section in the strategy includes excellent and worthy commitments and initiatives, with identifiable opportunities for improvement. The draft devotes two paragraphs to Gender Issues (pg. 11) in the Executive Summary, including data related to labor, education, political representation, household headship for women and domestic violence. It highlights progress made toward gender parity in school enrollment and ensuring access to contraception. The section would be strengthened through a more explicit focus on gender, rather than women/girls, including relative status of women and men in Indonesia with regard to the legal framework, poverty, health outcomes, and the environment. This would better establish the introductory section as an integrated approach, preliminary to the gender issues raised under each of the subsequent Assistance Objective narratives.

Gender-based Violence (GBV) and Women-Headed Households. As a [possible] proposed framework, the Mission's respective foci on Women-Headed Households and GBV should relate to the Government of Indonesia's (GoI) gender equality objectives, summarized in a recent AUSAID document:

"The GoI has committed to addressing gender inequalities through the establishment of a Ministry of Women's Empowerment and the promulgation of related policies. Gender related targets in the National Medium Term Development Plan include revision of the legal framework to provide justice for women; improvement in the Gender related development index and Gender Empowerment measure; and reduction of violence against women. Strategies include institutionalization of gender mainstreaming, and development of capacity of provincial and district governments to address gender related development through establishment of women's empowerment units in local government."¹

If the proposed cross-cutting perspectives fit within the overall strategy, gender will be better anchored in the document and situated in the Mission's planning. Regional and ethnic differences, for instance, may alter patterns of prevalence of female headed households. (The estimate of female-headed households, 13%, is a low average; if carried forward as a framework for integrating gender into the strategy, regional disaggregation of the indicator would be required.) Additional analytic grounding in headship and GBV can prove useful, depending on how the Mission applies the approach, i.e. it is not a given that income generation would be the focus of the activities for women-headed households nor can it be assumed that all women-headed households are poor. While women-headed households may be more vulnerable to negative shocks from conflict than other households, they often have greater decision-making

¹ Australia-Indonesia Partnership for Maternal and Neonatal Health Request for Proposal, May 2008.

power and control over resources than women in households headed by men. In general, it would be helpful to have comparable statistics for men (e.g., labor force participation and changes) and on Mission Objectives. Overall, Indonesia's significant ethnic distinctions correspond to diverse gender relations, which the strategy should bear in mind and address where relevant.

As part of the Mission's commitment to gender mainstreaming, a gender discussion may be incorporated under each objective. The strategy briefly mentions women as stakeholders in the Democracy and Governance (DG) section, and discusses women's reproductive health issues in the Health section on proposed Mission activities. Underscoring its commitment to gender integration, each sectoral objective could discuss key gender issues and provide examples of involvement by women and men, how each benefits from proposed activities, etc. Each IR could specify relevant gender issues that will affect results achieved or the relative status of men and women.

Donor Coordination Group on Gender: A donor coordination task group on gender presumably exists and can bring or keep relevant issues at the forefront of Mission planning.

The Budget Narrative: The budget narrative for all sectors could be augmented to discuss household level income impacts on men and women.

2. Key Gender Issues for the Education Objective

Indonesia has achieved gender parity in access to education at all levels and has very high enrollment levels for primary education. Gender differences pale in comparison to rural/urban differences in both access and completion. Dropout rates for both boys and girls are relatively high, however, and issues regarding quality of education and completion rates are central to upgrading the workforce to be more competitive as the economy moves toward the production of high end goods and services. The issue is particularly important to women, whose access to formal sector employment has declined with the shift of textile and other low value added commodity manufacturers to other countries in the region. Relatively low levels of schooling, as well as limited options for employment due to gender stereotyping have contributed to a decline in women's labor force participation and migration abroad for employment especially among young women. To demonstrate both the achievements in education in terms of access for girls and boys as well as problems of quality, all statistics cited in the introductory section for this objective should be disaggregated by sex.

IR 1: Improve the quality of basic education. Three specific topics deserve further analysis in the programs to improve the quality of basic education:

- First, although both boys and girls drop out of primary school, leaving only a small percentage to continue on to secondary and tertiary levels, it is important to understand gender differences in reasons or causes for dropout, so that both boys and girls will benefit equally from program initiatives. For example, the World Bank Gender Assessment reports that a higher proportion of girls than boys attend religious secondary schools, which are of lower quality than public schools, because of greater concerns about security and accessibility.

- Second, men and women work as teachers in the system in about equal numbers but they are not equally distributed at all levels of the system, and come to teaching with different levels of preparation. Women dominate at the primary levels, with lower levels of preparation, while men are more likely to teach at the secondary level. In designing programs to increase access of primary teachers to higher education and in-service training, gender-based constraints such as mobility and household responsibilities, should be identified and taken into account. Women also are less likely than men to be in management or supervisory positions in the education system, suggesting gender-related barriers in career options and advancement, which may affect attitudes toward additional training and new methodologies. USAID programs at the provincial level may present an opportunity for pro-active recruitment of women into new professional positions.
- Third, as new teaching and classroom methods and materials are introduced, they should be designed to be free of gender bias and to challenge the gender stereotypes that have affected the effective options for women in the labor market.

IR 2: Strengthening the quality and leadership of higher education. To the extent that the gender-based segregation in the labor market is reflected in career choices and areas of study in tertiary education, activities to strengthen the quality of institutions of higher education, especially through affiliation with US universities may present an opportunity to take positive actions to broaden the options for both men and women. The first step will be to analyze the basis for the segregation for particular careers, and gender-specific barriers that affect career choices. Special recruitment of students to non-traditional fields, bringing in US advisors and professors who do not match the Indonesian stereotypes, providing scholarships, and assisting in job search may be potential activities under this IR that could increase equity in both education and employment.

3. Key Gender Issues for the National Resources Management Objective

The Mission's Country Strategy and the NRM Objective discussion should reflect the lessons learned and best practices developed through past gender consultancies in the NRM sector. Examples of prior gender analyses, plans and activities include those initiated under the Coastal Resources Management Program, the Global Integrated Water and Coastal Resources Management, the Environmental Services Project, and the Orangutan Conservation Services Program. These programs encompass the new IR 1 (Forest Ecosystems); IR 2 (Marine Ecosystems); and IR3 (Watsan); gender and clean energy lessons (IR4), particularly related to household technologies, may need to be drawn from other donors or countries (e.g., USAID/Bangladesh).

Recommendation: A cross-project review of gender lessons learned and best practices for the NRM sector, by the WID Office or a local consultant, would be a highly useful asset for further development of the plans for the NRM objective and specific types of activities.

Gender issues for the NRM sector activities vary significantly, depending on the nature of the activity and the sub-sector. Annex 1 provides a list of the main activities mentioned, their scale, and key gender issues. Those activities closest to the community-level and involving

individual producers or entrepreneurs, household, producer groups or small and medium-scale enterprises provide more entry points for gender integration. For those activities focused on national institutions, the main gender issues are related to staff hiring and advancement and staff gender balance in the field. For national policies, there can be significant gender implications and impacts that involve resource users or entrepreneurs.

Recommendation: For the NRM section, the beginning portion and the section entitled “The Problem” are very global in orientation. It is always difficult to include social and gender issues when talking at this macro-level. An additional paragraph in this section could bring the discussion down to the level of poor communities and households who use and have a stake in resource management decisions. This addition would better frame the issues and set the stage for discussing issues and strategies for gender integration under each of the NRM IR sections, as per Annex 1 and the findings of the proposed cross-project lessons learned document. The discussion of each IR would be enhanced by consistently including **who** will be the target client or beneficiary of the types of activities rather than just the environmental outcome and this change in orientation will make it easier to address relevant gender and social issues and strategies.

4. Key Gender Issues for the Democratic Governance Objective²

Although the DG objective focuses primarily on two issues – rule of law and good governance, it is important to note that in terms of competition (specifically elections and political parties), women are still lagging behind. There are multiple obstacles to women’s participation in political decision-making, including: societal values, lack of party support, lack of well-developed education and training systems (particularly those orienting young women toward a political life), the nature of the electoral system, poverty and unemployment, lack of adequate financial resources, illiteracy, the multiple burden on women, women’s lack of confidence in running for elections (especially being uncomfortable with public speaking), women’s perception of politics as a “dirty game,” and the way women are portrayed in mass media. Therefore, any future elections and political party activities should be mindful of these particular obstacles preventing women from fuller political participation in Indonesia.

While decentralization generally has been considered a success, the process has created some negative effects on women (for example, in provinces where Shari’a is in effect, there has been a revival of conservative religious interpretations of gender roles). This should be taken into account when DG activities are planned in these geographic areas.

Specifically:

On page 24, the bulleted list of problematic legacies should include low levels of women’s participation in public life.

² The background information for DG comments was found in: USAID Indonesia’s Democracy and Governance Assessment (2008); MCC Indonesia Control of Corruption Project: Gender Assessment (2007); and World Bank et al. Indonesia Country Gender Assessment (2006)

On page 25: “More needs to be done to increase the likelihood of democratic consolidation and to support governance that serves the needs of its citizens.” It is important that citizens’ needs are reflected to the fullest in any future DG activities – participatory approaches are an especially valuable tool for women, as there is a lack of enabling mechanisms to allow them the opportunity to express their opinions and recommendations during the policy-making processes at the local level.

On page 26: “USAID will help establish laws rooted firmly in fairness, transparency and respect for contracts.” This is an opportunity for USAID to promote inclusion of gender-sensitive language in future laws, and to push for stricter implementation of the Elimination of Domestic Violence law (No. 23, 2004), as domestic violence is one of the cross-cutting issues in this strategy document.

It is critical that women are active participants in any sustainable peace-building activities. Examples from around the world have shown that the characteristics women bring to the negotiating table (experience with grassroots activism, empathy across cultural divides, or a less threatening demeanor which grants access behind enemy lines, etc.) have accounted for multiple successful outcomes in peace building activities.

IR 1: Rule of Law and Accountability Strengthened. Justice reform is an excellent entry point for addressing one of the cross-cutting issues of this strategy - violence against women. All actors working in the sector (judiciary, prosecutors, police, and lawyers) deal with this issue and there is a need for a multi-pronged overall strategy which might include trainings for judges, better protection for victims of violence, etc. This strategy can assist in cementing gender-based violence (GBV) as one of the top priorities in the DG sector.

- *Support for organizations that assist and push for judicial reform.* Groups receiving aid from USAID for justice reform-type activities should include women’s groups and groups that focus on issues that primarily affect women in the justice system.
- *Efforts to reform and strengthen the Supreme Court and the Attorney General’s Office.* On paper, men and women have equal opportunities within the Court system. However, there is an overwhelmingly higher representation of men than women in judicial seats and other positions of authority in all levels of the Court system in Indonesia. The following is a partial listing of issues that present opportunities for points of entry for gender integration within the Court system: 1) lack of training for judges on issues such as gender sensitivity, CEDAW, judicial ethics, and treatment of GBV victims; 2) lack of gender-sensitive budgeting in the judicial system and low allocation of funds to gender activities; 3) need for transparency and decentralization of the process of advancement and placement of judges, as women are often being overlooked for promotion due to their perceived “family obligations;” 4) lack of access to information on legal rights and lack of support for legal aid centers; and 5) no gender focal point post at the Supreme Court.
- *Support to improve legal education and policy-oriented legal research.* USAID should work with local law faculties, as well as with female judges, to develop strategies for attracting more women into the legal profession, particularly as judges. The strategy

may include offering scholarships for women from underrepresented ethnic or socio-economic groups, studying in the United States, etc.

- *Bolstering the capacity of state and non-state promoters of government accountability to prevent, expose and punish corruption, and other abuses of power.* Rampant abuses of power and corruption are constraints on men and women's career advancement in the court system as well as their access to justice in the legal system. Protection and justice are often for sale - since men generally control the household finances, often they have better access to justice than women. A gender assessment should be able to identify gender-specific obstacles in reference to corruption and plan future activities based on those recommendations.

IR 2: More Participatory, Effective and Responsive Governance. In all activities aimed at improvement of local governments, gender issues should play a dominant role – from providing gender-sensitive training to local government officials, collecting sex-disaggregated data, gender sensitive-budgeting, gender-sensitive allocation of resources, ways to increase participation of women in meaningful policy-making decisions at the local level, etc.

- *Provision of support for improving legislation and policies dealing with key governance issues (e.g., bureaucratic reform, accountability and anti-corruption measures, justice sector reform and decentralization).* USAID should provide support and encouragement for inclusion of gender-sensitive language in legislation and policies dealing with key governance issues.
- *Provision of support to groups representing citizen interests in order to strengthen their ability to represent diverse constituencies and stakeholders.* USAID can provide this support through grants, media trainings, and technical assistance. Special care should be taken that these groups include women's NGOs and groups specifically concerned with women's issues.
- *Improving capacity of selected local governments to better deliver key public services to their citizens.* In many parts of the country, women are not viewed as equal to men. Communication with village heads and local government officials on why it is important that women are included in decision-making processes and how their inclusion will benefit the entire community should be a part of any strategy dealing with this issue. It is important to increase women's participation in local government that goes beyond traditional duties such as allocation of resources, and includes issues like budgets, public services, local regulations, etc.

5. Key Gender Issues for the Health Objective

Inequalities in access to resources and decisions, gender norms about the roles of men and women, and unequal power in relationships within households, communities, and healthcare institutions contribute to poor maternal and neonatal outcomes. There are a number of gender issues that are likely to affect the achievement of the Mission's Health Objective and intermediate results. These are outlined under each IR.

During the evaluation of the Health Services Program (HSP), discussions with the Women's Research Institute and Fatayat NU indicated that more could be done within the context of the Mission's Maternal, Neonatal and Child Health activities to address gender inequalities. These relate to practices that affect both pregnant women and midwives, who are mostly women and face challenges that men may not face. Specific issues are sensitizing the community to : (a) the importance of locating community birthing facilities in safe and accessible sites to ensure the safety of midwives and their clients; (b) the risks of early marriage and pregnancy; (c) the need for birth preparedness plans to focus on gender-based constraints not only in transportation, but also in childcare and expectations that women immediately resume their domestic duties after the birth; (d) the need to cover transportation costs of community midwives so that they can reach their clients, especially in remote areas; and (e) the ban against allowing married midwives to live at the village birthing hut.

IR 1: Lower Maternal, Neonatal, and Child Mortality Rates. Some specific factors that impact on maternal health outcomes include early age of marriage and childbearing in some areas of Indonesia (although age of marriage is increasing), poor nutrition which contributes to anemia, a risk factor for post-partum hemorrhage, and lack of control over household resources and decision-making which constrains women's ability to access skilled birth attendants and life-saving emergency obstetric care when needed. The Mission, through HSP, has a great deal of success in involving men in support of the early initiation of breast feeding and in developing emergency birth preparedness plans. The challenge now is to increase women's roles in decision-making and governance at the local and district levels and to increase both women's and men's oversight of health services at different levels.

There is room to increase women's participation in the planning process. In its Musrenbang support activities, the Mission has an opportunity to build on its success under HSP of involving community volunteers, members of the PKK national women's group, and other women's organizations, such as Fatayat NU. Currently women do not participate in the full Musrenbang process above the ward or community level. With few exceptions, women's voices are lost by the second stage of the sub-district process. PNPM, the national community development program, has crafted a process whereby women and men first meet separately to draft proposals and then come together at the village level to negotiate which proposals are adopted. This has given women a greater voice in decision-making than the usual Musrenbang process.

- *Improved quality of services delivered by skilled birth attendants.* Illustrative Actions: Consideration of use of water and sanitation money to improve access to water to Polindes (birthing hut) for better infection control and greater involvement of the Puskesmas staff in working with communities to locate Polindes in safer and more centrally located places; supportive supervision and certification extended to private midwives; and development of a JPKN training module with certification for village midwives on home birth delivery care.
- *T.A. in logistics and cold chain management to support the national acceleration immunization program and a revitalized family planning program.* Illustrative Actions: Inclusion of community and urban neighborhood health committees and women volunteers (Kaders) in training on cold chain management as most vaccinations are given in monthly community gatherings (Posyandu); and retraining of paid FP community workers, who were responsible for the earlier success of uptake of FP, or

training of Kaders and Village midwives. In any of these options, care should be taken to either compensate workers for their time or make sure that there is a way the community can lend additional support to them to compensate them for their time.

- *Strengthened institutional capacity of the midwives association.* Illustrative Actions: Consideration of a JPNK training module on home birth, as that continues to be a preference of a large percentage of women in Indonesia and most village midwives attend home births; and under the Bidan Delima Program, midwives are expected to volunteer to supervise other private midwives. Their time should be compensated. There should also be a regular annual or biennial recertification so that women can know that Bidan Delima certification is current; financial and organizational support to IBI; and capacity building on advocacy and lobbying so that they have more effective political influence and representation in Parliament and in the Ministries of Health and Planning.
- *Advanced advocacy for health to promote civil society participation and improved governance.* Illustrative Actions: Adoption of PNPM methodology to involve women and men more equally in local planning and oversight activities (e.g., Desa Siaga and Musrenbang); greater attention to monitoring maternal and neonatal outcomes as a means of being more accountable for the results of birth preparedness planning, rather than just for the plans; and more focus on the rights of women to surviving pregnancy, delivery, and postpartum period by establishing health facility audit systems and community-level epidemiological surveillance systems, including verbal autopsies.

IR2 Lower Infectious Disease Incidence and Mortality. The principal gender focus of the infectious disease IR should be on ensuring sex-disaggregated monitoring of activities and outcomes. This includes tracking sex disaggregation of who received care (TB and HIV/AIDS). It also includes collection of sex-disaggregated data on prevalence and infection rates, so as to signal any gender disparities and possible gender-based constraints that may be contributing to differences in prevalence, infection rates, and access to treatment and care.

- *Support to the National HIV and AIDS Strategic Action Plan.* The focus of the Mission's HIV/AIDS program is on most at risk populations in particular hotspot areas. Gender is a major factor influencing successful prevention and equity in treatment. Particular attention should be focused on gender relations within different MARP populations (e.g. commercial sex workers of both sexes; intravenous drug users, and men who have sex with men, including those who self identify as gay and those who do not) as well as their partners who may or may not identify as members of different MARP populations. These include women married to men who have sex with men, non- IDU sex partners of IDUs, and long-term non-commercial partners of commercial sex workers.
- *Support to the National TB Control Program in support of DOTS implementation.* Care should be focused on whether DOTS is another responsibility loaded on to community health workers who are already carrying several responsibilities as Kader for the Posyandu, FP distributors, etc. The community health workers are overwhelmingly women who are expected to do more and more without adequate compensation.

- *T.A. to the National Malaria Program to prevent and treat malaria in pregnancy.* When recommending prevention activities, such as bednets and removal of standing water, both women and men should be involved in decision-making.
- *Increased capacity of GoI, private sector, and civil society organizations to plan and collaborate for avian and pandemic influenza control and prevention.* The private sector assessment should include attention to gender by looking at the different gender-based constraints that men and women providers of different kinds may face both in the public and private sector and how new policies and regulations may impact on men and women providers differently. Relative compensation for similar levels of expertise, and opportunities to enter into different occupational categories should also be considered.
- *Prevention of human exposure to AI through limiting poultry outbreaks, reducing risky behaviors, and improving care seeking practices.* Given the great cultural variation across Indonesia, it is important to assess who is responsible for the care and handling of fowl in the household. Any training or IEC materials should take into account whether men or women, or boys and girls, are responsible for the care in a particular place. Any recommendations for relocation of pens and cages or procedures for handling the birds should also take into account of who is responsible for which aspects of their care and preparation for cooking, and who makes decisions about expenditures.

6. Key Gender Issues for the Employment Objective

This section needs to be developed further. For example, the tie of the two IRs to increased employment needs to be developed. However, to the extent that this objective is to be measured in terms of increased employment, more attention should be given to a discussion of gender differences in employment in the overview section. The decline in labor force participation and the gradual shift from formal to informal sector employment has been more dramatic for women than for men in recent years. In fact, the shift in national employment rates is almost entirely accounted for by women's withdrawal from the labor market, reflecting a decline in formal sector jobs in commodity production and strong patterns of gender-based segregation in the labor market.

Men and women have been affected differently by shifting economic patterns. The shift from formal sector to informal sector jobs has been greater for women than for men, and the proportion of women categorized as unpaid family workers and as unemployed also is greater than for men and increasing. Women have predominated in low wage, low skill employment, including agriculture, manufacturing and domestic work. They are constrained by education, gender stereotyping and household responsibilities.

International migration for employment is both a safety valve for the labor market for women and a source of considerably higher earnings for young women whose education has been limited to primary school. Eighty percent of the registered migrant workers from Indonesia in 2006 were women, employed as domestic workers and caregivers. In addition to the registered migrant workers, who are considered as part of the formal sector and have some legal protection, an increasing number of young women travel abroad as unregistered migrants, facing increased vulnerability to abuse and exploitation. In addition, the line between unregistered migration and human trafficking for labor and sex work is increasingly unclear. Trafficking in persons in

Indonesia is a growing issue, linked to exploitation, violation of basic human rights, and gender-based violence.

The differences in the labor market experience of men and women, their responses to the Asian and global economic crises, and the inter-relation between the employment of men and women, especially at the household level, suggest that all activities under this objective should be accompanied by a gender assessment. Not taking these gender differences and interrelationships into account may lead to unintended consequences and potentially adverse effects in terms of the relative status of men and women.

An additional important concern in the area of employment in the current economic context is a lack of opportunities for young people and new labor market entrants, both men and women. International migration, especially unregistered, and informal sector activities in both urban and rural areas deserve attention in terms of the impact on young women in particular.

IR1: Increased productivity of selected high value crops. Several issues are recommended as topic for gender analysis at the activity level.

- Differences in access to property ownership and use may affect the benefits accruing to men and women from agriculture programs. Restricted access to basic factors of production, especially land, is a significant constraint for women.
- Men and women may differ in access to and relevance of agricultural research and extension services. In many places priorities for increased crop-related research funding are influenced not only by market value but also indirectly by whether men or women are the principal growers.
- Access to credit is constrained for women relative to men. Lack of collateral as well as constraints on micro-credit may affect women's ability to take advantage of services and technologies for growth of high value crops.
- The extent to which both men and women participate in farmer associations and agribusinesses as members and decision-makers is often an important variable in distribution of benefits from agriculture growth and improved marketing. Receipt and control of income from the sale of crops and from farm and non-farm employment associated with production, processing and marketing are important variables not only in terms of the benefits accruing to men and women in agriculture, but also to the potential impact on poverty reduction because men and women spend and invest income differently.

IR 2: Increased long-term capital. Gender analysis is less directly applicable to increased non-bank capital for investment than for agriculture except for two broad observations. First, investments in insurance and pension plans apply only to the formal sector and do not affect informal sector businesses or employees. For this reason, there may be gender differences in the direct benefits from investments in these areas. Second, infrastructure improvements benefit both men and women, although not necessarily in the same ways. Improved roads may increase access to markets for farm products. They also may improve access to schools,

medical care and jobs, and lower costs or improve the quality of goods in local markets for household consumption.

All indicators on participation, outcomes, and income and employment generation for this Assistance Objective should be disaggregated by sex and assessed at regular intervals to track the distribution of benefits, impact on poverty reduction, and unintended consequences in terms of gender equality.

Annex 1. Example of Key Gender Issues in Activities in a Given Objective (NRM)

	Scale (H=Household) (L=Local) (N = National) (I = Intl.)	Key Gender Issues & Possible Strategies
IR1 – Forestry		
Policy harmonization activities	L, N	Women are underrepresented in most community, sub-national and national bodies which address forest management and resource management issues. To address gender issues and impacts, it will be key to develop a policy dialogue process that consults both men and women stakeholders, as well as gender experts about the likely gender impacts of policy changes.
Forest management agreements/partnerships, particularly in orangutan habitat areas - conservation and livelihood objectives.	L, H	Men and women differ in the ownership, access and use of productive resources. These patterns are culturally and location specific. In situations where women have played less of a role in formal forest management decision-making, forest management agreements could have a negative impact upon women's land and resource use. Activities need to ensure that both men's and women's existing rights are protected, particularly for poor female-headed households.
Building verification capacity and export supplies of legal, sustainable and conflict-free wood products.	L, N	As new activities for Indonesia, there is considerable potential for women to be involved in both community verification systems and in businesses providing verification services. Due to violence against women, solo travel to remote rural areas may not be safe or attractive to women in some areas but a teaming strategy for external commercial auditors could be one option to overcome this barrier.

	Scale (H=Household) (L=Local) (N = National) (I = Intl.)	Key Gender Issues & Possible Strategies
IR2 – Marine		
Ministry of Fisheries and Marine Affairs (MFMA) capacity building for activities related to expanding and managing MPAs with local stakeholder engagement.	N, L	The expansion and management of marine protected areas has a number of social and gender implications. Coastal families tend to derive their income from a mix of fishing, gleaning and farming. The income mix varies by ethnicity and location. While women tend to have more involvement in the fish processing and marketing ends of the value chain and with gleaning, there are women such as the Bugis in Sulawesi who are involved with net fishing from boats. Any planning and management activities for MPAs must include women representatives from the different ethnic groups of the affected communities.
Ecosystem-based fisheries management system (EBFM) - alternative livelihood schemes.	N, L, H	See comment above for gender issues
EBFM – sustainable licensing	L	No obvious gender issues. Women generally have less access than men to cash income so analysis of gender-specific barriers and impacts associated with new licensing schemes.

	Scale <i>(H=Household)</i> <i>(L=Local)</i> <i>(N = National)</i> <i>(I = Intl.)</i>	Key Gender Issues & Possible Strategies
EBFM - non-destructive practices & MFMA extension systems	N, L, H	<p>If new practices are promoted by public info campaigns, then different channels and messages should be adopted if there are significant gender differences.</p> <p>Women clients in Indonesia have tended to be underserved by other types of extension services. There may be a tendency for a new MFMA system to mistakenly focus just on boat fisheries (majority men) rather than the entire fisheries value chain or the income strategies of coastal households (men and women).</p> <p>With regard to setting up a new extension system, MFMA should adopt a policy of gender equity for the hiring and advancement of field agents and supervisors, as well as providing gender training to both male and female field staff.</p>
EBFM – open access limits policies	N, L	This activity will mostly affect those who fish from boats and their families. As noted above, the impacts on fishing households should be reviewed to identify negative household and gender-specific impacts of policy changes.
EBFM – Enforcement	N, L	Typically, more men than women are involved in enforcement activities except in those situations where there is community-based enforcement. In other SE Asian countries, women have been involved in community-based monitoring and enforcement systems for fishing & could be piloted in Indonesia.
Promote private sector demand for certified marine products	N	No obvious gender issues apart from Indonesian women's considerable involvement in small-scale and commercial fish processing at the local level. Increased demand may mean greater employment for women.

	Scale (H=Household) (L=Local) (N = National) (I = Intl.)	Key Gender Issues & Possible Strategies
International commitment ratification	I, N	No obvious gender issues unless the international treaties have requirements with negative gender impacts.
Community-based climate change adaptation activities.	L	Plans for activities in this area should incorporate both men's and women's roles and experience with climate change adaptation, including coping with disasters.
IR3 – Urban Water & Sanitation		
Performance and supply to urban poor by urban water utilities and local government institutions.	L	Water utility and local government technical staff in Indonesia tend to more often be men than women. The gender balance varies by province and place. In this case, the main strategies focus on ensuring a balance of men and women in trainings and as field officers. Household clients should be registered in both men's and women's names. Also, tools for measuring customer satisfaction should measure women's and men's satisfaction, even within the same household.
Increasing customer demand for better water & sanitation services	L, H	Women tend to be less involved in public life than men. Consumer advocacy training should aim for a mix of men and women and women-only trainings may be appropriate in some community settings. Besides being domestic water customers, women with enterprises also are commercial customers.

	Scale (H=Household) (L=Local) (N = National) (I = Intl.)	Key Gender Issues & Possible Strategies
Pilot small scale systems and household technologies., including community mobilization and private sector provision	L, H	Indonesian women often take a greater role in water collection, storage and purification than men. Their involvement is crucial for the success of pilot technology and related training should involve a mix of women and men.
Promote hygiene standards and practices through awareness programs	L, H	Depending on the household, community and ethnic group, both women and men are involved in teaching hygiene practices to children. Family approaches rather than women-focused approaches have increased men's involvement.
IR4 – Clean Energy		
Public information campaigns	L, H	Social marketing should be tailored to address local gender differences in men's and women's perspectives and media channels.
Promote renewable with small scale independent power producers	L	Women entrepreneurs may face different sex-based business barriers to business operations. More info is needed about the gender composition & barriers to women for power businesses.
Promote alternative energy solutions such as household biogas digesters.	L, H	There is a long history of rejected small-scale energy technologies in Indonesia and elsewhere. Consultation with women is essential to understanding interest and barriers and developing appropriate technology models.